UCONN
UNIVERSITY OF CONNECTICUT

May 2, 2018

TO: Members of the Board of Trustees

FROM: Scott A. Jordan
           Executive Vice President for Administration and Chief Financial Officer

           Craig H. Kennedy
           Provost and Executive Vice President for Academic Affairs

RE: Recruiting and Onboarding Project

RECOMMENDATION:

That the Board of Trustees approve the purchase and implementation of a Recruiting and Onboarding Solution System at a total cost of $2,200,000 – this includes 5 years for cost of licensing, implementation costs and contingency for the Storrs campus.

RESOLUTION:

Be it resolved that the Board of Trustees approve the use of $2,200,000 in University operating funds for the procurement and implementation of a Recruiting and Onboarding Solution System

BACKGROUND:

The University of Connecticut seeks to implement a Recruiting and Onboarding Solutions System with functionality that streamlines and enhances the current Recruiting and Onboarding processes.

The proposed system implementation will include an Employee Recruiting and Onboarding Software solution that will satisfy the UCONN's recruitment, position management, onboarding, and reporting needs.

The University of Connecticut recruits year-round for diverse applicant pools to fill executive, faculty and staff positions resulting in the on-boarding of approximately 4,000 employees during the course of the year, many of which are rehired each semester or hired in multiple capacities. Employees in these categories may be represented by collective bargaining agreements. The

University manages an average of 750 – 1,000 recruiting requisitions, 20,000 applications, and approximately 4,000 hires annually. An additional 1,000 hires annually for graduate assistants. Currently, the University leverages a local instance of PeopleSoft's 9.1 eRecruit module for recruiting and conducts all onboarding manually, although the goal is to provide faculty, staff, new hires, and rehires with a seamless recruiting, onboarding, and day-one experience.

The project is sponsored by the Human Resources Department, with project oversight and integration support from Information Technology Services (ITS). The project budget contemplates anticipated consulting and software needs to be procured in accordance with State contracting requirements and University policies and procedures.