University of Missouri-Saint Louis Libraries OER Action Plan OER@UMSL

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September 19, 2022

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Executive Summary

The University of Missouri System began the Affordable and Open Resources (A&OER) initiative to grow the use of affordable and open educational resources across all four campuses in the fall of 2017. The initiative included individual professors, entire departments, campus libraries, instructional designers, campus bookstores, and student government. It worked to encourage faculty to adopt and create OERs. To support these efforts a faculty and staff group at the University of Missouri-St. Louis formed at the University level, and within the UMSL Libraries a committee began working to support OER on campus. Funding for OTN Library Workshops existed for a time, as did funding for the adaptation and creation of OER materials by UMSystem faculty, but ongoing funding for the faculty grant initiatives was not sustained into the pandemic. There is evidence of continued interest and support of OER at the UMSystem level with the acquisition and launching of Pressbooks in 2021.

To support the system initiative the University of Missouri-St. Louis campus library hosted OTN Library Workshops to introduce faculty to OER and encourage the review of open textbook library works, supported by the system with monetary incentives for participating faculty. The system grants for adoption and creation of OER had no clear mechanism for publishing the OERs created, and in response the UMSL Institutional Repository began a library as publisher pilot program to support OERs created through UMSL in 2018. These OTN workshops were effective at not only introducing instructors to OER but also in facilitating connections between the UMSL library and instructors who were using and adapting OERs for use in UMSL courses.

The UMSL Institutional Repository Library hosts a collection of OER both used at and crafted by UMSL instructors. In 2018 an instructor created **An Introduction to Psychological Statistics**, which was uploaded alongside a number of OER works used but not edited by UMSL instructors. The psychological statistics textbook received many inquiries for updates and though the instructor left UMSL, the text was revised by myself and fellow librarian Judy Schmitts along with three professors from other Universities who had reviewed the original on the Open Textbook Library site. The original work stands now at almost 90 thousand downloads. The revised work **Introduction to Statistics in the Psychological Sciences** was published in December 2021.

In 2020 four UMSL OER works were published in the IRL by UMSL instructors:

- **Legal Contexts of Education**
- **General Psychology for Honors Students**
- **Languages and Worldview**
- **Intercultural Communication**

These four works were created with direct support of UMSL Librarians, and the authors had received grant funding from the UMSystem for related OER development. Collectively they have saved UMSL students over $40,000 estimated dollars since being implemented in UMSL classrooms. A fifth work was published in August 2022, **American Literatures Prior to 1865**, a 685 page anthology customized for use within a semester-long literature class. This work was created in parallel with the completion of the OEN Certificate for 2022. This work was crafted and published on the UMSystem supported Pressbooks platform. Unfortunately this work's author did not receive any grant funding, as funding had ended.

The following action plan includes formalizations of the on-going OER initiatives and an analysis of the alignment between OER and UMSL's strategic plan. It includes goals for the creation of the American literature book collaboration and creation, and proposes expansions of our library OER services. The timeline and smart goals introduce two new formal initiatives, the UMSL Library OER Fellows Program and the Student Eyes on OER initiative.

The Student Eyes on OER initiative is a student feedback mechanism which can indicate how students perceive an OER being used in their class, or alert the OER librarian to an OER particularly suitable for a course at UMSL. This information will aid the librarian when meeting with the instructor to pitch customizing the OER for use in their class. Encouraging participation with this feedback mechanism, a form, is itself an outreach activity to expand campus knowledge of OER more broadly. It may provide a useful pathway to create future open pedagogy works created by students.

The UMSL Library OER Fellows programs will consist of two types of fellows. The first type, instructors that have adopted OER and used it in a course at UMSL are OERA fellows, for OER Adoption Fellows. The second type, who have published OERs with the UMSL Libraries, are DOER fellows, for Developer Open Educational Resource Fellows. Where most fellows programs are commitments to future actions, the UMSL Libraries OER fellows programs are retrospective, a recognition of successful adoption and use of published OER works. The fellows initiatives cannot at this time entail awards, but provide a formal recognition of the work done to create and expand OER at UMSL in the hopes of supporting instructors professional advancement. Without sufficient resource support there are instructors who are not using or creating OER at UMSL because there are a number of barriers to them being able to do so. This fellows program cannot address this issue alone as it is an issue of inequity. As the OER@UMSL initiatives advance, the hope is to create a program that is sustainable but that garners administrative attention and encourages equitable distribution of renewed funding for OER projects within the University of Missouri System.

