

Student Success Requires Organizational Transformation

Open Education Conference

October 31, 2019

Phoenix, AZ

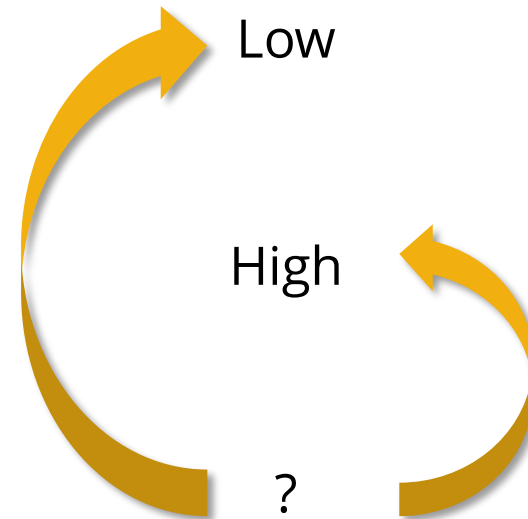


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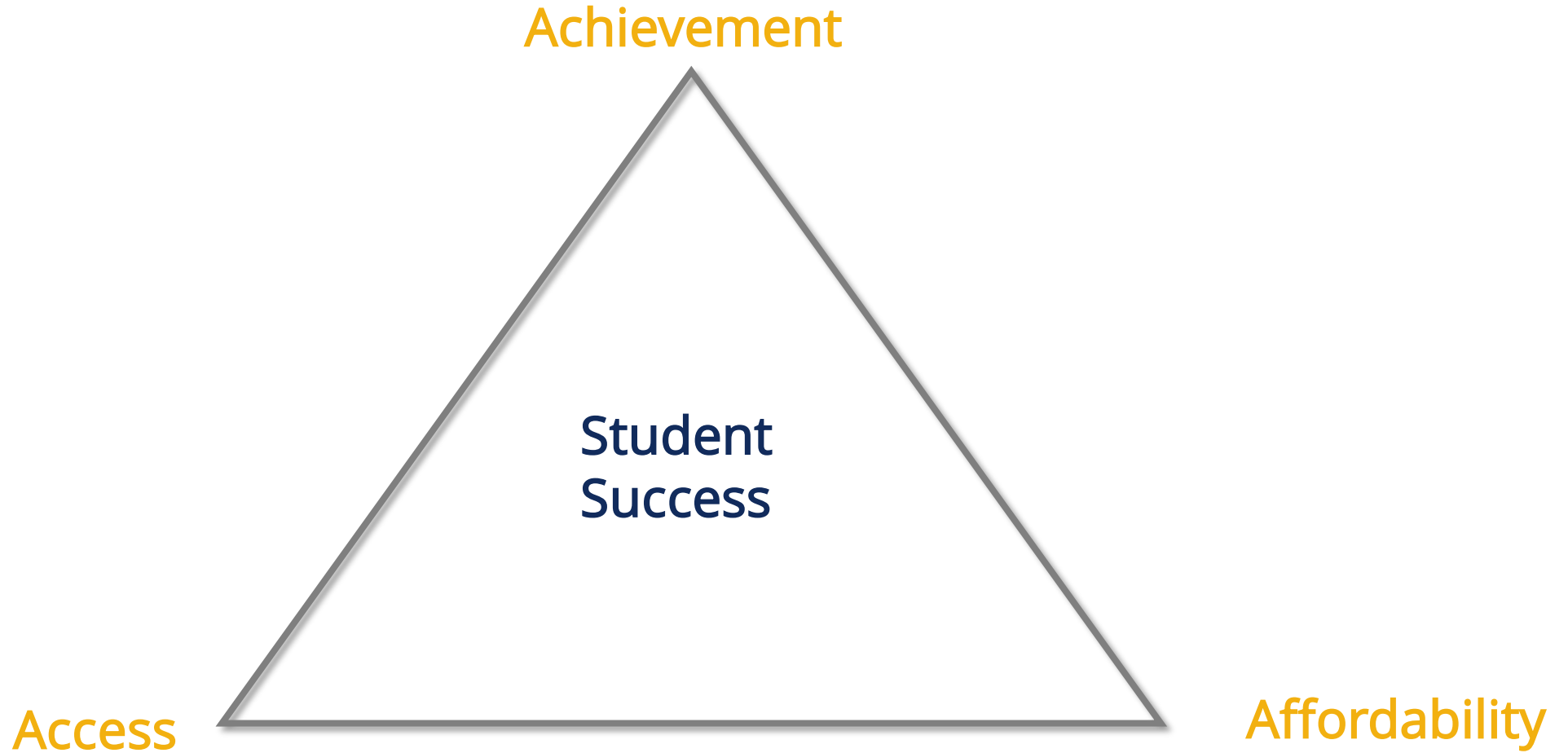
How complex are innovations to adopt?

