



HOWARD  
UNIVERSITY

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# STRATEGIES FOR CHANGE MANAGEMENT

How Howard University Led a  
Successful LMS Migration

OCTOBER 13, 2022



# OUR SPEAKERS



**Dr. MORRIS THOMAS**

Assistant Provost,  
Digital & Online Learning  
at Howard University



**STEVE MILDNER**

Chief Operating Officer  
at K16 Solutions



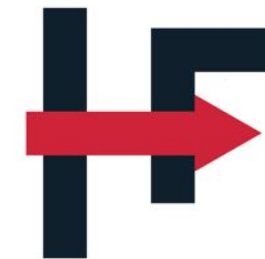


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HOWARD  

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UNIVERSITY



# Dr. Morris Thomas

Assistant Provost for Digital and Online Learning  
& Director of the Center for Excellence in  
Teaching, Learning, and Assessment

HOWARD  
FORWARD



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# HOWARD UNIVERSITY

Founded in 1867, Howard University is a private, historically Black, research university located in Washington, DC

Howard University, one of the nation's leading research universities, is dedicated to educating students from diverse backgrounds at the undergraduate, graduate and professional levels. Guided by our extraordinary cadre of faculty, students are immersed in cutting-edge scholarship and innovation including nanotechnology, human genome research, atmospheric science, as well as the social sciences, arts and humanities.

The University is dedicated to attracting and sustaining a cadre of faculty who, through their teaching, research, and service, commit to the development of distinguished, historically aware, and compassionate graduates and to the discovery of social, economic, and environmental solutions in the United States and throughout the world.



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# HOWARD UNIVERSITY



**>12,500**

STUDENTS REGISTERED  
FALL 2022



**14**

COLLEGES & SCHOOLS



**120+**

ACADEMIC PROGRAMS

**9,500**

UNDERGRAD

**3,100**

GRADUATE &  
PROFESSIONAL  
STUDIES

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# HOWARD UNIVERSITY RANKINGS

#1

Producer of African American Undergraduates to go to Medical School Association of American Medical Colleges

#1

Employing African American Faculty Integrated Postsecondary Education Data System

#1

Awarding African American on-campus STEM PhDs National Science Foundation



# HOWARD UNIVERSITY RANKINGS

According to Best Colleges US News Rankings Howard University's ranking in the 2023 edition of Best Colleges

<b>#89</b>	in National Universities (tie)
<b>#21</b>	in Best Undergraduate Teaching (tie)
<b>#64</b>	in Best Value Schools
<b>#30</b>	in Most Innovative Schools (tie)
<b>#29</b>	in Top Performers on Social Mobility
<b>#1</b>	HBCU for LGBTQ+ students
<b>#2</b>	in Historically Black Colleges and Universities
<b>#94</b>	in Best Undergraduate Engineering Programs (tie)

Howard University's graduate programs in social work, education, and business each received significant increases in the annual national rankings produced by U.S. News and World Report's 2023 "Best Graduate Schools" listing.

<b>#16</b>	School of Social Work
<b>#71</b>	School of Education (HUSOE)
<b>#57</b>	School of Business (full-time MBA program)
<b>MEDICAL SCHOOL</b>	
<b>#1</b>	Most diverse Medical School
<b>#49</b>	Most Graduates in Primary Care Specialties

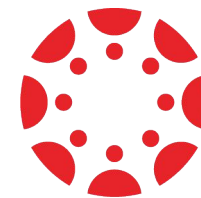


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# WHY HOWARD TRANSITIONED TO CANVAS

Following the unanimous recommendation from the University-wide LMS committee, Canvas was selected to replace Blackboard as Howard University's official learning management system (LMS).

