

City University of New York (CUNY)

CUNY Academic Works

Publications and Research

New York City College of Technology

2020

Impact of Open Educational Resources (OER) on Student Academic Performance and Retention Rates in Undergraduate Engineering Departments

Yonchao Zhao

CUNY New York City College of Technology

Ashwin Satyanarayana

CUNY New York City College of Technology

Cailean Cooney

CUNY New York City College of Technology

[How does access to this work benefit you? Let us know!](#)

More information about this work at: https://academicworks.cuny.edu/ny_pubs/638

Discover additional works at: <https://academicworks.cuny.edu>

This work is made publicly available by the City University of New York (CUNY).

Contact: AcademicWorks@cuny.edu

Impact of Open Education Resources (OER) on Student Academic Performance and Retention Rates in Undergraduate Engineering Departments

Ms. Yongchao Zhao, New York City College of Technology

Ms. Yongchao Zhao directs the Office of Assessment, Institutional Research and Effectiveness at New York City College of Technology-CUNY. The Office aims to provide leadership in supporting efforts to improve the quality of student learning outcomes through assessment, as well as collect, analyze, interpret, and disseminate accurate and timely information on all aspects of the college's activities in support of institutional planning, decision-making and reporting.

Dr. Ashwin Satyanarayana, New York City College of Technology

Dr. Ashwin Satyanarayana is currently the Chair and Associate Professor with the Department of Computer Systems Technology, New York City College of Technology (CUNY). Prior to this, Dr. Satyanarayana was a Research Scientist at Microsoft in Seattle from 2006 to 2012, where he worked on several Big Data problems including Query Reformulation on Microsoft's search engine Bing. He holds a PhD in Computer Science from SUNY, with particular emphasis on Data Mining and Big data analytics. He is an author or co-author of over 25 peer reviewed journal and conference publications and co-authored a textbook – "Essential Aspects of Physical Design and Implementation of Relational Databases." He has four patents in the area of Search Engine research. He is also a recipient of the Math Olympiad Award, and is currently serving as Chair Elect of the ASEE (American Society of Engineering Education) Mid-Atlantic Conference. He also serves as an NSF (National Science Foundation) panelist.

Prof. Cailean Cooney, New York City College of Technology, CUNY

Cailean Cooney is Assistant Professor and OER Librarian at New York City College of Technology, CUNY, where she coordinates the Library's Open Educational Resources (O.E.R.) initiative. She has published about the impact of O.E.R. on the student experience in Open Praxis and the International Review of Research in Open and Distributed Learning. Her interests include foregrounding student-centered approaches and universal design principles into professional development programs.

Impact of Open Education Resources (OER) on Student Academic Performance and Retention Rates in Undergraduate Engineering Departments

Abstract

To students and families already struggling to afford college tuition and fees, spending an additional \$1,240 per year on books and supplies can be a breaking point. This cost constitutes as much as 39% of tuition and fees at a community college and 14% of tuition and fees at a four-year public institution (data obtained from the 2019-20 College Board survey for full-time undergraduate students). Moreover, due to the coronavirus pandemic, the demand for digital textbooks is surging and the problem is compounded by the fact that without on-campus resources, including library reserve textbook collections, students are facing more barriers to access course content. Existing research also points to a negative impact on student grades, retention rates, and graduation time when there is lack of access to primary course materials.

Open textbooks and open educational resources (OER) present a viable alternative to costly publisher content. Defined, open educational resources are teaching and learning materials freely available for everyone to use and are typically openly licensed to allow for re-use and modification by instructors. At New York City College of Technology – CUNY, the college’s library began an OER initiative in fall 2014 to introduce faculty to OER as an alternative to traditional textbooks, and since then faculty have adopted OER across 26 of 28 academic departments and 116 courses – alleviating great financial strain and increasing access to course materials.

The main objective of this paper is to investigate the association between the use of OER in engineering programs and student academic performance and retention rates. Analysis of early data demonstrates that for course sections where OER was used, retention rates increased significantly, and withdrawal rates lowered significantly.

1. Introduction

The last decade has seen an increase in the open education movement including open courseware, open textbooks, and Massive Open Online Courses (MOOC). The main focus of this movement is on broadening access to information through the use of open and free content. Bliss and Smith [1] explain the usefulness of this movement: “The implicit goal was to equalize access to disadvantaged and advantaged peoples of the world – in MIT’s language, to create ‘a shared intellectual Commons’.” This open movement and its ethos have been something of an antidote to the disproportionate inflation of textbook costs over the past two decades [2], with the average expense for books and supplies estimated at \$1,240 per year for full-time students [3].

