


# Organizational change experienced by Canadian universities adopting online learning



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# Rationale and context

- Growth in DE/ OL around the world
- Disruptive and transformational impact of DE/ OL
- Lack of Canadian research
- Drivers of techno-pedagogical change

# Key themes from the literature

- Online learning as a disruptive change in institutional culture and practice
- Importance of change management
  - Leadership/vision and strategy
  - Engagement of stakeholders
- Potential for transformation and innovation

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What were the factors that led to the adoption of online learning?

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Where is online learning situated in your organizational structure?

# Study design

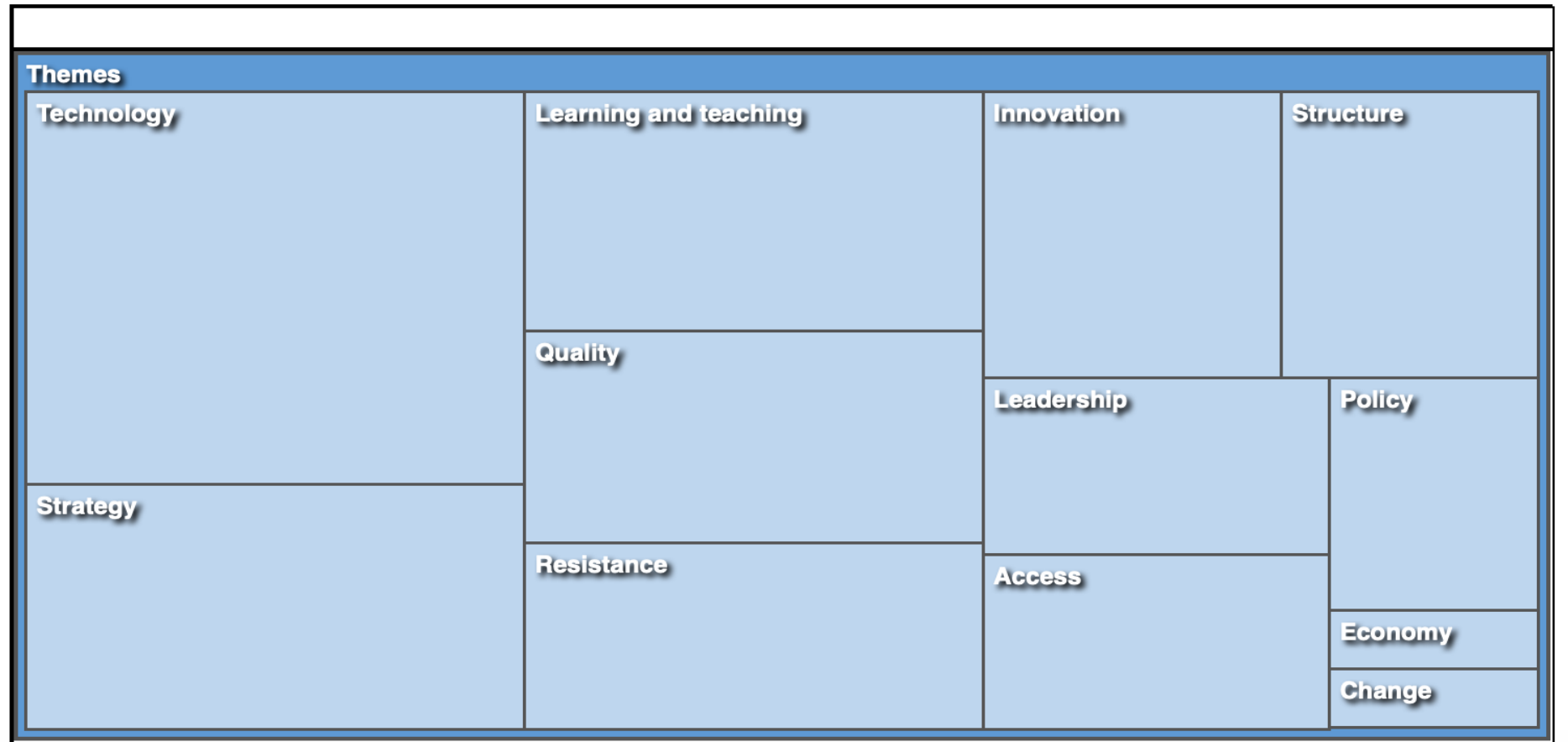
- Qualitative methodologies
- Iterative design
- Literature review
  - Interviews
  - Document collection and analysis
  - Researcher reflections

## Early findings

- An organic vs. strategic process
- Drivers: changing demographics, increased access and revenue
- Lack of resources for OL
- Creation of silos F2F vs. online
- Faculty resistance
- Importance of change management

# Themes in a single transcript

Treemap Sunburst Summary





# Successes to date

- REB approvals
- Participation and candor of interviewees
- Validation of transcripts
- Acceptance of study at conferences
- Some financial support from AU for dissemination of findings

# Key takeaways

- Shared experiences of disruption related to online learning
- Shared experiences of online implementation
- Shared information of Canadian educational environments

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# Thank you!

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