



**LINCOLN UNIVERSITY
PURCHASING DEPARTMENT**

REQUEST FOR PROPOSAL

**RFP NO. B17-1123
TITLE: LEARNING MANAGEMENT SYSTEM**

ISSUE DATE: NOVEMBER 10, 2016

**REQ:
BUYER: Debra Kidwell
PHONE NO: (573) 681-5418
E-MAIL: kidwelld@lincolnu.edu**

RETURN BID NO LATER THAN: NOVEMBER 30 2016 AT 2:00 P.M. (CT)

MAILING INSTRUCTIONS: Print or type RFP **Number** and **Return Due Date** on the lower left hand corner of the envelope or package.

**RETURN BID TO: LINCOLN UNIVERSITY
1002 CHESTNUT ST
SHIPPING & RECEIVING BLDG
JEFFERSON CITY MO 65101**

CONTRACT PERIOD: JULY 1, 2017 to JUNE 30, 2020, WITH THE OPTION TO RENEW THE CONTRACT FOR THREE (3) ADDITIONAL ONE-YEAR PERIODS OR ANY PORTION THEREOF.

The bidder hereby declares understanding, agreement and certification of compliance to provide the items and/or services, at the prices quoted, in accordance with all requirements and specifications contained herein and the Terms and Conditions Invitation Request for Proposal (Revised 9/18/95). The bidder further agrees that the language of this RFP shall govern in the event of a conflict with his/her bid. The bidder further agrees that upon receipt of an authorized purchase order from Lincoln University or when this RFP is countersigned by an authorized official of Lincoln University, a binding contract shall exist between the bidder and Lincoln University.

SIGNATURE REQUIRED

AUTHORIZED SIGNATURE		DATE
PRINTED NAME		TITLE
COMPANY NAME		
MAILING ADDRESS		
CITY, STATE, ZIP		
VENDOR NO. (IF KNOWN)		FEDERAL EMPLOYER ID NO.
PHONE NO.	FAX NO.	E-MAIL ADDRESS

NOTICE OF AWARD (LINCOLN UNIVERSITY ONLY)

ACCEPTED BY LINCOLN UNIVERSITY AS FOLLOWS:		
CONTRACT NO.		CONTRACT PERIOD
BUYER	DATE	DIRECTOR

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PART ONE: INTRODUCTION AND GENERAL INFORMATION

1. **Introduction:** This document constitutes a request for competitive, sealed proposals from qualified individuals and organizations to provide a LEARNING MANAGEMENT SYSTEM (LMS) for Lincoln University in accordance with the terms and conditions set forth herein.
2. **Organization:** This document referred to as a Request for Proposal (RFP), is divided into the following parts:
 - a. Part One: Introduction and General Information
 - b. Part Two: Scope of Work
 - c. Part Three: General Contractual Requirements
 - d. Part Four: Bid Submission Information
 - e. Pricing Pages
 - f. Attachments
3. Interested offerors are encouraged to submit questions and/or clarifications by email to kidwelld@lincolnu.edu. All inquiries must reach the Lincoln University Purchasing Department on or before noon on February 18, 2016. Clarifications and/or answers to the questions will be compiled and sent to all participating offerors on or before February 23, 2016.
4. **Definitions:** Wherever the following words and expressions appear in this RFP document or any amendments thereto, the definition or meaning described shall apply. Additional definitions are located in the Terms and Conditions. Offerors are strongly encouraged to review the attached Terms and Conditions.
 - a. "Subject to the approval of Lincoln University" means that the university, through its representatives, has the final authority to make decisions on questions which arise during the performance of any contract resulting from this RFP.
 - b. "University" means Lincoln University located at 820 Chestnut St., Jefferson City MO 65102-0029.
 - c. "Amendment" means a written, official modification to the RFP or resultant contract.
 - d. "Contractor" means the person or organization who is the successful offeror as a result of this Request for Proposal.
 - e. "Must" indicates that a requirement is mandatory. Any proposal which takes exception to or fails to agree to comply with such a requirement will be deemed non-responsive and will not be considered for contract award.
 - f. "Offeror" means any party submitting a proposal in response to this Request for Proposal.
 - g. "Shall" have the same meaning as "must".
 - h. "Should" means that a certain feature, component, and/or action is desirable, but not mandatory.

5. BACKGROUND INFORMATION

- a. Lincoln University was founded in 1866 by the men of the 62nd and 65th United States Colored Infantries and their white officers, for the special benefit of freed African Americans. Today, Lincoln University's role in the education of Missourians and others and its service to stakeholders throughout the state, the nation, and across the globe is well recognized. Lincoln University continues to serve the needs of its diverse student body through a tradition of offering innovative programs that makes the college experience special.
- b. The core mission of Lincoln University is to provide excellent educational opportunities for a diverse student population in the context of an open enrollment institution. The University provides student-centered learning in a nurturing environment, integrating teaching, research, and service. Lincoln University offers relevant, high quality undergraduate and select graduate programs that prepare students for careers and lifelong learning. These programs are grounded in the liberal arts and sciences and focused on public service professions that meet the academic and professional needs of its historical and statewide student clientele.
- c. Lincoln University has an enrollment of 3,117 (Fall 2014), and the majority of the Lincoln University population are Missouri residents (84%). Another 9% of students are from the nearby states of Arkansas, Illinois, Iowa, Kansas, Kentucky, Nebraska, Oklahoma and Tennessee. Lincoln University serves a diverse population, including students from 29 countries around the globe. Lincoln University offers nine undergraduate degrees in more than 50 programs of study
- d. Lincoln University is located in Jefferson City, Missouri, with an additional educational facility at Fort Leonard Wood, Missouri. Extension offices are located in the SE Missouri bootheel, Kansas City, and St. Louis.

