

support for cross-disciplinary  
+ value of exchanges + projects

Orientation for all re:  
expected behavior?  
values. Reinforced Practice

STRUCTURES  
• COHORT DEVELOPMENT

• DIV II SEMINARS  
PRACTICE IND.  
PROJECTS

organized by content across disciplines,  
not just medium/school!

## INTERDEPENDENT COMMUNITY

culture of actively choosing this community

## PRACTICES

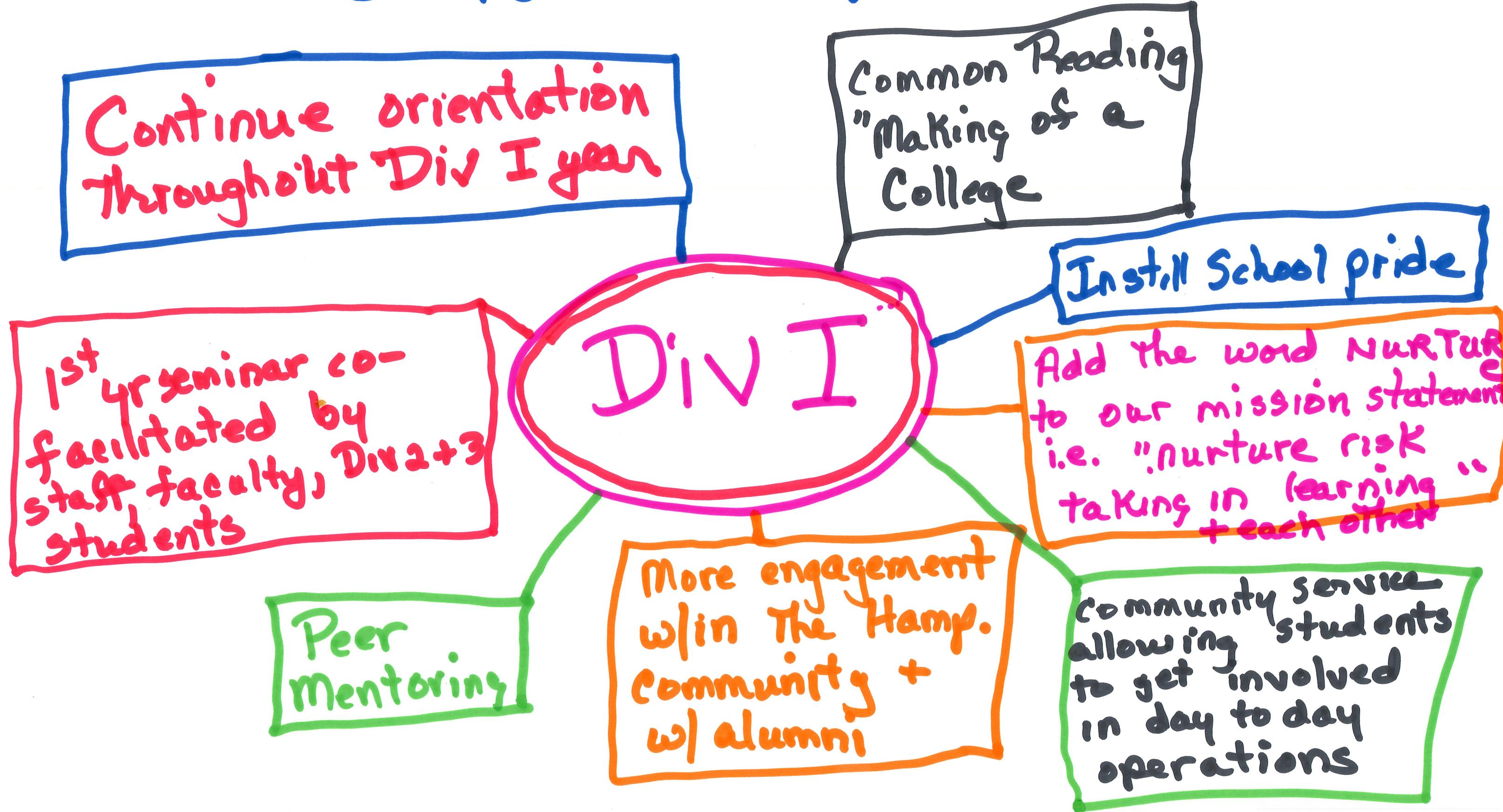
- informal, social connections - being together for the sake of being together
- critique, feedback - resonance between disciplines, shares language
- Build intellectual communities that reach across campus, five colleges, beyond academic research

• Staff Engagement in Student Experience

↑ FROM ORIENTATION ON!

(Mentorship  
deep relationships  
staff/fac/students)

