



NTNU Faculty of Information Technology and Electrical Engineering

Dean Ingrid Schjølberg
General employee meeting
March 19, 2024

Agenda

- **A crisis can also be an opportunity** - Dean Ingrid will provide an overview of the big numbers
- **AI billion and more is available** - by Vice Dean Ingelin Steinsland
- **New strategy for new times** - Vice Dean Ole-Morten Midtgård will provide an update on the ongoing strategic work
- **Education quality and tighter budgets** - by Vice Dean Roger Midtstraum
- **How do we preserve a good working environment?** by Administrative Leader Bernt Asle Arntsen
- **QUESTIONS IN CHAT**

General challenges

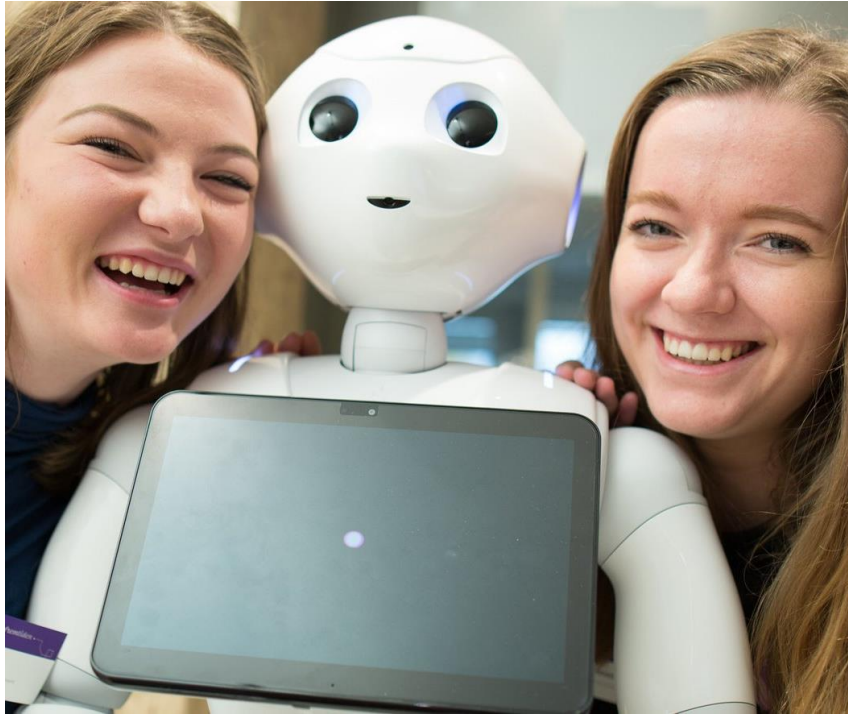
- National adjustments
- Geopolitics
- The planet
- Technology development

