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ADOPTED – BOARD OF TRUSTEES
COMMUNITY COLLEGE DISTRICT NO. 508
MAY 7, 2015

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

HIRING & RECRUITMENT SYSTEM
TALEO CORPORATION
OFFICE OF HUMAN RESOURCES AND STAFF DEVELOPMENT
(RENEWAL AND AMENDMENT TO BOARD REPORT #31471 ADOPTED JUNE 7, 2012)
DISTRICT WIDE

THE CHANCELLOR RECOMMENDS:

that the Board of Trustees authorizes the Chair to: 1) amend the agreement with Taleo Corporation to reflect a change in the renewal term from two years to three years with additional options to renew for two (2) additional one (1) year terms; and 2) execute a renewal of the Taleo Hiring and Recruitment system for a three (3) year period commencing no sooner than July 1, 2015 through June 30, 2018, at a total cost not to exceed \$435,000, including licensing and hosting fees, modules to enhance and automate current processes such as a new hire and on-boarding integration with PeopleSoft, automatic posting to external job boards, as well as developing robust reporting and metrics.

VENDOR: Taleo Corporation
4140 Dublin Boulevard, Suite 400
Dublin, California 94568

USER: District Wide

ORIGINAL TERM:

The original term of this agreement began on July 1, 2012 and ends on June 30, 2015.

RENEWAL TERM:

The renewal term of the agreement shall commence no sooner than July 1, 2015 and will continue through June 30, 2018.

SCOPE OF SERVICES:

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

The TALEO Hiring and Recruitment Module provides:

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

pre-employment qualification questions 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 provides the metrics of our hiring and recruitment activities to assist in attracting, hiring and retaining the best possible talent for City Colleges of Chicago. Additionally, the Taleo 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 Taleo system provides the District with a streamlined electronic hiring and recruitment process that has decreased the historic hiring timeline from 240 days to a current average around 90 days, improved our ability to attract quality candidates and has provided key performance indicators demonstrating our progress in the hiring process. The efficiencies produced by the system have resulted in improved management of the hiring process and greater candidate satisfaction which will reduce turnover and improve organizational health by hiring higher quality candidates who will become productive more quickly, and ultimately improving the services that we provide to our students.

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) Zanett; 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 was 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 MBE/WBE Compliance has reviewed the proposed amendment and recommends a continued waiver of the Board Approved Participation Plan due to the nature of the services ("automated solution to our current hiring and recruitment processes") and the absence of subcontracting opportunities.

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.

Contingent Liability – Pursuant to Section 7-14 of the Illinois Public Community College Act, all agreements authorized herein shall contain a clause that any expenditure beyond the current fiscal year is subject to appropriation in the subsequent fiscal year.

FINANCIAL:

Total: \$435,000

Charge to: District Wide

Source of Funds: Education

FY 2016: \$60,000 540000 00003 0023006 86000

\$95,000 Capital Funding

FY2017-FY2018: 540000 00003 0023006 86000

Respectfully submitted,

**Cheryl L. Hyman
Chancellor**

May 7, 2015 - Office of Human Resources and Staff Development