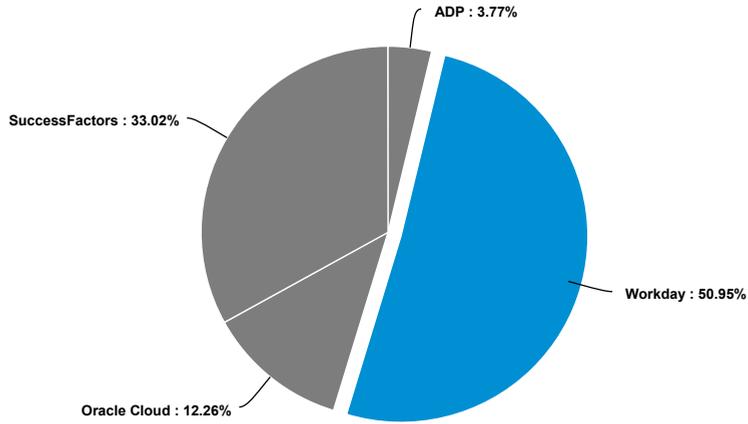


# HR Technology Vendor Demo Feedback - Dashboard

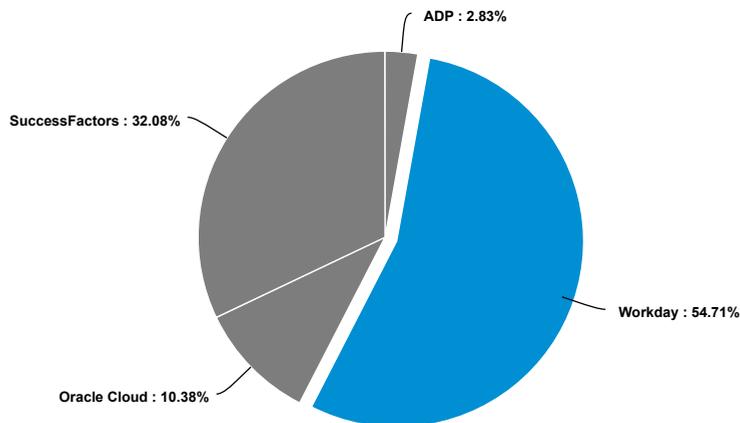
VIEWED 86	STARTED 60	COMPLETED 59	COMPLETION RATE 98.33%	DROP OUTS 1	TIME TO COMPLETE 9 mins
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In your opinion, which solutions would best enable the University to fulfill its mission and support the Ufirst strategy? (Choose 2)



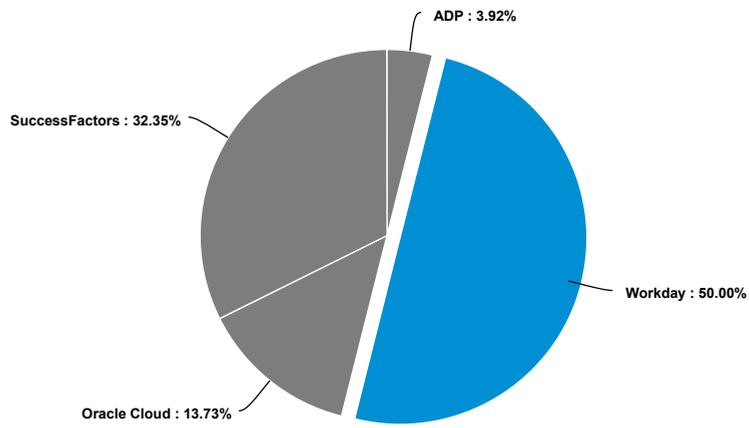
Answer	Count	Percent	20%	40%	60%	80%	100%
ADP	4	3.77%					
Workday	54	50.94%					
Oracle Cloud	13	12.26%					
SuccessFactors	35	33.02%					
<b>Total</b>	<b>106</b>	<b>100 %</b>					

In your opinion, which solutions would provide the best user experience for the University? (Choose 2)



Answer	Count	Percent	20%	40%	60%	80%	100%
ADP	3	2.83%					
Workday	58	54.72%					
Oracle Cloud	11	10.38%					
SuccessFactors	34	32.08%					
<b>Total</b>	<b>106</b>	<b>100 %</b>					

In your opinion, which solutions would add the most value to your role? (Choose 2)



Answer	Count	Percent	20%	40%	60%	80%	100%
ADP	4	3.92%					
Workday	51	50%					
Oracle Cloud	14	13.73%					
SuccessFactors	33	32.35%					
<b>Total</b>	<b>102</b>	<b>100 %</b>					

