

Top 5 Activities to Prepare for Administrative Systems Replacement



Define the Why

1

Develop a vision and business case for change aligned to the institution's strategic plan. Every investment and change of this magnitude requires a clear reason for change that is understood and felt by those who must lead, execute, and accommodate the change. This should not be an IT-only initiative. Key senior leaders must be the primary voices, and the rationale should be woven into every conversation about the potential project.



Secure Commitment

2

If the Why is well understood, and the institution is ready to take on this kind of change, senior leaders need to be committed to its success. The most successful projects have committed, visible change champions at the top of the organization who repeat these critical messages, engage in the project details, dedicate resources, and are regularly involved in the decision-making.



Develop a Data Management Strategy

3

The institution must ensure that it understands current data integrations and reporting technologies, processes, and culture so it is ready to move to next-generation systems. With this knowledge, a modern data management strategy can be laid out so that preparations can be made for the transition and everyone agrees about how data will be managed in the future. This includes work in integration, data governance, and reporting and analytics.



Manage Your Identity Management

4

If an institution has a homegrown or highly customized identity management system (or none at all), then a modern solution will need to be put in place before (or less optimally, concurrent with) a new core administrative platform. An identity platform that can help manage and automate change in multiple roles is crucial to success.



Develop an Acquisition Strategy and Process

5

How will you decide on the right solution for your institution based on your procurement rules, culture, and financial situation? What does the market tell you about the solutions, and how are your institutional requirements going to play into what you select? What are the long-term implications of the available solutions for your segment of the higher education market?