2019 Electronic Working Personnel Action Files (e-WPAFs)

No. of responses = 602

SACRAMENTO STATE

Survey Results

Electronic Working Personnel Action Files (e-WPAFs) Interest Survey

1. Would you like e-WPAFs platforms investigated and options presented for faculty consideration?

Yes	91.6%	n=598
No	8.4%	

2. If e-WPAFs are adopted would you support faculty having an option to continue using the paper WPAF?

Yes	74%	n=599
No	26%	

3. Overall, are you in support of e-WPAFs?

Yes	88.5%	n=591
No	11.5%	

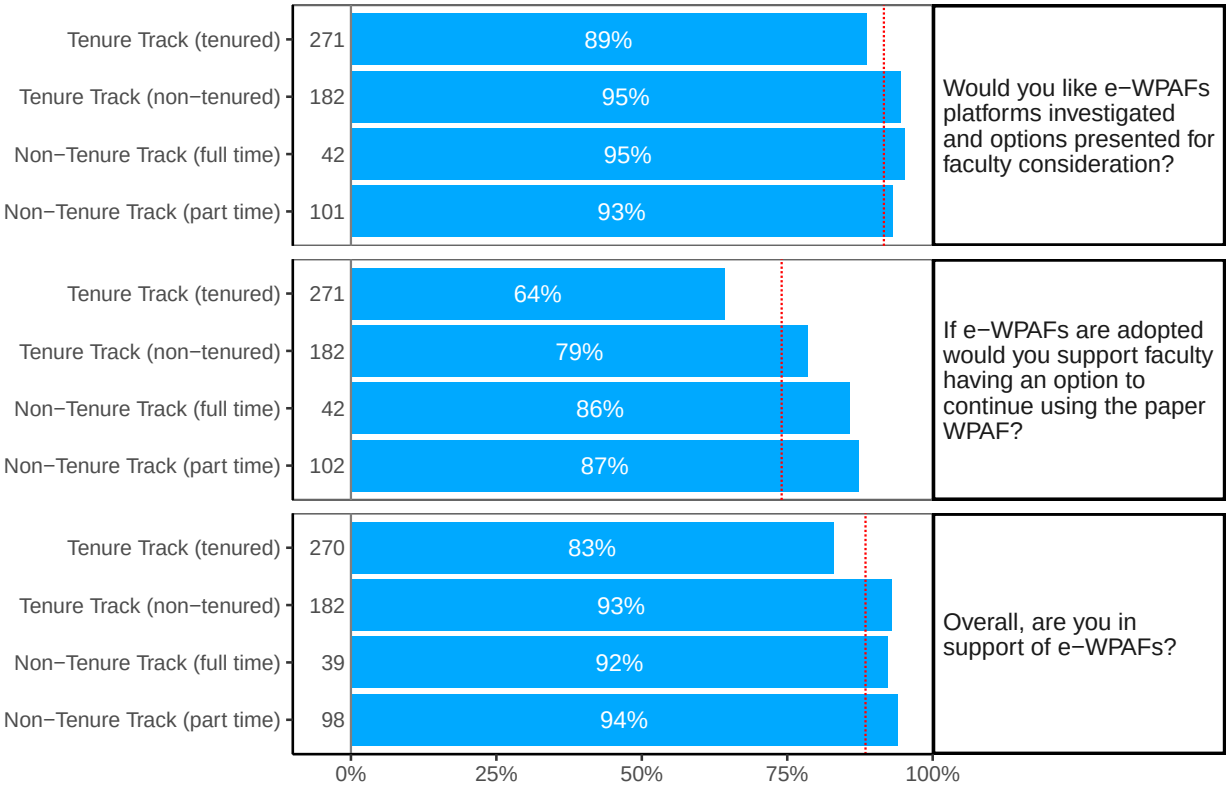
4. What is your classification? Please choose one:

Non-Tenure Track (full time)	7%	n=599
Non-Tenure Track (part time)	17.2%	
Tenure Track (non-tenured)	30.4%	
Tenure Track (tenured)	45.4%	

5. If you are Tenure Track, at what rank are you?

Assistant Professor	40.8%	n=448
Associate Professor	13.6%	
Full Professor	45.5%	

Figure 1. Percent of Faculty Answering "Yes" to each question



Vertical red line is overall percent answering "Yes." Number of faculty answering each question is listed on the left.

Summary of Faculty Comments from the electronic Working Personnel Action Files (e-WPAF) Survey

Note that only those who answered "No" to each question were given the opportunity to provide comments.