6. Current Learning Management System: Canvas by Instructure.

7. Attachments

1. Non-collusion affidavit
2. Affidavit of work authorization
3. Specifications for Learning Management System (LMS) – available in excel format
4. Terms & Conditions, Request for Proposal

PART TWO: SCOPE OF WORK

1. The contractor shall provide a LEARNING MANAGEMENT SYSTEM (LMS) as specified herein for Lincoln University (herein referred to as the University) in accordance with the terms and conditions of this Request for Proposal (herein referred to as the RFP).
2. Purpose: The intent of this proposal is to review and evaluate alternative Learning Management Systems and their vendors for the purpose of procuring said system for the University.
3. Vendors may be asked to provide an on-site demonstration of the product as part of our evaluation.
4. The University's goals for the LMS are that the LMS should:
 - a. Provide a robust environment for content authoring
 - b. Support Lincoln University's teaching and learning needs
 - c. Support social presence, interaction, and collaboration
 - d. Provide a wide variety of grading, assessment, and grade management tools
 - e. Possess an intuitive interface with a contemporary look and feel
 - f. Be mobile optimized, device compatible, and work on all major browsers
 - g. Be compliant with federal laws and regulations protecting people with disabilities
 - h. Allow for labor scalability and efficiency in administrative setup
 - i. Support learning and administrative analytics and outcomes
 - j. Be "future proof" and able to evolve
 - k. Support IMS Global standards
 - l. Be available to meet the needs of Lincoln University's increasing global distance audience.
5. Migration of all current courses hosted in the Canvas LMS prior to the beginning of the 2017 Fall Semester is a **required** part of this contract. All proposals must identify fees for migrating courses and discuss the process for migrating the classes.
6. Proposals must include the costs for a minimum of two (2) seats in an Administrator Training course, either online or face to face.
7. Detailed requirements are listed in Attachment #3. The proposal should address each requirement by indicating if the functionality currently exists (Yes/No). If the functionality does not exist, indicate if it is planned for future release and if so, the timeframe for such update. Additional explanations are welcome for each requirement.
8. The "go-live" date for the LMS is July 1, 2017. Responses should include a timeline of activity that would need to take place to meet this date.

PART THREE: GENERAL CONTRACTUAL REQUIREMENTS

1. **Contract Period:**
 - a. The contract period shall be as stated on page one (1) of the Request for Proposal (RFP). Except as provided herein, the contract shall not bind, nor purport to bind, the University for any contractual commitment in excess of the stated contract period.
 - b. Lincoln University shall have the right, at its sole option, to renew the contract for three (3) additional one (1) year periods, or any portion thereof. In the event Lincoln University exercises such right, all terms, conditions, and provisions of the contract shall remain the same and apply during the renewal period.
2. **Contract Price:** All prices and percentages quoted by the contractor shall be firm and fixed for the contract period. The University shall neither pay nor be liable for any other additional costs. All prices for the renewal period shall remain the same unless the contractor provides sufficient justification as to why a change is necessary. The University reserves the right to accept or reject or negotiate any change.
3. **Contract Document:** The contract between Lincoln University and the contractor shall consist of: (1) the Request for Proposal (RFP), including the Terms and Conditions attached hereto, and (2) any amendment to the RFP, (3) the contractor's response to the RFP, and (4) any additional terms and conditions mutually agreed upon by the parties during the negotiation process. Lincoln University reserves the right to clarify any contractual relationship in writing with the concurrence of the contractor and such written clarification shall govern in the event of a conflict with the applicable requirement(s) stated either in the RFP or the contractor's response. In all other matters not affected by the written clarification, if any, the RFP shall govern. The contractor is cautioned that his/her response shall be subject to acceptance without further clarification.
4. **Independent Contractor:** The contractor represents himself or herself to be an independent contractor offering such service to the general public and shall not represent himself/herself or his/her employees to be an employee of Lincoln University. Therefore, the contractor shall assume all legal and financial responsibility for taxes, FICA, employee fringe benefits, workers compensation, employee insurance, minimum wage requirements, overtime, etc., and agrees to indemnify, save and hold Lincoln University, its officers, agents, employees, harmless from and against, any and all loss; cost (including attorney fees); and damages of any kind related to such matters.
5. **Coordination of Activities:** The contractor shall fully coordinate his or her activities in the performance of the contract with those of the University. As the work of the contractor progresses, advice and information on matters covered by the contract shall be made available by the contractor to the University throughout the effective period of the contract.

6. **Required Provisions of Law:** Each and every provision of law and clause required by law to be inserted herein and the contract will be read and enforced as though it were included herein, and if through mistake or otherwise any such provision is not inserted, or is not correctly inserted, and upon the application of either party, the contract will forthwith be physically amended to make such insertion or correction.
7. **Temporary Suspension:** The contractor understands and agrees that the University shall not be responsible for any loss to contractor due to the temporary suspension of operation, regardless of the cause including, but not limited to, mechanical failure of equipment, power failure, weather conditions, force majeure, riots, or civil commotion.
8. **Liabilities:**
 - a. The contractor agrees that Lincoln University shall not be liable for any damages or costs or injury incurred by the contractor or his/her employees arising out of the ownership, selection, possession, leasing, rental, operation, control, use, maintenance, delivery, return, and/or installation of equipment provided by the contractor, except as otherwise provided in the contract.
 - b. The contractor shall be responsible for any and all injury or damage (including death) as a result of the contractor's negligence involving any equipment or service provided under the terms and conditions of the contract.
 - c. The contractor shall agree to hold harmless Lincoln University, including its agents, employees, and assign, from any negligent act or omission committed by the contractor, any subcontractor or other person(s) employed by or under the supervision of the contractor under the terms and conditions of the contract and shall indemnify Lincoln University for all costs, expenses (including attorney fees), damages and payment arising out of such negligent acts.
9. **Subcontractors:** If approved by Lincoln University in writing, the contractor may subcontract for those services herein provided that any subcontracts include appropriate provisions and contractual obligations to ensure the successful fulfillment of all contractual obligations agreed to by the contractor and Lincoln University and to ensure that Lincoln University is indemnified, saved, and held harmless from and against any and all claims of damage, loss, and cost (including attorney fees) of any kind arising from a subcontract of any matters described in the contract between Lincoln University and the contractor. The contractor shall expressly understand and agree that he shall assume and be solely responsible for all legal and financial responsibilities related to the execution of a subcontract. The contractor shall agree and understand that utilization of a subcontractor to provide any of the equipment or services required by the contract shall in no way relieve the contractor of the responsibility for providing the equipment and services as described and set forth herein.

10. **Right to Terminate Contract:**

- a. Lincoln University reserves the right to terminate the contract at any time for the convenience of Lincoln University, without penalty or recourse by giving the contractor a written notice of such termination at least thirty (30) calendar days prior to termination. The contractor shall be entitled to receive compensation according to the terms of the terms of the contract for that work completed pursuant to the contract prior to the effective date of termination.
- b. Lincoln University reserves the right to officially modify or cancel an RFP after issuance. Such a modification shall be identified as an amendment.
- c. In the event that only one bid is received in response to this RFP, Lincoln University reserves the right to negotiate the terms and conditions, including price, as proposed in the sole offeror's bid. In addition, as part of such negotiations, the University requires supporting cost, pricing and other data from the sole offeror in order to determine the reasonableness and acceptability of the bid.
- d. Lincoln University reserves the right to accept or reject any and all bids without any statement or reason thereof and to waive any non-conformities. Final acceptance shall be subject to the parties entering into a written agreement.