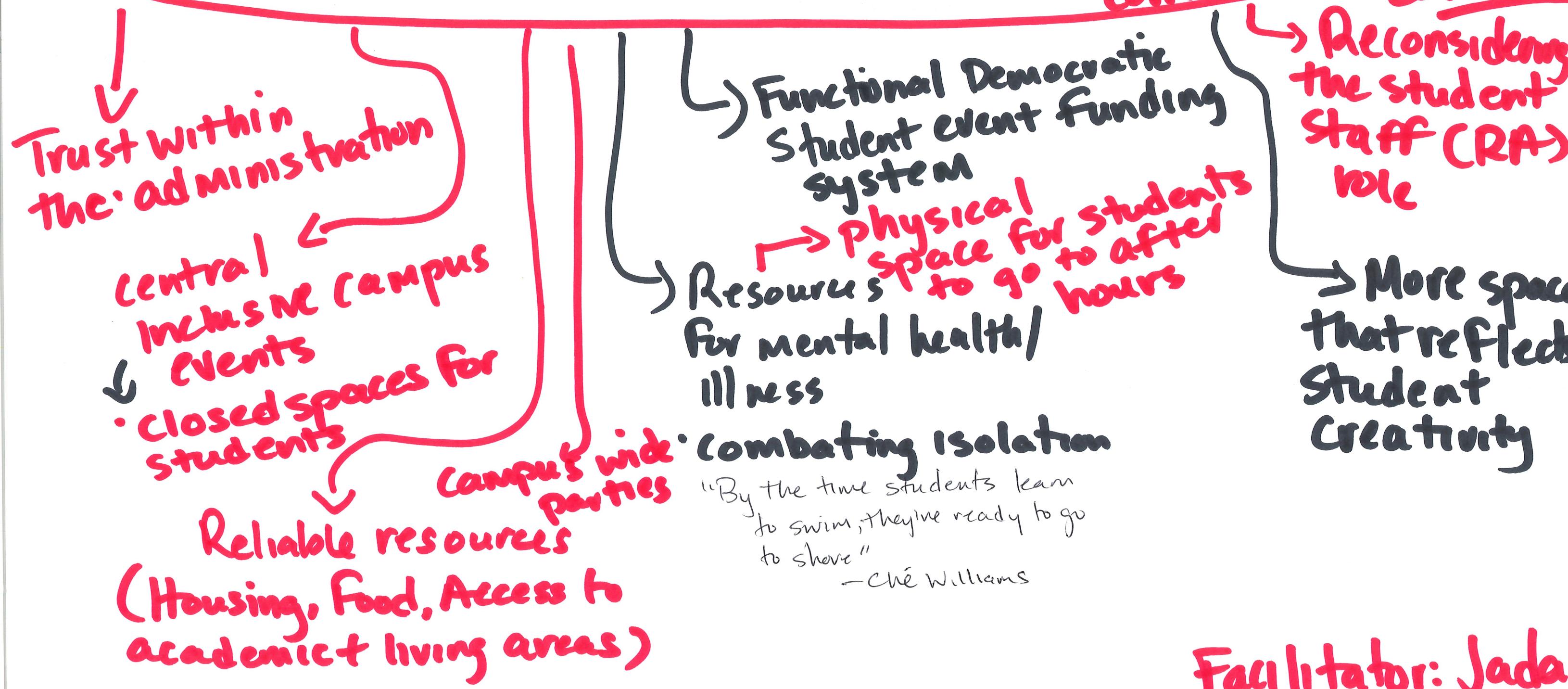
# Shared Vision



# Student-led education means

## a student led campus

\*students need to be valued in the continuation of our college



Facilitator: Jada

Students will be supported in an individual and unique path that is community oriented. #. Fosters growth and collaboration; leading to ~~internal~~ and ~~an~~ individual, local, and global paradigm shifts.

# STORYTELLING

to each other ← → to the world

STUDENTS  
AT  
THE  
CORE



WE  
ARE  
ALL  
STUDENTS

STRONG

relationship  
building

COMMUNITY

breaking  
silos

coop ed/internships/  
apprnships

SUPPORT

accessibility  
effort

Developing process + practice  
for grappling w/ big questions

BRING  
STUDENTS TO  
THEIR  
SHAZAM  
MOMENT

opportunities to put theory into practice

finding their voice

be able to fail

break down hierarchies

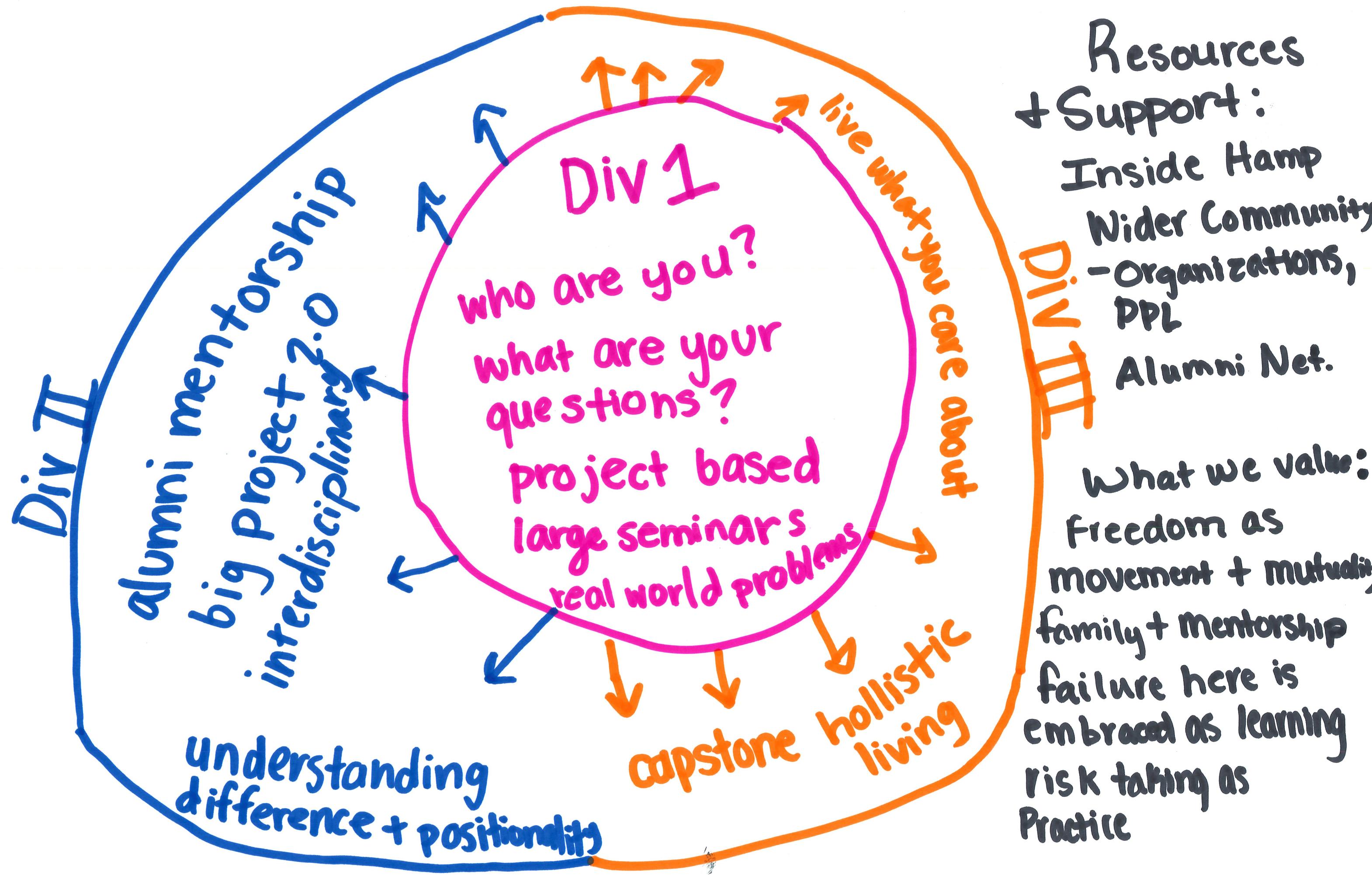
rethink outside the bonds

reframe cutting edge

taking risks

find path + then challenge it

be brave



# WHAT WILL HAMPSHIRE LOOK LIKE?

VALUE   
COMPASSION IN ONE  
ANOTHER

## IMPROVE

- COMMUNICATE TO THE WORLD - "THIS IS WHERE DIVERSITY THRIVES"
- EMPHASIZE THAT THIS IS FOR INDEPENDENT THINKERS - "YOU WILL LEARN HERE"
- LEARN IN HOW TO UNLEARN