1. Would you like e-WPAFs platforms investigated and options presented for faculty consideration?

   Summary of most common types of comments from 36 of 50 faculty who answered "No":

   - Concerns about privacy and potential hacking of files.
   - Scanning and uploading will be time consuming and burdensome.
   - Will create more confusion and errors.
   - Sofware systems at Sac State generally don't work well and are poorly supported.
   - Document experiences of other campuses before moving forward.

2. If e-WPAFs are adopted would you support faculty having an option to continue using the paper WPAF?

   Summary of most common types of comments from 117 of 150 faculty who answered "No":

   - For the system to be fair, the evaluation procedure should be standardized and the same for all faculty. For example, a thick physical binder might look more impressive than the equivalent as electronic files that are never seen as a physical object.
   - Hybrid solution will be the worst of both worlds. It will be administratively difficult and make the review process more complex.
   - A paper process wastes resources and is worse for the environment.
   - Because it's 2019.

3. Overall, are you in support of e-WPAFs?

   Summary of most common types of comments from 56 of 68 faculty who answered "No":

   - Concerns about privacy and potential hacking of files and whether files would remain in system after evaluation period is over.
   - Scanning and uploading will be time consuming and burdensome.
   - Sofware systems at Sac State generally don't work well and are poorly supported.
   - Not sure. Need to know more about what would be involved and how system would work.
   - Concerns about long-term stability of the software platform. Paper is simple and stable over time.

4. Other Comments

   All 601 respondents were offered the opportunity to respond to this question and 163 provided comments.

   Summary of most common types of comments:

   - Great idea and long overdue to go paperless.
   - Concerned that both paperless conversion and review process will be more burdensome.
   - The system needs to be user friendly.
   - Need to ensure strong security and privacy.
   - Make sure that standardization doesn't impose unnessecary rigidity. For example, the system should provide a means for documenting non-convential publications or creative activities.
   - Going electronic might encourage people to provide even more material and WPAF files are already too long.

Comments Report

Electronic Working Personnel Action Files (e-WPAFs) Interest Survey

1. If no, why not:

- I would like there not be an assumption that these types of records are secure from hacking, as that simply is not the case.
- All documents would have to be scanned and uploaded....this would be horribly time consuming!
- Because I think it will create more confusion and errors in peoples WPAFs than already exists with the admittedly clumsy paper version.
- Because it would be too time consuming process of putting together a file. Too many original documents would have to be scanned!
- Concerned about privacy issues with files that haven't been discussed yet (copying of files, accidental deletion of files, file sharing, etc.).
- Confidentiality and security issues: It is be much easier to make a copy of a e-WPAF, distribute it, and archive it.
- Do not use
- Don't waste everyone's time--don't bother even investigating this. Or if you do, start with documenting the horrible experiences of other campuses.
- Electornic evaluations are too unwieldly for RTP Committees
- From the perspective of serving on ARTP the process will be too cumbersome as I envision it as a process similar to that of search committees.
- I am more comfortable with the paper version.
- I can't imagine doing the file online because of all the work required and computer systems support at sac state is already poor.
- I feel that switching to e-format will limit (or make difficult) the ability to submit hard copy evidentiary material
- I have concerns relative to security of the files.
- I have not found that uploading documents to a website/server and creating an e-portfolio is any easier than printing hard copies for binder.
- I think the paper option is the best way to go.
- I'm extremely concerned about data security.
- In my experience, the move to electronic formats always creates more confusion and red tape. Take, for example, the vendor data record form online.
- Keep it as paper
- Many people do not tolerate hours of reading from an electronic screen.
- Not really no; if there are people thinking it important, it should be considered. Choosing Yes, I wasn't able to make comments I discovered.
- Other e-systems on our campus have been a disaster to work with. The campus seems to be unable to meet the task. OnBase is a nightmare to use.
- Pilot authorized years ago. What became of it? Security problems related to the file and access to and use of it still exist.
- Prefer hard copy-- would need to scan in some documents and letters
- Privacy concerns
- Problems associated with the security of the file content and its use by evaluation committees haven't been solved yet.
- The ARTP process is in the CBA is already so toxic; I'd be concerned with dissemination and use the info
- Too many documents to be included in WPAFs are in paper/hard copy format. Having to create electronic versions would impose an additional burden.
- Too many inconsistencies and problems emerge from electronic records. This is too important to leave to storage systems that we don't know are reliabl
- Uncomfortable with submitting all the critical information online because of the internet security breach threats.