Innovation	Adopter	Complexity
Cell phones	Consumers	Low
Implantable medical devices	Surgeons	High
OER	Instructors	?

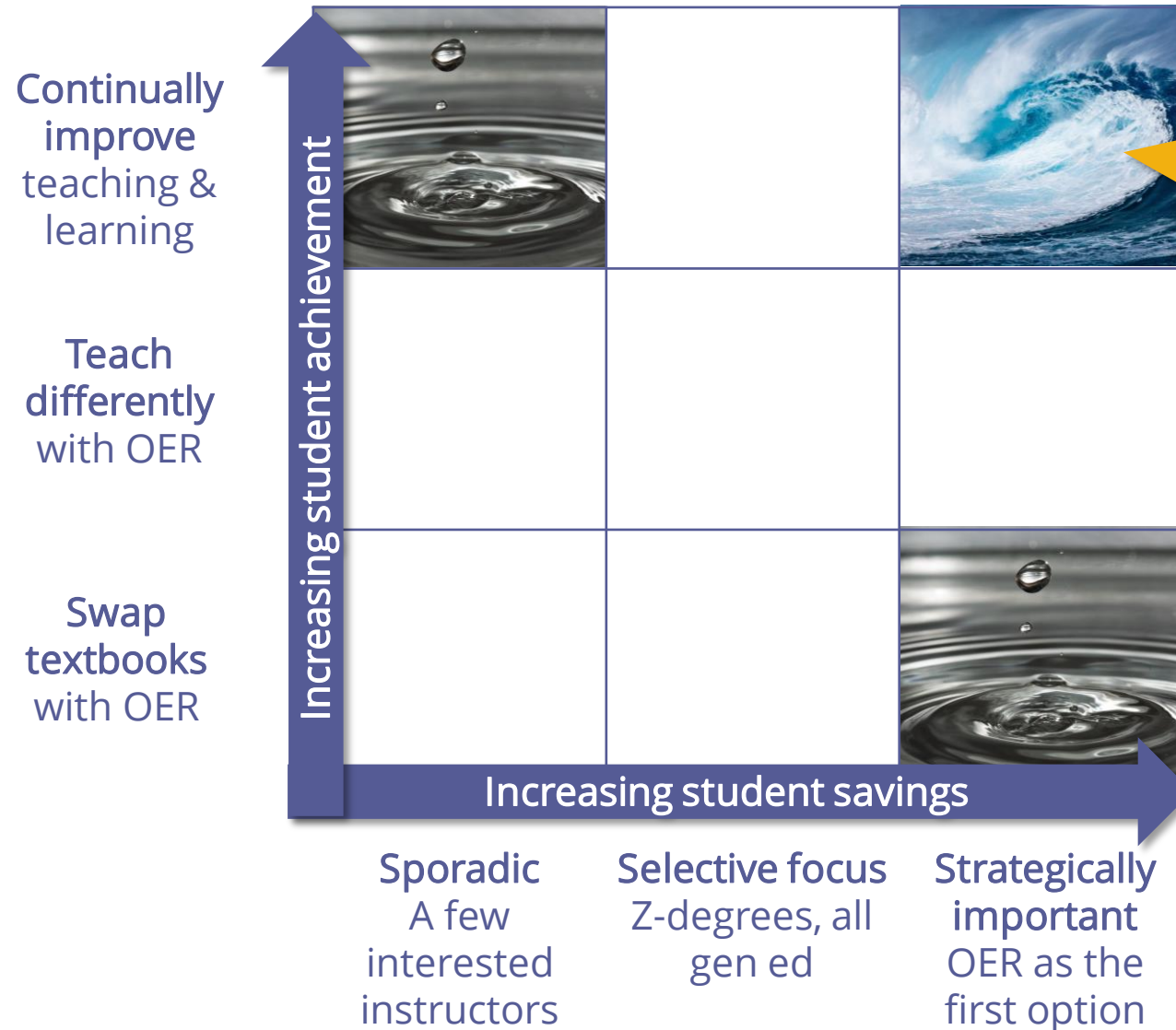


...the answer depends upon aspirations for OER

