

Salem State University

RFI 2017-03 HCM System for Human Resources

Addendum II

Date: September 14, 2016

1. Overview

This addendum consists of questions that have been submitted to Salem State University after the Pre-Submittal Conference Call and a list of our priorities for the HCM that was previously requested during the conference call.

2. Questions

- **Q: Where will funding be sought from?**
 - A: Funding will be sought internally.
- **Q: Do you have an estimated project cost that you can provide?**
 - A: We do not have this information at this time.
- **Q: Who is the technical contact for this project?**
 - A: Matthew McAuliffe
- **Q: Do you have a preference of on premise vs vendor hosted solutions?**
 - A: We prefer a cloud solution or vendor hosted solution but not ruling out an on premise solution.
- **Q: Do you expect any other procurements related to this project such as consultant services for RFP development... iv&v... integration services? If so, how might those services be acquired?**
 - A: Yes. We expect to acquire these services as part of the proposal, though we are also not ruling out contracting with an outside vendor separately. The vendor, as part of their proposal, should identify all additional services that would need to be included in the proposal. The vendor should also identify potential development requirements for existing systems.

3. RFI Manual Processes – Listed in Priority Order (1 with highest priority and 9 the lowest priority)

1. Position Management
2. Reporting
3. Recruiting
4. Onboarding/ Offboarding
5. Performance Evaluations
6. Learning Management
7. Compensation
8. Organization
9. Miscellaneous

System Prioritization

1. Integrations
2. Security/ Information Technology
3. Architecture