- Unless we have a foolproof system that can work across disciplines, be secure, and accessible to the right people, no. Our record isn't great.
- Waste of money. Most of these systems do not work or are not adopted. We already have several wasted resources. Spend the money and fix the lights
- hacking
- inefficient & subject to glitches
- see below
- waste of time. Every computer implementation by the state is just a lotta effort for minimal or no real benefit. Current folders work ok.

2. If no, why not:

- I would need to know a bit more about the system to make a decision.
- A hybrid solution slows down the best features of the electronic revolution that saves everyone (not least faculty and staff) lots of needless work.
- A unified, standardized format, paper or e-WPAF, will greatly ease the review process.
- Already have enough bias introduced by distinct specializations, digital vs. in-person administered teaching evals, and pub rankings
- An option to use the paper WPAF would increase more complexity for the Committee when two different format of the submission are allowed.
- Any legacy documents could be scanned
- As a matter of equity, all faculty should be subject to the same RTP procedures.
- Because it would complicate the process more and lead to more mistakes, missed packets, etc.
- Because it's 2019.
- Because that then enters more confusion into the review process.
- Better to have one common format. Paper is outdated and inefficient. Much quicker to assemble and easier to track access with e-wpafs.
- Confusion about procedures, environmental concerns
- Consistency
- Consistency and fairness for all. A 500-page binder might have a different impact on RTP committee than a 5-gig file.
- Consistent treatment would be most efficient and fair.
- Creates difficulties for the primary and secondary rtp committees
- Currently, paper WPAF files can be revised. If some faculty are using e-WPAFs and others are using paper WPAFs, policy should be consistent across all
- Different evaluation processes might yield unequal treatment.
- Easier for review if all files have the same format
- Efficiency (to me) is the main reason for having the eWPAF. If there is a mixture of eWPAF types, then I think we lose some of the efficiency.
- Electronic files should become the new standard.
- Eventually, e-WPAF will be the standard trend.
- Faculty should be evaluated in a consistent manner. Also, committees need to be able to access files, which can be challenging if paper.
- For ease of consistency for committee review--need to have a consistent and secure platform to review WPAF. Both makes it more complex.
- Format of WPAFs should be consistent to avoid potential bias of primary and/or secondary review committee members based on format preference.
- Given the number of parties involved in reviewing files, one format and one process is preferable.
- Having two different systems could create administrative issues and increased workload
- Having two options would be way too cumbersome for RTP committees, which are generally pretty overworked as it is, especially secondary committees.
- Having two separate systems would be too cumbersome and worse than the paper-only current system. All paper or all electronic is more efficient.
- I believe it would make reviewing needlessly complicated
- I believe the review process should be handled in one consistent manner
- I believe we need to make a choice and use a consistent format for all candidates.
- I don't see a reason why paper WPAFs should be allowed. THIS IS THE YEAR 2020. Let's get with the times! Anything can be in

electronic form.

- I fear that if there is the option, then some departments may make it not optional, and continue using paper.
- I think a consistent format is important for reading and reviewing files in a consistent manner.
- I think all files should be submitted in the same media.l
- I think consistency across faculty is important for consistent reviews.
- I think having two standards would add extra complications.
- I think it becomes confusing for reviewers to have to use different formats. We should simply provide the support so that faculty can implement it.
- I think it is a waste or resources so would like to evolve to use technology but truthfully if that is the only way to pass it then I would be o.k.
- I think it is more environmentally responsible to go electronic, and it's logistically easier. It just seems like it's time to make the switch.
- I think the paper WPAF is wasteful of paper and other resources, like time. Not all faculty have access to high quality printing and many pay extra.
- I will support the two options for the initial few years. Ideally speaking, it would be best to get new hires to use e-WPAF.
- I would rather move everyone to an electronic method to improve consistency.
- I would support an option for individuals opting to use paper WPAF's but not for departments
- I would support it only temporarily, but I think one standard (e-WPAF) should be adopted by every faculty.
- In my department, when there is a paper option, the paper option is usually preferred or made mandatory. It is cumbersome.
- In terms of faculty review this is problemmatic. We then have to track some one way and other another way and give equal condsideration.
- In the digital age, I think it is important to have all faculty transition to using the e-WPAF. It may have to be a phased transition.
- Inconsistencies with WPAF access; not supposed to be able to make changes past deadline but a paper WPAF is accessible.
- It is complicated to have a separate procedure for faculty who want to use the paper WPAF instead of the e-WPAF. I would want it streamlined.
- It is easier to evaluate if I can access files through secure portal rather than having to schlep the file between department office and my office.
- It seems that having two options could result in more work and a less streamlined process.
- It would be better to maintain consistent formats for the sake of equitable evaluation.
- It would be too much work and confusing for reviewing committees and department chairs to keep track of.
- It would streamline it to have all in the same format, so reviewers at all levels can access the WPAF from a computer.
- It's 2019.
- It's time to move into the 21st century.
- It's time to utilize technology and stop wasting paper, binders, etc.
- Its a waste of paper and forces faculty to adapt to the digital era.
- Just get everyone on board the same train. Would say more but too few characters allowed here.
- Just streamline it to all online. Having 2 submission options opens the door to errors.
- Keep system simple, unified.
- Let's streamline: make the process the same for everyone. Also: might there be fairness issues if only some files are reviewed electronically?
- Maintaining two sets of procedures is not a viable option.
- Maybe there can be overlap for a short period of time but it needs to be all e-WPAFs for a cohesive and standardized platform.
- One format will be consistent for the campus. Faculty should have the option of making paper/other media available if it is not easily made

