

March 31, 2021

Dear selection committee,

Please accept this nomination of Gerik Kimble as a recipient of the 2021 Administrative Professional (AP) Contribution Award. Gerik is the Assistant Director of Financial Systems, leading the Workday Modernization Finance team. Gerik has been responsible for coordinating the configuration and implementation of the Workday financial business processes, including training, financial reporting, and community outreach. Our external partners have named the WSU project as one of the most successful Workday implementations they have seen in their broad experience. Gerik has had a major role in WSU's success.

Gerik has worked extremely long hours for the past two years with exceptional diligence and commitment to bring WSU the best possible results for this project, which is the first update of our core financial systems in more than 30 years. He has worked equally hard with central offices, academic units and student support services to listen to their needs and make the best possible decisions to support the whole WSU community.

Gerik is well-known and respected in the WSU community for his competence, understanding of all the myriad business needs of WSU's extremely diverse operations, willingness to dig deep and assist and his genuine care and concern for the needs of WSU.

As Workday was rolled out in December and we discovered things that weren't working as expected, Gerik worked diligently to bring together the teams needed to address each challenge. This required working with multiple partners with multiple goals to reach common decisions. Always even tempered, supportive and solution-oriented, he has led us to resolve many of these issues and continues to work toward resolving the rest.

WSU is fortunate to have Gerik in this highly visible role. He has had great impact in improving the financial systems used across the institution. He goes above and beyond every single day and exemplifies the qualities outlined for the recipient of the Administrative Professional (AP) Contribution Award.

Thank you for your consideration of this nomination,

Joy Morton

Director, Financial Management Systems



Office of
VP for Finance and Administration

March 30, 2021

Dear Members of the WSU APAC Committee:

I am honored to support the nomination of Gerik Kimble for the WSU Administrative Professional Advisory Council's 2021 Administrative Professional Contribution Award.

This award recognizes exceptional, above and beyond contributions made by employees to productivity, problem solving, positive working relationships and university service.

Gerik exemplifies an employee that goes and above and beyond each and every day. As WSU prepared for and deployed Workday to all campuses and departments, Gerik has been tireless in his dedication and effort to help solve problems and assist others. Departments have come to rely on his positive and helpful approach. It is common for departments to note "I'm working with Gerik" to address challenges, resolve concerns, and learn.

In particular, I have been impressed by Gerik's attentiveness to the unique needs of each department across WSU. He demonstrates the same positivity, energy and urgency to help all departments, both big and small, in an almost around the clock fashion. His dedicated approach is helping employees across WSU perform their jobs, while increasing productivity, solving problems, and building a positive "can do" culture.

The positive impacts of Gerik's efforts are far reaching, making a difference for staff and faculty at all levels and across all campuses, colleges and departments. Additionally, Gerik is still an expert of many functions and processes in his former department outside of Modernization. He actively helps and coaches the new leadership from his former department, empowering them to be successful.

WSU is fortunate to have countless dedicated, administrative professional employees that support WSU's instruction, research and service mission each day. It is a privilege to join with others in nominating a few shining stars. It must be energizing for the Committee to review the nominations of so many outstanding administrative professional employees. Thank you for your time and effort in this regard.

I hope that the Committee will join in recognizing Gerik for his exceptional, above and beyond efforts made this year.

Sincerely,

A handwritten signature in blue ink that reads "Matthew A Skinner".

Matthew A Skinner
Senior Associate Vice President for Finance and Administration



To: AP Contribution Award Committee

Date: March 31, 2021

From: Eric M. Rogers, Director of WSU Purchasing Services

RE: WSU AP Contribution Award Nomination: Mr. Gerik Kimble

It is with great pleasure that I submit this letter of endorsement for the nomination of Mr. Gerik Kimble for the WSU Administrative Professional Contribution Award. Gerik is extremely deserving of this award as exemplified by his excellent service to the University, dedication, leadership and ability to work through some of the toughest and most complex challenges.

As a bit of background, I have worked with Gerik over the years and observed his development and progression from working in the Controller's Office through leading the Modernization Team in the challenge of transitioning WSU from its outdated legacy systems and processes, to a now modern Software as a Service enterprise resource planning system in Workday.

Gerik's ability to pick up on complex business processes and the ever changing regulatory environment; while also maintaining strong inter-personal and relationship skills to build out a professional network across the university and with peer organizations has been amazing to witness. His keen eye for detail and ability to lighten the atmosphere in high-pressure situations has made him a valuable asset to WSU in many ways. In every position that Gerik has worked he has improved upon processes, strengthened the team working in his areas, and has helped to elevate our business processes beyond the way we have always done it and "status quo". The Modernization of WSU's aged business information technology infrastructure critically relied on someone like Gerik who was able to understand both the old way of doing things and translate that into the modern Workday platform. This work will set WSU on a trajectory for success for decades to come and will help handle the university's growth both in size and complexity. Whenever the project faced challenges or limitations from either the system or the people side, Gerik was right there thinking through the challenge and coming up with great solutions that worked for both the people and the system.

