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# Valuing OER in Tenure and Promotion: A DOERS3 Conversation

Facilitated by Amanda Coolidge and Andrew McKinney

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# Amanda Coolidge

Director of Open Education  
BCcampus

System organization/Interest  
Reading and Traveling with my family





# Andrew McKinney

CUNY

Connection

Theo time and Distance runner



## City University of New York (CUNY)

- 25 Colleges in the 5 boroughs of NYC
- 275,000 degrees seeking students
- Almost half of CUNY's students come from households earning less than \$20,000



**OER**  
Open Educational  
Resources







Waterfall activity



**What is one word you would use to describe  
how you are doing right now?**



**What's the weather like where you are?**

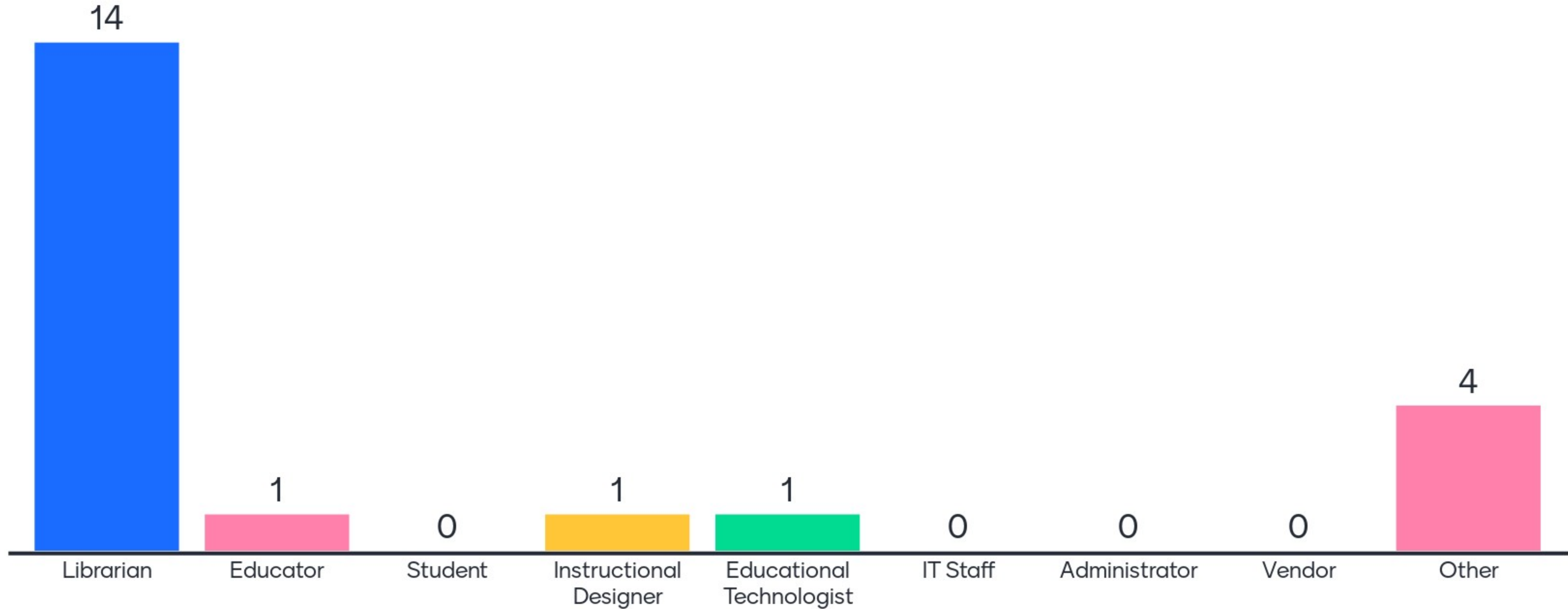


**What emoji best describes your work right now?**





# What is your role at your institution?



\$862 Million