### ADP: What did or didn't you like about the solution?

02/19/2016	47833735	ADP - dislike the siloed approach.
02/18/2016	47779311	no able to keep up with what we need
02/18/2016	47763442	Did not attend this session
02/17/2016	47706138	ADP seemed to be just as cumbersome as the solution UPG is using now. I did not find anything that would add value to my role.
02/17/2016	47703085	
02/16/2016	47670104	My impression is that they've got payroll processing down to a T, but I'd like to see it more in-depth.
02/16/2016	47659710	Too hard to follow. Didn't seem that it would complete our needs
02/16/2016	47659021	
02/16/2016	47644145	It will not fulfill our needs in all areas of our work.
02/16/2016	47643388	Not ADA compliant, a deal breaker for the University I believe? Wasn't on their roadmap.
02/12/2016	47479224	It seemed like the underlying technology was probably the oldest of any of the solutions.
02/12/2016	47473536	Vendor presenters that I experienced were not as "on top of things".
02/12/2016	47473192	It wasn't much covered. I think the focus was on the recruitment piece and really didn't see much of the program capabilities.
02/12/2016	47471950	Did not like the completeness or rather lack of it, seems not as complete as other vendors. More of a payroll solution.
02/12/2016	47459137	Did not attend
02/12/2016	47457703	They did a great job showing us their employee/manager portals and their reporting abilities
02/12/2016	47453507	ADP really didn't seem to offer all of the key components we are looking for in hopes of modernizing our communications with employees.
02/11/2016	47429898	Designed more for operations.
02/11/2016	47426052	Good - Nice employee self service page; Bad - product is disjointed so it's not clear what we would be getting
02/11/2016	47419660	Positives: From a MC perspective I liked the fact that they were closely associated with Kronos. Because they process payroll for so many organizations, I also thought the aggregated data they have access to from a wide cross section of employers was valuable. Concerns: Very payroll driven. Not particularly balanced in other areas
02/11/2016	47416894	Time and Attendance was Kronos which is a good product.
02/11/2016	47411501	
02/11/2016	47405928	
02/11/2016	47404604	
02/11/2016	47403621	
02/11/2016	47397485	ADP wasn't a complete package. Seemed like a book cover over a legacy system.
02/11/2016	47397440	
02/11/2016	47396117	Too many unanswered questions about processes that we all need/want.
02/11/2016	47395883	Didn't have the LMS capabilities needed by the HS or UVA CME.
02/11/2016	47395649	Their solution seems to be incomplete at this time. Not as smoothly integrated within modules.

02/11/2016	47395291	I thought the recruiting piece was clear and functioned very well. It probably had the best visuals and simple to use outreach methods. It did seem to be built on top of their payroll function and be disjointed. So the functions did not flow together well from an a total system perspective.
02/11/2016	47394462	Solution was not robust or forward thinking enough for a solution in our environment. There was little knowledge of accessibility requirements when asked during the presentation and nothing easily found on the company website.
02/11/2016	47394257	
02/11/2016	47394195	not impressed with functionality, look or feel. they are not going to be able to meet our needs.
02/11/2016	47394006	Seemed slow and "clunky". Not as integrated as others
02/11/2016	47393704	
02/11/2016	47393538	Still the payroll leader - that is down to a science. They are definitely growing and have responded well to contemporary needs, but they are still in the transition process to webify or cloud-size their offering. It really is a re-skin for the cloud rather than an innovative product. Despite their claims about being the largest payroll company which may be true, their data center footprint (two) indicates they have approached redundancy and security in a different way than other vendors (more controlled, but two data centers instead of multiple an interesting plan for an organization of their magnitude. They had an aggressive data security and response program which was impressive that other vendors did not (could not) speak about.
02/11/2016	47393099	To many separate pieces that did not flow. Outdated. Focused more on employee experience than administrator.
02/11/2016	47392926	I liked that ADP's payroll module was a huge hit with our Payroll Department. Outside the payroll demo, I found their presentation hard to follow. it didn't paint a clear picture as to how UVA could leverage this to create a competitive advantage. The feedback was overwhelmingly negative so I am concerned about employee buy in. I would like to hear referrals and outside research. Were the presenters weak and the product is actually solid? It is left to be seen.
02/11/2016	47391831	
02/11/2016	47391717	Most importantly, we would not be able to upload .html files to the LMS. This is a non-starter for the MC. It also laced adequate ecommerce. It did not have the depth of the other platforms. The user interface fantastic but the administrative side lacked the "next gen" appearance.
02/11/2016	47391554	I did not attend this demo.
02/11/2016	47391455	If I recall correctly, there was an issue with not being ADA compliant. I also didn't think the dashboard was visually aesthetic. I suppose it was easy enough to navigate but I just didn't like it as much as the Successfactors demo.
02/11/2016	47391074	They don't have a fully developed recruitment platform. It's under development and as such, we don't know what it will look like. Too many other strong competitors, it's not necessary to sacrifice and be an early adopter.
02/11/2016	47391037	not full service
02/11/2016	47390849	I didn't attend.
02/11/2016	47390791	
02/11/2016	47390084	They were not upfront with the backend part of the product for recruitment. This is not a user friendly system.
02/11/2016	47389631	Vendor did not present a tool that meets our needs. I fear it would be quite a struggle to teach them the unique circumstances involved in higher education HR (faculty appointments, seamlessly handling all three entities, UPG; Med Ctr; Academic.)
02/11/2016	47389614	
02/11/2016	47389479	
02/11/2016	47389298	
02/11/2016	47389237	Personally know it's a good system for institutions smaller than UVA, not sure it's capable of handling UVA's complex structure.
02/11/2016	47389097	I didn't like their presentation
02/11/2016	47389080	I didn't see their demo.
02/11/2016	47389018	
02/11/2016	47389007	
02/11/2016	47388933	
02/11/2016	47388912	
02/11/2016	47388875	