Regjeringen ventet økonomisk vekst på 0,9 prosent i år

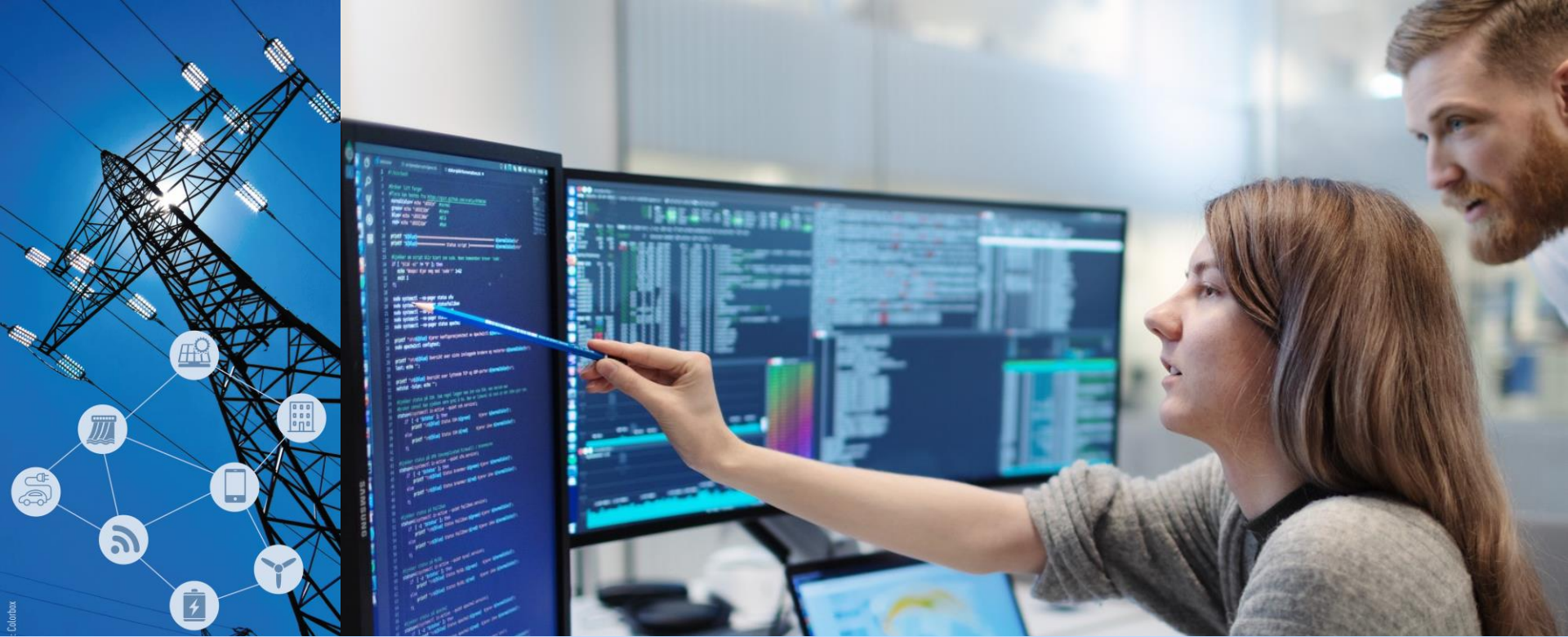
Finansministeren mener norsk økonomi er på rett vei, med prisveksten på vei ned, lav arbeidsledighet og en rente som trolig ikke skal høyere.



