

April 19, 2018

18-104

GRANT AUTHORITY FOR SOLE SOURCE
ACQUISITION OF THE ELLUCIAN TALENT
MANAGEMENT SUITE POWERED BY
CORNERSTONE ONDEMAND FOR TALENT
MANAGEMENT SOFTWARE

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FINANCIAL
RESPONSIBILITY: Lisa Bledsoe, AVP Human Resources

APPROVED BY: Mark Mitsui, College President

REPORT: The College has a need to partner with a vendor that offers a talent management software suite that integrates with Banner and has excellent product support.

A Talent Management System (TMS) is an integrated software suite that provides structure for effective recruitment, onboarding, performance management, learning and development, social collaboration, career development, succession planning, and more. The college would greatly benefit from this system as it would allow for more strategic hiring, alignment of performance to College strategic goals and initiatives, improved employee experience, access to accurate data and information, and increased collaboration.

PCC staff have determined that the Ellucian Talent Management Suite powered by Cornerstone OnDemand is the only vendor with a significant level and depth of integration with the Ellucian Banner system. Areas reviewed were: Integration, Higher-Ed Focus, and a comprehensive review from Gartner. The research showed three vendors as industry visionary leaders. All three vendors were contacted regarding integration with the Ellucian Banner product. Cornerstone OnDemand responded with extensive data regarding previous integration with institutions of Higher Education. Therefore, no other vendor offers the level of integration offered by the Ellucian Talent Management Suite powered by Cornerstone OnDemand.

Pursuant to the College Public Contracting Rule PCC-47-0275, Sole Source, (1) The determination was made that the services required for the exchange of software for talent management was available from only one source and (2) Public Notice was published in the Daily Journal of Commerce on Friday, March 23, 2018. The protest period expired at 4:00 pm on March 30, 2018. No affected person protested.

RECOMMENDATION: That the Portland Community College Board of Directors grants authority to enter into a Sole Source (2) two-year contract with the option to renew for (3) three additional (1) one-year terms, subject to the availability of funds, with Cornerstone OnDemand. The Ellucian Talent Management Suite powered by Cornerstone OnDemand agreement will not exceed \$169,900 for a one-time implementation fee and will not exceed \$130,290 for the initial annual licensing fee. Thereafter, the annual licensing fee will increase each additional year at a rate of 4.5%. Funding for the contract will be from Human Resources Department funds.