- REJECTING THE OLD WAYS - PROSPERITY
- 

## A SOLUTION

- 1) PROMOTING THE SCHOOL TO BE ALL THIS
- 2) USE LAST SPRING TO EMPHASIZE THAT WE WANT TO MAKE CHANGES TO MAKE NEW + FRESH "WE KEEP RETHINKING THE WORLD"
- 3) YOU CAN HAVE A SAY HERE! YOUR VOICE IS HEARD
- 4) PROMOTE STUDENTS ABILITY TO CHANGE THE SCHOOL

# WHAT WILL HAMPSHIRE LOOK LIKE?

## IMPROVE

- ABILITY TO HELP STUDENTS WHO ARE IN DISTRESS.

## SOLUTIONS

- 1) PROF + FAC. + STAFF GET TRAINING FOR EMOTIONAL SUPPORT

- 2) CENTRAL NETWORK FOR CAMPUS RESOURCES.

↳ ex: WRITING CENTER (WHERE IS IT?)

## VALUE

- DEDICATION TO STUDENTS GOALS.

## IMPROVE

- FIND THE ROOT CAUSE OF PROBLEMS & OFFER HELP UNTIL IT'S SOLVED

## SOLUTION

- MORE ACCESSIBILITY SO PEOPLE DON'T HAVE TO FEEL ALONE.
- MORE TOOLS TO BUILD COMMUNITY

# WHAT WILL HAMPSHIRE LOOK LIKE?

## VALUES

- BEING ABLE TO WORK DIRECTLY IN YOUR AREAS OF STUDY. (DURING DIV 2 + DIV 3)

## IMPROVE

- GETTING MORE CONNECTIONS TO THE FIELD → NETWORKING + ALUMNI
- HANDS ON EXPERIENCE
- SEMINARS BECOME MORE INTEGRATIVE TO THE WORLD.

## VALUE

- STUDENTS ARE ABLE TO PURSUE INDIVIDUALITY.

## IMPROVE

- COLLECTIVITY TO THE WIDER WORLD  
↳ PUBLISH PROJECTS DURING UNDERGRAD

# — WHAT WILL HAMPSHIRE LOOK LIKE? —

## VALUE

COMMUNITY @  
HAMPSHIRE.

- LEARNING WITH OTHERS  
EACH OTHER'S  
STRENGTHS.  
THEIR LEARNIN'-  
INITIATION
- 2) BUILD COMMUNITY  
WI STAFF + FAC. +  
STUDENTS  
↳ NETWORKING  
WI EACH OTHER

## IMPROVE

- EDUCATE EACH OTHER  
ON HOW TO OFFER SUPPORT.

↳ Learning skills & f/s  
TO MANAGE EMOTIONAL,  
ECONOMICL AL CZT. WI/LBEINH.

- 3) CENTRALIZED  
STUDENT POWER  
↳ USING EACH  
OTHER'S EDUCATIONAL EXP. +  
COLLABORATION  
THRU MEANS OF  
WORKINH

## SOLUTION

- 1) SKILL SHARE

" I KNOW \_\_\_\_ SO I CAN  
TEACH Y'LL "

PRAXIS

# WELLNESS.

- We ❤️ Academic program
  - Publicity
- Yet, we live in an emotional desert
  - "Isolation"
  - We throw around "community" too loosely
- Harm reduction programs for students
  - 1<sup>st</sup> year support
  - Need to strike balance, structure, flexibility
- Alumni involvement

WWW - show me where your  
home is  
(no more hot/hum www)

names ↗

Div I community/group projects,  
outside of classes, not evaluated,  
to replace CEL-1

