**THE OER ADOPTION PYRAMID**

**OER Readiness Tables**

<table>
<thead>
<tr>
<th>University profiles</th>
<th>OER Readiness: excellence as teachers</th>
<th>OER Readiness: Institutional value</th>
<th>OER Readiness: potential OER creators</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student access</td>
<td>#1</td>
<td>#2</td>
<td>#3</td>
</tr>
<tr>
<td>Location</td>
<td>Urban</td>
<td>Rural</td>
<td>Provincial</td>
</tr>
<tr>
<td>Approach</td>
<td>Traditional</td>
<td>Distance</td>
<td></td>
</tr>
<tr>
<td>Institutional culture type</td>
<td>Collegial</td>
<td>Bureaucratic</td>
<td>Managerial</td>
</tr>
<tr>
<td>Copyright holder over teaching materials</td>
<td>Lecturer</td>
<td>University</td>
<td>University</td>
</tr>
</tbody>
</table>

**Questions for potential OER creators**

**VOLITION**

Do you have any desire to use OER?

**AVAILABILITY**

Have you found OER online of acceptable relevance, validity and quality - that you could license and share as OER?

**CAPACITY**

Do you know where and when to search for and identify OER? Do you know how the different CC licenses impact the ways in which you can use OER for teaching? If you do not have (stable) internet connectivity, do you have another computer that could be shared?

**ACCESS**

Do you have the necessary hardware and infrastructure - such as electricity, internet connectivity and computer devices - for engaging in OER activity?

**Questions for potential OER users**

**VOLITION**

Do you have any desire to use OER?

**AVAILABILITY**

Do you have permission (from your curriculum committee, etc.) to use OER for teaching?

**CAPACITY**

Do you have any knowledge of or experience with OER? Do you know what Open Content Licenses (CC licences) differentiate OER from traditionally copyrighted materials?

**ACCESS**

Do you have (stable) internet connectivity? Do you have the necessary computer hardware for OER adoption?

**OER adoption = use and/or creation**

**OER Readiness:**

- Low
- Medium
- High
- Very high

**Level of OER Readiness:**

- Low
- Moderate
- High
- Very high

**How to use the OER Adoption Pyramid**

The Pyramid enables comparison of the factors involved in OER adoption at an institutional site, whether the agent of analysis is an academic or the institution itself. From a series of questions (above) which can help assess the OER readiness of an institution. If the answer is “no” to any of the questions above, then OER activity for the relevant agent (an academic or institution) cannot proceed. From this analysis, one may differentiate OER from traditionally copyrighted materials. Based on the data gathered at these universities, we allocated them a colour-coded readiness value to each of the factors: very low, low, medium, high and very high. The pyramid reveals that, ultimately, only academics or institutions that possess all six of these attributes (even if in some modified or attenuated fashion) can engage in OER activity. If even one of these elements is missing, they cannot participate in OER activity.

**How to cite:**