## Workday: What did or didn't you like about the solution?

02/19/2016	47833735	Full integration (like) including reporting embedded right into the user experience. Strong integration of BPM (Like) Downside - Strong integration of BPM (are we ready to standardize as much as it appears would be needed , and shouldn't that work take priority before the IT purchase?) -
02/18/2016	47779311	I liked that everything was all inclusive.
02/18/2016	47763442	This seemed like the best solution. From what was shown I could see saving time getting information and making changes.
02/17/2016	47706138	Did not have an LMS. Other than that, Workday was awesome.
02/17/2016	47703085	
02/16/2016	47670104	Coworkers who saw this said it was very user-friendly seeming; at higher ed conferences, many places are using this. I'd need to see more.
02/16/2016	47659710	Great for recruiting
02/16/2016	47659021	
02/16/2016	47644145	Really like it but the Learning Management System is not complete. Would hate to get it and have it be worse than what we have now.
02/16/2016	47643388	My personal favorite, no bad old habits to break. No LMS is an issue though.
02/12/2016	47479224	Workday is visually slick and seems to integrate well. However, they don't have an LMS, so we'd be moving forward with the potential of it being a solution that didn't meet basic requirements.

02/12/2016	47473536	Single, unified system - clean, crisp, looks very user-friendly. I have faith that their LMS will be just as wonderful after released and refined, though I'm very disappointed they do not have one yet. Seamless onboarding etc.
02/12/2016	47473192	Because Workday was the only other vendor I visited and am familiar with their system (former employer) - it does seem to be very comprehensive and user friendly. I believe they are familiar with the needs of higher education and I thought they did a nice job of having a more inclusive platform for our many operations and unique structures.
02/12/2016	47471950	Liked Interface Didn't like that they are missing some parts needed
02/12/2016	47459137	Liked: Internal applicant tracking system, "evergreen continuous recruiting capability, can apply through LinkedIn, can share candidates with other recruiters and uses the EQuest aggregator. The medical center uses this now. Did not like: Did not see a demonstration of the applicant experience via the applicant tracking system (ATS). Was not clear if their system allows posting/disqualifying questions for applicants or if the recruiter has to assess every candidate (refer to hiring official only if pre-screened. Does not have a learning management system (LMS). Not sure how/if employee relations information can be addressed electronically. "No configurations"
02/12/2016	47457703	I liked the fact they spent as much as possible showing us their employee/manager portal in the 8am session. I also liked the fact that in the reporting session they were very receptive when talking about storing and reporting off of historical data.
02/12/2016	47453507	Workday seems to offer something to make everyone happy on all of the different touch points. I just wish they were a little closer to offering a really advanced end user enrollment platform with slightly more robust communications. However, they seem to have capacity to allow us to add on many key communication features. This is why they are my second pick.
02/11/2016	47429898	I liked Workday.
02/11/2016	47426052	Good - comprehensive solution that will enhance HR process changes and user experience. Bad - LMS will likely be incomplete by go live
02/11/2016	47419660	Positives: Liked the concept of a single platform for all customers. Liked the consistency of the user experience as an employee, a manager and/or an HR professional. Felt very modern. Got the sense that you could run the system without a lot of technical assistance. Concerns: Worried that 'price' of consistency is lack of depth in any one area. System wasn't as deep in some areas - particularly benefits and payroll - as other vendors. We tend to think with an HR hat on and gravitate toward usability for HR actions like comp, talent acquisition, etc. but whatever system we select will be used most by employees so depth and enhanced self service in areas that are important to them - like benefits - is key to adoption. Might require integration with other systems to fully meet our needs.
02/11/2016	47416894	It was very user friendly. It may not have the depth we need for our complex population. It does not have an LMS or resume parsing in recruiting.
02/11/2016	47411501	
02/11/2016	47405928	Slick, new technology. Can they deliver on what was promised? Heard varying responses from Yale who just converted.
02/11/2016	47404604	Like: Visually appealing, easy to use, mobile accessibility, it's a seamless system which encompasses recruiting, on-boarding, payroll, etc..., single system of record Dislike: Concerns regarding depth of program, the program appears to direct the user through the system which can be helpful, but is it limiting?
02/11/2016	47403621	
02/11/2016	47397485	Loved the simplicity and cloud look and feel. Anxious to see the LMS module.
02/11/2016	47397440	Liked: Single platform, seamless solution; designed with the other pieces in mind, instead of bolt-on or cobbled together pieces.
02/11/2016	47396117	This feels and looks like a good solution and very adaptable for our needs.
02/11/2016	47395883	No current LMS Capability
02/11/2016	47395649	The potential is there for this to be a good solution, but the lack of depth and details regarding processes made it hard to tell. It looked and felt smooth and easy to use but I am concerned about their ability to deal with the complexities of our environment. It is a bit concerning that they delayed responding to the RFI. Wondering if they really care about us as potential clients.
02/11/2016	47395291	I thought the recruiting section functioned well. It did not have the best interface but the content was there. I would like to learn more about the passive candidate management. The on boarding section looked very useful. The sections seemed to connect very well too.
02/11/2016	47394462	I like the concept of the ground-up approach to development of the tool, rather than the others that bring a more "bolted-on" feel to their product. It is also built on HTML 5 which allows for the inclusion of accessibility elements through ARIA. At least there's hope!
02/11/2016	47394257	I didn't see any negatives with Workday. I like everything about it.
02/11/2016	47394195	Loved the look and feel of the entire program, very intuitive and user friendly.
02/11/2016	47394006	Smooth transition from one area to another. Logical flow of processes.
02/11/2016	47393704	User interface was excellent, very smooth and logical design.
02/11/2016	47393538	Nothing I didn't like. Would need to dig deeper into data security since many questions could not be discussed without a NDA. Another issue to explore is whether UVa would decide for using an external LMS that workday supports. The fact that they do have LMS vendors they support interfaces to is a plus - you get best of breed in both, with support and APIs in place by the ERP vendor.
02/11/2016	47393099	Easy to use. Easy to find information. Everything can be done through employee profile. Would like to learn more about recruitment capabilities. Liked reporting features and capabilities.
02/11/2016	47392926	Feedback was extremely positive for Workday. I loved that the presenters could communicate clearly to us how this is going to make us a better organization. They were experienced HR professionals who were capable of answering all questions from the audience members. I know that this product will increase our talent pool, improve our reporting capabilities, and lower operational costs. If this product has strong referrals and strong reviews from the tech community, I would lean towards taking them, all other things considered.
02/11/2016	47391831	
02/11/2016	47391717	Loved the user interface. Liked that it is one platform vs. several platforms stitched together. Analytics were great. Lacked so tools found in other platforms such as an LMS, tuition reimbursement and tier 1 HR customer service. An LMS is coming but we have no way of knowing if necessary features will be included.
02/11/2016	47391554	I liked the integrated Recruitment, Onboarding, and Lifecycle aspects - not having to go into one system to post a position and into another to make changes to that employee's position. I like the real time data interfacing, which gives the opportunity to correct mistakes on the same day instead of waiting for the next day and causing delays. It was very visually appealing. I would have liked to have seen more of the mobile functionality.
02/11/2016	47391455	I was unable to attend this session but I heard from several people that this was by far the best vendor.
02/11/2016	47391074	Very intuitive, configurable to meet various demands, mobile, good front and back end functionality. Very impressed.
02/11/2016	47391037	no LMS, no CRM
02/11/2016	47390849	I liked the navigation and the matrix design. Seemed like a platform that would be simple to work in.
02/11/2016	47390791	I love the GUI. It is incredible that the data is kept in memory making it so readily available. Accessibility is great. Scalability is great. I like that they just automatically roll out the updates and they everyone is on the same version. This is the one I would choose
02/11/2016	47390084	They had a great product!