↓  
reimagine CEL-1  
and CEL-2

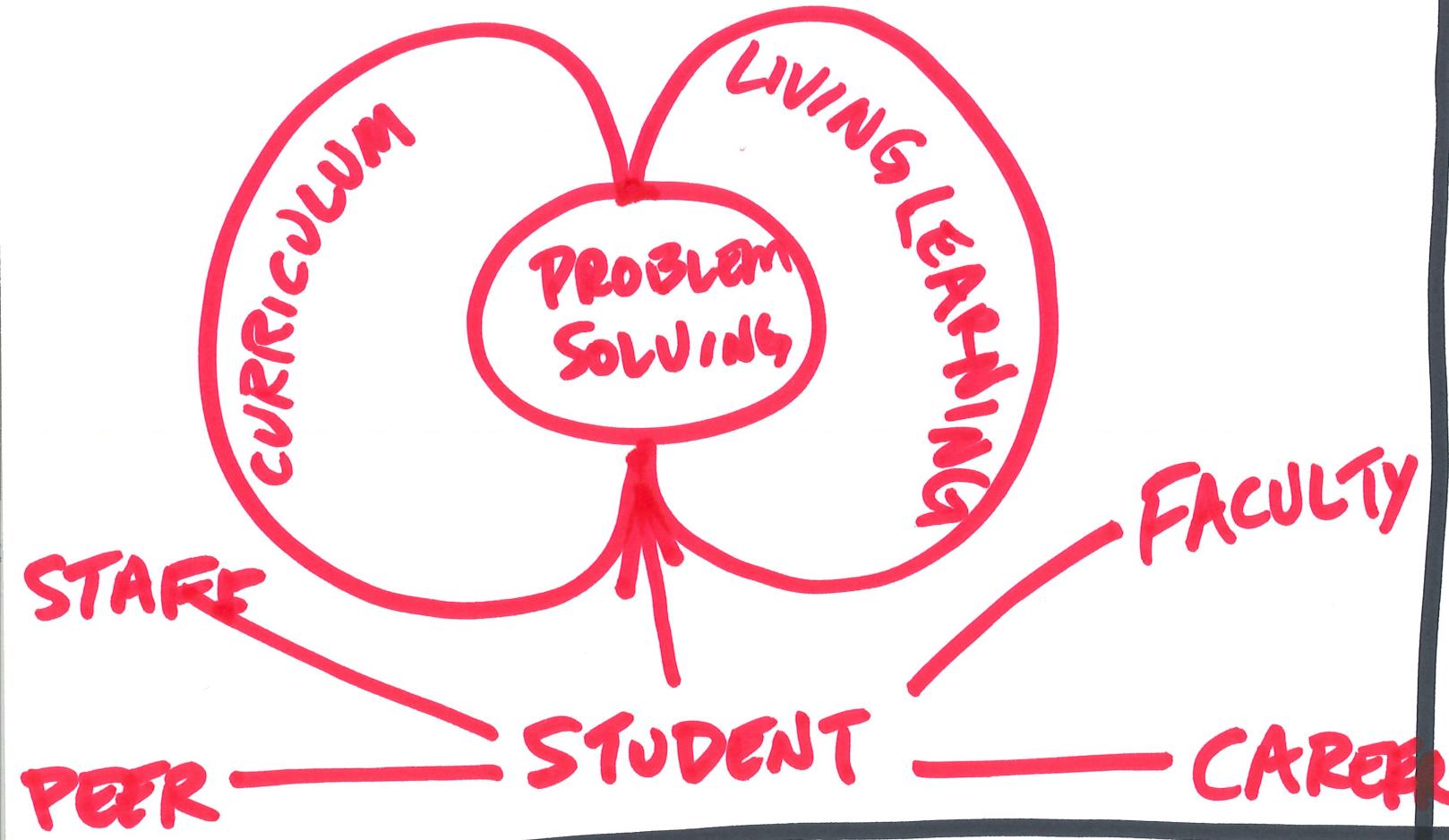
Engaging w/ Wider  
Community to Create  
Sustainability +  
academic accessibility

# Community Commons on annual real world issues w/ constructive Participation options

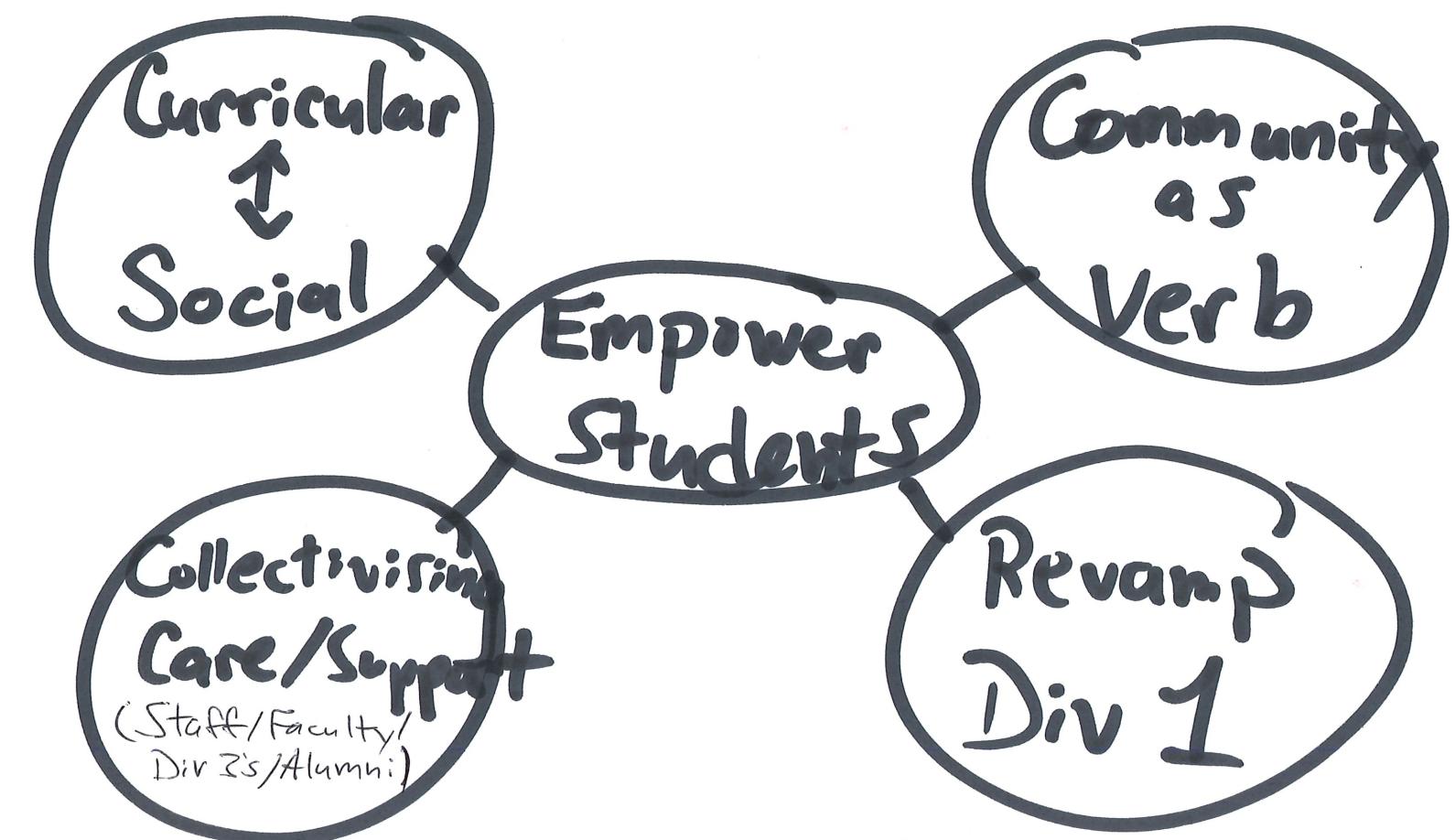
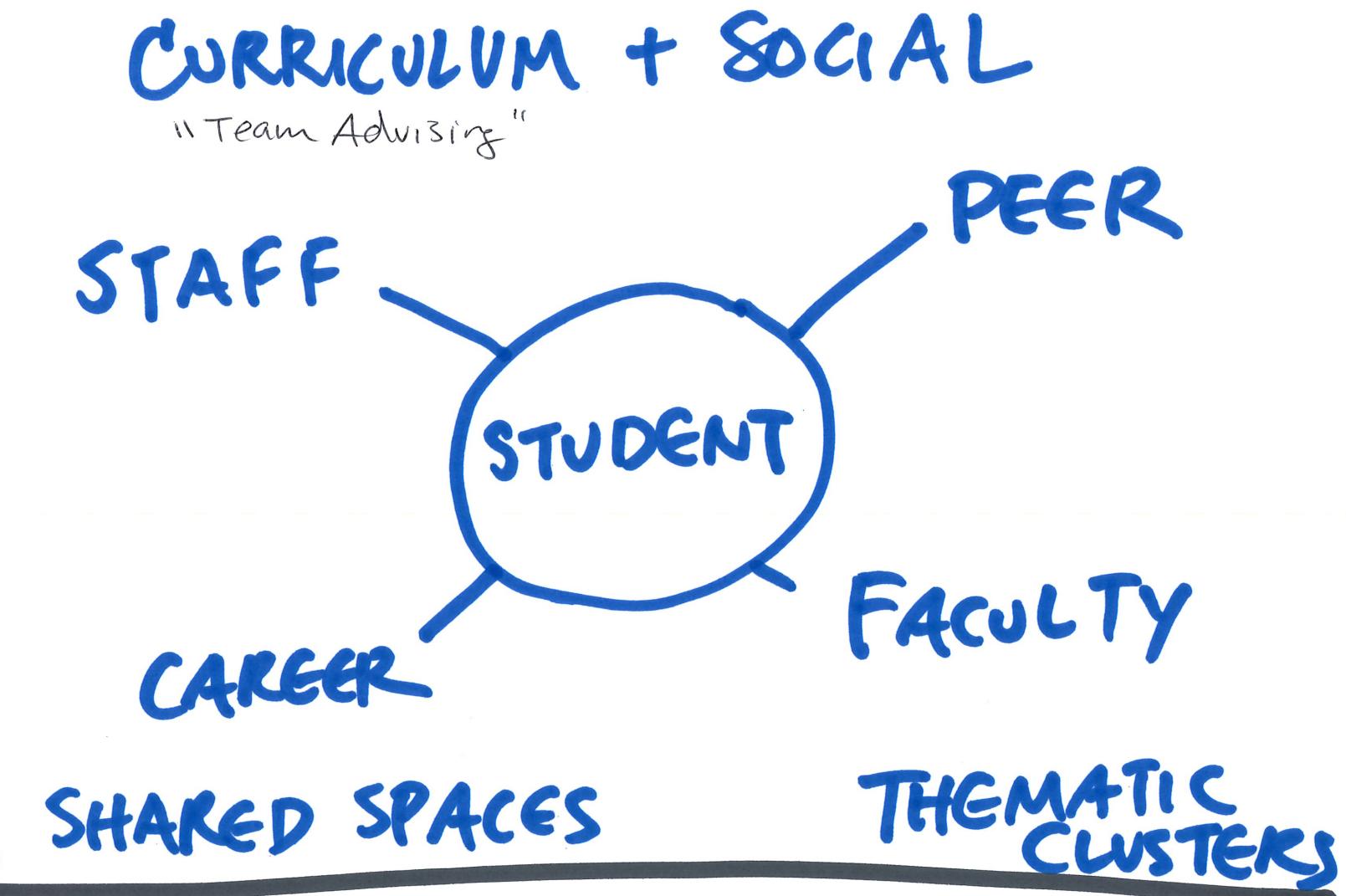
- ↳ integrated in div System
- ↳ ENGAGE influenced