The “iron triangle” of student success



A ripple or a wave?



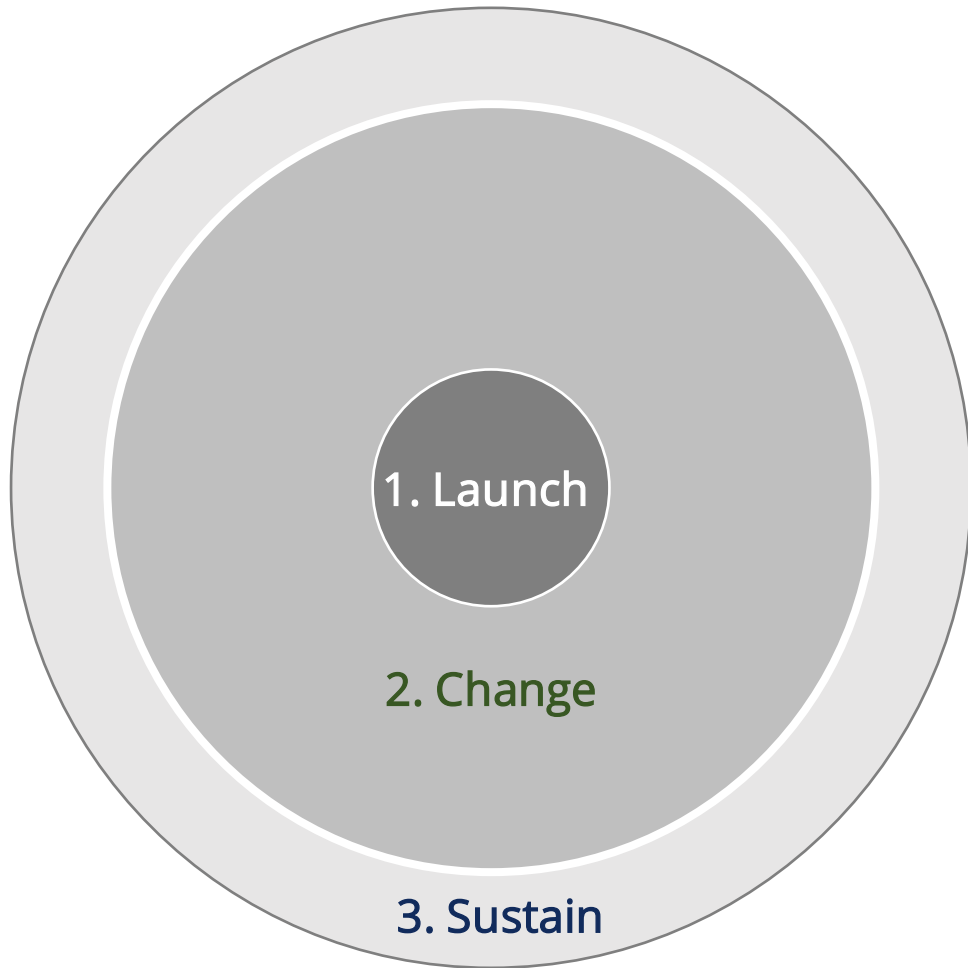
OER can transform education...
... but does it need to link to something else?