OER@UMSL Initiative Timeline

From Spring 2022, to Fall 2024.

	2022	2023	2024
Spring	• Host OER Week Festivities • Attend and present at Missouri OER Conference • Participate in the OEN Certificate 2022 program	• Host OER Week Festivities • Attend and present at Missouri OER Conference • Outreach to low cost no course course instructors from Fall ‘22 • Continue on going support for fellows	• Host OER Week Festivities • Launch Fellows Recognition Celebration • Outreach to low cost no course course instructors from Fall ‘22
Summer	• Identify Spring 2022 low and no cost materials faculty for outreach • Put together OER exhibit for Fall • Develop Early American Literature Anthology OER textbook	• Publish OER resources • Update UMSL OER Savings Open Data • Begin work on developing faculty requested OER textbooks to publish for Fall of 2023	• Publish and create new OER resources • Update UMSL OER Savings Open Data
Fall	• Publish OER textbook • Outreach to low cost no course course instructors from Spring ‘22 • Publish OER Savings Open Data resource • Begin Hosting OER Hour Zooms • Establish OER Fellows programs for Developing and OER Adoption fellows • Launch Student Eyes on OER initiative	• Publish OER resources developed in summer • Outreach to low cost no course course instructors from Spring ‘23 • Continue Student Eyes on OER initiative • Begin prepping for OER Week activities for Spring 2024	• Outreach to low cost no course course instructors from Spring ‘24 • Continue Student Eyes on OER initiative • Begin prepping for OER Week activities for Spring 2025

SMART Goals

SMART Goal: **Participate in the OEN Certificate 2022 program and create an OER Action Plan in September 2022.**
Specific Steps I Can Take: ● Request funding from the UMSL Library for participation ● Apply to program ● Participate in program
Potential Collaborators & Resources: ● OER Network Cohort
Potential Barriers: ● Finding time to study and participate in the program
Questions/Issues I Need to Resolve: ● How does OEN Certification serve the needs of the evolving UMSL Library and UMSL Campus at this time?
Desired Outcome(s) ● Be certified as an OER Librarian, and produce a OER Action Plan for the UMSL University ● Create an Action Plan including well articulated SMART goals, a program timeline, a budget I can reuse for making a budget request for 2023, links to more detailed outreach materials, an evaluation plan and a SWOT analysis.
Outcome(s) as of Action Plan Publication ● Created all elements of the Action Plan as required for certificate completion ● Partook in all activities and discussions online in order to fulfill the requirements of the certificate program.

SMART Goal:
OER Week festivities in April 2022: Produce an OER Superstar Faculty Zoom Panel event and table in the library and in the Honors College to support OER outreach and engage in faculty recognition activities.

Specific Steps I Can Take:

- Recruit faculty who Developed OER at UMSL to speak on a zoom panel
- Host and record zoom panel
- Post recorded zoom panel on the libguide for greater accessibility
- Table in the Library, share OER & share candy

Potential Collaborators & Resources:

- Faculty who have published OER with the UMSL Libraries (for zoom)
- Danielle King (for tabling)
- Laptop to show off library published OERs
- Candy to share with folks visiting the table

Potential Barriers:

- Faculty availability and interest in joining the zoom panel
- No audience for or potential zoom interruptions of the panel
- Panel may not record well
- Securing a laptop for showcasing UMSL OER and candy for giving away at tabling

Questions/Issues I Need to Resolve:

- Which faculty can and will join in for the zoom panel?
- When is a good time to schedule the zoom panel ?
- When is a good time to schedule tabling time in the library?
- Where can I get candy or a laptop for tabling?