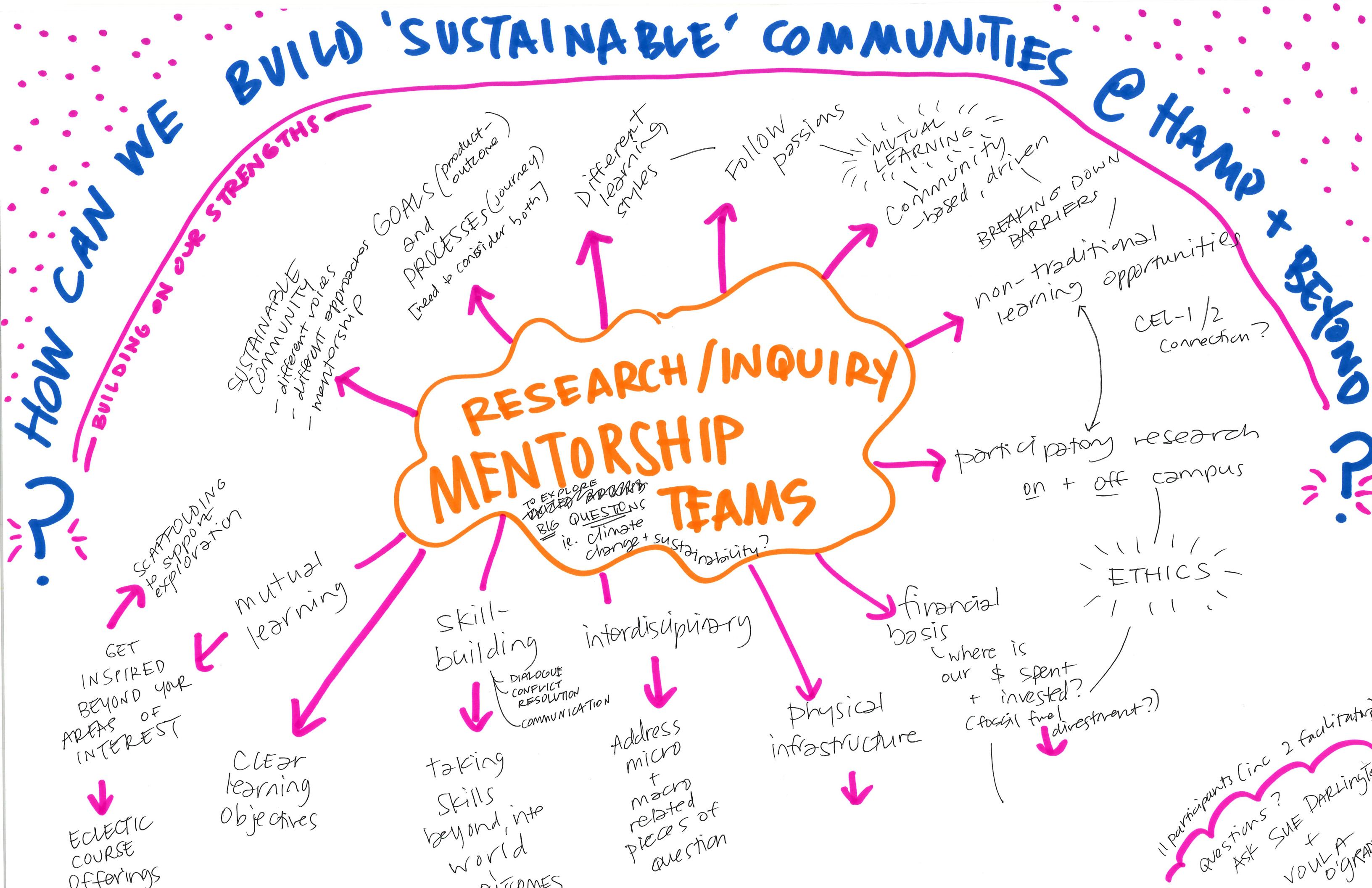
Re-evaluate academic +  
extra-curricular requirements;  
ASK WHY they were created,  
and re-design or upgrade them  
from there