Open educational resources (OER) are openly-licensed, freely available, educational materials that can be modified and redistributed. They can include any type of educational resource, from syllabi to full courses. Hewlett Foundation defines OER as: “Open Educational Resources are teaching, learning and research materials in any medium – digital or otherwise – that reside in

the public domain or have been released under an open license that permits no-cost access, use, adaptation and redistribution by others with no or limited restrictions [4].”

The two main benefits that OER can bring to students are cost savings [5] and access to quality education [6]. This is especially relevant to the student population at City Tech, 60% of whom are considered economically disadvantaged, and belong to the most racially, ethnically, and culturally diverse institution of higher education in the northeast United States: 30% of our students are African American, 32% are Latino, 21% are Asian or Pacific Islanders, and 12% are Caucasian [7].

The main benefit of OER among instructors is the freedom to adapt OER to their specific instructional needs. Currently, some of the challenges to using OER are uneven subject availability (much content is available for General Education courses), the time involved in locating and adopting material, and the lack of support (i.e., institutional resources) for creating new OER material.

The goal of this study is to explore whether teaching with OER in place of proprietary and other paywalled materials has any impact on student retention and academic performance.

2. Open Education Resources at City Tech

While there are structural impediments to adopting OER, there are emerging programs, typically at local and state levels [8], to increase faculty awareness and use of OER. At City Tech, the college’s efforts began in fall 2014 with a signature faculty professional development program called the “OER Fellowship,” in which faculty volunteer to replace a traditional textbook with curated course material that is cost-free and publicly accessible via the college’s open-source digital platform, the City Tech OpenLab [9]. Upon completion of the OER Fellowship, faculty receive a stipend for participating in seminars, identifying materials and curating the OER, and then teaching with the course material over the next academic term. The OER course redesign process ensures that students have access to course material before, during, and after their studies, as the program requires course content be made available via a public website that does not require authentication (on the OpenLab platform) as opposed to a proprietary course management system that limits access to course materials to the duration of the semester.

The college’s program has expanded since the university was awarded \$4 million annually (AY 2017-18 to present) from New York State to scale-up OER efforts [10]. Beginning with the first inaugural cohort of 3 faculty in spring 2015, the program has steadily increased to 18 faculty in 2016, and up to at least 30 faculty per year from 2017 to the present.

3. Methodology

3.1 Participants and settings

In this paper we focus on OER adoption in the college’s engineering departments: OER has been implemented in 24 courses across 9 departments (illustrated in Table 1). Additionally, the course curriculum remained consistent during OER adoption. Curriculum revisions are initiated at the

department level, with minor and major curriculum modifications taken up based on protocols prescribed by the college and university. No courses included in this study went through any minor or major curriculum modifications during this time. To control for unexpected variables including courses that were not offered or faculty who were not assigned to courses, we limited the data analysis to 14 of the 24 courses to ensure data validity. As the analysis outlines below, 8 of the courses ran with partial adoption of OER (not all sections offered used OER), and 6 courses had full OER adoption (all sectioned used OER).

