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**ADOPTED – BOARD OF TRUSTEES COMMUNITY
COLLEGE DISTRICT NO. 508**

June 7, 2012

**BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 508
COOK OF COOK AND STATE OF ILLINOIS**

**HIRING & RECRUITMENT SYSTEM
TALEO CORPORATION
OFFICE OF HUMAN RESOURCES AND STAFF DEVELOPMENT
DISTRICT WIDE**

THE CHANCELLOR RECOMMENDS:

that the Board of Trustees authorizes the Chair to execute a 3-year agreement with TALEO Corporation to serve as the vendor for the District-wide Hiring & Recruitment System for the period from July 1, 2012 through June 30, 2015, at a cost not to exceed \$184,240 for the first year, \$60,000 for year 2 and \$60,000 for year 3 at a total cost not to exceed \$304,240. City Colleges of Chicago will have an option to renew for an additional 2 years.

VENDOR: TALEO Corporation
4140 Dublin Blvd., Suite 400
Dublin, CA 94568

USER: District wide

ORIGINAL TERM:

The original term of this agreement will commence on July 1, 2012 and shall end on June 30, 2015.

OPTION/RENEWAL TERM:

The renewal term of this agreement shall commence on July 1, 2015 and shall end on July 1, 2017.

SCOPE OF SERVICES:

TALEO will provide an automated solution to our current hiring and recruitment processes.

The TALEO Hiring and Recruitment Module will provide:

1. An integrated and automated Hiring and Recruitment solution that is both user-friendly and intuitive. The system will provide the ability to immediately narrow applicants

through pre-employment qualification questionnaires and electronically obtain and screen credentials.

2. A user friendly workflow to schedule, manage and notify candidates (and required personnel) of steps in the hiring process, send electronic notices of hiring decisions to applicants and to manage the onboarding process for all new employees.
3. A strong functional capability which provides the ability to track applicants customize the gateway for candidates to apply for specific positions within the organization and robust reporting that provide the metrics of our hiring and recruitment activities to assist in attracting, hiring and retaining the best possible talent for our organization. Additionally, the system has the ability to integrate with social media sites to allow the import of data and communication with existing applicants.

BENEFIT TO CITY COLLEGES OF CHICAGO:

The system will provide the District with a streamlined electronic hiring and recruitment process that will decrease the hiring timeline, improve our ability to attract quality candidates and provide key performance indicators denoting our progress or lack thereof. The efficiencies produced by the system will result in increased management and candidate satisfaction which will enhance retention and organizational health.

VENDOR SELECTION CRITERIA:

Specifications prepared by District Office Procurement staff were publicly advertised on September 3, 2011 as Request for Proposal (“RFP”) DT 1110. The RFP was sent to fifteen (15) vendors and a pre-proposal conference was held on September 17, 2011. The following eight (8) vendors responded: 1) ADP; 2) HR Systems; 3) Peoplefluent; 4) Taleo; 5) Cornerstone; 6) Zannett; 7) Oracle; and 8) Halogen. The four (4) top scoring and RFP compliant vendors (Peoplefluent, Taleo, Cornerstone and Oracle) were selected to make Oral Presentations. After an additional review, the top two (2) scoring vendors (Cornerstone and Taleo) were selected to make an additional Oral Presentation.

The evaluation committee individually scored each proposal and each Oral Presentation. After combining all evaluation scores TALEO ranked the highest and is recommended based upon the following criteria:

1. A strong implementation platform and experience in the installation, support and maintenance of automated Hiring and Recruitment solutions for higher education organizations.
2. A strong management, technical and participant training plan which includes remote programs for off-site employees.
3. The Respondent’s submission of a plan that met or exceeded the District’s M/WBE Plan.

4. Overall quality and completeness of response.
5. Tremendous software interface that is both intuitive and user friendly.
6. The costs associated with the installation, support and maintenance for installing devices, programs or software, servers, training, support and maintenance of the system and any related additional expenses that may be incurred.
7. Favorable recommendations from referenced clients where similar services are being or have been performed.

MBE/WBE COMPLIANCE:

The Office of M/WBE Contract Compliance has reviewed the above referenced purchase request and as there is no opportunity to further directly subcontract the online services or software as a service provided by this vendor, it is recommended that a waiver be granted in compliance with the Board Approved Participation Plan.

GENERAL CONDITIONS:

Inspector General – It shall be the duty of each party to the agreement to cooperate with the Inspector General for City Colleges of Chicago in any investigation conducted pursuant to the Inspector General’s authority under Article 2, Section 2.7.4(b) of the Board Bylaws.

Ethics – It shall be the duty of each party to the agreement to comply with the applicable Provisions of the Board’s Ethics Policy adopted January 7, 1993, and as amended by the Board.

FINANCIAL:

Total: \$304,240

Charge to:

580000 92015 0005031 00079 00000

Sources of Funds :

Capital Funds FY-12

Respectfully submitted,

**Cheryl L. Hyman
Chancellor**

June 7, 2012 – Office of Human Resources and Staff Development