PART FOUR: BID SUBMISSION INFORMATION

1. **Offeror's Contact:** All questions regarding the scope of work, bid process, etc., must be directed to Debra Kidwell, Director of Purchasing at (573) 681-5415. Offerors must not contact other employees of the University concerning this procurement while the bid and evaluation are in process. Failure to abide by this requirement may result in disqualification of the offeror.
2. **Clarification of Requirements:** It is the intent and purpose of the University that this request permits competitive bidding. It shall be the offeror's responsibility to advise the director of Purchasing, at the address noted on page one (1), if any language, requirement, etc., or any combination thereof, inadvertently restricts or limits the requirements stated in this RFP to a single source. Such notification must be submitted in writing and must be received by the University no later than ten (10) days prior to the bid close date. A review of such notifications will be made.
3. **Submission of Bids:**
 - a. Bids must be priced, signed, sealed, and received (with all necessary attachments) in the University's Purchasing Office by the closing date and time specified. Any form containing a signature line must be manually signed in blue ink and returned as part of the bid. Any bids received by the Purchasing Office after the exact closing date and time specified *shall not be opened and shall not be evaluated* regardless of the reason and mitigating circumstances related to its lateness or degree of lateness. A facsimile or electronic mail (e-mail) transmission is **NOT** an acceptable response to this RFP and shall not be accepted.
 - b. The offeror must respond to this RFP by submitting all data required herein in order for his/her bid to be evaluated and considered for award. Failure to submit such data shall be deemed sufficient cause for disqualification of a bid from further consideration for award of contract.
 - c. **Copies of Bids:**
 - i. The offeror is requested to submit an original signature bid and six (6) copies of the original signature bid, for a total of seven (7) complete bids.
 - ii. The offeror is requested to submit a USB capable devices containing an electronic copy of their proposal.
4. **Non-Collusion Affidavit:** The offeror must complete, sign and return as part of the offeror's bid the Non-Collusion Affidavit attached hereto as Attachment #1.
5. **Official Position:** The offeror is advised that the official position of the University is that position which is stated in writing and issued by the Purchasing Office as a Request for Proposal and any amendments thereto. No other means of communication, whether oral or written, shall be construed as a formal or official response or statement.

6. **Evaluation and Award of Contract:**

- a. The contract shall be awarded to the “lowest and best” bid received in accordance with the evaluation criteria stated below. A contract award resulting from this request shall be made following the evaluation of all bids which are responsive to the terms, conditions, and specifications of the RFP. After determining that the bid satisfies the mandatory requirements stated in the RFP, the comparative assessment of the relative benefits and deficiencies of this bid in relationship to the published evaluation criteria shall be made by using subjective judgment. However, cost and rebate shall be evaluated objectively.
 - i. Cost..... 50%
 - ii. Experience and Reliability..... 10%
 - iii. Proposed Method of Performance..... 40%
- b. After an initial screening process, a technical question and answer conference or interview may be conducted, if deemed necessary, to clarify or verify the offeror’s bid and to develop a comprehensive assessment of the bid.
- c. Lincoln University reserves the right to consider historic information and fact, whether gained from the offeror’s bid, question and answer conference, references, and any other source, in the evaluation process.
- d. The offeror is cautioned that it is the offeror’s sole responsibility to submit information related to the evaluation categories and that the University is under no obligation to solicit such information if it is not included with the offeror’s bid. Failure of the offeror to submit such information may cause an adverse impact on the evaluation of the offeror’s bid.

7. **Offeror’s Experience and Reliability:** The experience and reliability of the offeror’s organization is considered subjectively in the evaluation process. Therefore, the offeror is advised to submit any information which documents successful and reliable experience in past performances, especially those performances related to the requirements of this RFP.

- a. Offerors should at a minimum, submit references from three higher education customers, preferably of a size similar to Lincoln University. If possible, the University desires references that incorporate public higher education, utilize Ellucian’s Colleague system, and/or are HBCUs. References should include:
 - i. The name, address, phone number of the client/contracting agency, and a representative of that client/agency who may be contacted for verification of all information submitted.
 - ii. Dates of the service/contract.
 - iii. A brief, written description of the specific prior services performed and the requirements thereof.
- b. The offeror should identify how many and which contracts maintained by the offeror, both previous and current, have been renegotiated either during or following the year of the contract. For each such contract, the offeror should indicate when the renegotiation occurred, whether a provision for renegotiation was included in the contract, and why renegotiation was necessary.

- c. The offeror may be asked to submit a copy of the offeror's most recent audited financial report. Such report must not be more than twelve (12) months old at the time of submission. The offeror may also be asked to provide financial statements from the last three (3) years of operation. Such statements must include, as a minimum, a consolidated balance sheet and income statement for each such year.
8. **Proposed Method of Performance:**
- a. Bids will be evaluated based on the offeror's distinctive plan for performing the requirements in the Scope of Work. Since the evaluators have already read the Scope of Work specifications as described in the RFP, it is not necessary for the offeror to repeat the exact RFP language, or to present a paraphrased version, as an original idea for a technical approach.
 - b. The offeror shall present a written narrative which demonstrates the method or manner in which the offeror proposed to satisfy the requirements of the Scope of Work. The language of the narrative should be straightforward and limited to facts, solutions to problems, and a proposed plan of action.
 - c. The offeror should provide any other information deemed relevant by the offeror which should be considered in evaluating the offeror's performance.