The hard work and learning on the job that Gerik has done over the years and the relationships that he has formed have enabled him to be successful in his current position; which is a benefit to the entire WSU system as every challenge that he helps solve for Workday is another reduced or eliminated pain point for getting the important work done in support of the university operations. In each of these challenges, Gerik brings an analytical mind and understanding of some of the most complex processes and requirements involved in WSU's business operations that few can wrap their heads around. It is his ability to pick things up quickly that perhaps sets him apart from many of his peers and has allowed for swift movement upward in WSU's administrative ladder. Even though we have some remaining challenges to work through with our implementation of Workday, I am confident that with great minds

like Gerik's involved, we are positioned well to optimize the system and create efficiencies in our processes that were previously unattainable. He and the Modernization Team have put in long hours and have had many in-depth and long meetings working through the many challenges that implementing a modern system presents, but with added difficulty of doing so in a university system dispersed across every county in the state of Washington and with everyone working remotely due to COVID-19 throughout the implementation. The tasks were difficult and the challenges were great, but with the steady hand and leadership of Gerik WSU is on its way to having successfully completed the greatest business update and change in a lifetime. Gerik is highly regarded by his colleagues and peers and is more than worthy of this great honor.

Sincerely,

Eric M. Rogers

Eric M. Rogers

Director, WSU Purchasing Services

To Whom it May Concern,

My name is Annie Riedinger and I am the Organizational Change Lead for the Modernization Initiative. I am a colleague of Gerik Kimble, who is the Modernization Initiative's Associate Director for Financial Systems. I am writing this letter to support the nomination of Gerik for the AP service award. Gerik has been instrumental in the implementation of Workday, and his contributions to that implementation cannot be emphasized enough.

Prior to Workday, the siloed, antiquated systems for WSU's ever-evolving business needs were at huge risk. Without the tireless energy and optimism of people like Gerik Kimble (and without Gerik in particular), the transition to Workday could not have happened.

As a creative problem-solver who works enthusiastically to make his colleagues and the community feel supported, Gerik's unwavering commitment to finding solutions, regardless of how daunting the problems seemed, was what kept the work of the Modernization Initiative constantly moving forward.

Gerik's sense of humor, and his patience in answering questions and explaining complex situations to both co-workers and constituents, empowered the rest of us on the team to push through the challenges of Workday implementation with a "can-do" attitude. Gerik once made a competitive game out of a backlog of Workday problems that needed solutions, inspiring his team to face the overwhelming task with energy and enjoyment rather than dread and despair.

Workday presented a monumental challenge in order for it to be implemented, it has tested the patience and fortitude of everyone who worked/works on it. I cannot imagine what this implementation process would have looked like without Gerik. He showed outstanding leadership, trusted the work of his staff, and made extra efforts to support the well-being of others, even during the toughest and most challenging parts of the project. Gerik Kimble is an inspiration and entirely deserves the AP Service Award.

Sincerely,

Annie Riedinger

To whom it may concern:

I have had the pleasure to work closely with Gerik Kimble for several years now. He joined the modernization team early in the project to assist in managing the financial work. His institutional and financial knowledge made him the perfect fit to keep the project moving forward. Gerik was able to build solid relationship across campus through excellent customer service and communication. This has allowed him to collaborate well with others to solve issues faced during the project. His attention to detail allowed him to identify issue or gaps and rectify them before they became a problem. He really become the center of the finance team and led by example. His ability to listen and solve problems made mole hills out of many mountain sized problems. The trust he was able to build across campus lead to solutions that benefited the whole and not an individual area. He always seemed to be available no matter the time of day to address issues or to rally the financial team to resolve an immediate need. His unique skill set, hard work and desire to see the project succeed ensured a successful Workday launch.

Even after the successful launch of the application Gerik has continued to be the glue holding everything together. With every go live there are unforeseen issues that provide unique challenges. He has been able to pull individuals together across campus to collaboratively find solutions to issues. He has also continued to be available at all hours to ensure that there are quick resolutions to problems. His example has inspired everyone he works with to do more and work together to get a solution in place. Washington State University is blessed to have an employee like Gerik Kimble on its wonderful team of employees.

Brant Schroeder

Director, Modernization IT