\$4.5 billion

\$30,000

59% to 8%



54% not bought a textbook

27% taken fewer courses

26% did not register

17% dropped or withdrew

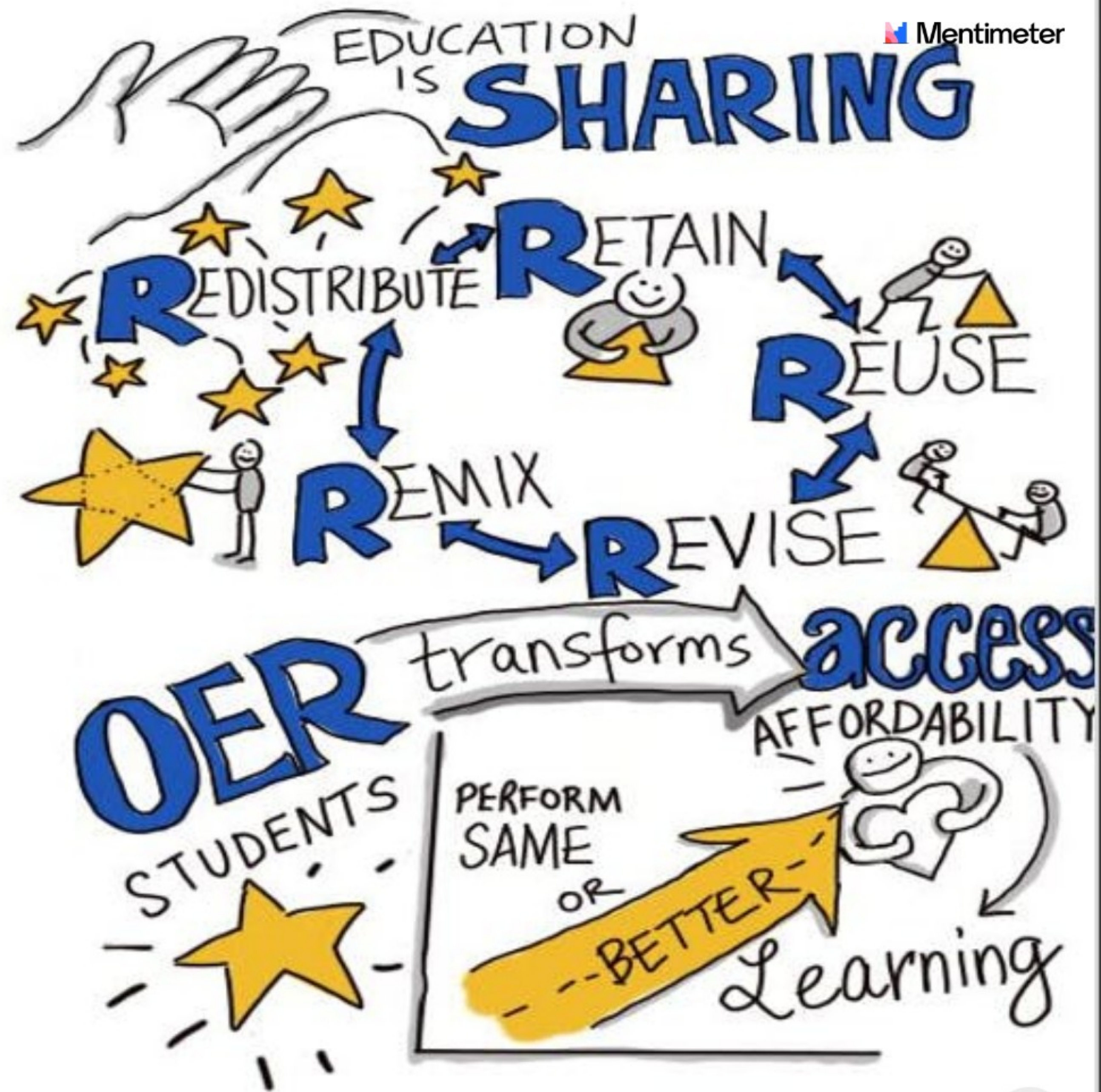
Jhangiani, R.S., & Jhangiani, S. (2017). Investigating the perceptions, use and impact of open textbooks: A survey of post-secondary students in British Columbia. *The International Review of Research in Open and Distributed Learning*.

\$92-\$100 per course for an  
access code



**These access codes actually prevent  
access for students.**







# The Five R's

Retain	The right to make, own, and control copies of the content.
Reuse	The right to use the content in a wide range of ways.
Revise	The right to adapt, adjust, modify, or alter the content itself.
Remix	The right to combine the original or revised content with other material to create something new.
Redistribute	The right to share copies of the original content, your revisions, or your remixes with others.