New national funding model 2025

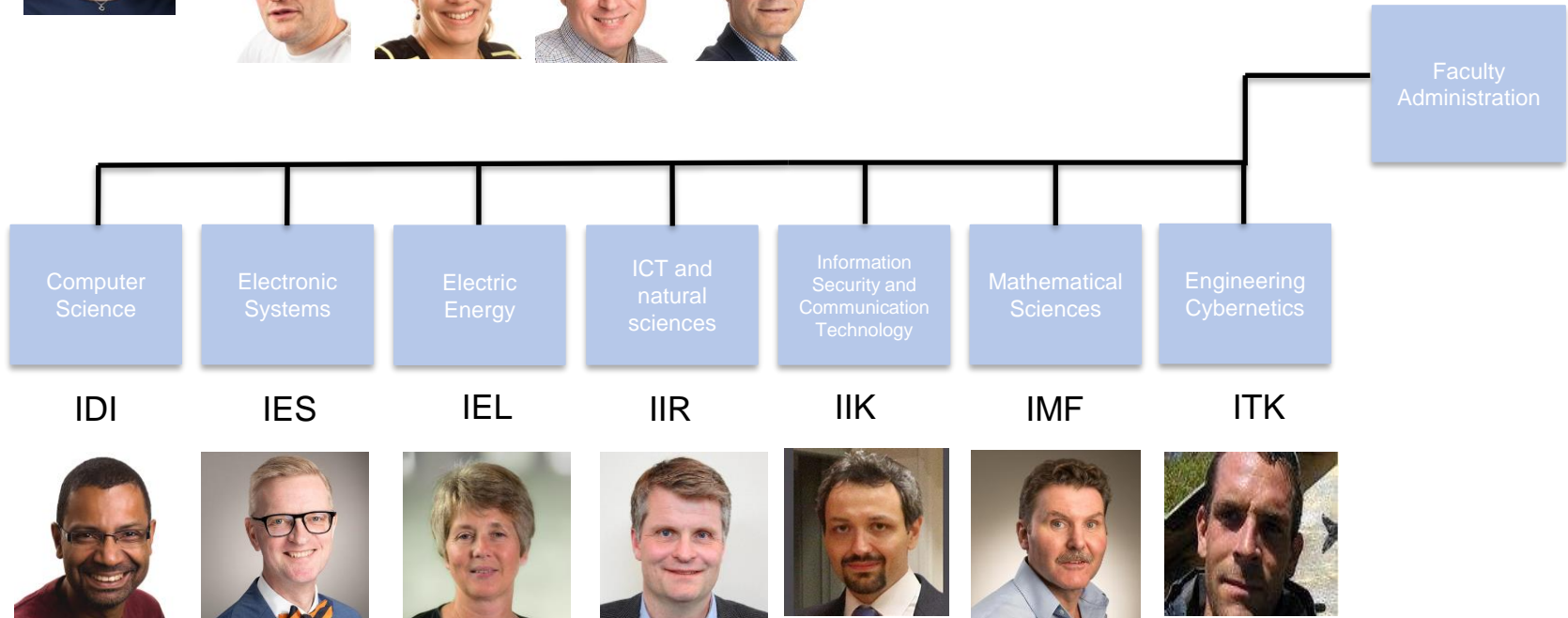


- One overall grant to NTNU
- Three result indicators:
 - Study point production
 - Candidates completing their ph.d.
 - Candidates completing their studyprograms



**A crisis can also be an opportunity:
A new normal**

IE faculty organization



Economic sustainability

	Account 2023 (MNOK)	Budget 2024 (MNOK)	Budget 2025 (MNOK)
Income	1269	1280	1315
Costs	1342	1270	1291
Incoming balance	64	-9	1
Closing balance	-9	1	25

Summary 2023



DEFICIT: 73 MNOK



SALARY EXCESS:
90 MNOK

Why this situation?

Required to downsize reserve

Growth in number of employees

Few cost restrictions

Restrictions 2024/2025



Tighter cost control at all levels



Fewer internal funded ph.d./post doc positions (SO)



Hiring freeze from 11th March 2024



Tight longterm budget

A new normal



Budget is leading for staffing plan



Scaling of all activities to a sustainable economic level



Better routines at all levels for cost tracking



Improve registration of holidays and man hours on projects



High Quality Study Programs



High Quality Research

A photograph of three people smiling in a blue-lit environment. In the foreground, a man with short brown hair and a blue lanyard smiles broadly. Behind him, two women also smile. The background is blurred, showing other people and bright blue light sources.

Best students and colleagues



Fremtiden er
grønt, elektrisk og digital

IE-dagen

We will do this together

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We need the AI billion now

Ingelin Steinsland,
Vice Dean for Research



Ph.D.s and post docs: three wishes in one

Three wishes in one:

- Important for our research capacity
- Education
- Innovation, though the research and after, through their work

In good times we have invested in Ph.D.s and post docs at the Faculty (much more than what we have got from Rector)

- Can't do that now
- Need external founding more than before, and the AI billion is one important opportunity



The AI billion

- Research Council of Norway: 800 million NOK for 4-6 research centers.
- Have had *call of interest* quest back at IE. Deadline yesterday. Thank you!
- We are analyzing and consolidating these. Will come back to you the week after Easter with a sketch of initiatives.
- Work on your research proposals. It is never wrong to have some projects you want to do at hand!



What can I do?



(Associate) professors, researchers and post docs: Do high quality research, supervise your Ph.d. candidates to complete on time with high quality, take initiative and write excellent project proposals and help others develop great project proposals



Ph.D.s: Do high-quality research and complete on time. Join in developing great project proposals.



Everyone else: Join in developing project proposals and high-quality research.