Commit to  
grappling with  
the contradictions +  
tensions within our  
academic system and  
College community

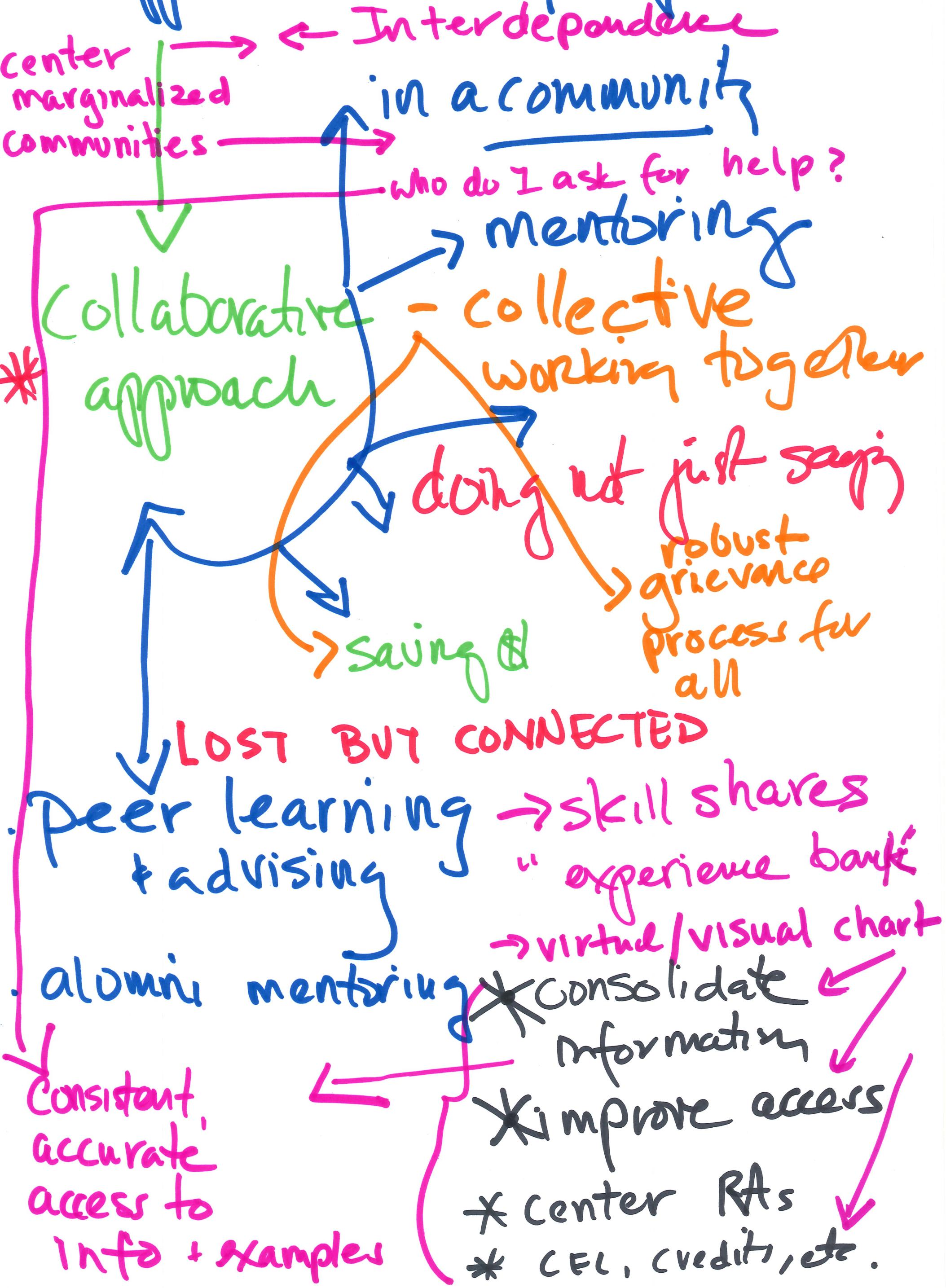


- Empowered to address real issues here at Hamp. + beyond
- Group / Collaborative
- All parts of the College
- Students, Faculty, Staff, Alums, Visiting artists + "experts", etc.
- Love, heart, respect for difference
- Facilitation → learning the skills of collaborative problem solving
- Resilience
- Students own + operate the campus → their home





# Supported Learning Experience



# VISIONING FOR HAMPSHIRE

- Emphasis on social justice & Hampshire's original goals
- Better social media & marketing  
↳ ask for student help
- Freshman seminar class of social science (racism; sexism; etc.)
- Outside Fundraising
- Student Led Recruitment
- Stronger Arts Department
- Collaborate more with 5 colleges (academic & community)
- Diversifying Faculty
- Working to keep clubs & safespace open for student
- creating broader social norms for the community
- TRANSPARENCY & CONCISE
- ALLOWING MORE PARTICIPATION OF STUDENTS for BDARD meeting

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# HAMPSHIRE IN THE NEXT 50 YEARS...