02/11/2016	47389631	Truly developed for cloud technology, modern solution. Adaptability to emerging technologies and all users on same version makes for better user support. Amazing customer interface and customizable.
02/11/2016	47389614	
02/11/2016	47389479	
02/11/2016	47389298	
02/11/2016	47389237	Workday seems to have the interface we need.
02/11/2016	47389097	User face of system
02/11/2016	47389080	It was easy to use the dashboard and I could see myself navigating it in my daily work. It was intuitive. It was a bit too flashy and I wonder if UVA is ready for that.
02/11/2016	47389018	
02/11/2016	47389007	
02/11/2016	47388933	Beautiful interface, streamlined integration, everything within your browser
02/11/2016	47388912	
02/11/2016	47388875	

## Oracle Cloud: What did or didn't you like about the solution?

02/19/2016	47833735	reporting interface is same outdated and non-user friendly interface (did not like) Brief view I got of the core hrm system looked user friendly (did like)
02/18/2016	47779311	No much above what the MC is already using and not able to keep up in my opinion
02/18/2016	47763442	Second best option in my opinion. It had a new cloud version, but seemed like the old oracle was running in the background. Not sure how much of a change we would get.
02/17/2016	47706138	Oracle did not seem to be as innovative as the other solutions. I don't foresee Oracle as being as cutting edge as the other solutions.
02/17/2016	47703085	
02/16/2016	47670104	So-so feeling about it; familiar in some ways, but it didn't feel like a top-rate user experience.
02/16/2016	47659710	Recruiting was good and already great payroll system
02/16/2016	47659021	
02/16/2016	47644145	Really liked it but it still seem clunky from the back end like we have now.
02/16/2016	47643388	User adoption issues
02/12/2016	47479224	I didn't have strong feelings either for or against Oracle.
02/12/2016	47473536	Despite new cloud product, I do not trust their ability to execute on customer service at all. If they made major changes at the top and had proof of paradigm change, then maybe.
02/12/2016	47473192	
02/12/2016	47471950	Didn't like the finish polish of the interface, seems spliced together to meet our needs
02/12/2016	47459137	Did not attend mainly because I have already seen an Oracle Taleo solution that the medical center has now.
02/12/2016	47457703	Just a minor thing, but the first hour of the 8am session where it was a panel discussion about their philosophy about supporting higher ed and other topics I felt was not very valuable. The second hour where they demo-ed the employee/manager portal was very informative.
02/12/2016	47453507	Oracle seems to offer a very good solution, but not quite as attractive to me in the category of user experience. A little to tied down to the old push button menu choices, which is why I'd list it as my 3rd pick.
02/11/2016	47429898	It looks old and the technology looks like it has been cobbled together.
02/11/2016	47426052	Good - jobs application appeared easy to use Bad - product is disjointed so it's not clear what we would be getting.
02/11/2016	47419660	Positive: Seemed to have strong benefit and payroll functionality Concern: It's Oracle. Behind the pretty face I thought it seemed quite complicated and sensed the potential that it would require significant technical resources to operate well
02/11/2016	47416894	It was a very poor sales presentation. The product did appear to have depth; especially in payroll.
02/11/2016	47411501	
02/11/2016	47405928	As an Oracle client, why have we not seen some of their solutions before now? IF they can deliver as advertised, seems like the quickest, cheapest, and most effective answer.
02/11/2016	47404604	Like: Depth of program, mobility capabilities, upload information from social media sites, appears to have more maneuverability within the system when compared to Workday Dislike: Not as visually appealing as other programs, it has depth, but is it 'clunky/overbearing?'
02/11/2016	47403621	
02/11/2016	47397485	Seemed like a book cover over a legacy system. Once you got past the 'cloud' home page, it was legacy system from there. Nothing user friendly about this.
02/11/2016	47397440	
02/11/2016	47396117	I have concerns about implementation and needs for everyone involved. Has this been done at another similar company?
02/11/2016	47395883	this was the worst presentation I have seen in a long time. It appeared that they assumed they would get the work because we have been an Oracle customer. Very complacent.
02/11/2016	47395649	Good possibility, but the old underpinnings seep through. Although they have institutional knowledge about us, they did not present well. Reporting was cumbersome.