NTNU

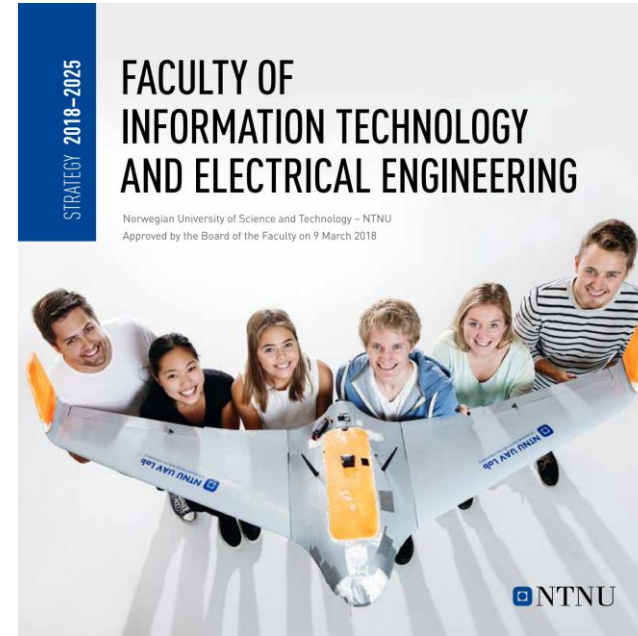
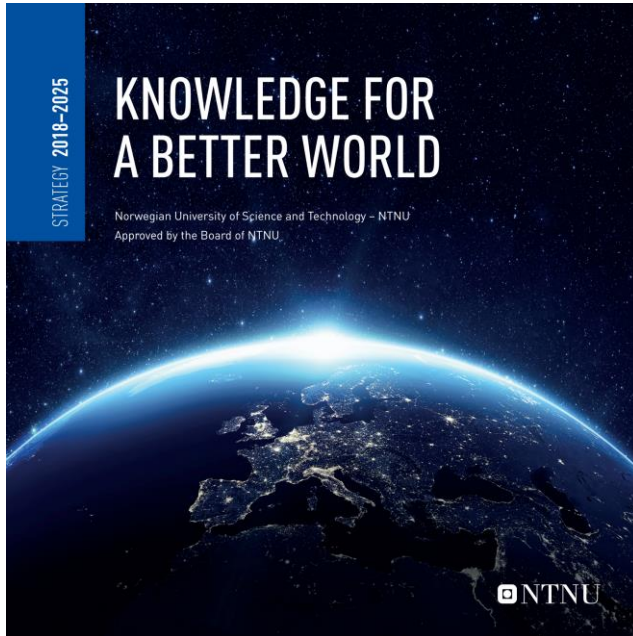
Norwegian University of
Science and Technology

New strategy for new times

an update on the ongoing strategic work

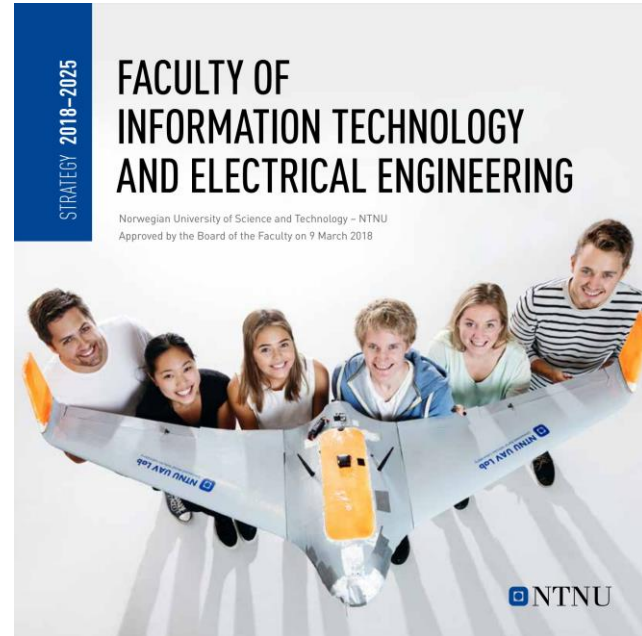
Ole-Morten Midtgård, Vice-Dean Sustainability and Innovation