Desired Outcome(s)

- Successfully introduce OER to more students
- Create a useful video about professor OER creation at UMSL

Outcome(s) as of Action Plan Publication

- Tabling was a success and contact was made with a student newspaper journalist
- UMSL OER Superstar zoom session was edited and shared on the campus OER libguide and uploaded to youtube - https://www.youtube.com/watch?v=GG1gOb_6gcc

SMART Goal:
Attend and present about OER Textbook Revision project planning at the Missouri OER Conference in Spring of 2022.

Specific Steps I Can Take:
- Submit a talk proposal for the Missouri OER Conference

Potential Collaborators & Resources:
- Judy who I revised and authored an OER with

Potential Barriers:
- We won't be accepted to speak

Questions/Issues I Need to Resolve:
- Creating slide deck for talk
- Practicing the talk with Judy

Desired Outcome(s)
- A recorded session to share
- Produce a reusable slide deck

Outcome(s) as of Action Plan Publication
- Conference session recorded and shared on youtube - https://www.youtube.com/watch?v=amLMGfS1lXM
- Slide deck turned out well - https://docs.google.com/presentation/d/1s1l2x8WV7t8bSZYVgTY8lE9Jcqg1ntlYjNNZaHLhamE/edit#slide=id.g35f391192_00

SMART Goal:
During the summer of 2022 identify Spring 2022 low and no cost materials faculty for outreach.

Specific Steps I Can Take:

- Use our course catalog to identify courses with the attribute low-cost or free materials.
- create an excel sheet and use mail merge to email all professors at once
- craft an email to send that provides context and asks the questions I want answered
- identify the questions I want them to answer

Potential Collaborators & Resources:

- University People Directory
- Course directory with low-cost no-cost attribute searching
- Microsoft Excel
- Microsoft Word & Outlook Mail Merge

Potential Barriers:

- Professors may not respond

Questions/Issues I Need to Resolve:

- Create materials to help initiate conversations with every instructor available who had a low-cost or free materials course in the Spring of 2022

Outcome(s) as of Action Plan Publication

- Created these materials and sent emails in Fall

SMART Goal:
Developing an exhibit during the summer of 2022 and putting it up in time for exhibition in the Fall of 2022.

Specific Steps I Can Take:
- Meet with the library Outreach Committee
- Outline and create the exhibit materials, both physical and virtual

Potential Collaborators & Resources:
- Library Outreach Committee
- My student worker, to cut paste and create a libguide for the exhibit

Potential Barriers:
- No funding for promotional materials or candy

Questions/Issues I Need to Resolve:
- Can I buy my own lifesaver candies for the exhibit? (Yes! I can and did!)

Desired Outcome(s)
- A physical and virtual exhibit for introducing OER and sharing OER created at UMSL

Outcome(s) as of Action Plan Publication
- Virtual version of the exhibit is at https://libguides.umsl.edu/oer-exhibit
- A physical version is up in the library
- Announcement article about the exhibit provided for library social media, the Library Newsletters, and the Center for Teaching and Learning newsletter

SMART Goal:
Publish the Early American Literature Textbook OER developed in summer of 2022 for the professor's course before the start of class in the fall semester of 2022.

Specific Steps I Can Take:

- Provide the interested professor with several OER Anthologies on the topic of interest (early American literature)

Potential Collaborators & Resources:

- Use Pressbooks for OER development
- Prof. Scott Peterson

Potential Barriers:

- There was an introduction section missing.
- All sources are from the public domain, some versions he was used to were modern which had been edited and curated, so finding and editing the right public domain version was a challenge

Questions/Issues I Need to Resolve:

- Does the professor have what he needs?
- Can pressbooks import and display the material as wanted?

Desired Outcome(s)

- Publish an Open Early American Literature Anthology Textbook

Outcome(s) as of Action Plan Publication

- Work was ready and published in the fall of 2022

SMART Goal:
Design an outreach message to send to all faculty labeled as having taught a low cost / no cost course in Spring 2022 about OER at UMSL.

Specific Steps I Can Take:

- Send a draft version of the email to faculty collaborators who use OER at UMSL
- Edit draft based on feedback.
- Email 83 identified instructors with mail merge.