02/11/2016	47395291	The taleo recruiting model is used at the Health System but from what I understand it does not work as smoothly as what was presented. This probably comes down to how the system is implemented. The recruiting function was very strong. Oracle has many layers to it, which can be difficult to manager. It had the key components.
02/11/2016	47394462	The presentation show an interface that looked very dated and "more of the same" of what we have now - cludgy. They certainly are addressing accessibility at the corporate level in a strong way, but until we can get "hands on" to test the modules we are going to be using, we won't be able to see how that mindset trickles down through the product line.
02/11/2016	47394257	It wasn't really any different from what we have now. It is just repackaged. I think we would have the same issues that we have today. Oracle Cloud is too restricting in what it can do.

02/11/2016	47394195	Very familiar with their capability and functioning, feel that this transition will be more seamless for our internal and external customers.
02/11/2016	47394006	
02/11/2016	47393704	
02/11/2016	47393538	Just about the same as what we have now, lifted into a cloud architecture. Oracle is the giant but I have concerns about going from an environment that we have had to heavily customize into essentially the same environment where customizations are not allowed. Sounds like we would be going backwards in that way and gaining only a small benefit compared to the risk/cost of a migration. This is more of what we have now and Oracle seems to me to be the slowest moving of all vendors into the leading edge, HCM space. Depending on pricing, we could get more bang for our buck from other vendors if we're going through the pain of changing anyway.
02/11/2016	47393099	They could not walk us through the steps how to on board an employee. They said workflow and systems not a part of this tool?Hard to find information, looks difficult to use, not easier. Outdated.
02/11/2016	47392926	I especially like the strength of their recruiting and on-boarding modules. The tablet and phone interface was smooth and effortless. This could be extremely valuable and create a competitive advantage for UVA. I also feel confident that they can get the job done, they are an industry leader for a reason and the majority of their customer base is universities. They are a large and experienced company who we have had a relationship with. But, how strong is this relationship? Are we satisfied with the past? Did they truthfully pitch and deliver on our current system?
02/11/2016	47391831	
02/11/2016	47391717	Have mistrust after the presentation slide disclaimer and the presenter stating the exact opposite of the disclaimer and then being show features in demos that were not available. We had to ask to figure out what was real and what was "visionary". Platform was also out performed by Workday and SAP.
02/11/2016	47391554	This solution works with the current infrastructure and system. There is value in being able to maintain legacy data and using a system that we already understand and have an existing relationship with the company.
02/11/2016	47391455	I was unable to attend this session.
02/11/2016	47391074	We are currently using Taleo in the Medical Center. We're not using all the bells and whistles as demonstrated but it is a very capable system with good functionality on the front and back end.
02/11/2016	47391037	too much like existing EBS. Don't appear to have any higher ed customers
02/11/2016	47390849	Some familiarity, but streamlined and simple.
02/11/2016	47390791	Oracle buys companies and pieces things together. Because they do this when they provide an enterprise solution they really only deliver a product that is about 20% complete and then they have to piece together the remaining 80%. I am strongly opposed to using Oracle.
02/11/2016	47390084	This system will integrate well, but the downside is that there are multiple platforms.
02/11/2016	47389631	Clunky outdated technology. The screens were not intuitive and had links and tabs all over the place. I did not like the customer interface.
02/11/2016	47389614	
02/11/2016	47389479	
02/11/2016	47389298	
02/11/2016	47389237	Seems much the same as what we currently have.
02/11/2016	47389097	
02/11/2016	47389080	This vendor felt like the best fit for our goals and seemed both functionally sound as well as easy to use.
02/11/2016	47389018	
02/11/2016	47389007	
02/11/2016	47388933	
02/11/2016	47388912	
02/11/2016	47388875	