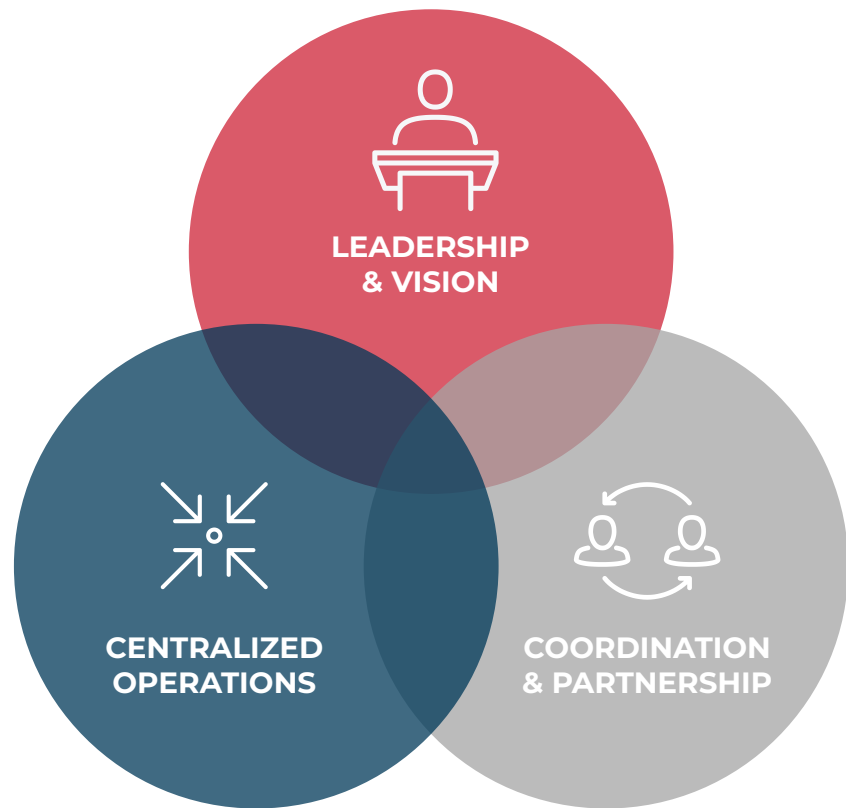
This transition aligns with the **Howard Forward Strategic Plan** and supports the expansion of developing a **comprehensive digital learning infrastructure (DLI)** needed for the implementation of Workday Student and the development of online programs and course offerings.



**CANVAS**  
BY INSTRUCTURE

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# HOWARD UNIVERSITY CANVAS TRANSITION



This transition aligns with the Howard Forward Strategic Plan, Pillar 1, Enhance Academic Excellence; specifically supporting the initiatives, Excellence in Teaching, Learning, and Student Success and Academic Innovation.



The transition to Canvas is supported by the Office of Digital and Online Learning, the Center for Excellence in Teaching, Learning, and Assessment (CETLA), and Enterprise Technology Services (ETS)