Current strategy 2018-2025

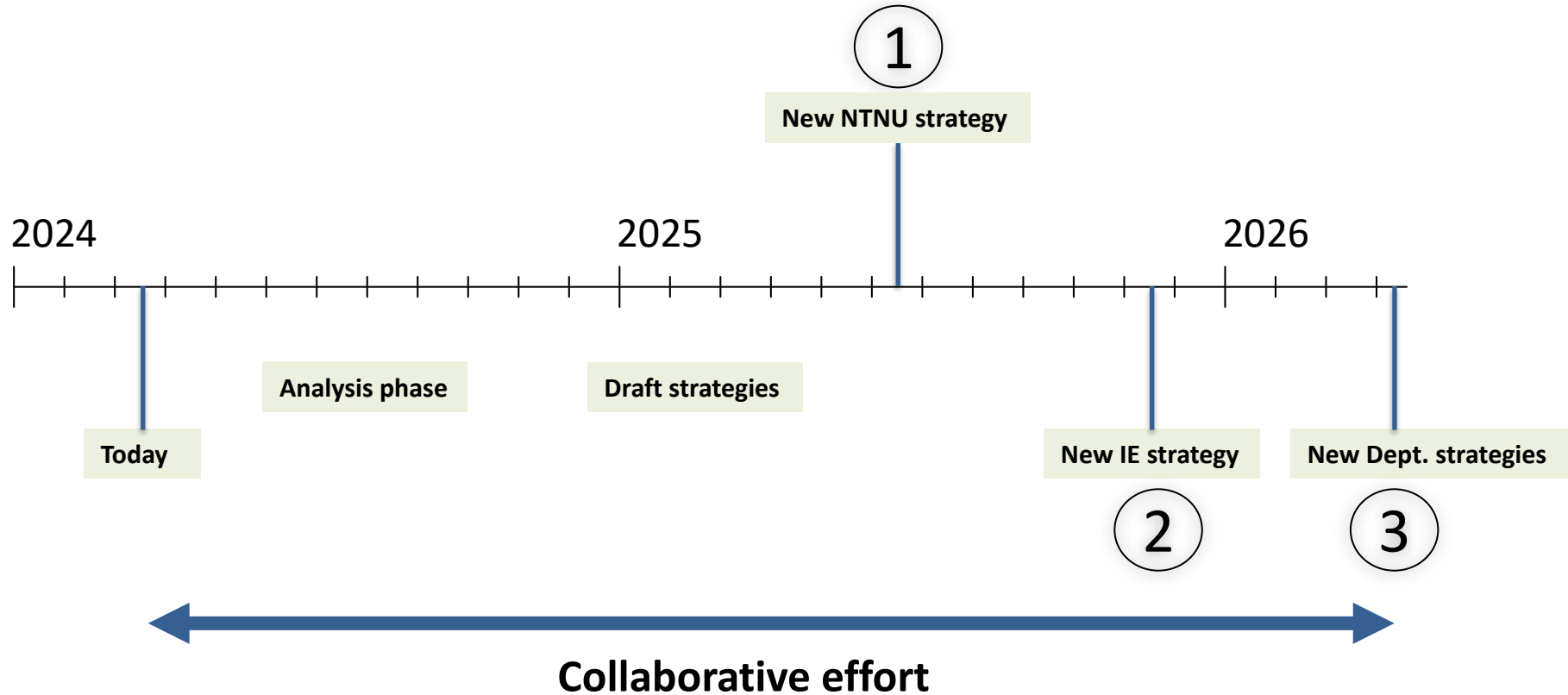


OUR VISION:

**WE WILL MAKE THE
FUTURE SMART, SAFE
AND SUSTAINABLE**



NTNU's strategy process



Budgets are getting tighter, but



NTNU is Norway's largest university and internationally recognised



IE faculty is at the forefront of technological transformations



We have Norway's best mathematics department

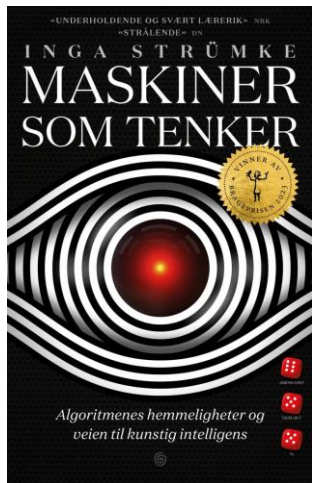


Our role is more important than ever



Our new strategy will show how we intend to shape the future

Innovation, sustainability, dissemination – how can we demonstrate even more direct societal impact?