Improving student achievement requires more complex change

Innovation	Adopter	Complexity
Cell phones	Consumers	Low
Implantable medical devices	Surgeons	High
OER	Instructors	High

Changes in daily practice are needed to capture the full value of the innovation

Organizational transformation for OER



Notes

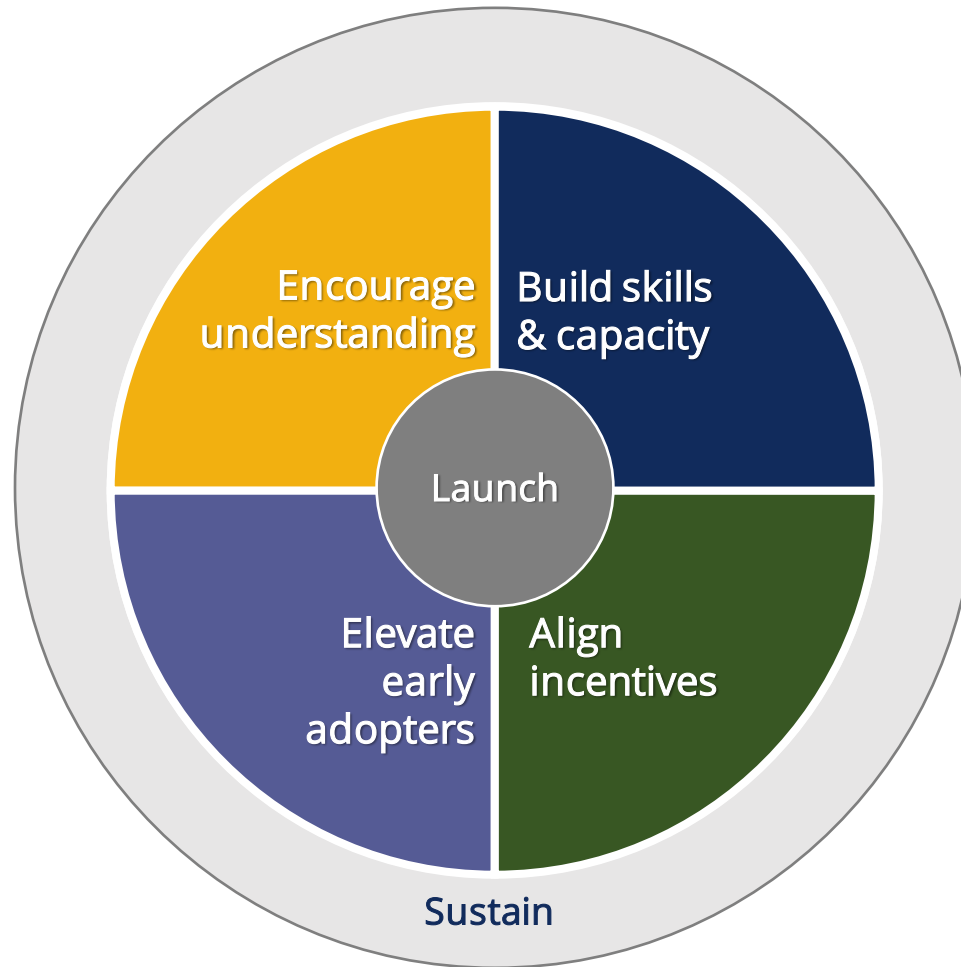
1. Catalyze the innovation (e.g., one-time starter funding and/or a mandate)
2. Change the institution to embrace OER as an institutional approach
3. Integrate the innovation into the mainstream of the institution and continually improve it

Change: How to overcome barriers to change

"OER isn't high quality."

"OER is stealing credit from others."

"Nobody else is using OER, why should I?"



"I want to use OER, but I don't know how."

"I would try OER if I had help."

"Spending time on OER is going to hurt my career."