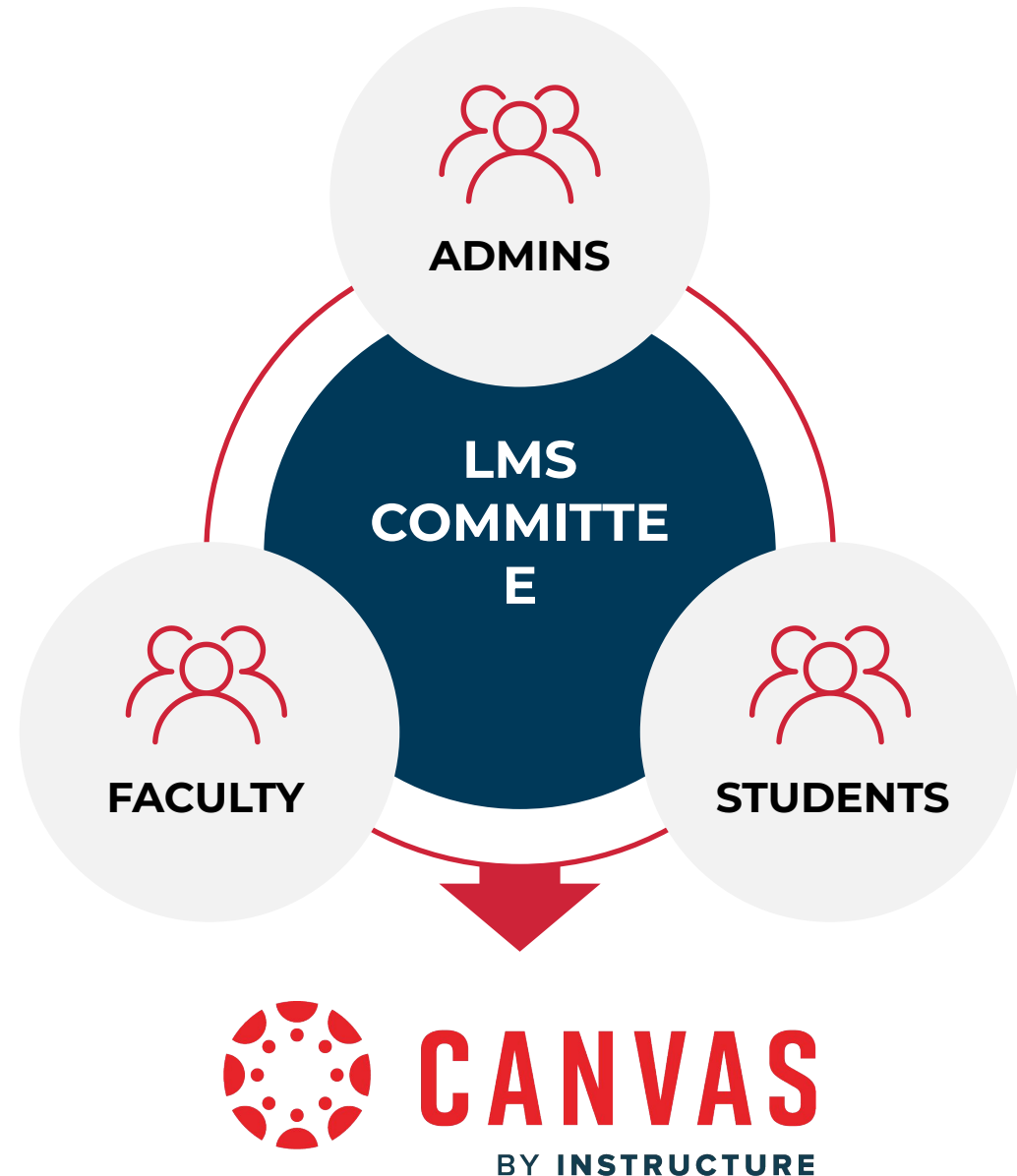


Central location for students to easily access course content and digital learning tools

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# LMS RESEARCH & SELECTION

The LMS Committee reviewed several LMS platforms and chose Canvas as our new LMS.



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# COMMUNICATION ROLL OUT (PART 1)



## EMAIL

- Via official email to everyone



## LISTSERV

- Specific listservs
- Targeting faculty, students, and staff



## ACADEMIC LEADER MEETINGS

- Prior to larger announcements academic leaders were informed in smaller meetings.



## PROJECT LEAD MEETINGS

- Dr. Morris Thomas met with individual groups to discuss transition – faculty & administrators



## CANVAS TRANSITION WEBSITE

- Website dedicated to Canvas launch was made available for Howard University stakeholders

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# COMMUNICATION ROLL OUT (PART 2)

A phased implementation process

**SUMMER 2022**

**FALL 2022**

**SPRING 2023**

**Communication with Howard University stakeholders has been successful, in particular:**

- Meetings with smaller groups
- Promoting and using a website dedicated to the transition
- regular email communication
- large announcements



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# HOWARD UNIVERSITY MIGRATES 20K COURSES WITH K16 SOLUTIONS.