Table 1: OER initiative in engineering departments at City Tech

| No. | Course Code | Course Name | Engineering Department | First Term Eligible for OER |
|-----|-------------|--|--|-----------------------------|
| 1 | CMCE 2321 | Construction Management II | Construction Management Technology | 2016 Fall |
| 2 | ENT 1102 | Health and Safety in Production | Entertainment Technology | 2016 Fall |
| 3 | TCET 2102 | Analog and Digital Telephony | Electrical Engineering & Telecommunications Technologies | 2017 Fall |
| 4 | ARCH 1101 | Introduction to Architecture | Architectural Technology | 2018 Fall |
| 5 | COMD 2427 | Typographic Design | Communication Design | 2018 Fall |
| 6 | CST 1101 | Computer Programming and Problem Solving | Computer Systems Technology | 2018 Fall |
| 7 | CST 4714 | Database Administration | Computer Systems Technology | 2018 Fall |
| 8 | EET 1102 | Techniques of Electrical Technology | Electrical Engineering & Telecommunications Technologies | 2018 Fall |
| 9 | MECH 3550 | Simulation and Visualization | Mechanical Engineering Technology | 2018 Fall |
| 10 | TCET 3222 | Satellite Transmission | Electrical Engineering & Telecommunications Technologies | 2018 Fall |
| 11 | ENT 1201 | Electricity for Live Entertainment | Entertainment Technology | 2019 Spring |
| 12 | CET 4925 | Internet of Things | Computer Engineering Technology | 2019 Fall |
| 13 | COMD 3504 | Communication Design Theory | Communication Design | 2019 Fall |
| 14 | EMT 1130 | Electromechanical Manufacturing Lab | Computer Engineering Technology | 2019 Fall |
| 15 | EMT 2390L | Operating Systems Lab | Computer Engineering Technology | 2019 Fall |
| 16 | ENT 3390 | Sound for Multimedia | Entertainment Technology | 2019 Fall |
| 17 | MTEC 1005 | Physical Computing Skills Lab | Entertainment Technology | 2019 Fall |
| 18 | TCET 4182 | Telecommunications Capstone Project I | Electrical Engineering & Telecommunications Technologies | 2019 Fall |
| 19 | COMD 3601 | Information Design | Communication Design | 2020 Spring |
| 20 | CST 4724 | Data on the Web | Computer Systems Technology | 2020 Spring |
| 21 | CMCE 2456 | Soil Mechanics and Lab | Construction Management Technology | 2020 Fall |
| 22 | ENT 1270 | Sound I | Entertainment Technology | 2020 Fall |
| 23 | ENVC 2401 | Renewable and Hybrid Energy Systems | Environmental Control Technology | 2020 Fall |
| 24 | MECH 2333 | Advanced Strength of Materials II | Mechanical Engineering Technology | 2020 Fall |

In order to explore the potential effects of OER on student success, we focused on examining student course outcome measures (i.e., withdrawal rate, fail rate) and retention rates (i.e. semester-to-semester retention rate and one-year retention rate). We explored three different criteria for students enrolled in OER courses: (1) course withdrawal rate, (2) D-grade rate, and (3) course failure rate. Grade performance distribution (A-C grades) was not included in the outcome measures in order to mitigate uncontrolled variables including potential unconscious and conscious bias during grading [11, 12]. Selection of measurement criteria was also informed by the methodologies implemented in the largest multi-institution assessment study performed to date about the impact of OER on student success, from the Achieving the Dream's OER Degree Initiative [13]. Rather than examining course level performance metrics, the Achieving the Dream study instead measured overall student credits earned and cumulative college grade point

average. We identified the eight courses with sections taught by both OER and Non-OER instructors and compared the three rates in the OER and non-OER groups. With the six courses that offered all sections as OER, we compared grade distributions in the previous two semesters prior to using OER.

We examined two types of student retention rates in these fourteen courses: (1) one-semester retention rate and (2) one-year retention rate. A student is considered retained if they are enrolled or graduated within a semester or academic year. For example, if a student enrolled in Fall 2016, returned in Spring 2017, or graduated by Spring 2017, the student is considered retained semester-to-semester. Similarly, if a student was enrolled in Fall 2016 and returned in Fall 2017, or graduated by Fall 2017, the student is considered retained in one year.

3.2 Statistical tests

In this paper, we used Welch's t-test, which is less restrictive compared to the original Student's t-test. Welch's t-test does not assume that the variance is the same in the two groups, resulting in fractional degrees of freedom. Welch's t-test performs better than Student's t-test whenever sample sizes and variances are unequal between groups and yields the same result when sample sizes and variances are equal.

4. Results

4.1 Student academic performance

Table 2 shares the grade distribution between OER sections and non-OER sections taught in the same semester. The results indicate that overall course withdrawal rates of OER sections are statistically significantly lower than non-OER sections taught during the same semester, with $t(547) = 3.31, p < .001, 95\% \text{ CI: } [2.6\%, 10.2\%]$. In contrast, the overall D-grade ($t(441) = 0.48, p = .63$) and course failure rates ($t(444) = 0.92, p = .36$) between OER and non-OER sections are not statistically significantly different. With the majority of OER course sections, the D-grade and failure rates are relatively lower or in the same range as the non-OER sections. The D-grade rate difference ranges from -13.0% to +11.6%, and failure rate difference ranges from -6.8% to +12.9%.

Table 3 presents the trend of grade distribution for courses with all sections before and after adopting OER. After implementing OER, the withdrawal rates dropped in five out of six courses; course failure rate and D-grade rate show no clear trends.

In summary, courses that adopted OER have demonstrated a significant decrease in withdrawal rate, a relatively lower failure rate, and no obvious change in D-grade rate.