Change: Examples

Dispel myths

Articulate principles (e.g. Creative Commons licenses)

Share testimonials

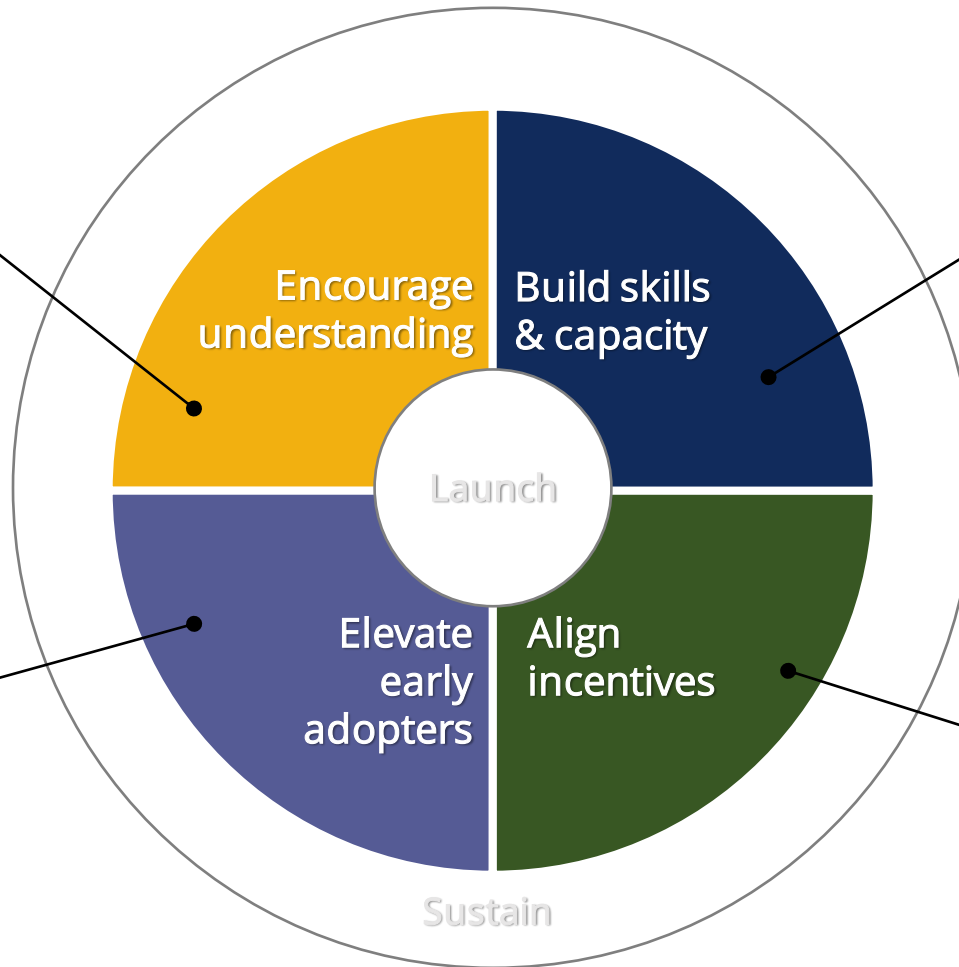
Build a community (including students, practitioners, administration, and so on)

Have a communications plan

Focus on influential instructors/groups

Awards/social recognition

Visible leadership support



Professional development for faculty, library, teaching and learning etc.

New hires (e.g. an OER Coordinator)

OER steering committee

Technology support (e.g., creation, print, remix, LMS)

Align tenure and promotion policies with OER

Provide stipends or release time

Elevate early adopters: Within disciplines



Department	Student seats	Using OER	OER %
Math	4349	3131	72%
Business	3077	0	0%
Psychology	1755	491	28%
Economics	812	0	0%
Sociology	632	0	0%
History	590	47	8%
Political Science	543	43	8%
Computer Science	329	0	0%
English	304	152	50%
Philosophy	165	0	0%

Build skills & capacity: Collaborate across campuses



Student seats

	Math	Bus.	Psych.	Econ.	Soc.
Campus 1	Light Green	Light Green	Light Green	Light Green	Light Green
Campus 2	Light Green	Light Green	Light Green	Dark Green	Dark Green
Campus 3	Dark Green	Dark Green	Dark Green	Light Green	Dark Green
Campus 4	Dark Green	Dark Green	Light Green	Light Green	Dark Green
Campus 5	Light Green	Light Green	Light Green	Dark Green	Dark Green
Campus 6	Light Green	Light Green	Light Green	Light Green	Light Green
Campus 7	Light Green	Dark Green	Dark Green	Light Green	Dark Green
Campus 8	Light Green	Light Green	Light Green	Light Green	Light Green
Campus 9	Light Green	Light Green	Light Green	Light Green	Light Green
Campus 10	Light Green	Light Green	Light Green	Light Green	Light Green

