Category	Long-term Goal	Short-term Goal	Activities
Faculty	Reduce barries for faculty use of OER	Support individual faculty through stipends, alternative committee assignments, or release time to search for OER to meet the needs of courses in their discipline. Support individual or small groups of faculty through stipends, alternative committee assignments, or release time to evaluate and adapt OER to meet the needs of a target course. Support individual or small groups of faculty through stipends, alternative committee assignments, or release time to create OER to meet the needs of a target course in their discipline. Support faculty and staff professional development through earning certificates or completing courses for OER; faculty stipends or release time could also be utilized to create our own certificates or courses for OER knowledge. Support the creation of quiz banks for new or current OER by student workers, classified employees, or faculty stipends, alternative committee assignments, or release time. Support the creation of an OER Coordinator to oversee training and OER creation. Foster faculty engagement in OER initiatives.	Apply for grants to expand OER, find faculty funding to create OER, and encourage the adoption of OER. Request funding from the college to create a part-time or course-release faculty position. Provide professional development opportunities, workshops, and resources to support faculty in adopting and creating OER materials.
Students	Reduce barriers for student use of OER. Improve student achievement using OER.	Reduce the financial burden on students by lowering textbook costs. Support printing of OER. Support to convert current OER to accessible and printable materials that students can access before the first day of class. Support use of data for student success. Support technology that makes it easy for students to find sections with OER, and then to find their course's OER. Enhance student success rates in courses using OER. Educate students regarding Open Educational Resources (OER), Zero-textbook cost (ZTC), and Low-cost Textbooks (LCT). Ensure all students have equitable access to digital resources. Support student learning in OER.	Replace traditional textbooks with freely accessible OER materials, ensuring cost savings for students. Connect with the bookstore and other constiuencies on campus to coordinate this. Consult with DSPS, the bookstore, library, and IT to create accesible OER. Study and analyze withdrawal, persistence, and student success rates in OER sections. Work with IT and Instruction to figure out this process. Monitor and analyze student performance to assess the impact of OER on learning outcomes and engagement. Work with ASO and Public Relations to advertise these resources. Address technology barriers, provide support for students, and ensure inclusivity in OER implementation. Use data to target best uses of OER.
Evaluation of OER	Evaluate OER for quality, diversity, inclusion, and accessibility.	Improve accessibility of resources and material for students with disabilities. Evaluate the diversity of representation of OER.	Provide funding for student workers, classified employees, or faculty stipends, alternative committee assignments, or release time to improve accessibilty of OER. Provide funding for student workers, classified employees, or faculty stipends, alternative committee assignments, or release time to evaluate the representation in OER.
Processes	Create processes across campus for long-term OER use for Curriculum, CORs, Library, Bookstore, & ASO funding.	Support Curriculum OER Processes. Support Bookstore OER Processes. Support Online Development & OER Use. Support Scheduling Processes. Support ASO through funding loss.	Create system to track OER on CORs. Create system to identify OER in Banner. Create system to track OER on TAR and review bookstore process. Update Library Guide for OER. Lobby for a digital librarian who can be responsible for website development & OER textbooks and support. Create a system to track instructors/courses that use OER. Create filter in Cougar Tracks so that only ZTC is a filter when searching for classes. Create system to identify OER in the schedule. Investigate ways to increase ASO funding.
Campus Community	Use data to make decisions, implement changes, and increase effectives of OER. Provide consistent institutional policies and procedures regarding OER. Use assessment to study impact of OER on teaching and learning. Develop a sustainable model for OER implementation and support.	Add OER to Program Review Process. Work with Institutional Research to create OER Data and Dashboard. Develop and implement institutional policies supporting OER adoption. Regularly assess the impact of OER on teaching and learning. Identify and secure ongoing funding sources, create a support infrastructure, and ensure a long-term commitment to OER initiatives.	Create a section in Program Review to assess OER use. Use data to improve quality and quantity of OER on campus. Create guidelines for copyright, licensing, attribution, and incentives to use and create OER. Collect and analyze data on student outcomes, faculty experiences, and cost savings to inform continuous improvement. Establish key performance indicators (KPIs) to measure the success of the OER initiative. Regularly assess user engagement, content quality, and platform functionality. Collect feedback from educators and students to inform continuous improvement. Design the OER initiative with scalability in mind to accommodate future growth Work with Dean of Instruction to find funding sources Offer training in OER use, editing, and creation for faculty.