

## HR Fit/Gap Celebration

**March 31, 2005** - HR Staff and the Project CATalyst Team recently came together to celebrate a major milestone, the completion of the HR Fit/Gap process. The Fit/Gap process compares UVM's business needs with Oracle/PeopleSoft capabilities. Wherever the software can support a business need there is a fit and there is a gap where it can't. A great deal of hard work by all involved went into reaching this point and participants were justifiably proud of their accomplishment.

The gathering was addressed by Pat Ainsworth, Director – Project CATalyst, Mike Gower, VP Fi-



Lee Stewart addresses the celebration

nance & Administration, and Lee Stewart, Interim Director – Human Resources. Ainsworth focused on the importance of “we”; pointing out that as the process evolved HR Staff and the CATalyst Team have developed a joint ownership of the project. Gower thanked attendees for all their hard work so far and

pointed out how important the project is to the University's future. Stewart also expressed his thanks for both his staff's and the CATalyst Team's participation and went on to note that while many challenges lay ahead this was indeed an important milestone.

During the celebration, awards were given to recognize those HR participants who went above and beyond the call of duty:

Greg Brown – Creator of Gap Sign Language  
 Dennis DePaul – Most Questions & Attention to Detail  
 Bo Finnegan – Most Attended  
 Ginnie Gude – Keeping us Honest  
 Pat Nowlan – Looking Out for the Small Guy  
 Monika Preiss – Most Attended  
 Celia Rainville – Most Inquisitive  
 Lee Stewart – Perfect Attendance

A drawing for prizes was held to close out the celebration.

With the Fit/Gap process complete, the next step in the Project implementation plan for Human Resources is process design. In this step, all those processes recognized as gaps will be reviewed and resolutions identified. During this time it will be important that participants always ask “why.” Why do we do it is this way? Why is this necessary? Why can't we change it?

A lot of work remains to be done but at the HR Fit/Gap celebration the focus was on how far we have already come.

For more information call Eric Hoefel - 656-4093