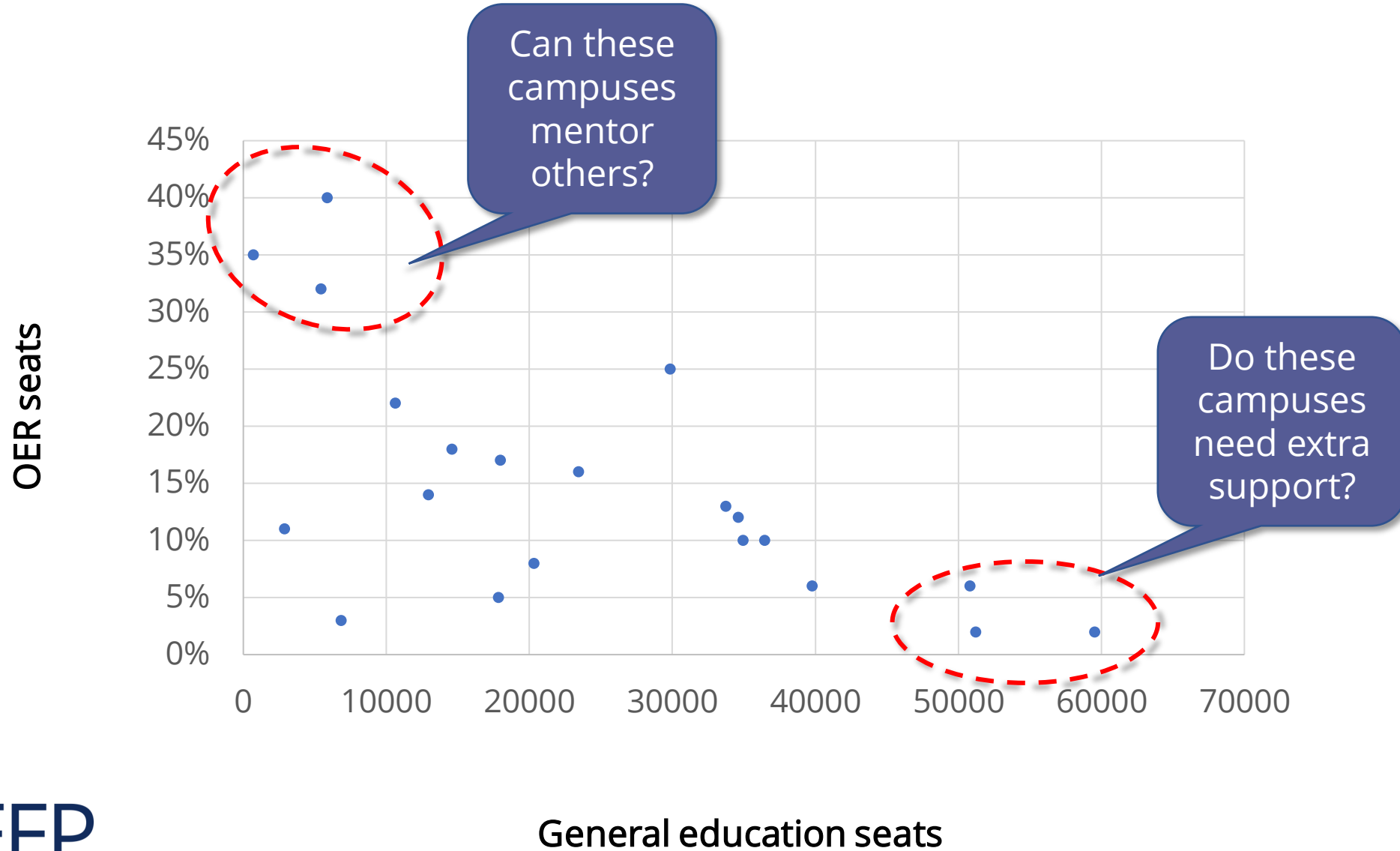
OER seats

	Math	Bus.	Psych.	Econ.	Soc.
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Campus 9	Light Yellow	Dark Yellow	Light Yellow	Light Yellow	Light Yellow
Campus 10	Dark Yellow	Light Yellow	Light Yellow	Light Yellow	Light Yellow