PRICING PAGES

Year 1	Year 2	Year 3		Year 4	Year 5	Year 6
<i>July 1, 2017 to June 30, 2018</i>	<i>July 1, 2018 to June 30, 2019</i>	<i>July 1, 2019 to June 30, 2020</i>		<i>July 1, 2020 to June 30, 2021</i>	<i>July 1, 2021 to June 30, 2022</i>	<i>July 1, 2022 to June 30, 2023</i>
\$ _____	\$ _____	\$ _____		\$ _____	\$ _____	\$ _____

Other Costs:	Price	UoM
<i>Implementation Costs</i>	\$ _____	_____
<i>Administrator Training (2)</i>	\$ _____	_____
<i>Other: _____</i>	\$ _____	_____
<i>Other: _____</i>	\$ _____	_____
<i>Other: _____</i>	\$ _____	_____

Pricing explanation, if needed:

ATTACHMENT #1 NON COLLUSION AFFIDAVIT

State of _____)

County of _____)

NON COLLUSION AFFIDAVIT

The undersigned, duly authorized to represent the persons, firms and corporations joining and participating in the submission of the foregoing bid (such persons, firms and corporations hereinafter being collectively referred to as the Offeror), being duly sworn, on his oath says that to the best of his belief and knowledge no person, firm or corporation, nor any person duly representing the same joint and participating in the submission of the foregoing bid, has directly or indirectly entered into any arrangement or agreement with any other offerors, or with any public officials of the State of Missouri, or any employee thereof, or any person, firm or corporation under contract with the State of Missouri, whereby the Offeror, in order to induce the acceptance of forgoing bid by said State of Missouri, has paid or is to pay to any other offeror or to any of the aforementioned persons any sum of money or has given or is to give to any other offeror or to any of the aforementioned persons any sum of money or has given or is to give to any of the aforementioned person anything of value whatever, and that the offeror has not, directly or indirectly, entered into any arrangement or agreement with any other offeror or offeror which tends to or does lessen or destroy free competition in the letting of the contract sought for by the foregoing bid.

Name and Title

Company

Date

Subscribed and sworn to before me, a Notary Public in and for said County and State, on this _____ day of _____.

Witness my hand and Notaries Seal.
My commission expires:

Notary Public

ATTACHMENT #2: AFFIDAVIT OF WORK AUTHORIZATION

Comes now _____ as _____ first being duly
(NAME) (OFFICE HELD)

sworn on my oath, affirm _____ is enrolled and will continue to
(COMPANY NAME)

participate in a federal work authorization program in respect to employees that will work
in connection with the contract services related to _____ for the duration of
(BID NUMBER)

the contract, if awarded in accordance with RSMo Chapter 285.530 (2). I also affirm that
_____ does not and will not knowingly employ a person who is an
(COMPANY NAME)

unauthorized alien in connection with the contracted services related to _____
(BID NUMBER)

for the duration of the contract, if awarded.

In Affirmation thereof, the facts stated above are true and correct (The undersigned understands that false statements made in this filing are subject to the penalties provided under Section 575.040, RSMo).

Signature (person with authority) Printed Name

Title Date

Subscribed and sworn to before me this _____ of _____. I am
(DAY) (MONTH, YEAR)

Commissioned as a notary public within the County of _____, State of
(NAME OF COUNTY)

_____, and my commission expires on _____.
(NAME OF STATE) (DATE)

Signature of Notary Date

ATTACHMENT #3 SPECIFICATIONS FOR LEARNING MANAGEMENT SYSTEM (LMS)

The information in this section will be made available as an Excel spreadsheet file to aid with proposer responses.

Contact kidwelld@lincolnu.edu for the file.

Specifications for Learning Management System (LMS)	Functionality Exists? Y/N	Detailed Response (be specific and concise, avoiding generic boilerplate)
(1) The LMS should provide a robust environment for content authoring.		
<p>A. Have sufficient native tools that allow for the creation of necessary teaching and learning tools: e.g. a mechanism for students to upload work products; a mechanism to create forums for students to interact; a way to create assessments of student learning that include quantitative and qualitative type questions.</p>		
<p>B. Be easy to use and intuitive</p>		
<p>C. Allow integration with third-party content management systems.</p>		
<p>D. Allow integration with third-party learning tools.</p>		
<p>E. Support multiple content and media format types such as audio, video, images, text.</p>		
<p>F. Allow the import/export of content from other widely used learning management systems.</p>		
<p>G. Allow easy and intuitive mobile use on all popular devices.</p>		

H. Provide enough space in each section for all course content and student work.		
(2) The LMS should support Lincoln University's teaching and learning needs.		
A. The LMS should be a hosted product with 24/7 access from our University portal and mobile access points.		
B. Provide scaffolding tools that help the student know where they are and what they need to do next.		
C. Progress indicators.		
D. Automated guided instruction (feedback mechanisms)		
E. Syllabus		
F. Calendar that integrates with third-party calendars		
G. Provide student publishing tools		
H. E-portfolio		
I. Blog		
J. Support a variety of pedagogical approaches		
K. Competency-based learning		
L. Self-paced learning		
M. Self-directed learning		
N. Group/Collaborative learning		
O. Support a variety of course delivery methods		
P. Face-to-face		
Q. Blended/Hybrid		
R. Online		

<p>(3) The LMS should support social presence, interaction, and collaboration.</p>		
<p>A. Enable social presence in the online space (within and across courses) so that students and faculty have the experience of being “real” people connecting with other real people in an active learning community through the effective use of visuals to reflect who is active in the course (Facebook, twitter, yammer)</p>		
<p>B. Through the use of an activity stream so that it feels like the course is an active community and not just a flat file structure from which students download static documents</p>		
<p>C. Enable authentic and efficient means of interacting within and across courses through a robust mail tool that allows users to send and receive mail, including attachments, see who has read mail, etc.</p>		
<p>D. Include robust tools and intuitive interfaces for online synchronous and asynchronous discussions</p>		
<p>E. A synchronous chat functionality that indicates who’s online</p>		
<p>F. Asynchronous discussion space that has an intuitive look and feel and promotes authentic educational dialogue</p>		

<p>G. Provide or easily integrate with tools students can use to collaboratively create and share content as well as interact in virtual meeting spaces</p>		
<p>(4) The LMS should provide a wide variety of grading, assessment, and grade management tools.</p>		
<p>A. Include a variety of assessment tools that allows for multiple assignment submission formats, question formats, and multiple response and feedback options (audio, video, text)</p>		
<p>B. Allow for a variety of ways of grading student work products</p>		
<p>C. By student, assignment, or team</p>		
<p>D. Auto-graded or manually</p>		
<p>E. Based on rubrics</p>		
<p>F. Provide a robust and configurable gradebook that can handle a variety of functions</p>		
<p>G. Pull in grades from assessment activities outside the LMS</p>		
<p>H. Allow for extra credit assignments</p>		
<p>I. Be exportable to alternative file formats</p>		
<p>J. Enable instructors to submit grades to registrar</p>		
<p>K. Allow for formulas and weighting</p>		

L. Allow for selection of points or percentages		
(5) The LMS should possess an intuitive interface with a contemporary look and feel.		
A. Not require significant training for the average end user to find and use most of the features and functionality they require		
B. Reflect contemporary design standards.		
(6) Be mobile optimized, device compatible, and work on all major browsers.		
A. Be Responsive to a user’s device		
B. Have an app(s) that allows for content generation and content consumption		
C. Have an app(s) that takes into account necessary functionality for students, instructors, and design staff.		
D. Work on all current versions of the major browsers.		
(7) The LMS should be compliant with federal laws and regulations protecting people with disabilities.		
A. Conform to Web Content Accessibility Guidelines (WCAG 2.0 AA)		
B. Generate web pages that comply with HTML code standards and best practices		
C. Possess accessible content creation tools with functionality		