electronic

- One system makes it more manageable for evaluators.
- Over complicating the issue. Greater consistency for review committees and candidates.
- Paper copies are tedious and most tenure-track faculty are proficient in technology use.
- Paper is wasteful and takes a lot of time to complete for the people reviewing
- Pointless to have both; it would get too confusing and cumbersome to have some e- and some paper.
- Security concerns.
- Seems unnecessary.
- Should all be the same system. Too hard for reviewers if different formats.
- Simplicity
- Spend the money and fix the classrooms
- Standardizing the approach would be much easier logistically - all paper or all electronic. I imagine a mix would create a logistical nightmare.
- That would make it much more difficult for RTP committees to review the paper WPAFs than the e-WPAFs. (e.g., only being able to view them on campus)
- The paper system is too cumbersome and inconvenient, and needless to say entails too much wastage of paper. Having both options is confusing.
- There is no good reason for this. It is just making more work.
- This shouldn't be necessary, and could complicate the process due to the existence of two methods of submission.
- This would make an unreasonable amount of extra work for no obvious good reason. It would be better for everyone to use the same system.
- Time for people to be modern.
- To keep the review process consistent and fair all faculty should use the same submission method.
- To maintain consistency
- Too confusing to deal with two systems.
- Too messy!
- Too much of a burden on the committees to have two systems.
- Trees
- Two systems will be a mess!
- Uniformity. Save paper.
- Unsure
- Waste of paper and an archaic way to analyze things
- Waste of resources
- We live in an age of technology and it is important we adapt; most importantly though, for people reviewing RTP it would be important to be consistent
- We should all use an electronic system.
- We should only have one format to keep it uniform.
- Why would anyone choose this option????
- Why would someone want to use paper in this day and age?
- Why? a lot of material is no longer paper based, for example what about links to more information. paper is difficult to deal with

- With all systems going digital, I see no downside for faculty members submitting other than forfeiting the pleasure of feeling the heft of their work.
- creates additional labor
- e-WPAF should be enforced to be fair to all faculty members.
- e-WPAFs versus paper WPAF could create an unfair advantage of access and an unintentional bias due to that access ability.
- eWPAF should be designed to be easier than paper WPAF, leaving tech-phobia as the only reason not to switch, and that should be an unacceptable reason
- everyone creates born digital documents. there is no reason to print out documents for a tangible file. it is time to cross the Rubicon.
- for consistency and fairness all candidates should use the same format
- over time it seems like it should all go electronic though perhaps a transition period of several years or a grandfathering in of current non tenured.
- paper is cumbersome, wasteful, slow, and archaic. We need to modernize the process.
- there should be a standard
- those already on the tenure march could have the option to not change; must be some minimum advance notice for others. But phase paper out.
- too much paper wasted!
- too much work for everyone
- waste of paper, need to mail or hand deliver which is time consuming for part-time instructors
- waste of resources and time for everyone.
- wasteful -- harder to update

