

Agency: The Citadel the Military College of South Carolina

Sole Source Vendor: PageUp

Based upon the following determination, Agency proposes to acquire the supplies, construction, information technology, and/or services described herein from the Vendor named above per S.C. Code Ann. §11-35-1560 and S.C. Regulation 19-445.2105, Sole Source Procurement.

Description of the Agency need that this procurement meets:

PageUp is the current selected vendor for The Citadel Military College of South Carolina (the Agency) and the following modules are deployed today:

- Applicant Tracking System with Position Descriptions;
- Onboarding;
- Performance;
- Learning;
- 2-Way Integration with Banner

The PageUp solution successfully addresses the Agency's need to acquire, manage, develop and retain the best talent through the provision of a Software as a Service (SaaS) Talent Management platform that extends across the full employee lifecycle.

PageUp offers the Agency an integrated technology solution that delivers on the interdependencies across the Agency's human resources and systems environment.

Description of market research Agency performed to determine the availability of products or services that would meet the Agency's needs:

The Citadel reviewed the market which included an assessment of alternative vendor solutions and a review of solutions used by member institutions of the College and University Professional Association for Human Resources (CUPA-HR). As a result, the request is to extend the contract with PageUp and add the listed solution element below to the Agency's Talent Management platform to enable a seamless user experience and maintain an integrated system that contains all talent management processes and reporting within a single vendor contract and dedicated support channel.

Specifically, PageUp's Recruitment Marketing and Candidate Relationship Management (CRM) module allows The Citadel to better recruit by accelerating its hiring and improving the quality of hire. The Recruitment Marketing and CRM technology enables the Agency to attract more candidates, build talent pools and proactively convert applicants for better recruiting results across the institution. The technology also allows the Agency to gain efficiencies with automation, enabling the HR and Talent Acquisition teams to accomplish more with less time and resources.

Description of supplies, construction, information technology, and/or services Vendor will provide under the contract:

- Recruitment Marketing and CRM;
- Applicant Tracking System with Position Descriptions;
- Additional Job Card;
- Onboarding;
- Performance;
- Learning;
- 2-Way Integration with Banner

Detailed explanation why no other vendor's supplies, construction, information technology, and/or services will meet the needs of the Agency:

- PageUp is a consistent, integrated solution provider of the items compatible with the Agency's existing Ellucian software. Given the Agency's recent renewal with Ellucian for an additional 5 years, the Agency is in need of maintaining current data transmissions without interruption.
- The Agency requires a system that ensures continuity at the current level of service, offers a dedicated customer success manager, preserves historical data, maintains integrations (including Single Sign On, Ellucian HRIS integration, job board integrations), and minimizes campus disruption.
- Continuing the supplier relationship with PageUp will eliminate any implementation costs and/or additional administrative effort on the part of the Agency.
- PageUp possesses certain functionalities that are exclusive to the Agency's needs with fully integrated modules that are not subcontracted with other vendors. PageUp is the single-source supplier of the PageUp service in North America.
- The Citadel anticipates use for a base year with four one-year options to extend up to five years in total.

Right to Protest: If you are aggrieved in connection with the intended award of this project you may be entitled to protest, but only as provided in Section 11-35-420 (1) South Carolina Code of Laws. Any intent to protest or actual protest must be submitted in writing to the Chief Procurement Officer, Materials Management Office (a) via email to protest-mmo@mmo.sc.gov or (b) vis USPS or any other carrier to 1201 Main St., Suite 600, Columbia, SC 29201

Authorized Signature
Printed Name: Preethi Saint
Title: VP of Finance
Date:

