I Tried Really Hard and All I Got Were These Lessons About What Not to Do When Running an OER Incentive Program

with

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Expectation

OER? I don't know her.

- Funding!
- Librarian expertise!
- Participants!
- Adapted OER!

Campus culture re: OER transformed!

Reality

OER? I don't know her.

- Open RFA
- Pandemic
- Concessions in the name of collaboration
- "That's not OER"
- "This isn't OER"
- Participants didn't grasp expectations

Failure
OER INCENTIVE PROGRAM TIMELINE (EXPECTATION)

- **Summer- Early Fall 2019**: Recruit Participants, Prepare Librarians
- **Fall 2019- Summer 2020**: Librarians curate materials to adopt/adapt
- **Fall 2020**: Instructors implement OER/Affordable Materials
- **Fall 2020 ---->**: Materials harvested into repository for re-use + promotion
OER INCENTIVE PROGRAM TIMELINE (REALITY)

Summer - Early Fall 2019
Recruit Participants, Prepare Librarians
RFA open to anyone who teaches --> not everyone who teaches can choose course materials.
Feasibility not adequately considered in participant selection --> many people were ready to create.

Fall 2019 - Summer 2020
Librarians curate materials to adopt/adapt
Though prepared through in-house training, librarians needed more support.
In the name of collaboration, agreed to forego "intense" OER education for participants.

Fall 2020
Instructors implement OER/Affordable Materials
Too many of them, not enough of me --> can't coordinate, can't redirect.
Due to pandemic stressors, engagement w/participants scaled back.

Fall 2020 --->
Materials harvested into repository for re-use + promotion
Too many of them, not enough of me + pandemic = can't make contact, can't assess materials.
Materials fit to be harvested = 0
HOW YOU CAN AVOID THESE MISTAKES

Summer - Early Fall 2019
- Recruit Participants, Prepare Librarians

Fall 2019 - Summer 2020
- Librarians curate materials to adopt/adapt

Fall 2020
- Instructors implement OER/Affordable Materials

Fall 2020 --->
- Materials harvested into repository for re-use + promotion

**CHOOSE PARTICIPANTS VERY INTENTIONALLY**

**INSIST ON OER EDUCATION FOR EVERYONE INVOLVED**

**FREQUENT COMMUNICATION + CHECK-INS W/ PARTICIPANTS**

**COMMUNICATE PARTICIPANT EXPECTATIONS, CLEARLY + OFTEN**

*Small cohorts are okay!*
want to talk?
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