Potential Collaborators & Resources:

- Faculty Collaborators
- Mail merge
- Excel

Potential Barriers:

- Beginning of the semester may slow down response time

Questions/Issues I Need to Resolve:

- Establish a way to follow up with instructors that don't respond

Desired Outcome(s)

- Open up lines of dialogue about OER with instructors.
- Find out information from instructors about how their free and low-cost material courses where.

Outcome(s) as of Action Plan Publication

- 83 instructors emailed via mail merge which resulted in several positive responses on the topic of more OER adoption and a professor interested in developing and library publishing new OER materials
- Many conversations were begun and new OER materials were added to the irl.umsl.edu/oer showcase of OER used at UMSL.

SMART Goal:
Hosting and promoting an open "OER Hour" on Zoom on the first Wednesday at 3pm of every odd month.

Specific Steps I Can Take:

- Schedule the Zoom OER Hour, every first Wednesday of each odd month at 3pm
- Create a write up for promotion of the OER Hour and the OER Exhibit.
- Submit write up to the Library Student and Faculty Newsletters
- Submit write up for the Center for Teaching and Learning Newsletter
- Include OER Hour information in the low-cost no-cost instructor email.

Potential Collaborators & Resources:

- Library Outreach Team
- Center for Teaching and Learning
- Email

Potential Barriers:

- No one will join the zoom session

Questions/Issues I Need to Resolve:

- A rough outline of OER at UMSL to present about

Desired Outcome(s)

- Increased participation and awareness of OER at UMSL
- A perception of librarian availability and commitment to OER

Outcome(s) as of Action Plan Publication

- First OER Hour occurred on 9/7/2023, no participants, greater outreach planned, strategy may shift to encouraging interested faculty to sign up for one on one consultations

SMART Goal:
Establish two OER Fellows programs, one for Developing OER resources for publication by the UMSL Libraries and one for using OER resources in an UMSL Class both to launch in Spring of 2023 to recognize the people who are implementing and publishing OER at UMSL.

Specific Steps I Can Take:

- Design a libguide explaining the requirements for inclusion
- Develop a form for inclusion and verifying requirements
- Request funding for a recognition ceremony with refreshments for Spring 2024 if Spring 2023 is a success
- Request funding for promotional materials and printed published works

Potential Collaborators & Resources:

- UMSL Library OER Committee
- UMSL Library Outreach Committee
- Participating UMSL Faculty

Potential Barriers:

- An unfunded fellows program might be poorly received by faculty wanting or needing monetary compensation for this sort of work.
- The funding for a recognition event or promotional materials might be denied.
- Librarian lack of time to develop the programs.

Questions/Issues I Need to Resolve:

- Figure out how best to integrate a recognition event with OER Week activities.
- Research more best practices for implementing a program.

Desired Outcome(s)

- Recognition for fellows hard work and the efforts put in by the library
- Clearer recording mechanisms for OER savings, hopefully directly from faculty supplying course information about using OER as part of the requirements for inclusion in the fellows program

Outcome(s) as of Action Plan Publication

- This plan is still under active development and refinement. More details can be found in the Outreach Materials portion of this action plan.

SMART Goal:
Assist instructors in the creation and publication of new OER materials to create pathways for instructors to become DOER fellows.

Specific Steps I Can Take:

- Add DOERs in identifying useful OER & public domain materials that fit their needs
- Help import and customize materials in pressbooks
- Export the Pressbooks version to PDF.
- Upload the PDF version to publish the work with the UMSL Institutional Repository Library
- Promote the published work on OER Commons, submit to the Open Textbook Library if appropriate

Potential Collaborators & Resources:

- Pressbooks for OER development
- IR for OER publishing
- Future DOER fellow

Potential Barriers:

- Faculty can be busy and overwhelmed with other responsibilities that supersede OER Development
- There may not be a faculty member interested in working on a new OER without monetary support

Questions/Issues I Need to Resolve:

- Verifying all works are allowed for use according to their licensing

Desired Outcome(s)

- Publish new OER works
- Induct more DOER fellows as the publishing is required to become a recognized DOER fellow

SMART Goal:
Launch and promote the Student Eyes on OER Initiative this Fall 2022 for increasing student awareness, engagement, and involvement with OER at UMSL.