SFI·AUTOSHIP Autonomous ships



NorwAI Norwegian Research Center for AI Innovation



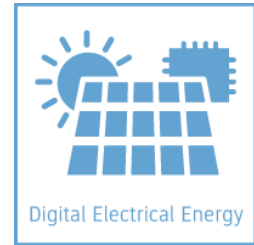
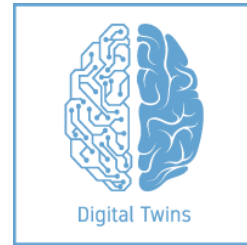
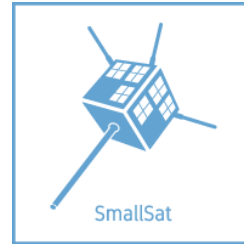
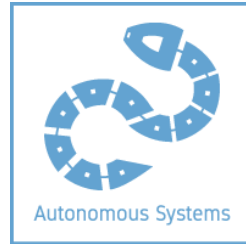
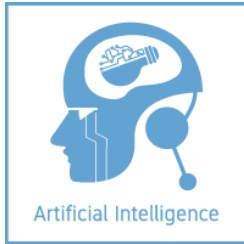
NØRCICS SFI Norwegian Centre for Cybersecurity in Critical Sectors



CGF SFI Centre for Geophysical Forecasting



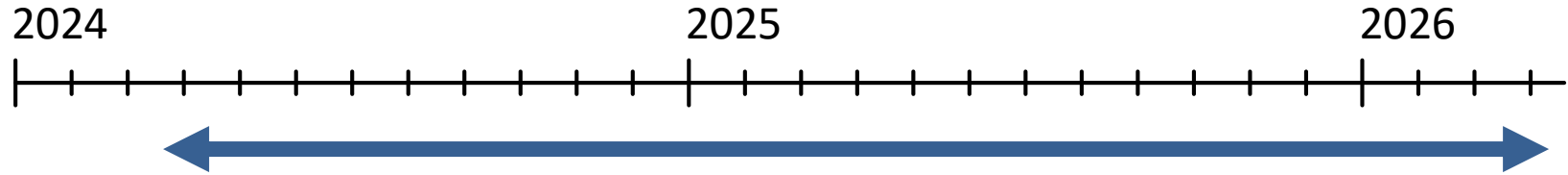
We need to modify our research priorities



What's on the minds of the Department Heads?

