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## Fostering Open and FAIR Educational Resources in Danish University Libraries

Over the past two years, we have investigated the opportunities and challenges associated with developing Open Educational Resources (OER) within the context of Danish university libraries. Through a combination of workshops, storytelling sessions, and surveys, we examined staff awareness of—and engagement with—the OER platform LearningLib across the Royal Danish Library network, including the University Libraries of Copenhagen (KUB), Roskilde (RUB), and Aarhus (AUL).

Our aim is to align with the universities' current strategies for innovation in teaching and learning by designing professional development initiatives that support the implementation of FAIR-by-Design workflows in OER across institutions. These workflows integrate the FAIR principles—Findable, Accessible, Interoperable, and Reusable—into the creation of educational materials and outreach activities related to Open Science. By offering in-house training tailored to staff, we aim to foster a sustainable FAIR culture that promotes the recognition, reuse, and sharing of learning resources.

Our findings point to significant cultural challenges in the sharing and dissemination of educational materials, revealing barriers to establishing a sustainable FAIR culture. These include uncertainties around intellectual property rights, concerns about the quality and reusability of shared content, and uneven levels of digital literacy among staff.

This work contributes to the evolving field of Open Education by providing practical insights and actionable strategies for embedding FAIR-by-Design principles into the development and dissemination of educational resources within academic institutions.

### Tagline

Exploring FAIR-by-Design workflows in Danish university libraries to foster a culture of sharing, reuse, and recognition in Open Educational Resources. Through staff training and collaboration, we integrate FAIR principles to support innovation in teaching and learning.

### Keywords

Fair-by-design, OER, Skill building, Academic Libraries

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