Table 2: Grade distribution comparison (OER versus non-OER sections taught in the same semester)

| Course | OER Sections | | | | Non-OER Sections | | | |
|------------------------|---------------|----------------|-------------|-------------|------------------|-----------------|-------------|--------------|
| | # of students | Withdrawal (%) | D-grade (%) | Fail (%) | # of students | Withdrawal (%) | D-grade (%) | Fail (%) |
| ARCH 1101 (2018 Fall) | 34 | 20.6% | 7.4% | 11.1% | 146 | 19.2% | 4.2% | 5.9% |
| COMD 3504 (2019 Fall) | 18 | 0.0%** | 5.6% | 0.0% | 36 | 22.2%** | 0.0% | 0.0% |
| CST 1101 (2018 Fall) | 23 | 17.4% | 10.5% | 21.1% | 570 | 13.9% | 6.3% | 8.1% |
| CST 4714 (2018 Fall) | 24 | 0.0% | 0.0% | 0.0% | 24 | 8.3% | 4.5% | 0.0% |
| CST 4714 (2019 Spring) | 24 | 0.0% | 0.0% | 0.0% | 24 | 0.0% | 0.0% | 0.0% |
| CST 4714 (2019 Fall) | 24 | 4.2% | 0.0% | 0.0% | 24 | 4.2% | 13.0% | 0.0% |
| EET 1102 (2018 Fall) | 34 | 0.0%** | 0.0%* | 8.8% | 72 | 11.1%** | 6.3%* | 15.6% |
| EMT 1130 (2019 Fall) | 41 | 22.0% | 0.0%* | 25.0% | 243 | 18.9% | 2.0%* | 28.9% |
| EMT 2390L (2019 Fall) | 44 | 2.3% | 11.6%* | 2.3% | 41 | 7.3% | 0.0%* | 0.0% |
| ENT 1102 (2016 Fall) | 27 | 11.1% | 4.2% | 29.2% | 26 | 19.2% | 4.8% | 23.8% |
| Total | 293 | 8.5%*** | 4.1% | 9.7% | 1206 | 14.9%*** | 4.8% | 11.6% |

Note. D-grade (%) is the percentage of students who obtained a D grade out of the total students who completed the course (completed = total enrollment – withdrawal), Fail (%) is the percentage of students who failed the course out of the total students who completed the course; The asterisks (*) indicate significance levels: *** ($p < .001$), ** ($p < .01$), and * ($p < .05$);

Table 3: Grade distribution trends for courses before and after using OER

| Course | OER Adopted Semester | OER Semester | | | | One-semester Before OER Adopted | | | | Two-semester Before OER Adopted | | | |
|-----------|----------------------|---------------|----------------|-------------|----------|---------------------------------|----------------|-------------|----------|---------------------------------|----------------|-------------|----------|
| | | # of students | Withdrawal (%) | D-grade (%) | Fail (%) | # of students | Withdrawal (%) | D-grade (%) | Fail (%) | # of students | Withdrawal (%) | D-grade (%) | Fail (%) |
| CMCE 2321 | 2016 Fall | 39 | 0.0% | 2.6% | 2.6% | 21 | 4.8% | 0.0% | 0.0% | -- | | | |
| COMD 2427 | 2018 Fall | 36 | 0.0%* | 8.3% | 19.4%* | 90 | 6.7%* | 3.6% | 2.4%* | 108 | 2.8% | 1.9% | 2.9%* |
| ENT 1201 | 2019 Spring | 33 | 0.0% | 0.0% | 9.1% | 23 | 8.7% | 4.8% | 14.3% | 20 | 0.0% | 5.0% | 5.0% |
| MECH 3550 | 2018 Fall | 18 | 11.1% | 0.0% | 0.0% | 19 | 15.8% | 0.0% | 0.0% | 19 | 15.8% | 18.8% | 6.3% |
| MTEC 1005 | 2019 Fall | 29 | 20.7% | 4.3% | 0.0% | 32 | 9.4% | 0.0% | 0.0% | 32 | 21.9% | 16.0% | 0.0% |
| TCET 3222 | 2018 Fall | 16 | 0.0% | 37.5%* | 6.3% | 15 | 0.0% | 0.0%** | 0.0% | 14 | 0.0% | 7.1%* | 0.0% |

Note. These six courses were taught all by OER instructors; The dashes (“--”) indicate the course was not offered in the semester; The asterisks (*) indicate significance levels: *** ($p < .001$), ** ($p < .01$), and * ($p < .05$).