Specific Steps I Can Take:

- Design an OER feedback form for UMSL students.
- Promote the form to UMSL students.
- Share the form where UMSL students might find it.
- Respond to any student submissions.
- Further Develop the ask of UMSL students as it pertains to OER
    - Requesting comments on a course with OER
    - Providing an path for students to submit OERs they think should be used in an UMSL course
- Promote this at a student government meeting

Potential Collaborators & Resources:

- Student Government
- An UMSL faculty member who is interested in supporting a Student OER Advocacy group
- Google Forms

Potential Barriers:

- Lack of student interest
- Lack of student awareness of the form
- Lack of student understanding of OER

Questions/Issues I Need to Resolve:

- How can I use this to expand student's understanding of OER?
- Could this be a ramp for student created collaborative open pedagogy?

Desired Outcome(s)

- This initiative should be a student outreach tool to encourage student involvement with OER
- This should be a path for raising campus awareness of OER
- The students may tell Professors about OER and their support of it

SMART Goal:
Compile and publish UMSL Student OER savings data as an Open Dataset. Establish workflows for getting new data in the dataset via the fellows programs. Publish the dataset in the UMSL Institutional Repository Library.

Specific Steps I Can Take:

- Identify all new courses with OER in the University course explorer and compile the number of students enrolled
- Integrate reporting requirements into the OER Adaption fellows survey

Potential Collaborators & Resources:

- University Course Directory
- Excel
- UMSL Institutional Repository Library
- OERA Fellows

Potential Barriers:

- As courses with OER are not always well labeled, verification with instructors is required, this is integrated somewhat into the low-cost no-cost survey.
- Instructors may have a lack of motivation to share this information.

Questions/Issues I Need to Resolve:

- Hopefully being recognized as a fellow is sufficient motivation to attract instructor provided data that can be verified with the University Course Directory information.
- Decide if this should be a live dataset that grows, or a yearly dataset, published each year.

Desired Outcome(s)

- An open dataset that provides accessible information about OER calculations and adoption.

Outcome(s) as of Action Plan Publication

- A preliminary version of this data has been created for use with the OER at UMSL exhibit - https://libguides.umsl.edu/oer-exhibit/savings

SMART Goal:
Host OER Week festivities including a DOER & OERA fellows recognition event, and tabling in April of 2024.

Specific Steps I Can Take:
- Organize and host a OER & DOER Fellows Recognition Ceremony
  - Organize refreshments, swag, printed versions of DOER works
- Table and share OER knowledge & candy (life savers as the O in OER)
- Find a place for the event as the library might be under construction

Potential Collaborators & Resources:
- Center for Teaching and Learning
- Library OER Committee
- Library Outreach Committee
- DOER & OERA Fellows
- Button Machine

Potential Barriers:
- Timing for OER week tends to be hard to navigate
- We might not have physical space or funding available to host a fellows recognition event in person

Questions/Issues I Need to Resolve:
- What are the virtual components for this?
- When and where can this be hosted?
- The budget for 2023-2024 needs to be submitted.

Desired Outcome(s)
- Faculty who participate with the OER initiative feeling valued and recognized
- Word about OER being spread to more of the campus

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Resources

Resource Type	What I Have at this Stage	What I Need to Get to the Next Stage
Human	OER Librarian, OER UMSL Library Committee, OER Certificate cohort colleagues	Faculty members as fellows Student to participate in the Eyes on OER initiative
Financial		Funding for promotional materials, including OER Week Events with a fellows program recognition event and printed OERs
Physical	Old copies of OERs published at UMSL, good slide decks for presentations, an OER Exhibit	Marketing materials, physical copies of OERs published at UMSL,
Technological	IR to publish and showcase OER, and Pressbooks for creation and web publishing	
Knowledge/Training	Certificate in OER Librarianship Training, good overview of landscape of OER ecosystem	

Budget to Request for Fiscal Year 2023-2024

Expense Category	Amounts to request for 2023-2024
Marketing Materials	$115
Publish OERs	$375
OER Week Events (April 2024)	$460 (refreshments)
Total	$950

Expense Categories in Detail

Marketing Materials
Using the new library button maker, I can make buttons & magnets for fellows.
I want to print a poster to display in the library and bring to faculty events introducing more about OER at UMSL and the Library OER Fellows programs. I also want to print brochures for sharing information about the OER Fellows Programs, the Student Eyes on OER initiative and introducing OER more generally.