D. Be fully operable using only a keyboard		
E. Be readable and operable using commonly used screen readers (JAWS, Voice Over, NVDA)		
F. Add alt text to images to add heading to text content		
G. Add labels to form fields		
a. Add headers to tables		
H. Paste blocks of HTML code in an HTML view of content, including language extensions like MathXL		
I. Allow persistent, user personalization to modify presentation style (e.g., high contrast, color inversion, color modifications)		
J. Include an accessible keyboard operable media player allowing closed captioning		
K. Be accessible on mobile and small screen devices		
L. Alert the screen reader user of error messages and changes in dynamic content.		
(8) The LMS should allow for labor scalability and efficiency in administrative setup.		
A. Provide delegated and granular administration such that the assignment of different permission levels can be done specific to work groups, departments, colleges and campuses.		

<p>B. A specific look and feel could be designated for all courses in a college, department or program.</p>		
<p>C. Multiple roles, like instructor, ID, TA, etc., could be assigned based on access and editing requirements.</p>		
<p>D. LTI tools could be administered differently across the University based on contractual agreements</p>		
<p>E. Appropriate units should be able to run reports as needed, for example, the Office of Financial</p>		
<p>F. Should be able to run activity/login reports for students.</p>		
<p>G. When collaborative tools are used, all users should be able to create, modify, and administer their own collaborative spaces.</p>		
<p>H. Enable efficiencies within and across course sections.</p>		
<p>I. Work w/multiple course section simultaneously</p>		
<p>J. Within a single section, utilize functionalities like drag and drop, auto populate, and grid edit that allow for bulk setup.</p>		
<p>K. Allows for persistent content within a course across semesters that doesn't require updating each semester.</p>		
<p>(9) The LMS should support learning and administrative analytics and outcomes.</p>		

<p>A. An LMS should provide learning-analytics tools that can be applied in both the residential and the online learning context to meet accreditation requirements. Please describe your full analytic capability in full, including examples.</p>		
<p>B. Address options for integration with Colleague SIS including roster management and grade posting</p>		
<p>(10) The LMS should be “future proof” and able to evolve.</p>		
<p>A. Embrace and practice a philosophy involved in looking for ways to improve how we use LMSs in education (e.g. educational standards; retention center)</p>		
<p>B. Have a plan for responding to user trends, for example, MOOCs, badges, working online and offline, etc.</p>		
<p>C. Have a philosophy that demonstrates innovation and support of standards.</p>		
<p>D. Have a process of innovating on the edge – testing new ideas and incorporating them into existing platform.</p>		
<p>E. Have a process of R&D that allows for experimentation, innovation, and the systematic vetting of new ideas.</p>		
<p>(11) Support IMS Global standards.</p>		
<p>A. Learning Tools Interoperability</p>		

(LTI)		
B. Learning information systems		
(LIS)		
C. Common Cartridge (CC)		
D. EduPub		
(12) The LMS should be available as close to 24/7/365 in order to meet the needs of Lincoln University’s increasing global distance audience.		

A. Have adequate system architecture in place to allow for backups, testing, and staging so the production (live) instance is not impacted.		
B. Have a dynamic and distributed infrastructure where the outage of one server does not impact the production environment		
C. Be elastic so that changes and updates are easy to install with minimal service interruption		
D. Be resilient such that the system reacts intelligently to spike in usage		
E. Ensure that Lincoln University would always be current with the latest version.		
F. Have searchable knowledge base for help.		

<p>G. 24/7/365 Support to faculty and students. Please discuss the options for faculty and student users to access the help desk system.</p>		
<p>H. Discuss the options for faculty and student users to access the help desk system.</p>		
<p>(13) In addition, if applicable, please discuss how your system would address the following preferred elements:</p>		
<p>A. The system should allow for multiple system administrators, sub-level accounts and sub-level account administrators, multiple course creators and editors, customizable account roles at the main and sub-account levels, and guest user access.</p>		
<p>B. The system should allow administrators, sub-account administrators, and instructors to search for users by name, email, student ID or other applicable criteria.</p>		
<p>C. The system should allow for multiple daily updates of rosters. The University uses Colleague's Student Information System to generate roster information; discuss how your system integrates with Colleague.</p>		

<p>D. The system should have the capability to generate an access report for users showing user data that may be of interest to the classroom instructor such as identify verification, plagiarism services, and location services</p>		
<p>(14) Migration of all current courses hosted in the Canvas LMS prior to 1 August 2017 (2017 Fall Semester) is a required part of this contract. Please identify fees for migrating courses, sandboxes, and group activities. Discuss your process for migrating the classes.</p>		

ATTACHMENT #4 TERMS & CONDITIONS, REQUEST FOR PROPOSAL

LINCOLN UNIVERSITY PURCHASING DEPARTMENT

TERMS AND CONDITIONS

REQUEST FOR PROPOSAL

1. TERMINOLOGY/DEFINITIONS

Whenever the following words and expressions appear in a Request for Proposal (RFP) document or any amendment thereto, the definition or meaning described below shall apply.

- a. **Agency and/or State Agency** means the statutory unit of state government in the State of Missouri for which the equipment, supplies, and/or services are being purchased by **Lincoln University**. Lincoln University is also responsible for payment.
- b. **Amendment** means a written, official modification to an RFP or to a contract.
- c. **Attachment** applies to all forms which are included with an RFP to incorporate any informational data or requirements related to the performance requirements and/or specifications.
- d. **Proposal Opening Date and Time** and similar expressions mean the exact deadline required by the RFP for the physical receipt of sealed proposals by Lincoln University in its office.
- e. **Offeror** means the person or organization that responds to an RFP by submitting a proposal with prices to provide the equipment, supplies, and/or services as required in the RFP document.
- f. **Buyer** means the procurement staff member of Lincoln University. The **Contact Person** as referenced herein is usually the Buyer.
- g. **Contract** means a legal and binding agreement between two or more competent parties, for a consideration for the procurement of equipment, supplies, and/or services.
- h. **Contractor** means a person or organization who is a successful offeror as a result of an RFP and who enters into a contract.
- i. **Exhibit** applies to forms which are included with an RFP for the offeror to complete and return with the sealed proposal prior to the specified opening date and time.
- j. **Request for Proposal (RFP)** means the solicitation document issued by Lincoln University to potential offerors for the purchase of equipment, supplies, and/or services as described in the document. The definition includes these Terms and Conditions as well as all Pricing Pages, Exhibits, Attachments, and Amendments thereto.
- k. **May** means that a certain feature, component, or action is permissible, but not required.
- l. **Must** means that a certain feature, component, or action is a mandatory condition. Failure to provide or comply will result in a proposal being considered non-responsive.
- m. **Pricing Page(s)** applies to the form(s) on which the offeror must state the price(s) applicable for the equipment, supplies, and/or services required in the RFP. The pricing pages must be completed and returned by the offeror with the sealed proposal prior to the specified proposal opening date and time.
- n. **RSMo (Revised Statutes of Missouri)** refers to the body of laws enacted by the Legislature which govern the operations of all agencies of the State of Missouri. Chapter 34 of the statutes is the primary chapter governing the operations of Lincoln University.
- o. **Shall** has the same meaning as the word must.
- p. **Should** means that a certain feature, component and/or action is desirable but not mandatory.