3. If no, why not:

- All documents would have to be scanned and uploaded....this would be horribly time consuming!
- Already stated previously.
- As a reviewer, I imagine I would open and close many attachments and letters simliar to a faculty recruitment system however, with much larger volume.
- As mentioned earlier
- At this point, I am still a little worried about electronic security as well as electronic privacy issues to endorse e-WPAFs fully.
- Confidentiality
- Consider how difficult the online system is for paying visiting artists, procuring honoraria, etc. Online is NOT easier.
- Contents could be copied or someone could take picture of the contents....Further, electronic documents can exist even after the evaluation period is
- Don't think everything needs to be digital and a number of digital transformations haven't really improved things.
- Electronic files are too easy to copy, share, steal, and be viewed by unauthorized people, and the information in ARTP files is too sensitive for that
- Fancy apps don’t teach students.
- For the previously stated reason and greater difficulty for those reviewing files.
- I am in favor of having the option, but I think it is important to make both available to faculty so we might decide which one to use.
- I am unable to state that I support something without knowing what the process would involve.
- I don't know - I have not heard arguments for or against, I am uncertain how they would function to capture information or how secure and Private they
- I just don't see the University funding anything that will work well and we will suffer the consequences. If they insust, it should be volunteer.
- I know that there have been questions of security at other CSU's in that reviewers have had to download the files on their own computers to review.
- I like RTP Committees to have the paper files available during deliberations.
- I think it is redundant to ask for documents that are already available online to the administration.
- I think the paper WPAFs work just fine. It ain't broke so don't fix it. The transition would be rocky, and would hurt the most vulnerable faculty.
- I think we would need a guarantee of a stable platform and secure transmission/custody processes. At some point, paper is simple and perpetual.
- I would like those who want the option to have it, but I feel I get greater response numbers and more verbal feedback when I use the paper evaluations
- I'm not sure I understand the implications of any changes to the current process (other than the submission format) to support or oppose e-WAFs.
- I'm not sure yet. I have found the WPAF process daunting, but having my hands on all of the paper, and seeing it put together, was reassuring.
- IT folks will say "It can't happen here." But it can, and it will.
- Material that isn't electronic, isn't included or needs to be scanned.
- My answer reflects my experience with clunky and frustrating online systems such as OnBase.
- Need to know more, e.g., about information security/confidentiality, particularly easier ability to inappropriately copy/disseminate.
- No strong feelings. Do have hesitations about over-reliance on computer technology though, and privacy concerns.
- Not unless units retain the choice to use paper files.
- Other e-systems on our campus have been a disaster to work with. The campus seems to be unable to meet the task.
- Paper options are the best way for a faculty to respond to such an important and most critical area.

- Privacy and security issues.
- Privacy concerns
- Privacy concerns (as mentioned above).
- Reliance on technology (and for platform/programs to not change) to be the sole record of one's RTP history is short sighted (e.g. SacCT to Canvas).
- See above
- See above.
- See answer to question #1.
- See number 1 above
- See question 1.
- Some systems make sense for e-storage, some don't. I could never be on an RTP committee if I had to review all those files on a screen. Best on paper.
- Stop the binary questions. I'm not sure if I support it yet. We need to understand the ramifications for e-WPAFs.
- The RTP process is very time consuming and having to use electronic evaluations when reviewing files makes it even more time consuming and inconvenien
- The organization and copying/scanning is extremely overwhelming and this would add another layer to the stress for Faculty. Also, not private!
- The process is already difficult/time consuming, and it always comes at a challenging time during the semester. Converting everything to e-format with
- This should be a system-wide choice. The CSU should leverage its size to pay and support this effort.
- Too many documents to be included in WPAFs are in paper/hard copy format. Having to create electronic versions would impose an additional burden.
- Too many problems in implementation and security. Databases not secure these days. 1/2 IRT workforce is student assistants.
- Undecided, would look to the options that are presented to decide.
- don't know enough, may involve privacy/security issues
- many materials cannot be electronically included
- not sure
- not sure --- see below
- not sure yet - need more info.
- security to safeguard all the information, easiness/convenience to convert material digital