This material is based on original writing by David Wiley, which was published freely under a Creative Commons Attribution 4.0 license at <http://opencontent.org/definition/>.





# Universal Declaration *of* Human Rights



“...higher  
education shall be  
equally  
accessible to all”



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Review → Adapt

# Introductory Chemistry

1st Canadian Edition







Dale Martelli

Aug 5, 2015

**Institution:**Simon Fraser University **Title/Position:** Sessional Lecturer 

Comprehensiveness

Content Accuracy

Relevance

Clarity

Consistency

Modularity

Organization

Interface

Grammar

Cultural Relevance

**Q: The text covers all areas and ideas of the subject appropriately and provides an effective index and/or glossary**

Preface: As a curriculum consultant with the Ministry of Education, participant in the Historical Thinking Project (under the leadership of Dr. Peter Seixas), Social Studies Department Head in a secondary school, and President of the B.C. Social Studies Teacher’s Association, I have been working to create the conditions to move teachers in the secondary system away from text book reliance and into the realm of the utilization and mixing multiple secondary and primary sources. I have been very active with the BCTF TeachBC portal in posting multiple sources. My doctoral dissertation is aiming to develop historical “mechanisms of meaning” based on the work of Gadamer, Ricoeur, and others.

This being said, Dr. Belshaw’s text was less a traditional textbook than an incredibly engaging, eminently readable, and richly formatted resource. I am hesitant to even use the term “textbook” because of the traditional connotations. I have been very active with school districts, the Ministry, teachers, and publishers to come up with text resources that allow for and support change and multiple warranted interpretations in historical work. It was hard not just sit back and really enjoy the Dr. Belshaw’s writing than to actually focus on review



## Course Materials for Educators

Find customizable courses with content for instructors

I am looking for...



## Academic Freedom Meets Quality



Indigenous  
Voice/Context



Reviewed by subject  
experts



Fully customizable  
content



Supporting teaching  
materials



Made for accessibility



# OPEN EDUCATION MILESTONES



233,495

Number of B.C. students  
using open textbooks



43

Number of B.C. institutions  
currently adopting



725

Number of known B.C.  
faculty adopting



\$27,642,157

Dollars saved by students  
as of September 2021



# Statement of Support by Deans of Arts and Sciences

In supporting faculty choice in educational resources, the BC Deans of Arts and Science also support and encourage the use, creation, and adaptation of Open Educational Resources (OERs) that contribute to the quality of the student experience in post-secondary arts and science courses. As a group, the BC Deans of Arts and Science recognize that Open Educational Resources minimize the cost of learning for students, promoting equity in education and creating an opportunity to improve academic preparedness. Open Educational Resources also allow faculty to customize their teaching resources, present local examples, showcase their expertise, and collaborate with their peers.





# DOERS<sup>3</sup>

- [doers3.org](https://doers3.org)
- Building Capacity Work Group
- This project is a collaboration between Andrew McKinney, Amanda Coolidge, and Deep Shenoy

# Valuing OER

- Recognizing OER work as valuable for the tenure and promotion process is a persistent conundrum.
- T&P processes vary widely.
- How does DOERS<sup>3</sup> best approach this problem?



# The Matrix

- [The OER Contributions Matrix](#) is our first attempt to approach these problems
- Bottom up, not top down



CREATE				
Contribution	Evidence	Research	Teaching	Service
Make new OER	When creating OER make it available to peers for their review. Document their reviews and include in your dossier. The following is a <a href="#">common rubric</a> used to review Open Textbooks.	Yes	Yes	

Sample of the matrix

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# Breakout Groups





**How can you imagine supporting the recognition of OER and Open Education work in faculty tenure and promotion processes, in your role?**





# Breakout Groups





# On your campus, at your system, does this require a policy change or is it more of a culture change?

Both

Cultural

Both

Both. And definitely a culture change.

Both

Mostly culture, policy will follow

both?!

Both - although a policy change would likely have the greatest impact at this stage

Cultural, but changes at individual departmental/divisional/faculty level change for standards

# On your campus, at your system, does this require a policy change or is it more of a culture change?

Both

Cultural: remembering history

Both



# Next Steps

- FAQ Sheet
- Collecting case studies
- Continued Distribution

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# Thank You!

Feel free to follow up with Andy: [andrew.mckinney@cuny.edu](mailto:andrew.mckinney@cuny.edu)

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