## SuccessFactors: What did or didn't you like about the solution?

02/19/2016	47833735	Reporting interface seemed more intuitive than oracle and ADP Ability to customize if needed seemed better than workday
02/18/2016	47779311	I liked that they find the best of everything and offer it all in place.
02/18/2016	47763442	Not a very good presentation. They did not seem to have enough of their own programs. There were a lot of answers that said "we do not offer that, but we can interface to many systems.
02/17/2016	47706138	I liked EVERYTHING about SuccessFactors!
02/17/2016	47703085	
02/16/2016	47670104	This felt well-thought out and user-friendly, somewhat intuitive. I'd like to see it again, but of the 3 demos I saw, theirs felt the most thorough and complete.
02/16/2016	47659710	A little hard to follow
02/16/2016	47659021	
02/16/2016	47644145	There was nothing I didn't like, it was all very well organized and easy to follow.
02/16/2016	47643388	Surprised I liked this as well, since I hated SAP back in the beginning. If we can't have Workday I wouldn't be disappointed to have this one. Only one that met all criteria of LMS team.
02/12/2016	47479224	The functionality seemed to be pretty strong in all the modules I was able to look at. Some concern about going out to different vendors for benefits and time and attendance.
02/12/2016	47473536	Loved it. It might not be quite as clean/crisp and user-friendly as WorkDay, but it appears to be user-friendly and a comprehensive leading edge solution. The integration of Jam is very, very impressive, and they say they have evidence of success of lots of use in the user communities. Workforce planning functions and integration are amazing. I had confidence in the presenters - makes you feel like they do customer service well. Kirkpatrick evals at over 2 - awesome. Text notifications on their roadmap. Links to Moocs - cool. I wonder what the systems folks thing as far as the back structure?
02/12/2016	47473192	