2. OPEN COMPETITION/REQUEST FOR PROPOSAL DOCUMENT

- a. It shall be the offeror's responsibility to ask questions, request changes or clarification, or otherwise advise Lincoln University if any language, specifications or requirements of an RFP appear to be ambiguous, contradictory, and/or arbitrary, or appear to inadvertently restrict or limit the requirements stated in the RFP to a single source. Any and all communication from offerors regarding specifications, requirements, competitive procurement process, etc., must be directed to the buyer from Lincoln University, as indicated on the first page of the RFP. Such communication should be received at least ten calendar days prior to the official proposal opening date.

Every attempt shall be made to ensure that the offeror receives an adequate and prompt response. However, in order to maintain a fair and equitable procurement process, all offerors will be advised, via the issuance of an amendment to the RFP, of any relevant or pertinent

information related to the procurement. Therefore, offerors are advised that unless specified elsewhere in the RFP, any questions received by Lincoln University less than ten calendar days prior to the RFP opening date may not be answered.

- b. Offerors are cautioned that the only official position of the State of Missouri is that position which is stated in writing and issued by Lincoln University in the RFP or an amendment thereto. No other means of communication, whether oral or written, shall be construed as a formal or official response or statement.
- c. Lincoln University monitors all procurement activities to detect any possibility of deliberate restraint of competition, collusion among offerors, price-fixing by offerors, or any other anticompetitive conduct by offerors which appears to violate state and federal antitrust laws. Any suspected violation shall be referred to the Missouri Attorney General's Office for appropriate action.
- d. The RFP is mailed to potential offerors at the current address maintained on the vendor registration file in Lincoln University's purchasing department. If any portion of the address is incorrect, the offeror must notify the buyer in writing upon receipt of the document. Any subsequent amendment to an RFP shall be mailed to the same address as the original RFP unless otherwise notified.
- e. Lincoln University reserves the right to officially modify or cancel an RFP after issuance. Such a modification shall be identified as an amendment.

3. PREPARATION OF PROPOSALS

- a. Offerors **must** examine the entire RFP carefully. Failure to do so shall be at offeror's risk.
- b. Unless otherwise specifically stated in the RFP, all specifications and requirements constitute minimum requirements. All proposals must meet or exceed the stated specifications and requirements.
- c. Unless otherwise specifically stated in the RFP, any manufacturer's names, trade names, brand names, information and/or catalog numbers listed in a specification and/or requirement are for informational purposes only and are not intended to limit competition. The offeror may offer any brand which meets or exceeds the specification for any item, but must state the manufacturer's name and model number for any such brands in the proposal. In addition, the offeror shall explain, in detail, (1) the reasons why the proposed equivalent meets or exceeds the specifications and/or requirements and (2) why the proposed equivalent should not be considered an exception thereto. Proposals which do not comply with the requirements and specifications are subject to rejection without clarification. \
- d. Proposals lacking any written indication of intent to offer an alternate brand or to take an exception shall be received and considered in complete compliance with the specifications and requirements as listed in the RFP.
- e. The following is only applicable to state agencies and political subdivisions submitting a proposal. In the event that the offeror is an agency of state government or other such political subdivision which is prohibited by law or court decision from complying with certain provisions of an RFP, such an offeror may submit a proposal which contains a list of statutory limitations and identification of those prohibitive clauses which will be modified via a clarification conference between Lincoln University and the offeror, if such offeror is selected for contract award. The clarification conference will be conducted in order to agree to language that reflects the intent and compliance of such law and/or court order and the RFP. Any such offeror needs to include in the proposal, a complete list of statutory references and citations for each provision of the RFP which is affected by this paragraph.
- f. All equipment and supplies offered in a proposal must be new and of current production and available for marketing by the manufacturer unless the RFP clearly specifies that used, reconditioned, or remanufactured equipment and supplies may be offered.
- g. Prices shall include all packing, handling and shipping charges FOB destination, freight prepaid and allowed unless otherwise specified in the RFP.
- h. Prices offered shall remain valid for 90 days from proposal opening unless otherwise indicated. If the proposal is accepted, prices shall be firm for the specified contract period.

4. SUBMISSION OF PROPOSALS

- a. A proposal submitted by an offeror must (1) be signed by a duly authorized representative of the offeror's organization, (2) contain all information required by the RFP, (3) be priced as required, (4) be sealed in an envelope or container, and (5) be mailed or hand-delivered (not faxed) to the purchasing department at Lincoln University and officially clocked in no later than the exact opening time and date specified in the RFP.
- b. The sealed envelope or container containing a proposal should be clearly marked on the outside with (1) the official RFP number and (2) the official opening date and time. Different proposals should not be placed in the same envelope, although copies of the same proposal may be placed in the same envelope.
- c. A proposal may only be modified or withdrawn by signed, written notice which has been received by Lincoln University prior to the official opening date and time specified. A proposal may also be withdrawn or modified in person by the offeror or its authorized representative, provided proper identification is presented before the official opening date and time. Telephone or telegraphic requests to withdraw or modify a proposal shall not be honored.

- d. Offerors must sign and return the RFP cover page or, if applicable, the cover page of the last amendment thereto in order to constitute acceptance by the offeror of all RFP terms and conditions. Failure to do so shall result in rejection of the proposal unless the offeror's full compliance with those documents is indicated elsewhere within the offeror's response.