## Academics

- Partnerships within Schools and outside community
- NO Grades • Internships
- close working relationships w faculty
- Student/faculty partnerships
- Division 3 senior thesis project
- Division 2 for underclassman
- student ownership of their own education
- Students can dive into topics of interest

## Community

- fuller school spirit/pride/participation
- celebrate strengths and meet students where they are at
- Celebrate the farm, fields, forests
- Student housing in comfortable spaces for them: individually, or in groups
- Diversity of thought
- Support for sports, clubs, extra curriculars

## Future Visions

- rethinking classes // online courses how long how taught how do kids learn crowd sourcing?
- Affordability
- Accelerated degrees BS degree
- Open honest transparent communication
- Strengthen network of parents and alums
- Summer programming for current students

DEFINING OUR FUTURE HOLLOWISTICALLY

## • CLEAR ADVISING

- PATHWAYS ~~TO FIND~~ DEFINED THROUGH DISCIPLINES
- ADVISING TRAINING
- MORE SUPPORT FOR TRANSFERS
- HAMPSHIRE IS FIRST GEN FOR EVERYBODY.
  - ↳ THE EXPERIENCE IS NEW FOR EVERYBODY.

DECISIONS MADE BY SCHOOL AFFECT PEOPLE DIFFERENTLY

## • A CROSS-DISCIPLINARY SEMINAR EVERY YEAR.

- TO PROMOTE COMMUNICATION ACROSS DISCIPLINES.
- COMMUNICATION ACROSS STUDENTS + STAFF

## • PHYSICAL SPACE

- ACCESSIBILITY
- GENERAL FUNCTION
- AESTHETICS

## • INCREASED FINANCIAL ACCESS

- Why are CEL valuable? How can we make them more valuable? How can we promote accessibility on and off campus? Could we offer a more fluid structure? How can we build a more collective community engagement activity?
- Community partnerships not built off of wealth, give employers meetups, help students get off campus, get Labor support from other organization because staff, faculty, students are already over worked too
- steep learning curve, few support with PIV process, we emphasize struggle too much
- lean on alumni for labor and burnout support
- more mentorship programs for the PIV process ie CC had a Peer Mentor program, someone to go to for PIV questions (similar disciplines?)
  - more standardized approach to advising (e.g. some advisors send out clear instructions + others don't)
- community partnerships with hospitals, volunteer centers, gardens, labor unions, etc where students can offer skills and get institutional support
- not enough consistent classes, we need basic classes for beginning students
- how we communicate isn't consistent, email isn't always great
- Workshop Day/Series (Skill Share) for students to get acquainted with similar interests, ideally with an advisor to facilitate this. Advisor would be skilled in area in which they facilitate
- maintain independent, self-directed study (multi-disciplinary) with guard rails & support systems to ensure student success -  
(make it easier to navigate w/ mentors, advisors to guide the way)

Staff often interact with students more often and more personally than any one on campus. An ideal student experience depends on a healthy & supported staff. To ~~re~~have/keep staff.

To support staff as essential foundations of this community, we need to provide fair, labor practices and a positive & safe environment.

Many positives about working here, including time off, sick bank of community, and belief in the growth of our students.

We recognize that the financial challenges are real, but - if we practice what we preach about social justice - we cannot overburden staff to a breaking point.

envision an institution that...

- ≡ Cultivates connectivity + relationships across ideas, fields, contexts, & differences
- ≡ Adapts to the unique challenges of each generation
- ≡ Shares responsibility of support for all community members through collaborative, shared labor

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# INTRO TO

# HAMP 101

learning the  
community language

history and  
structure of  
powers

Accessibility  
of all  
resources  
@ HAMP

social  
development  
after leaving  
home

impact on  
education

NEW TUTORIAL / FIRST YEAR CLASS  
taught by staff, faculty, + students  
taken by staff, faculty, + students  
a semester-long orientation practice

- skills
- scholarship
- self care
- communication

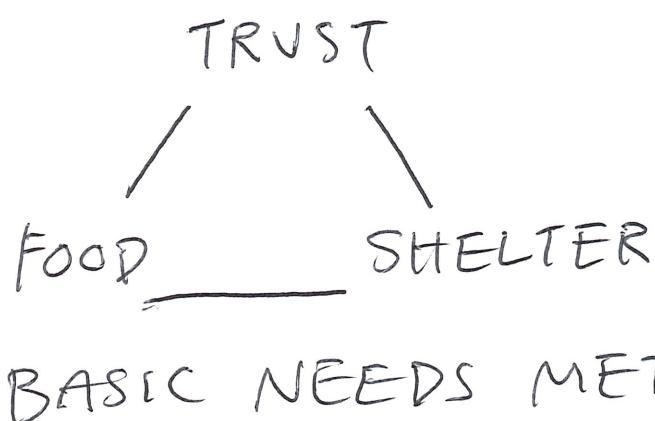
TSP  
can be  
a resource!

## COMMUNITY CARE

how can we use  
empty spaces to encourage  
community engagement?

Student center for more community  
based learning + togetherness

what is an  
appropriate  
level of  
support?



ADMISSIONS  
STRATEGY

## EQUITABLE SCHOLARSHIP

### NEED-BLIND FINANCIAL AID

admissions that doesn't see financial  
circumstances as a way of determining  
a student's worth in our  
community

Project funding

↳ what does this  
say to our students  
How much we  
care?

guaranteed  
food

Collaboration  
encouraged  
between  
disciplines  
resources pooled

# OUR WONDERFUL IDEAS ①

- SUPPORT STUDENT INITIATIVES
- STRENGTHEN RELATIONSHIPS ACROSS CAMPUS  
(IT'S AN ECOSYSTEM!)
- RECOGNIZE IMPORTANCE OF STUDENT EXPERIENCE.
- FREEDOM WITH DIRECTION.
- COLLABORATION BETWEEN ALL CONSTITUENTS ACROSS CAMPUS
- PROTECT THE DIVISION III
- PROTECT PLACES THAT CREATE COMMUNITY
- CONSISTENT CULTURE OF OBSERVING DEADLINES
- RELATIONSHIP OF FACULTY TO STUDENTS IS HUGELY VALUABLE
- FOSTERING PEER MENTORING

