1. What did the team do to inspire nomination?
The team planned and implemented the migration of the University's SAP systems to new hardware. This was a very complex project, with multiple benefits: significant savings on hardware and software maintenance costs (the new hardware was paid for by one year's savings); increase in redundancy leading to greater availability and reduced system downtime; lower power consumption in the Data Center; greater future-proofing by adoption of new technology and decommissioning of hardware approaching end of life.

2. Why is their accomplishment noteworthy? Describe examples of superior performance, competence, and reliability.
This was a major project extending over a period of 9 months; it involved planning and coordinating the efforts of multiple groups, both University staff and external vendors and contractors. The team was faced with the need to implement several new technologies and integrate them into the existing infrastructure: these include a new Operating System (Solaris) with extensive use of virtualization features (Solaris zones); the clustering system used to allow rapid failover from one Data Center to another (Sun Cluster); the storage replication tool underpinning the clustering (TrueCopy); a new backup tool and methodology (CommVault with RMAN); new network partitioning schemes. The security implications of the changes also had to be reviewed and addressed. Despite this, the project came in on time and under budget, with minimal interruption of service and no major post-production issues.

3. What challenges did the team have to overcome? Describe examples that demonstrate collaboration, positive attitude, cooperation with fellow employees, creativity, innovation, and/or exceptional problem solving.
The biggest challenge was coordinating the activities of the team-members, particularly with regard to the external resources. Identifying dependencies and defining the timeline was a very complex and demanding process, made more so at times by a lack of accurate information (and appropriately skilled staff) from the companies concerned. These issues were addressed by a combination of negotiating/discussing with the companies, and making good any remaining shortfalls by developing the necessary expertise within the team, sometimes at very short notice. The areas where the most problems arose were clustering, storage replication and networking - in all of these the team demonstrated exceptional problem-solving skills to address serious issues, often making good the inadequacies of the contracted companies. Throughout this often difficult period, the Texas State team maintained a positive and cheerful attitude; this was all the more important due to the vital role of a co-operative team approach, without which the project could not possibly have been successful.

4. What were the results of their teamwork? Describe methods of improving/enhancing workplace operations.
The team placed a premium on discussion, making sure that information was regularly exchanged between the members in different departments; regular team building events were held to help strengthen team spirit. As a result the project was highly successful, and the SAP systems to this day benefit from the improved infrastructure the project was instrumental in putting in place.