5. FACSIMILE DOCUMENTS

All responses to RFP's and amendments to RFP's, including "no bid" responses and requests to modify a proposal, must be delivered to the purchasing department at Lincoln University in a sealed envelope or container. Submission by unsealed facsimile, telegram or telephone is not acceptable. However, sealed proposals containing faxed pages are acceptable. In addition, requests to withdraw proposals may be submitted by facsimile but must be received by Lincoln University's purchasing department prior to the official opening date and time specified.

6. PROPOSAL OPENING

- a. Proposal openings are public on the opening date and at the opening time specified on the RFP document. Only the names of the offerors shall be read at the proposal opening. The contents of the proposals shall not be disclosed.
- b. It is the offeror's responsibility to ensure that the proposal is delivered by the official opening date and time to the purchasing department at Lincoln University.
- c. Proposals which are not received by Lincoln University prior to the official opening date and time shall be considered late, regardless of the degree of lateness or the reason related thereto, including causes beyond the control of the offeror. Late proposals shall not be opened.

7. PREFERENCES

- a. In the evaluation of proposals, preferences shall be applied in accordance with Chapter 34 RSMo. Contractors should apply the same preferences in selecting subcontractors.
- b. By virtue of statutory authority, a preference will be given to materials, products, supplies, provisions and all other articles produced, manufactured, made or grown within the state of Missouri. Such preference shall be given when quality is equal or better and delivered price is the same or less.
- c. In accordance with Executive Order 94-03, contractors are encouraged to utilize minority businesses in selecting subcontractors.

8. EVALUATION/AWARD

- a. Any clerical error, apparent on its face, may be corrected by the buyer before contract award. Upon discovering an apparent clerical error, the buyer shall contact the offeror and request written clarification of the intended proposal. The correction shall be made in the notice of award. Examples of apparent clerical errors are: 1) misplacement of a decimal point; and 2) obvious mistake in designation of unit.
- b. Any pricing information submitted by an offeror but not reflected on the pricing page shall be subject to evaluation if deemed by Lincoln University to be in the best interests of Lincoln University.
- c. Unless otherwise stated in the RFP, cash discounts for prompt payment of invoices shall not be considered in the evaluation of prices. However, such discounts are encouraged to motivate prompt payment.
- d. Awards shall be made to the offeror whose proposal (1) complies with all mandatory specifications and requirements of the RFP and (2) is the lowest and best proposal, considering price, responsibility of the offeror, and all other evaluation criteria specified in the RFP and any subsequent negotiations.
- e. In the event all offerors fail to meet the same mandatory requirement in an RFP, Lincoln University reserves the right, at its sole discretion, to waive that requirement for all offerors and to proceed with the evaluation. In addition, Lincoln University reserves the right to waive any minor irregularity or technicality found in any individual proposal.
- f. When evaluating a proposal, Lincoln University reserves the right to consider relevant information and fact, whether gained from a proposal, from an offeror, from offeror's references, or from any other source.
- g. Negotiations may be conducted with those offerors who submit potentially acceptable proposals. Proposal revisions may be permitted for the purpose of obtaining best and final offers. In conducting negotiations, there shall be no disclosure of any information submitted by competing offerors.
- h. Any award of a contract shall be made by written notification from Lincoln University to the successful offeror. Lincoln University reserves the right to make awards by item, group of items, all or none, or a combination thereof on a geographic and/or statewide basis with one or more suppliers.
- i. Pursuant to Section 610.021 RSMo, proposals and related documents shall not be available for public review until after a contract is executed or all proposals are rejected.
- j. Lincoln University reserves the right to request written clarification of any portion of the offeror's response in order to verify the intent of

the offeror. The offeror is cautioned, however, that its response shall be subject to acceptance or rejection without further clarification.

9. CONTRACT/PURCHASE ORDER

- a.** By submitting a proposal, the offeror agrees to furnish any and all equipment, supplies and/or services specified in the RFP, at the prices quoted, pursuant to all requirements and specifications contained therein.
- b.** A binding contract shall consist of: (1) the RFP and any amendments thereto, (2) the contractor's response (proposal) to the RFP including the contractor's best and final offer, and (3) Lincoln University's acceptance of the response (proposal) by "notice of award" (for ongoing provision of equipment, supplies, and/or services) or by "purchase order."
- c.** A notice of award does not constitute an authorization for shipment of equipment or supplies or a directive to proceed with services. Before providing equipment, supplies and/or services, the contractor must receive a properly authorized Purchase Order/Contract Release Order to the terms of the contract without the official encumbrance of funds.
- d.** The contract expresses the complete agreement of the parties and performance shall be governed solely by the specifications and requirements contained therein. Any change, whether by modification and/or supplementation, must be accomplished by a formal contract amendment signed and approved by and between the duly authorized representatives of the contractor and Lincoln University or by a purchase order change order prior to the effective date of such modification. The contractor expressly and explicitly understands and agrees that no other method and/or no other document, including correspondence, acts, and oral communications by or from any person, shall be used or construed as an amendment/change order to the contract.

10. INVOICING AND PAYMENT

- a.** Lincoln University does not pay state or federal taxes unless otherwise required under law or regulation.
- b.** Each invoice submitted must reference the contract or purchase order number and must be itemized in accordance with items listed on the purchase order and/or contract. Failure to comply with this requirement may delay processing of invoices for payment.
- c.** The contractor shall not transfer any interest in the contract, whether by assignment or otherwise, without the prior written consent of Lincoln University.
- d.** Payment for all equipment, supplies, and/or services required herein shall be made in arrears. Lincoln University shall not make any advance deposits.
- e.** Lincoln University assumes no obligation for equipment, supplies, and/or services shipped or provided in excess of the quantity ordered. Any unauthorized quantity is subject to the State's rejection and shall be returned at the contractor's expense.
- f.** All invoices for equipment, supplies, and/or services purchased by Lincoln University shall be subject to late payment charges as provided in Section 34.055 RSMo.

11. DELIVERY

Time is of the essence. Deliveries of equipment, supplies, and/or services must be made no later than the time stated in the contract or within a reasonable period of time, if a specific time is not stated.

12. INSPECTION AND ACCEPTANCE

- a.** No equipment, supplies, and/or services received by Lincoln University pursuant to a contract shall be deemed accepted until the agency has had reasonable opportunity to inspect said equipment, supplies, and/or services.
- b.** All equipment, supplies, and/or services which do not comply with the specifications and/or requirements or which are otherwise unacceptable or defective may be rejected. In addition, all equipment, supplies, and/or services which are discovered to be defective or which do not conform to any warranty of the contractor upon inspection (or at any later time if the defects contained were not reasonably ascertainable upon the initial inspection) may be rejected.
- c.** Lincoln University reserves the right to return any such rejected shipment at the contractor's expense for full credit or replacement and to specify a reasonable date by which replacements must be received.
- d.** Lincoln University's right to reject any unacceptable equipment, supplies, and/or services shall not exclude any other legal, equitable or contractual remedies the State may have.