4.2 Retention rates comparison

Table 4 demonstrates that overall retention rates in OER sections are significantly higher when compared to non-OER sections taught in the same semester. For one-semester retention rates, the statistics are: $t(501) = -2.66$, $p = .008$, 95% CI: [1.6%, 10.7%], and the statistics of one-year retention rates are: $t(253) = -2.95$, $p = .003$, 95% CI: [3.5%, 17.6%].

Table 5 shows the student retention trends for the six courses with all sections using OER, comparing non-OER sections from the previous two semesters. Although none of the courses show statistical significance, five out of six had higher retention rates since adopting OER.

In summary, courses adopting OER have demonstrated a statistically significant increase in both one-semester and one-year retention rates.

Table 4: Retention rates comparison (OER versus non-OER sections)

| Course | OER Sections | | | Non-OER Sections | | |
|------------------------|---------------|----------------------------|------------------------|------------------|----------------------------|------------------------|
| | # of students | one-semester retention (%) | one-year retention (%) | # of students | one-semester retention (%) | one-year retention (%) |
| ARCH 1101 (2018 Fall) | 34 | 82.4% | 67.6% | 146 | 82.2% | 65.8% |
| COMD 3504 (2019 Fall) | 18 | 100.0%* | ~ | 36 | 86.1%* | ~ |
| CST 1101 (2018 Fall) | 23 | 82.6% | 69.6% | 570 | 82.1% | 66.8% |
| CST 4714 (2018 Fall) | 24 | 87.5% | 87.5% | 24 | 79.2% | 79.2% |
| CST 4714 (2019 Spring) | 24 | 87.5% | 95.8% | 24 | 91.7% | 87.5% |
| CST 4714 (2019 Fall) | 24 | 95.8% | ~ | 24 | 91.7% | ~ |
| EET 1102 (2018 Fall) | 34 | 88.2% | 76.5% | 72 | 81.9% | 70.8% |
| EMT 1130 (2019 Fall) | 41 | 65.9% | ~ | 243 | 70.4% | ~ |
| EMT 2390L (2019 Fall) | 44 | 95.5% | ~ | 41 | 85.4% | ~ |
| ENT 1102 (2016 Fall) | 27 | 88.9% | 77.8% | 26 | 76.9% | 61.5% |
| Total | 293 | 86.3%** | 78.3%** | 1206 | 80.2%** | 67.7%** |

Note. The tilde (“~”) indicates full data is not yet available; The asterisks (*) indicate significance levels: *** (p < .001), ** (p < .01), and * (p < .05).

Table 5: Retention rate trends for courses with all sections using OER

| Course | OER Adopted Semester | OER Semester | | | One-semester Before OER Adopted | | | Two-semester Before OER Adopted | | |
|-----------|----------------------|---------------|----------------------------|------------------------|---------------------------------|----------------------------|------------------------|---------------------------------|----------------------------|------------------------|
| | | # of students | One-semester retention (%) | One-year retention (%) | # of students | One-semester retention (%) | One-year retention (%) | # of students | One-semester retention (%) | One-year retention (%) |
| CMCE 2321 | 2016 Fall | 39 | 84.6% | 87.2% | 21 | 81.0% | 90.5% | -- | -- | -- |
| COMD 2427 | 2018 Fall | 36 | 83.3% | 77.8% | 90 | 94.4% | 88.9% | 108 | 93.5% | 90.7% |
| ENT 1201 | 2019 Spring | 33 | 87.9% | 75.8% | 23 | 87.0% | 65.2% | 20 | 75.0% | 70.0% |
| MECH 3550 | 2018 Fall | 18 | 100.0% | 88.9% | 19 | 94.7% | 84.2% | 19 | 89.5% | 73.7% |
| MTEC 1005 | 2019 Fall | 29 | 79.3% | ~ | 32 | 84.4% | 84.4% | 32 | 78.1% | 59.4% |
| TCET 3222 | 2018 Fall | 16 | 100.0% | 100.0% | 15 | 86.7% | 93.3% | 14 | 100.0% | 92.9% |

Note. The dashes (“--”) indicate the course was not offered in the semester; the tilde (“~”) indicates full data is not available yet.

5. Discussion

The first research question of this study asked if the academic performance (withdrawal rate, D-rate, and failure rate) in sections using OER differed from other sections of the same course in the same semester. The second research question asked if the academic performance (withdrawal rate, D-rate and failure rate) in sections that used OER differed from other sections of the same course in prior semesters. The results as shown in Table 2 and Table 3 indicate that courses implementing OER demonstrated a statistically significant decrease in course withdrawal rate, a relatively lower failure rate, and no obvious change in D-grade rate. Our results are in agreement with other studies [14] which demonstrate that lowering the cost of textbooks lowers withdrawal rates in community and senior colleges. The third research question of this study asked if OER improved student one semester and one-year retention rates. Our results in Table 4 and Table 5 demonstrate that the OER environment supports increased retention rates (both one semester and one year).