6. Other Comments

- ...About time.
- A few questions: Other than the electronic format, how else will the WPAFs process change? Is there a problem with the current process?
- Allow space for non-conventional publications or creative activities. Standardization often brings rigidity to the info itself and the way it is used.
- Also, I fear that the size of WPAF files will be even larger if it's all online. They are already too long.
- An electronic system would be more secure, easier, and more eco-friendly. I am very much in support of this effort!
- Anything to simplify this process!!!!!!!!!!!!!!!!!!
- As a member of the Secondary RTP committee, I am in full favor of electronic submission. It will make the review process more manageable.
- As long as it was consistent and made the process easier it is important to move in this direction. But we need to make sure that security is strong.
- As the committee investigates such uses I would like to ask that they investigate how files will be transferred from paper to electronic.
- As to another study? Been there. Done that. Waste of time.
- At my previous institution, e-WPAFs were used and greatly increased the speed and efficiency of creating and completing YEARLY file reviews.
- Based on comments from colleagues, I think this could be a useful tool.
- Design the eWPAF to be simple. Ideally just a folder structure of PDF files with well-designed naming conventions. Please not another cumbersome CMS.
- E-WPAFs would make the process much easier for faculty assembling their packet. Especially Assistants who have to do this every year.
- Electronic WPAFs could be more efficient/convenient, but I do worry about issues of confidentiality and inappropriate dissemination.
- Electronic is necessary. No more sloppy binders to review. RTP is hard enough without flipping pages and looking for stuff.
- Electronic version reduces a lot of work
- Every year, i have to re-print change tabs, page numbers, organization table/charts and reprint. colossal waste of time/resources. pdfs does it easy
- Finally!! I have been waiting for our university to finally jump into the 21st century!
- For faculty, preparing an e-WPAF will probably require more work initially, but less work for later versions.
- For many engineering and science disciplines, e-WPAFs platform could help a lot with the submission of sample source code.
- For the ease of committee members reviewing files, I strongly suggest the option of up to 3 key printed pieces or a max page number be allowed.
- Great idea. WARNING: great idea often fail because of faulty implementation. Been on this campus long enough to see good ideas go down the tube.
- Greener, cheaper and easily accessible option.
- Having served on numerous RTP committees, I have found the electronic evaluations too time consuming to review. It becomes a burden for the committee.
- How do you limit the content of a file when the CBA sets no limit to faculty submissions?
- I STRONGLY support this move; making sure asterisked documents are all in the precise order with matching tabs is unnecessarily time consuming.
- I also want online faculty profiles, which would be of tremendous help in compiling the eWAPF, and would increase my visibility and collaboration
- I am an administrator. Not sure you want to include my input.
- I am in full support but would like to make sure information in files remains secure and private.
- I am not sure how easy this would or would not be for folks that review the files.

- I am only concerned that it may be difficult to convert & compile. If the system used is easy to upload docs, then I'd support. Otherwise I would not
- I am so pleased this is moving forward. We are working in the dark ages with paper files. Thank you.
- I am very glad to hear that the university might be looking into electronic WPAFs. Thank you in advance for putting in the time to do so!
- I am very glad to see that the Faculty Senate is exploring an electronic WPAF. Hallelujah and pass the computer reading glasses :-) Cheers & peace...
- I am very happy to see this is being considered.
- I do not feel confident in my opinion on the matter, which is why I didn't participate in the survey originally.
- I have found CSUS websites and software not useful, cumbersome, and outright awful. It must be user-friendly. Ask Faculty how to create the software.
- I have served on RTP committees at different levels, primary and secondary. Electronic version of WPAF makes the review process very efficient.
- I hope we can go to eWPAFs to save resources and make the process more efficient so please work hard to make this a reality thank you
- I like things simple and easy. I am more accustomed to paper and straight online questions. Do not like when it gets complicated or overly complicated
- I need more information.
- I only support e-WPAF...IF...there is support staff to scan hardcopy paper items into e-documents!
- I only think this is a viable option if it does not make the task more difficult, meaning if the e-WPAF is easy to access and user friendly.
- I really don't know enough about the pros and cons of each option to feel comfortable answering.
- I strongly support eWPAF. It's long overdue.
- I strongly support this change. WPAFs are a giant pain in the ass.
- I support e-WPAFs but would want to be assured about the maintenance of document privacy.
- I support e-WPFs, but only if the freedom of format remains and does not require use of specific proprietary software (e.g., word).
- I support the transfer to e-WPAFs under the condition that faculty will be given consideration and a little lee-way during the first cycle they use it
- I think e-WPAFs would save a lot of time for faculty preparing the documents, but also for the reviewers, I highly support this project!
- I think that it would be good to initially support the choice of an e-WPAF or the paper with a full adoption date planned.
- I think that saving paper is important as well as making documentation in an online format is great and easier to access.
- I think the only reason to keep the paper WPAF may be accessibility. But, honestly, it is about time we do this electronically.
- I think the option of reviewing materials electronically is potentially a positive step forward in the RTP process for our campus.
- I think the transition to electronic WPAF is a no-brainer. Most of the time spent putting together a paper WPAF is on printing and formatting.
- I think this is overdue by at least a few years.
- I understand the appeal of electronic records, however, there is ample evidence to support vulnerability of such records to outside hacking.
- I whole-heartedly support this transition!
- I would STRONGLY prefer an electronic WPAF over the existing paper format.
- I would like options for video work to show how language instruction is provided, e.g. American Sign Language which does not have a written format.
- I would like this an an option, not a requirement. I believe in creative freedom in the expression of such important work.
- I would prefer e-WPAF's because much of the evidence provided in the files is electronic.
- I would want assurance there are security and protection of documents
- I'd like to continue to offer our colleagues a lot of freedom in terms of how they put their files together with little or no mandatory format.