Tangible Published OERs
Printed hardcopies of UMSL published OERs to share, showcase and have on reserve at the UMSL Library.

OER Week Events
Refreshments for a fellows recognition event in April 2024 and for tabling candy and promotional materials.

Outreach and Communication Plan

Overview

Audience	Existing Resources	Resources to Develop
General	● Libguide - OER Guide ● Campus - OER.umsl.edu ● IR - OER Collection ● IR - OER Showcase	Campus oer.umsl.edu will be redirected to OER Libguide for ease of maintenance.
Faculty	● Libguide - OER@UMSL Virtual Exhibit ● OER Commons - UMSL Group ● UMSL OER Superstar Youtube Recording	OER Library Fellows Libguide, establish an OER Fellows teams group
Student	● Libguide - OER@UMSL Virtual Exhibit ● Form- Student Eyes on OER	Student Eyes on OER initiative libguide.
Administration	● IR - OER Collection ● IR - OER Collection Dashboard	Open Dataset - UMSL OER Student Savings
Outside Librarians	● OER textbook revision conference slidedeck	OER Action Plan, open access version to post in UMSL IR

Alignment of OER@UMSL to the Campus Strategic Plan

There are many points of alignment between the philosophy and function of OER and the UMSL vision, values and strategic plan. The UMSL vision is to be a “a beacon of hope, a force for good, and a leader in the pursuit of excellence in education, impactful research and community service” – OER, as a force for good and a tool for education free to all is inline with the UMSL vision.

UMSL lists many core values including one related to access which states, “Our classrooms, our campus, our research, our creativity, our service to the community – all of it – is for everyone.” OER is for everyone. Another core value is success, “meeting our students wherever they are, to inspiring and empowering them to meet their goals, break through their barriers” and the high cost of traditional textbooks is a known barrier to student success which the adoption of affordable and OERs can break down.

UMSL states the “reach of our programs and partnerships spans the globe” and one way to create a sustainable global resource is to share open materials on the global internet. The UMSL Strategic Plan for 2018 to 2023 defines a number of goals and actions to support those goals. OER is mentioned in one of the action items in support of a goal, but many of the goals could easily be related to OER.

The goal of increasing the number of educated citizens in the Saint Louis region could be supported with OER, though this goal is more geared towards increasing enrollment. OERs could help support the goal of increasing the flexible pathways to degree completion by virtue of OERs being a useful tool for Online courses and courses offered in accelerated and abbreviated courses when traditional resources can take too long to acquire for pedagogical reasons.

OER can support the goal of enhancing academic quality and learning experiences when well chosen and integrated into courses. The explicitly OER related action we have now is "Increase the number of course sections using open/affordable educational resources and textbooks from 3% to 9% by 2020" which is situated in the goal to "Decrease debt at graduation and loan default rates".

Library published OER can support the UMSL goal of increasing research, publications and creative activities, particularly if OER creation is understood as relevant to tenure and promotion for faculty.

OER@UMSL Evaluation and Assessment Plan

The measurement of success of this Action Plan includes some specific metrics laid out in the SMART Goals enumerated earlier in the document. For this initial phase of our program, we can consider the program a success if the goals are met in the timeframe set.

That being said, there is an expectation that this program will continue well beyond the approximately 2 years set forth in the plan. To that end, it's worth offering tentative ideas of how to assess the OER@UMSL program beyond the initial pilot phase. The Open Education Group's COUP Framework provides a useful way of breaking down the metrics to assess the impact of OER into different categories.