6. Conclusion and future work

Adopting OER can be an effective means of obviating the extreme cost of textbooks and is particularly important at New York City College of Technology (City Tech) because our student population is vulnerable to systemic inequities in the public education system that can impede academic progress. Our college setting is well placed to take up OER efforts with its established faculty driven programming lead out of the college's library, which has been sustained and expanded with funds awarded to the college as part of New York State's OER scale-up initiative, starting in 2017 and continuing into the 2020-21 academic year. The focus of this research was to examine whether there were any patterns in student performance and retention in courses specific to the college's engineering fields. Results from early data gathered indicate that courses using OER compared to non-OER courses had a decreased rate in student course withdrawal and a better retention rate. While the data did not yield a statistically significant change in grades (failing and D-grades), it is notable that student performance did not decrease. Future research will seek to include larger data sets to continue to compare these metrics against non-OER courses and examine further trends over time.

References

- [1] Bliss, T.J. and Smith, M. "A Brief History of Open Educational Resources." In *Open: The Philosophy and Practices that are Revolutionizing Education and Science*, edited by Rajiv Jhangiani and Robert Biswas-Diener, 9-27. London: Ubiquity Press, 2017. DOI: <https://doi.org/10.5334/bbc.b>
- [2] American Enterprise Institute. (2020). "Chart of the day.... or century?" Retrieved from <https://www.aei.org/carpe-diem/chart-of-the-day-or-century/>
- [3] College Board. (2019). *Trends in College Pricing, 2019*. <https://research.collegeboard.org/pdf/trends-college-pricing-2019-full-report.pdf>

- [4] William & Flora Hewlett Foundation. "Open Educational Resources." Accessed June 15, 2019. <https://hewlett.org/strategy/open-educational-resources/>
- [5] Florida Virtual Campus. *2018 Student Textbook and Course Materials Survey: Executive Summary*, 2018. Accessed June 15, 2019. https://www.flbog.edu/documents_meetings/0290_1174_8926_6.3.2%2003a_FLVC_SurveyEXSUM.pdf
- [6] Hodgkinson-Williams, Cheryl and Arinto, Patricia B. *Adoption and Impact of OER in the Global South*. Cape Town & Ottawa: African Minds, International Development Research Centre & Research on Open Educational Resources, 2017. DOI: 10.5281/zenodo.1005330
- [7] Office of Assessment, Institutional Research and Effectiveness, Enrollment Trends [Online]. Available: <http://air.citytech.cuny.edu/data-dashboard/enrollment-trends-fall> [Accessed: 5-Oct-2020]
- [8] *List of North American OER Policies & Projects*. (2020, October). SPARC. <https://sparcopen.org/our-work/list-of-oer-policies-projects/>
- [9] Cooney, C., Belli, J., Almond, A., & Seto, J. (2018, April). *Building a culture of open pedagogy from the platform up*. Paper presented at the Open Education Global Conference, Delft, The Netherlands. <http://doi.org/10.4233/uuid:559c4fa0-60e6-4e1a-8540-37f59afa7745>
- [10] *New York State Open Educational Resources Funds: CUNY Year Two Report*. (2020, January). https://www.cuny.edu/wp-content/uploads/sites/4/page-assets/libraries/open-educational-resources/CUNY-OER-Report-Year2_SinglePage.pdf
- [11] Malouff, J. (2008). *Bias in grading*. *College Teaching*, 56 (3), 191-192. Retrieved October 25, 2020, from <http://www.jstor.org/stable/20695206>.
- [12] Malouff, J. M., & Thorsteinsson, E. B. (2016). Bias in grading: A meta-analysis of experimental research findings. *Australian Journal of Education*, 60(3), 245–256. <https://doi.org/10.1177/0004944116664618>
- [13] Griffiths, R., Mislevy, J., Wang, S., Ball, A., Shear, L., Desrochers, D. (2020). *OER at Scale: The Academic and Economic Outcomes of Achieving the Dream's OER Degree Initiative*. Menlo Park, CA: SRI International.
- [14] Clinton, V., & Khan, S. (2019). Efficacy of open textbook adoption on learning performance and course withdrawal rates: a meta-analysis. *AERA Open*, 5(3), 2332858419872212.