Key	0	1k	1k-5k	5k-10k	10k+
	0	1-100	100-500	500-1k	1k+

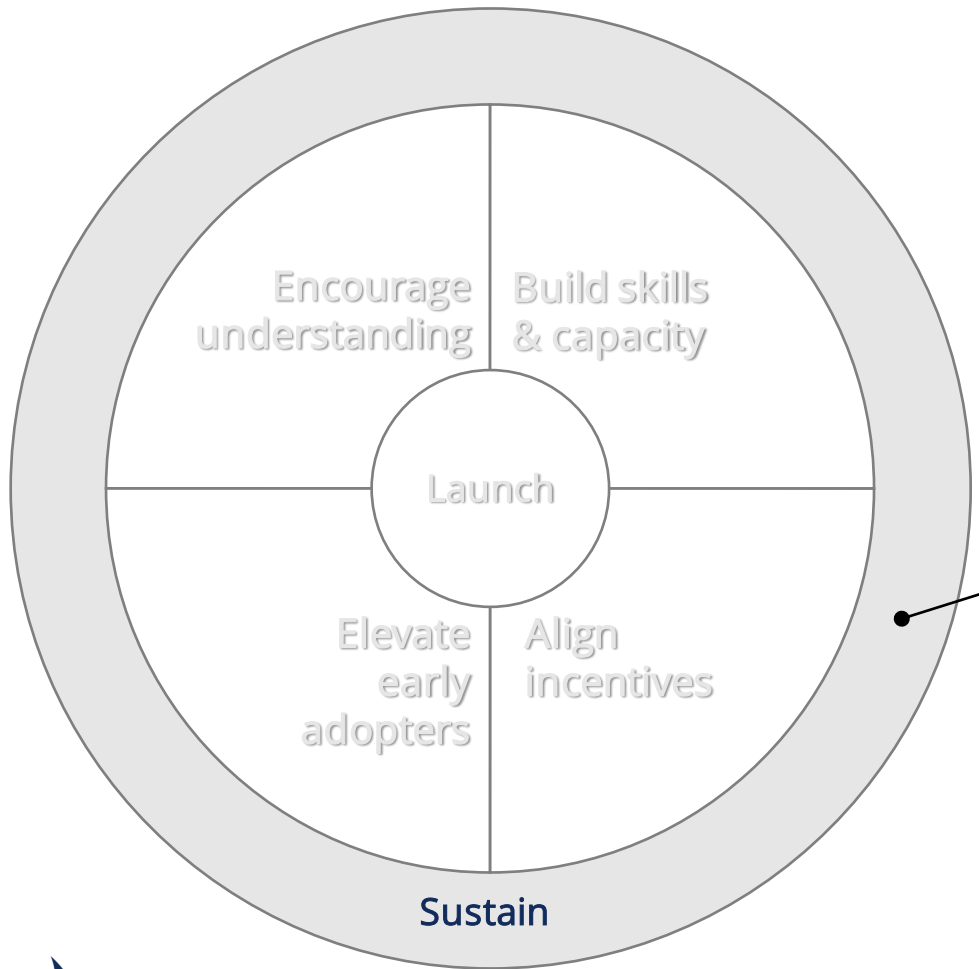
Build skills & capacity: System view



What about...

\$U\$ \$ TAINABILITY?