- I'd like to see good language written around what they will be used for and not -- who will have access to the data, boundaries around use, end goals.
- I'm interested to hear more about how chain of custody and security requirements for access will be met.
- I'm new to Sac State and was surprised we don't yet have an electronic RTP submission option. I'm developing an e-WPAF and printing it as required.
- If adopted the paper version option could have a phase out period.
- If an electronic version is adopted, please allow a "phase out" period for those going up for tenure in October. It's too late to change at this point
- If e-WPAFS were adopted, it must use the format that does not allow anyone to alter or contaminate the contents of files to protect integrity of files
- If implemented correctly, E-WPAFs would be easier to create and manage, and more eco-friendly.
- If the E-WPAF platform is considered, there in needs to be tailored efforts to structure the process for efficiency and effectiveness purposes.
- In the face of our stated commitment to sustainability, retaining paper WPAFs seems non-sensical.
- Increasingly, many of the materials in our WPAF cannot be properly showcased in a paper form. videos, ineractive software, etc.
- Issues regarding e-access to confidential files. Can the e-submission process be secured from hacking activities, etc. is the main concern
- It could save a lot of paper!
- It is difficult to evaluate accurately a web-based or hybrid course in a paper format.
- It is overdue for our campus to adopt an electronic system for WPAF's.
- It's 2019, there is no reason to accumulate all the pieces of paper that comprise a WPAF - let's move to the e-WPAF format as the sole format.
- It’d be great if it worked, but it will bring lawsuits when it doesn’t.
- Keep option to have paper WPAF. Some items in index are on paper and would need to be scanned and uploaded.
- Less space to store files, less paper waste, easier for all involved.
- Let's do this sooner than later. Thanks!
- Long overdue.
- Make sure there is flexibility in design and a way for faculty to upload ALL relevant material.
- My colleagues at other universities have expressed how much more streamlined the eWPAF process is, affording more time to analyze the WPAF.
- My only concern is with the rollout. So many times the initial administration of online options have technical problems.
- My primary concerns would be security that individuals cannot dowload docs.
- Needless work/stress for faculty goes into paper-preparing WPAF using strict/stressful/specific time windows when the chair is in/office is open.
- None at this time.
- Not only would electronic WPAFs be easier for faculty to prepare, it would be consistent with sustainability goals and save CSUS money in printing
- Offer a hybrid option. We must provide Supporting Material that is not always in electronic form (e.g., programs, thank you's). Lots of scanning!
- OnBase is a nightmare to use.
- Optional for current faculty but perhaps mandatory e-WPAFs for new faculty to save on paper and slowly standardize the process.
- PLEASE PLEASE PLEASE Let's move to e-WPAF's - there are other CSU's that do it successfully. Everything thing we need is available electronically,.
- PLEASE YES! This is arcane and insane. I'm up for review this year and can't believe I'm going to have to do like an hour's worth of hole punching!