02/12/2016	47471950	Liked Interface and broad spectrum could provide most of what we need
02/12/2016	47459137	Liked: Provides red lines on changes made to position descriptions. Currently serves Duke, Starbucks, Hilton, Allstate, and MIT. Has an SAP Jam social component included. Onboarding includes off boarding. Provides electronic offer management. Contains 2,000 metrics and 500 competencies. Provides dashboard/mobile "instant analytics". Can search for candidates by the position description, resume, or blocks of text. Scheduling interviews checks MS Outlook availability and pops on calendar. VETS 100 and OFCCP delivered reports. Uses "Jam" to connect with veterans. Can indicate via "thumbs up" or "thumbs down" regarding recommendations. Has E-Verify integration capability. Integrated with doc-u-sign with electronic offer letters. Has a mobile application. Potential capability to pull from job families and roles onto individual requisitions based on position type. Has capability for applicants to answer questions and then, depending upon the answer, one or two more questions pop up. Based on the vacancy will tell you where the most effective advertisers. Analytics tells you where the applicant came in from without the applicant having to tell you. Has a talent community that attracts and finds passive candidates. Quarterly updates are available. Has an OLM component. Did not like: Multiple demo technical issues. Not convinced they can technically support all activities related to faculty members. Something was said about tenure being added today(?) Not sure what they meant.
02/12/2016	47457703	Lori Morgan did a really good job showing us what their reporting could do.
02/12/2016	47453507	SuccessFactors' BenefitFocus product blew me away. Seemed to give the most comprehensive, and clearly communicated end user experience.
02/11/2016	47429898	Their application does not appear to be tightly integrated.
02/11/2016	47426052	Good - Product seemed higher quality than ADP and Oracle Bad - not clear how partnerships with 2 companies would actually work; product is disjointed so it's not clear what we would be getting
02/11/2016	47419660	Positives: Most 21st century. Loved the social aspects, the integration with best in breed vendors like Benefit Focus, and the flexibility it affords to change with the times based on business need without changing an entire system. It resonated with me that MIT was using it. Also has great adoption in the commercial sector where people driven technology is paramount and at the cutting edge already. Fantastic decision support and reporting capabilities. Blew all others away in my mind. Like ADP, they have such a wide and varied customer base and access to a wealth of aggregated data that they can anticipate needs and create reports on demand that reflect emerging concerns and areas of interest in the HR/employee sector. Concerns: Didn't think the Call Center feature was particularly robust. It was more of a glorified ticketing system. Managing to a grant(s). How robust is it there?
02/11/2016	47416894	They have made a good effort to put a nice user experience on top of a vetted, fully featured product suite. The use of a third party Benefits solution was confusing.
02/11/2016	47411501	
02/11/2016	47405928	
02/11/2016	47404604	Like: Visually appealing, mobile capabilities, very thorough from a recruitment standpoint, interview scheduling is integrated with Outlook, can move, disqualify, tag, and put in comments regarding candidates, keyword searches, can keep notes on passive candidates Dislike: Nothing really stood out as a concern from a recruiting standpoint.
02/11/2016	47403621	
02/11/2016	47397485	More cloud and functionality. Not as simple as WorkDay...but had all modules.
02/11/2016	47397440	Did not see.
02/11/2016	47396117	I like the BenefitFocus part of them the best. Could we get BenefitFocus with any of the other vendors?
02/11/2016	47395883	Reasonable LMS-- some challenges for analytics but the best option of the 4 vendors from our perspective
02/11/2016	47395649	Concerned about the botton feeling, however, that allowed them to bring some great solutions forward. The LMS and time solutions were very good. User interface was good, reporting looked well thought out.
02/11/2016	47395291	A very bland but workable recruiting module. I was only able to see a bit of the presentation but feel like there is more to learn here. The analytics of what sources candidates apply from was very intriguing. Also, they had a scheduling component that looked very promising. It was hard to tell the level of passive candidate management. Would need to learn more.
02/11/2016	47394462	Very concerned that when asked the question regarding their roadmap their response was one of "... well I don't really know of anything." Their development is one of acquisition. Very concerned with the integration of all these pieces and the accessibility of each.
02/11/2016	47394257	I was a little nervous that their tech had problems during their day on grounds. Other than that, the product seemed great.
02/11/2016	47394195	Love the benefits module. Compensation module did not seem very complete, total rewards documents were not well thought out or attractive.
02/11/2016	47394006	A bit disjoint. May have been presenters, but almost looked like different systems for different functions.
02/11/2016	47393704	Intuitive, and appreciated the employee evaluation portion with pre-populated language. Also, recognition that we operate globally was included with tax/payroll ingredients. Choppy presentation detracted from the product. Answering "its a global setting" when asked why it returned her to the login screen after inactivity makes me wonder how customizable it is at an individual user level?
02/11/2016	47393538	SF was a strong contender but still felt cobbled together in some ways. A prime example is Payroll, which is a distinctly separate application and made me wonder if it was an acquisition by SAP that hadn't been fully integrated. No major questions about data security in this one.
02/11/2016	47393099	Layout, jam sessions, to do lists, able to see history of changes, recruitment, easy to use. What you see can be customized by person.
02/11/2016	47392926	They were well received by UHR. I thought the rest of their presentation was solid enough that they could be an adequate solution.
02/11/2016	47391831	
02/11/2016	47391717	Had the most features and deeply integrated platform. Great analytics. LMS meets the basic requirements. Great social learning feature. The stitched together components make it a little disjointed in appearance. Seems you have to navigate a little more to get around and users may not know where to click to get what is needed. We may not be able to optimize what is purchased due to this complexity.
02/11/2016	47391554	I did not feel like this solution was as streamlined or as well put together as WorkDay. Several of the screens seemed difficult to navigate with too much information and information was presented in an "Excel spreadsheet" format. Not visually appealing. Also, it did not seem to me that were vast differences between this system and Jobs@ (People Admin) - for example, the presenter was excited to show us weighted questions on postings, but we can already do this in Jobs@. I did like the tiles on the home screen and the mobile accessibility feature.
02/11/2016	47391455	I like that it was user friendly and the dashboard seemed easy to navigate.
02/11/2016	47391074	Unfortunately, I was unable to attend this session.
02/11/2016	47391037	nice, but fragmented. worried about 2 outside partners.
02/11/2016	47390849	Didn't attend
02/11/2016	47390791	
02/11/2016	47390084	Will integrate well and will allow for more of a one platform solution.
02/11/2016	47389631	I was concerned about the stability of the system. May glitches with the demo system and the transition to their structure from Oracle seems like a major overhaul for very little benefit. Rather than switch to SAP, we could build a mobile front end that would be more effective than this.
02/11/2016	47389614	

02/11/2016	47389479	
02/11/2016	47389298	
02/11/2016	47389237	Too many unanswered questions regarding interfacing with other systems.
02/11/2016	47389097	
02/11/2016	47389080	I did not see this demo.
02/11/2016	47389018	
02/11/2016	47389007	
02/11/2016	47388933	
02/11/2016	47388912	
02/11/2016	47388875	

