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BIDDER/RESPONDER SHALL CONFORM TO THE FOLLOWING CHANGES AS SAME SHALL BECOME BINDING UPON THE CONTRACT TO BE ISSUED IN RESPONSE TO THIS INVITATION FOR BID.

RFP NKU-19-2022 HR Learning and Performance Management System Platform
Questions & Answers in RED

1.   How much scope of Talent Management is managed by SAP?
SAP is the source file of information / employee master data but there is nothing in there related to talent management.

2.   What elements must be in the LMS and what can be in SAP?
This is going to be a stand-alone talent management system. Refer to previous response.

3.   What content are you interested in having in the catalog?
Would like to see an established catalog of on-demand online modules / courses that users can select from, which is similar to what we have with Percipio and Coursera that also allows for curation / grouping of modules / courses to assign to specific groups of employees. Examples of broad topics include compliance, process improvement, customer service, change management, communication, EI/EQ and other soft-skill topics.

4.   Will the previous experience, etc. for employees be pulled into the LMS from the HRIS?
There is nothing currently in HRIS that shares previous experience. We are looking for the talent management profile portion of the system to allow for the user to have the ability to add such info, such as college level, etc

5.   Will NKU accept Vendor paperwork being our MSA and addendums for the provision of the services as a contractual foundation?
We can review your paperwork and then negotiate on certain terms.

6.   Will NKU be amenable to using our Data Process Addendum? This is a standardized document needed for any contract for SaaS services that may require the input of personal data?
We can review your paperwork and then negotiate on certain terms.

7.   We'd like the opportunity to have our legal teams work together in the redlining and negotiation of terms and conditions. Please advise.
We can review your paperwork and then negotiate on certain terms.

8.   Kindly clarify this section – the University reserves the right to undertake or award contracts for additional or related work to other entities. The contractor shall fully cooperate with such other contractors and University employees and carefully fit its work to such additional work.
Are there proposed edits that you would like to this language?

1. How many users do you anticipate using the system in the first year? Estimated 4,000

2. Which LMS are you currently using? We have multiple systems in various areas of the university, such as Canvas, Vector solutions, Everfi, Percipio, Coursera; there may be others yet to be identified.

3. Which HRIS/SIS are you currently using? SAP ERP system 6.0

4. What is your anticipated contract start date? July 2022

5. What is your anticipated Go Live date? If it'll take 3-4 months to develop, build and test, then the anticipated go-live date is December 2022 / January 2023

6. Are you looking to only house users from SAP in Brightspace or would you have any external users, not in SAP, who would need to register into the system? Yes, we have volunteers who are required to complete courses

7. Do you have access to a Business Intelligence tool? Yes, SAP BW/Business Intelligence

8. What other languages is NKU looking for specifically? English, Spanish, standard package of translation options

9. Regarding the requirement, "The system must support the creation of a template within the application and uploading of a substitute document that then goes through the workflow process of logging and approving" – Is the application the registration workflow or something else? Could you give an example of a template or substitute document? What is the document substituting? If referring to the performance management UR, then referring to a standard appraisal template within the system and the ability to upload our own

10. Regarding the requirement, "The system must allow for electronic approvals that then move the template, document, etc. through to the next step in the workflow." – what kind of templates/documents would this be for? Who is approving and what kind of workflow would this be? Refer to response for question 9. Approval would be from employee to and from supervisor to and from their supervisor, (and sometimes one more