**OCT 2021**

Migrated a few courses using K16 for testing



**MAR 2022**

Ordered 20K courses to be fully migrated using K16



**JUN 2022**

All courses were fully migrated to Canvas



# CANVAS TRANSITION TIMELINE

MAY & JUN 2022	JUL 2022	AUG 2022	FALL 2022	SPRING 2023
Blackboard content automatically migrated to Canvas	Summer 2022- Soft launch with selected courses	<b>Canvas provided training:</b> 8/3/2022 @ 9:00am - 10:30 am EST 8/3/2022 @ 12:00 pm – 1:30pm EST (virtual) 8/11/2022 @ 12:00 - 1:30 pm EST 8/11/2022 @ 5:00 pm – 6:30pm EST (virtual)	Optional Instruction begins in Canvas for early adopters  <b>Canvas provided training:</b> 11/11/2022 @ 9am- 11:30 am EST (virtual) 12/20/2022 9am- 11:30 am EST 12/20/2022 @ 5:00 pm – 6:30pm EST (virtual)	Canvas will become Howard University's official LMS beginning January 2, 2023
Faculty opting to teach in Canvas will provide intent				
Summer 2022; Soft launch with selected courses				

CETLA training, consultations, and helpdesk available

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# CANVAS BENEFITS FOR FACULTY AND STUDENTS



An intuitive, easy to learn interface, including an improved mobile app experience



24-7 phone/live chat support with Canvas, along with improved instructions, videos and guides



Enhanced and easy to manage syllabus, course calendar and course schedule



Improved workflow for more streamlined grading



A dashboard that quickly summarizes all relevant course events and items



Simplified student collaboration and group options



**K16 SOLUTIONS**



# WHAT WE DO





# SOME SCHOOLS WE'VE HELPED



From Sakai &  
Blackboard to  
Canvas



Moodle to  
Brightspace



Moodle to  
Canvas



Blackboard  
Original to Ultra



Blackboard &  
Moodle to  
Canvas



Blackboard  
Original to Ultra



Brightspace to  
Canvas



Blackboard to  
Canvas



Moodle to  
Canvas



Blackboard to  
Canvas



Blackboard to  
Canvas



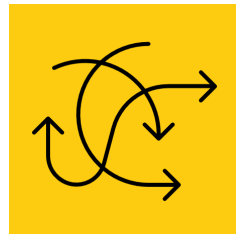
Blackboard  
Original to Ultra

# TRADITIONAL LMS MIGRATION OPTIONS



## WHITE GLOVE

- Expensive
- Time-Consuming
- Labor-Intensive



## BULK MIGRATION (COMMON CARTRIDGE)

- Manual intervention & revision
- Time-Consuming
- Labor-Intensive



## DIY (COPY-AND-PASTE)

- Time-Consuming
- Labor-Intensive
- Massive soft costs

# WHAT IS SystemMigration

# System **Migration**

INTEGRATED WITH ALL LMS PLATFORMS

Blackboard®

moodle

Jenzabar®  
TRANSCENDING EDUCATION

Sakai®

D2L

canvas

kaltura

Panopto®

Open LMS

YuJa

schoolology®

## SystemMigration

is an automated content migration service that utilizes APIs and other proprietary methods to move your course content from one LMS to another while retaining your course structure, quizzes, tests, question pools, LTI's and other critical components

Changing your learning management system has **NEVER BEEN EASIER.**

# Why SystemMigration

## FAST

Through automated content migration, SystemMigration can migrate course content quicker than any other option on the market.

## ACCURATE

Ready-to-teach courses delivered in your new VLE instantly.

## AFFORDABLE

Using an automated process eliminates the need for human resources, driving down cost significantly.

## 1.7 Million+ COURSES

Working with over 130 higher education institutions across the globe who are migrating, testing and revising content

## 6,000 COURSE TRANSFERS

Per week / Per institution

## 80% SAVINGS: AVG / INSTITUTION

Saved client institutions an average of 80% in course migration costs compared to traditional methods.



# LESSONS LEARNED





# LESSONS LEARNED

1

**Repeat, Repeat, Repeat...**  
**A campus can never be too informed**

2

**Partnerships are Essential**

3

**Prepare for the Unexpected**

4

**Be Flexible**

5

**Be considerate of schedules  
and priorities**

# QUESTIONS?

[k16solutions.com](http://k16solutions.com)



# APPENDIX

