NTNU – Key Figures

- 8 faculties, 55 departments and NTNU University Museum
- 7400 Man years
- More than 42 000 students
- 7220 completed bachelor and master degrees
- 400 doctoral degrees
IT at NTNU

- Employees Central IT: 192
- Central IT cost: 410 mill NOK
- IT cost Academic Units 170 mill NOK
- Amounts of PC`s at NTNU: 17000
- Servers: 1500
- Storage: 18 PB
- Wireless AP`s at NTNU: 4200
- Number of user simultaneous Wlan: 25000
- Number of accounts: 60000
Change in the Organization 2015-2018
Change in the personnel 2015-2018

- Centralised IT personnel
- IT in other central units
- IT personnel in academic units

2015:
- 53% Centralised IT personnel
- 37% IT in other central units
- 10% IT personnel in academic units

2018:
- 74% Centralised IT personnel
- 6% IT in other central units
- 20% IT personnel in academic units
Challenges

• More IT to education
• High demand of:
  • IT services and IT consulting
  • Digitalization activities all over
• Administrative work must be streamlined as a result of Government cuts of 0.7% per year
• Receive too little IT per NOK
  • Use of External consultants is expensive
• Difficult to recruit Developers and Prosjekt leaders
Reorganizing The IT Function

- Merger – The Game changer
  - Possibility to reorganize The IT function, giving One central IT Department in 2017

- High demand for Digitalization
  - The Digitalization program established in 2018
Our Digitalization Program

- The program is divided in two:
  - delivery
  - implementing
- Budget is yearly over 100 MNOK
- Top management highly involved in priority of projects
We Need to Transform

50 man-years are planned to be transformed from IT operations to development activities within August 2020
How to do The Transformation

• Use reward instead of threat
• Mapping free capacity
• Involvement in mapping and changes in competence needs
• Project leaders must be accurate in their demand for resources
• Establishment of project and close cooperation with HR
• Recruit employees that are recent graduate and always look for people with potentials
• Internal education program:
  - project management school (running)
  - development school (planning)
  - cloud management (planning)
Other Organizational Tweak's

- Innovative work areas
  - Free seating
  - Sensors'
  - Face ID

- Change Travel policy
  - 15% reduction in travel costs
  - no trips to USA in 2019

- Hack the culture
IT takes the lead

Paper free IT department

Meetings

Speed

Carbon footprint

Hack the Culture
Summary

• Change the competence in the IT Department
• Retrain current employees
• Hire graduates, not seniors
• Challenge the culture (Hack The Culture)
• IT have to take the lead