## Which of any of the vendors would you disqualify? Why?

02/19/2016	47833735	ADP - felt like a very siloed solution
02/18/2016	47779311	ADP, just up to our standards.
02/18/2016	47763442	SuccessFactors for my reasons above. I did not see the first presentation, but I did not hear anything good about ADP.
02/17/2016	47706138	I would disqualify Oracle and ADP, for the reasons I mentioned above.
02/17/2016	47703085	
02/16/2016	47670104	Possibly Oracle, but that might be reflective of bias due to a less-than-satisfactory system currently. It didn't feel as user-friendly and "clean" as SAP.
02/16/2016	47659710	I can work with anything
02/16/2016	47659021	ADP
02/16/2016	47644145	ADP, I feel as though we would not be taking a huge step forward with them.
02/16/2016	47643388	ADP. No point in spending money to move backwards.
02/12/2016	47479224	ADP. They are probably hurt by having been the first vendor that we saw, but everyone else seemed to have better functionality than they did.
02/12/2016	47473536	
02/12/2016	47473192	
02/12/2016	47471950	ADP and Oracle(with reservations) the other vendors seemed to provide better solutions.
02/12/2016	47459137	I heard ADP was not a viable option although I cannot comment first hand since I was not in attendance. Oracle is a known entity and presents some challenges although we have customized it to the max. Do not know the new options with this vendor since I did not attend this demo.
02/12/2016	47457703	I don't feel qualified based on the 8am session, the reporting session and the vendor and uva wrapups information to disqualify anyone.
02/12/2016	47453507	In order of my preference with first being best, I really liked SuccessFactors, Workday, and Oracle Cloud. All three vendors offer very attractive solutions. I would vote we don't opt for ADP.
02/11/2016	47429898	Oracle--there solution appears to be too arcane.
02/11/2016	47426052	
02/11/2016	47419660	I definitely prefer SAP Success Factor and Workday but wouldn't disqualify any.
02/11/2016	47416894	Workday and Successfactors did not have a full suite of products that we require.
02/11/2016	47411501	
02/11/2016	47405928	
02/11/2016	47404604	
02/11/2016	47403621	
02/11/2016	47397485	ADP and Oracle...not cloud-like enough.
02/11/2016	47397440	
02/11/2016	47396117	ADP. They just don't feel like a good fit and their presentation left me with more questions than answers.
02/11/2016	47395883	Oracle-- see note above
02/11/2016	47395649	ADP because I just don't see them as being as good a solution for us.
02/11/2016	47395291	ADP probably lacked the continuity that the others lacked, which is desperately needed. Although there recruiting piece was certainly the slickest and easiest to understand.
02/11/2016	47394462	ADP - they are just not broad enough in their approach.
02/11/2016	47394257	Oracle. It's just a repackaged version of what we have now. A lot of the complaints that I have in our current version still happen in the new cloud version.
02/11/2016	47394195	ADP, they do not have the functionality that we need, they are not sophisticated enough.
02/11/2016	47394006	
02/11/2016	47393704	
02/11/2016	47393538	In my role (IT / Data Security / Single Signon / Support / Usability), I do not have any single disqualifying statements because more information is needed from each vendor in several key areas including SSO (single sign on) strategy and granular compatibility details), data security models that could not be discussed in detail in our sessions, and more information

		about support models. I would say that if our decision was based on presentation alone, Oracle would be very hard pressed to stay a contender, but a decision cannot be made on that alone obviously. Oracle was not served well by the representative they chose to represent their data & application security program.
02/11/2016	47393099	ADP and Oracle
02/11/2016	47392926	Leaning on the expertise of my fellow UHR employees, I would disqualify ADP. I don't believe that their payroll module was significantly better than the other companies. If they were unable to convince anyone that they were selling an adequate product, then I don't believe that it is the right solution. I would like to request a sandbox or test environment for each of the finalists. UHR needs a trial period to truly know if they like the user interface and workflows.
02/11/2016	47391831	
02/11/2016	47391717	ADP - Lacking in functionality and necessary features Oracle - Lacking in functionality, necessary features and scruples
02/11/2016	47391554	
02/11/2016	47391455	Of the two sessions that I attended, I'd disqualify ADP.
02/11/2016	47391074	ADP -Payroll is their wheelhouse - not HR systems. ATS is being revamped.
02/11/2016	47391037	ADP can't handle complexities of payroll and dual employment.
02/11/2016	47390849	Can't say since I was only at two of the demos.
02/11/2016	47390791	Oracle. Stated above.
02/11/2016	47390084	ADP, they were not forthcoming with information and once completely dismissed a huge part of their program in recruitment.
02/11/2016	47389631	ADP did not seem prepared to handle a University/Higher Ed account.
02/11/2016	47389614	
02/11/2016	47389479	
02/11/2016	47389298	
02/11/2016	47389237	SuccessFactors - The rep couldn't answer audience questions, evasive. He either didn't listen to the questions asked or he couldn't/didn't want to answer.
02/11/2016	47389097	
02/11/2016	47389080	
02/11/2016	47389018	
02/11/2016	47389007	
02/11/2016	47388933	
02/11/2016	47388912	
02/11/2016	47388875	