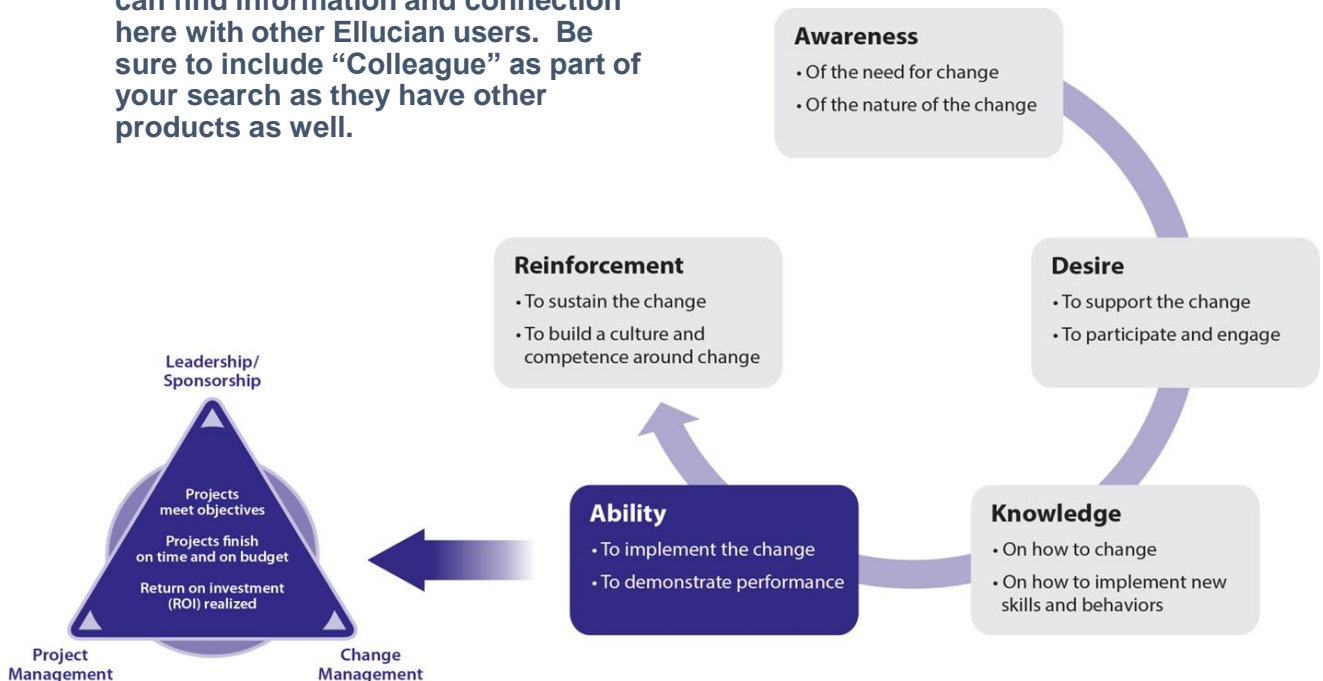# ACE
ACADIA COLLEAGUE ENHANCEMENT

Top 3 News Items

1. The Steering Committee is working on the support plan for Colleague once the project team is no longer intact. More information will be forthcoming.

2. As a reminder for faculty and academic administrative support, your training resources have been organized in the HUB by task. Simply go to the article with the table of contents and click on **the link** for your respective task. It will bring you to the information that will assist you.

3. The Ellucian website has significant support tools to assist you. If you access the site, click on resources. You can access training here but also search the articles (both under Knowledge section) and look under ideas in the Community section. You can find information and connection here with other Ellucian users. Be sure to include "Colleague" as part of your search as they have other products as well.

The Change Model

The diagram below is the ADKAR change model. It is the process that we have used to help people with the move to Colleague. It will help you to assess where you are on the continuum. If you are struggling, I would encourage you to seek out support. Knowing the category need that is not being met will help you to move forward.

Having a shared vocabulary for change discussions can be helpful in addressing the issue. If you have questions about the ADKAR model, please reach out through our **website**.

Awareness
- Of the need for change
- Of the nature of the change

Desire
- To support the change
- To participate and engage

Knowledge
- On how to change
- On how to implement new skills and behaviors

Ability
- To implement the change
- To demonstrate performance

Reinforcement
- To sustain the change
- To build a culture and competence around change

Leadership/Sponsorship
- Projects meet objectives
- Projects finish on time and on budget
- Return on investment (ROI) realized

Project Management — Change Management

Please visit Ace.acadiau.ca to post questions

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