C - Cost
O - Outcomes
U - Use
P - Perception

With this framework in mind and given UMSL's institutional mission and goals, one way to assess the progress of OER@UMSL beyond the immediate goals of the pilot phase would be:

Cost -- We will certainly want to measure the actual savings for students when courses switch from requiring commercial textbooks to relying on OER. To do this, in the pilot phase we can get data on the number of enrolled students in OER using classes by leveraging faculty applying to become OERA Fellows. Multiplying the number of students in an OERA Fellow's course by the OpenStax figure of $79.37 will provide a meaningful metric for each semester that an OER course is offered.

For example, 236 students have been enrolled in the Languages and Worldview course taught by Manon Allard-Kropp who published her OER compilation in January 2020. The total cost savings calculated for her courses alone is $18,731.32 as of the writing of this action plan.

While students, and administrators would undoubtedly rejoice in seeing such meaningful savings achieved, the same figure might be the source of some frustration for faculty members creating Open Educational Resources, as there are no monetary incentives for this labor. Hopefully the fellows program will help compensate for this lack by providing some scholarly clout and recognition of their work.

One method of sharing the ongoing OER student savings data is by an UMSL OER Student Savings open dataset which is currently under development.

Outcomes -- What impact does the use of OER have on student success as measured by their achievement of the course learning objectives? Methodologically, it would be difficult to say anything truly conclusive in this area, and yet we would still be interested in having some sense of the impact. To that end, the program could gather data on the average DWF drop withdrawal and failure rates of a course before switching to OER and afterwards.

If the DWF data could be disaggregated by socioeconomic status (SES), it would be worthwhile to see if there is any differential impact by SES. We might hypothesize that a student with fewer financial resources might be more likely to forgo purchasing a commercial textbook, which could have a negative impact on their ability to successfully pass the course. Thus offering a textbook free of charge would put those students on a more level playing field, at least in terms of access to the course material, and would ideally reflect positively in the grades recorded.

Use -- One of the “selling points” of OER is the ability to modify existing texts to suit the needs of a given instructional goal. And given the explicit values of Diversity, Equity and Inclusion at UMSL, it would be worthwhile to track the extent to which faculty modify the OER that they adopt to ensure they align with such values. This information could be gathered during the course of participation in the DOER fellows.

Perception -- We will also want to gather survey data from stakeholders on their perceptions of OER. In particular, it would be good to know what faculty and students think about the OER used in their classes. This information can be gathered from the low-cost no-cost faculty outreach emails.

Another interesting aspect of OER perception is the use of UMSL hosted OER by other institutions. A static presentation of downloading of UMSL hosted OER is available at https://libguides.umsl.edu/oer-exhibit/world and this information is also shared dynamically as an institutional repository library dashboard of the OER Collection.

SWOT Analysis

Internal

Strengths

- Commitment from the University and Library to principles of equity
- Administrative support from Dean and Associate Dean of the Library for OER
- Interest among Library staff in participating in growing OER program
- Existing faculty interest in OER adoption/development
- Support from UMSL Bookstore to provide OER information
- UMSystem support of Pressbooks software
- An existing IR infrastructure for publishing and showcasing OER used and developed at UMSL
- MOBIUS support for an OERCommons Hub

Weaknesses

- Faculty perception that textbook costs are relatively minor issue compared with high tuition
- High faculty workload as a disincentive to put in the effort to find and vet OER and redesign OER for courses
- Insufficient knowledge of licensing and copyright realties foundational to understanding OER
- Low awareness of available library help for finding and creating OER
- Funding for OER is not now available from the UMSystem

External

Opportunities

- Growing the awareness of OER and licensing to both faculty and students
- We can introduce instructors and students to pressbooks as an available publishing tool.
- Develop a library OER Fellows program to celebrate and raise awareness of UMSL's use and development of OER
- Plethora of Creative Commons licensed material that can be tailored for development of our own OERs
- OER for ultimate course customization of materials

Threats

- Fallout from pandemic – fewer financial resources, overstretched faculty and staff working in drastically new environment
- Aggressive marketing tactics by commercial publishers to push expensive textbooks
- Lack of financial support from UMSystem towards OER
- Lack of OER ancillary materials
- Incorrectly licensed materials can make navigating intellectual property rights difficult