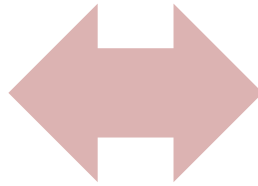


trategy

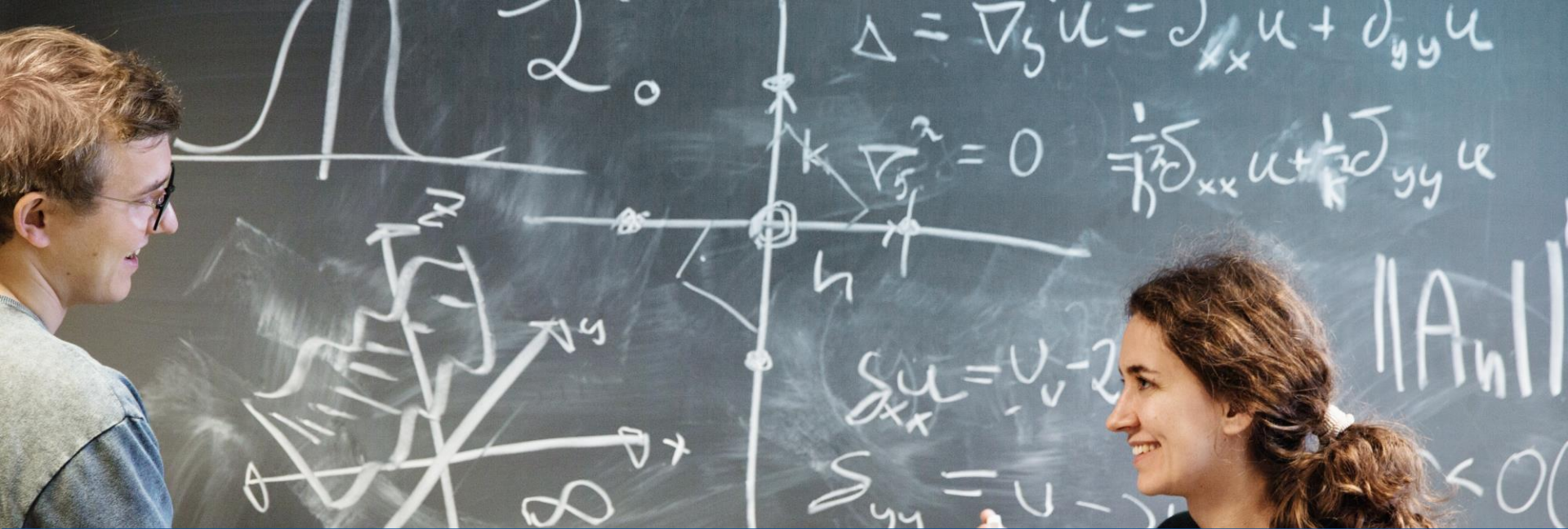


Collaborative effort

Leaders will
initiate



Everybody
must engage



Education quality and tighter budgets

Roger Midtstraum, Vice Dean for Education

Study Programmes and Education Quality

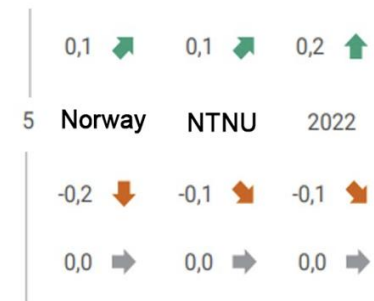
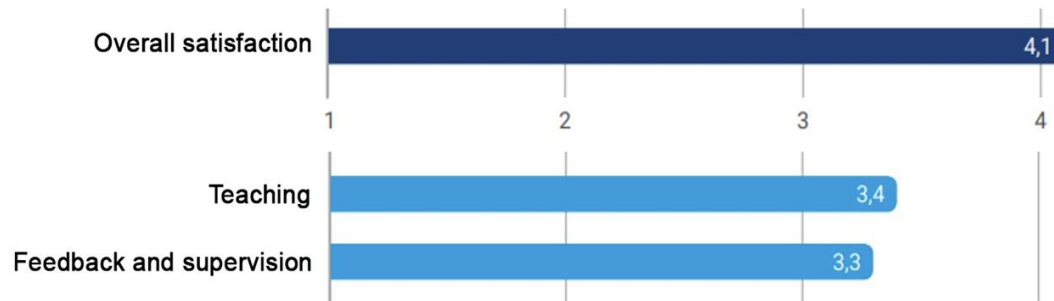
IE has a comprehensive study program portfolio

Most programmes recruit very good talent in sufficient numbers

IE candidates are highly regarded by industry

Overall student satisfaction is above average (national study barometer 2023)

Some aspects would benefit from improvements



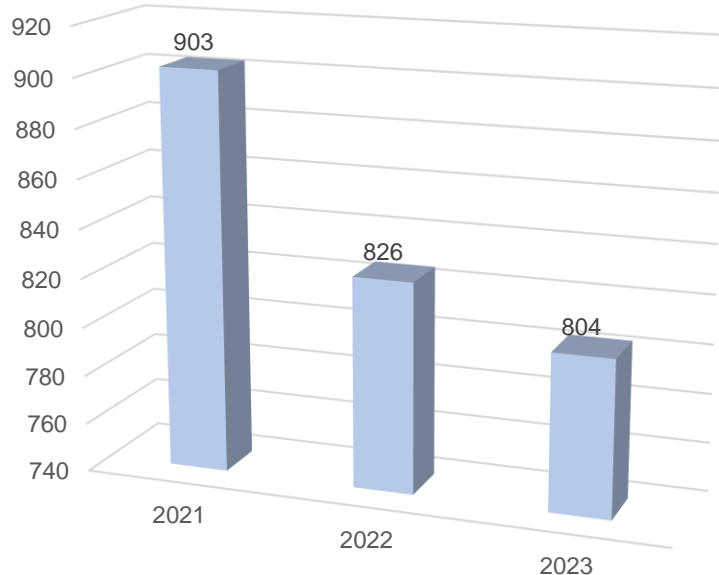
Education: Income and cost



- Production of **study points** will be even *more* important than before
- Too *high* **drop-out** and **program transfer rates** in many programmes
 - Reduce study point production substantially = less money
- Long term work have improved the **competitiveness** of our study programme portfolio
- Forthcoming strategy process will investigate the potential for a **slimmer, more cost-effective** programme portfolio

Short Term Measures

Number of courses IE 2021 - 2023



- Imperative to maintain **education quality** at programme level and in courses
 - First study year should be prioritized to prevent students quitting
- Number of **specializations** should not be higher than strictly necessary
- **Course portfolio** of 804 courses must be slimmed
 - Average IE course produces 512 study points (68 students)
 - After considerable reduction in number of courses, we still have
 - 104 courses producing less than 50 study points (6,7 students)
- It is time for more frugal **course design and implementation**
 - Good utilization of resources and smart use of digital learning technologies are two obvious starting points

How do we preserve a good working environment?