Components of sustainability



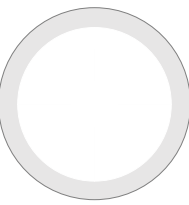
Articulate a strategy that connects OER to the mission (including other student success initiatives)

A senior leader takes ownership

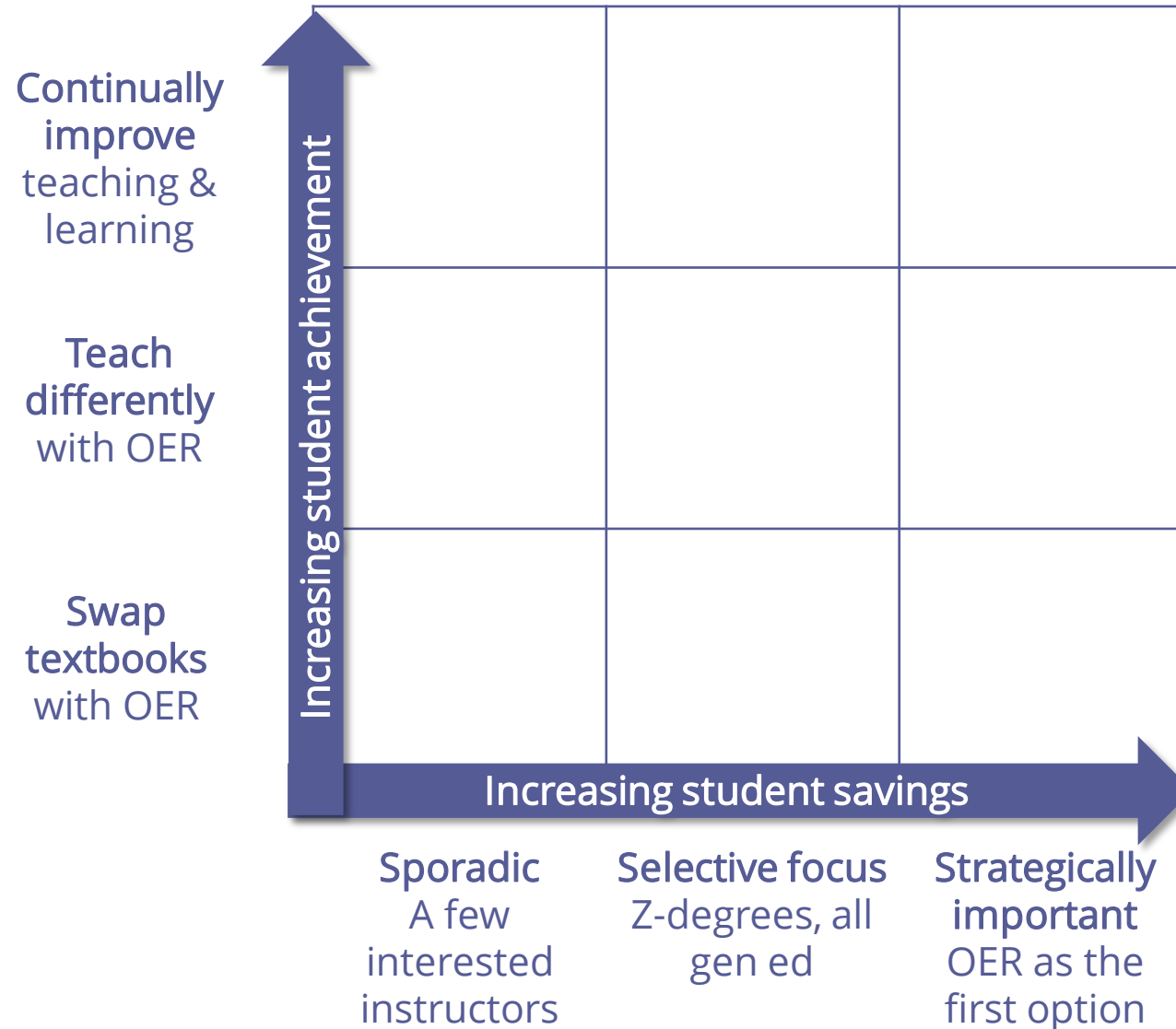
Find a permanent organizational home for OER

Put OER in the strategic plan

Build and fund mechanisms for continuous improvement



Sustain innovation: Aspirations discussion



Where is your institution today?

Where do you want to go?

Q&A

If you have any feedback or questions, please reach out!

Dr. Deepak “Deep” Shenoy

deep@deep-consulting.net

+1 252-379-5856