- Paper WPAFs are an excessive waste of paper. We're in the electronic age and all the documents requested can be submitted that way.
- Paper records more secure, and current system works Ok. Automation - big effort, security probs, insufficient IT support now. Welcome to DMV
- People should have a choice to do their important tenure and promotion information via paper or e-file.
- Phase in eWPAFs so current probationary faculty can choose to continue paper instead of converting, like student evals in paper or online.
- Please do this! From what I've seen from fellow colleagues prepping their files, the formatting and re-formatting with binders takes all the time.
- Please get rid of the awkward paper binders and enter the digital age!
- Please make this an electronic process!
- Please retain the paper option as well for those who cannot do a lot of screen time and do not have confidence in electronic data management.
- Please! So many of the documents submitted in the WPAF are already digital, requiring faculty to print and organize immense volumes of paper!
- Please, please make the change to electronic files! This will greatly help faculty to conduct thorough review for tenure and promotion.
- Please, please, please make it simple whatever you do. It would make the transition easier if it was at least initially just a pdf version of a binder
- Printing out tons of paper for these reviews is a waste of resources. Let's make them electronic!
- Really there is a good case for just legislating this from the top down. By this process, the worst outcome (both paper and electronic) is likely.
- Save our back muscles. As a facilitator, I have found it difficult to sit in the Chairs Office to review files. May help with organization of files.
- Scanning existing WPAF to create electronic files would be time consuming and tedious. It would be great to have clerical assistance for this process.
- Security if the biggest concern.
- Seems like a helpful advance for all concerned.
- Some processes NEED TO STAY AS IS! We have no idea what the future will hold...beginning this process and/or mixing is not in the best interest of all
- Staff workload should be considered as well, and integral staff should be consulted about the process changes. Their recommendations would be helpful.
- Switching to a paperless system makes a huge amount of sense. Just like we've switched to an online system for curricular proposals (Forms A and B).
- Thank you for asking for our perspective on this subject.
- Thank you for seeking and listening to faculty opinions on this matter.
- Thank you so much for exploring this option!
- Thanks for doing this!
- That is a great idea and will make review a lot easier
- The RTP process consumes an enormous quantity of paper and the files require a good deal of space. They key will be providing security, however.
- The burden of creating a paper-based portfolio is high, with costs and time incurred related to organization of the binder, purchase of dividers etc.
- The only slight concern I have relates to faculty who are close to tenure. It might be burdensome to scan paper documents from previous years.
- The security of e-WPAFs is important. Please develop the format for the Committee members to read and and review easily, efficiently, and effectively.
- The whole purpose of this idea is to be more efficient, productive, and economic for the whole review process. I strongly support this movement.

- There are a number of issues that need to be resolved before moving to such an option. With a pilot, the campus can be better informed .
- This can't happen SOON ENOUGH. I would suggest a phase-in process similar to how Canvas was implemented.
- This has been a long time coming!
- This has happened on other campuses in the CSU system, with horrible consequences. No data security. Lost files. Corrupted data. NO THANK YOU.
- This is a great initiative, thank you!
- This is much needed.
- This is not a question of if but when.
- This is the responsible thing to do! Saves paper, saves time, makes it easier for all involved.
- This is way overdue. There is just no good reason to do this on paper anymore. The obvious biggest concern will be with privacy.
- This move is WAY overdue. It should be an easy decision in my view.
- This would be a huge improvement in the RTP process, and I can't believe it has taken this long to be evaluated.
- This would be a terrible thing if all faculty had to comply. If it became an option then that would meet the needs of all faculty.
- This would be much better than a paper WPAF, for reasons of organization and clarity. But those who want to keep using paper should have that option.
- Time to enter the 21st Century!!!
- To be worthwhile, electronic WPAFs should include be able to student evaluations and multimedia content
- Up for tenure this year-the issues I have encountered would have been solved via e-WPAF quicker than traditional as my work is more accessible digital
- We desperately need to move to an electronic system
- We need a GOOD electronic system. Paper with tabs is very inefficient to create and update each year. A bad electronic system is worse than paper.
- We need this and we need size limits. Let the candidate select evidence of their best work; don't force the reviewers to do it.
- We should have converted to electronic WPAFs years ago.
- We will need a secure, stable digital system, other than that, we are so ready for this upgrade! Thanks!
- We've been having this conversation for over a decade. We can do this! There is no reason we should still be using multiple paper binders.
- Whatever platform chosen now will be changed, discontinued, or moot over time. While simple in short run, it will be a headache in long run.
- Why do you need to waste time "investigating"? Just make the change to e-WPAF. Stop wasting tax-payers money on issues that are meaningless.
- With technology options today, we should already have human resources and RTP activity electronically available already!
- You keep giving people more work and not paying them to do it. I already do work for this university that I am not paid for.
- digitizing these could lead to lawsuits if someone is denied tenure based on flimsy unreliable computer files
- e-WPAF is a great idea to save time and paper. Please go for it!
- e-WPAF is the way to go. I think we should go for paperless option.
- e-WPAF's were required at my previous institution - they were much easier to compile than binders.
- e-WPAFs are long overdue at CSUS!
- e-WPAFs sound like a wonderful idea!
- eWPAF is a great option that is beneficial in terms of cost of money, time, and environment.
- good to have benefits and disadvantages discussed concerning ewpafs.

- i support saving paper and perhaps making access easier for reviewers with electronic material, but i would rather review a paper copy
- please move to e-WPAFs