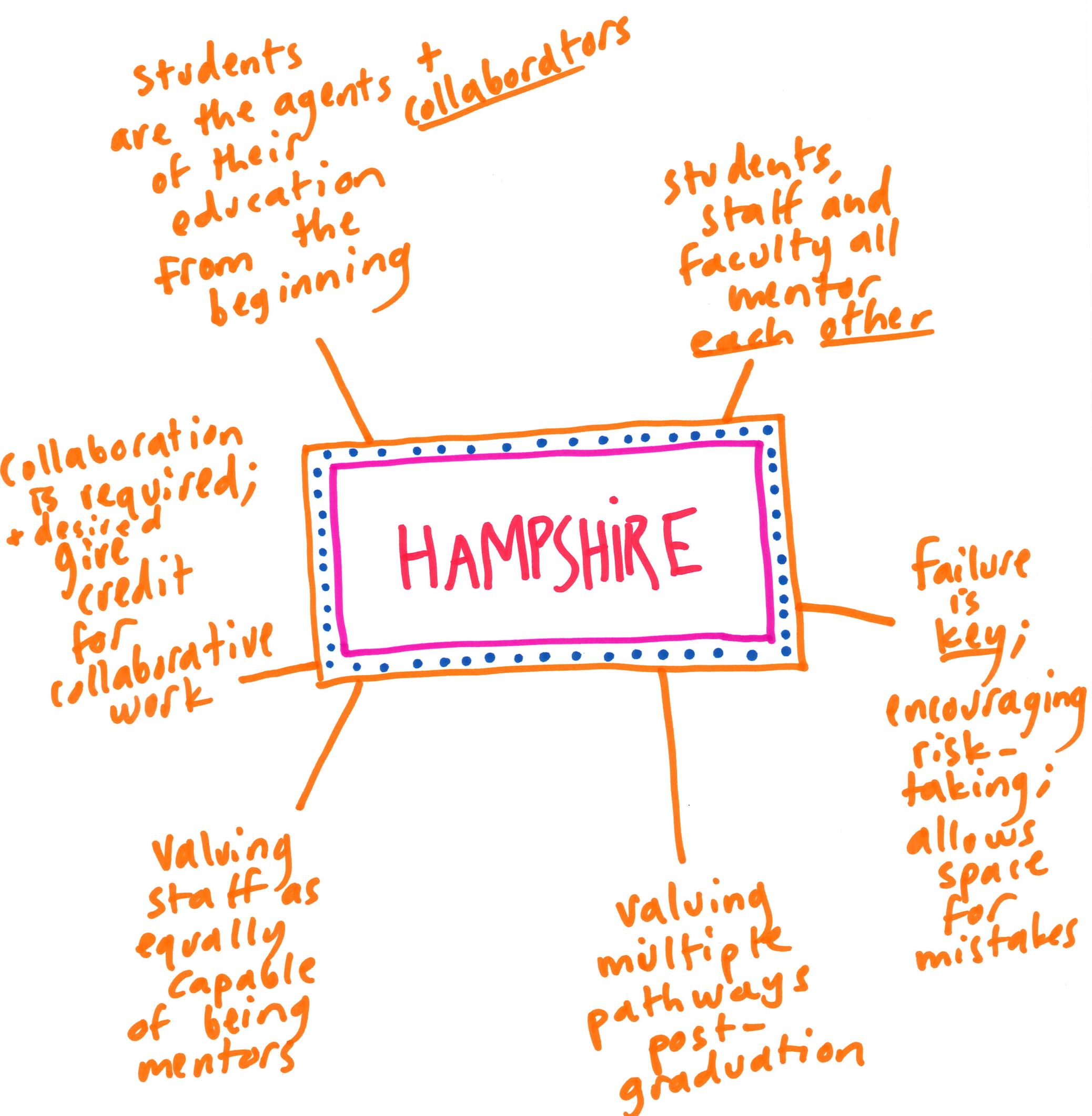
## MORE WONDERFUL IDEAS

(a)

- HOW SHOULD WE BEST COMMUNICATE W/ EACH OTHER?  
(EMAIL? TEXT? DIGEST?)
- STUDENTS TAKE RESPONSIBILITY FOR SPEAR-HEADING WAYS OF SHARING INFO!
- SUPPORT OUR COMMITMENT TO SOCIAL JUSTICE!

Contact: Helen Murray Fib  
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w/ any questions! ☺ (she/her)

# WE WANT TO CREATE AN INSTITUTION OF HIGHER ED THAT...



FOSTERS AGENCY  
THROUGH COLLABORATION

Required Class - Every student, Every Semester

# INQUIRY ROUNDTABLE

Opportunity to:

- Show + tell academic/artistic, progress/ideas/plans
- listen, provide support, + pointers
- All faculty + staff participate + possible alums + other community members
- every session, different, randomly chosen groups

Rationale:

- redefines concepts of resource: spacial, intellectual, community
- Bridging differences: true community building
- Overcoming: isolation, silos of thinking, social cliques, closed-mindedness
- allowing staff + community to participate



We envision:  
a hands-on, purpose-driven,  
transformative, learning COMMUNITY,  
where we are ALL teachers & learners  
in an iterative process of learning  
how to do - be - think - & relate  
in order to follow our passions  
& engage with real-world issues  
in a changing world.

Two Ideas:

1. Increase systems of consistency,  
clarity, & support: streamline the path  
for students without sacrificing creativity  
& freedom. Tell the story within  
our community and to the world of  
how to be here & why! INVITE DIVERSE  
& NON-TRADITIONAL  
STUDENTS!
2. Establish space, time, & ways to  
recognize formal & informal  
learning from each other: skill-shares  
& learning exchanges about how  
to be at Hampshire & in the world,  
peer mentorship for faculty, staff &  
students. "Each one teach one" -  
we all have something we could  
learn from one another!

# Support the Process:

- Focus not just on the result / project of Div III but on the process of discovery & development of student ideas with collaboration, community, support, & exploration.
- Support the questions of students & their educational pursuits.
- Create an environment for growth & change. Allow people to fail & get back up. Convey this with compassion.

# Accessibility for Retention:

- Allow student projects to flourish without bureaucracy.
- Acknowledge the basic needs of students (food, housing, transport, mental health, physical health, socio-economic, different ability, etc.)

- Community equity of work & benefit.
- Develop ways to listen to those in the community.
- Encourage envolvement of ALL.

Chris Giaffraini { teachers  
Social Studies