13. WARRANTY

- a.** The contractor expressly warrants that all equipment, supplies, and/or services provided shall: (1) conform to each and every specification, drawing, sample or other description which was furnished to or adopted by Lincoln University, (2) be fit and sufficient for the purpose expressed in the RFP, (3) be merchantable, (4) be of good materials and workmanship, and (5) be free from defect.

- b. Such warranty shall survive delivery and shall not be deemed waived either by reason of Lincoln University's acceptance of or payment for said equipment, supplies, and/or services.

14. APPLICABLE LAWS AND REGULATIONS

- a. The contract shall be construed according to the laws of the State of Missouri. The contractor shall comply with all local, state, and federal laws and regulations related to the performance of the contract to the extent that the same may be applicable.
- b. To the extent that a provision of the contract is contrary to the Constitution or laws of the State of Missouri or of the United States, the provisions shall be void and unenforceable. However, the balance of the contract shall remain in force between the parties unless terminated by consent of both the contractor and Lincoln University.
- c. The contractor must be registered and maintain good standing with the Secretary of State of the State of Missouri and other regulatory agencies, as may be required by law or regulations.
- d. The contractor must timely file and pay all Missouri sales, withholding, corporate and any other required Missouri tax returns and taxes, including interest and additions to tax.

15. CONFLICT OF INTEREST

- a. Officials and employees of Lincoln University, its governing body, or any other public officials of the State of Missouri must comply with Sections 105.452 and 105.454 RSMo regarding conflict of interest.
- b. The contractor hereby covenants that at the time of the submission of the proposal the contractor has no other contractual relationships which would create any actual or perceived conflict of interest. The contractor further agrees that during the term of the contract neither the contractor nor any of its employees shall acquire any other contractual relationships which create such a conflict.

16. REMEDIES AND RIGHTS

- a. No provision in the contract shall be construed, expressly or implied, as a waiver by Lincoln University of any existing or future right and/or remedy available by law in the event of any claim by the Lincoln University of the contractor's default or breach of contract.
- b. The contractor agrees and understands that the contract shall constitute an assignment by the contractor to Lincoln University of all rights, title and interest in and to all causes of action that the contractor may have under the antitrust laws of the United States or the State of Missouri for which causes of action have accrued or will accrue as the result of or in relation to the particular equipment, supplies, and/or services purchased or procured by the contractor in the fulfillment of the contract with Lincoln University.

17. CANCELLATION OF CONTRACT

- a. In the event of material breach of the contractual obligations by the contractor, Lincoln University may cancel the contract. At its sole discretion, Lincoln University may give the contractor an opportunity to cure the breach or to explain how the breach will be cured. The actual cure must be completed within no more than 10 working days from notification, or at a minimum the contractor must provide Lincoln University within 10 working days from notification a written plan detailing how the contractor intends to cure the breach.
- b. If the contractor fails to cure the breach or if circumstances demand immediate action, Lincoln University will issue a notice of cancellation terminating the contract immediately.
- c. If Lincoln University cancels the contract for breach, Lincoln University reserves the right to obtain the equipment, supplies, and/or services to be provided pursuant to the contract from other sources and upon such terms and in such manner as Lincoln University deems appropriate and charge the contractor for any additional costs incurred thereby.
- d. The contractor understands and agrees that funds required to fund the contract must be appropriated by the General Assembly of the State of Missouri for each fiscal year included within the contract period. The contract shall not be binding upon Lincoln University for any period in which funds have not been appropriated, and Lincoln University shall not be liable for any costs associated with termination caused by lack of appropriations.

18. COMMUNICATIONS AND NOTICES

Any written notice to the contractor shall be deemed sufficient when deposited in the United States mail postage prepaid, transmitted by facsimile, or hand-carried and presented to an authorized employee of the contractor at the contractor's address as listed in the contract.

19. BANKRUPTCY OR INSOLVENCY

- a. Upon filing for any bankruptcy or insolvency proceeding by or against the contractor, whether voluntary or involuntary, or upon the appointment of a receiver, trustee, or assignee for the benefit of creditors, the contractor must notify Lincoln University immediately.
- b. Upon learning of any such actions, Lincoln University reserves the right, at its sole discretion, to either cancel the contract or affirm the contract and hold the contractor responsible for damages.

20. INVENTIONS, PATENTS AND COPYRIGHTS

The contractor shall defend, protect, and hold harmless Lincoln University, its officers, agents, and employees against all suits of law or in equity resulting from patent and copyright infringement concerning the contractor's performance or products produced under the terms of the contract.

21. NON-DISCRIMINATION AND AFFIRMATIVE ACTION

In connection with the furnishing of equipment, supplies, and/or services under the contract, the contractor and all subcontractors shall agree not to discriminate against recipients of services or employees or applicants for employment on the basis of race, color, religion, national origin, sex, age, disability, or, veteran status. If the contractor or subcontractor employs at least 50 persons, they shall have and maintain an affirmative action program which shall include:

- a. A written policy statement committing the organization to affirmative action and assigning management responsibilities and procedures for evaluation and dissemination;
- b. The identification of a person designated to handle affirmative action;
- c. The establishment of non-discriminatory selection standards, objective measures to analyze recruitment, an upward mobility system, a wage and salary structure, and standards applicable to layoff, recall, discharge, demotion, and discipline;
- d. The exclusion of discrimination from all collective bargaining agreements; and
- e. Performance of an internal audit of the reporting system to monitor execution and to provide for future planning.

If discrimination by a contractor is found to exist, Lincoln University shall take appropriate enforcement action which may include, but not necessarily be limited to, cancellation of the contract, removal from all offeror's lists issued by the division until corrective action by the contractor is made and ensured, and referral to the Attorney General's Office, whichever enforcement action may be deemed most appropriate.

22. AMERICANS WITH DISABILITIES ACT

In connection with the furnishing of equipment, supplies, and/or services under the contract, the contractor and all subcontractors shall comply with all applicable requirements and provisions of the Americans with Disabilities Act (ADA).

23. TITLES

Titles of paragraphs used herein are for the purpose of facilitating reference only and shall not be construed to infer a contractual construction of language.

TERMS.RFP (Revised 9-18-95)