Bernt Asle Arntsen
Administrative leader IE faculty

ARK



The work environment survey

What characterizes a good working environment?

Good coffee?

Christmas party?

Hiking trip to Estenstadhytta?

Good professional discussions?

Colleagues who challenge you?

Colleagues who recognize you?

What characterizes a good working environment?

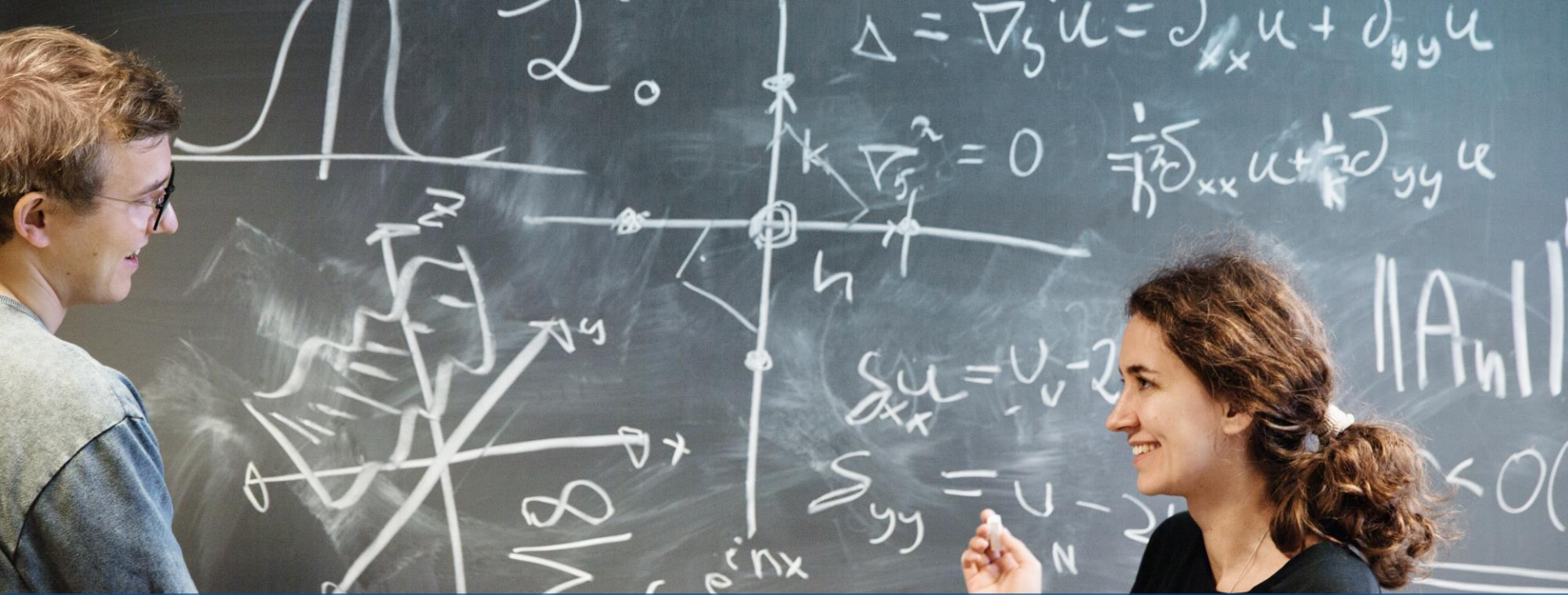


- **Clear roles and responsibilities. Good organization and planning of work.**
- **Balance between job demands and control over one's own work situation.**
- **Balance between effort and reward.**
- **Fair and supportive leadership.**
- **Predictability when conditions change.**

What can I do?

- Your contribution is important.
- Create a good feedback culture.
- Give recognition.
- Be inclusive.
- Care about each other!





We create the work environment together!