

Mississippi State University Request for Proposals (RFP) 26-13 Talent Management Solution

Questions and Answers

November 7, 2025

See below the questions asked and answered for RFP 26-13 and use this information to respond accordingly.

1. Please provide counts for full-time faculty and staff. **Faculty-1,311, Staff-3,831**
2. Please provide counts for part-time faculty and staff. **Faculty-214, Staff-92**
3. Please provide the count for student employees who are not included in your full-time and part-time counts. **Graduate Assistants-1,214, Student Workers-3,222**
4. One of the evaluation criteria is "Corporate Structure/Years of Experience/References – 20 pt" under the "7. DISCUSSIONS/EVALUATION CRITERIA/AWARD PROCESS" section of the RFP. We don't see any other mention of references.
 - a. How many would you like? **A minimum of three references, with at least one that represents a public university, and one that represents a recent implementation.**
 - b. Is there any specific information you'd like us to provide about them?
 - **Organization (name and website)**
 - **Contact: name, title, phone number, and email address (CHRO, Director, or Project Manager)**
 - **Implementation Date (Go Live Date)**
 - **Modules: Modules implemented**
5. In section 2 of the RFP, it was written "Mississippi State University is seeking sealed proposals for a Talent Management Software System from qualified vendors. The Talent Management System will be used to complete full cycle recruitment, onboarding, performance management, learning, and succession planning." There is no other mention of learning and succession within the requirements. Are those modules you are wanting vendors to include in the proposal? **Not interested in Learning or Succession modules at this time.**

6. Are you wanting any of this technology to be used for student employees? **We will not use this technology for student employees. In addition to faculty and staff, MSU will use the technology for Intermittent and Rehired Retiree staff with a count of 970.**
7. The RFP specifies non-electronic mail for proposal submission. Would you be open to receiving proposals digitally via email instead? **No, at this time we are not able to accept this proposal digitally.**