

Ahoy Crew!

Here's the "All Hands on Deck" update for 3/20/2024:

A structure is emerging for a division of labor, coordination, and communication. This is an emergent process, and we welcome and encourage you to contribute—whether that contribution comes in the form of insights, information, labor, or critiques.

### Who is doing what?

- *Coordination*: GinGins (officially "the Faculty ad hoc response group," but we eat a lot of GinGins candy, so we're calling ourselves that for short)

Team members: Elizabeth Andre, Dani O'Brien, Angela Stroud, Brian Tochterman, Dave Ullman

Origin: Faculty Council voted March 15th to create this ad hoc response group to solicit feedback from the faculty, staff, and students to develop strategic plans to address imminent closure.

- Main tasks so far:

- Launching the "All Hands on Deck" workplan (vetted by Staff Council, Staff Welfare Committee, Faculty Welfare Committee, the Faculty Council President, NCSA, and Student Trustees)
- Supporting the Visioning Process run by Nicole Foster
- Creating the *TrueNorthland* website (coming soon) to share information and let people know how to get involved

- *Public Relations*:

Team members: Meghan Salmon-Tumas, Jason Terry, Jon Martin, Garret Zastoupil, Danny Simpson

Origin: During the March 12th Faculty Council meeting, the faculty requested volunteers to help communicate with the public.

- Main tasks so far:

- Crafting press releases (first one went out today regarding the visioning meeting tonight; second one in the works right now about the overall efforts emerging from the campus)
- Helping craft the *TrueNorthland* website (coming soon)

- *Visioning Process*:

Nicole Foster and Garret Zastoupil are organizing the two "Open Space" visioning meetings this week.

**PLEASE go to the visioning meeting tonight. Even if you participated on Monday, we want you there tonight as well. The visuals of the entire community coming together are powerful!**

- "All Hands on Deck" metaphor-driven work plan through April 3rd

Work groups are self-organizing and emergent, with the “All Hands on Deck” metaphor doing the work of coordinating. Join a work group (or start a new one) through the [sign up sheet](#) and pages for each of the seven tasks ([help the captain continue sailing](#), [tend to morale](#), [ready the lifeboats](#), [slow the sinking](#), [design a better ship](#), [safeguard the sacred texts](#), and [prepare for the worst](#))

I’ve been so inspired by the way the community has come together over the past eight days. Our community has so much talent, passion, and expertise—and so many connections with each other—that when we set our minds to a task, it’s incredible how quickly and well we can make progress. For example, when we say, “We need a website,” within an hour there’s one being built. Or when we say, “We need a photographer for tonight’s visioning meeting,” within 10 minutes there are two committed to showing up. Thank you!

On a personal note—I’m feeling so hopeful and energized right now. “Hope Theory” explains that the human brain is happiest when it is devising a path toward a goal that matters and actively working towards that goal (Cognitive Psychologist C.R. Snyder, 1991). If you’re feeling like you could use some hope, I’d encourage you to pick a project and start working on it. I also second Leia Nymo’s suggestion that we channel Shackleton and his crew on the 1914 voyage of the *Endurance*—they never lost hope, even though their situation seemed impossible. Together they not only survived, but they did it in good spirits. We can too.

See you tonight at 5 p.m. in the Alvord,

elizabeth  
*she/her/hers*

Elizabeth K. Andre, Ph.D.  
Professor of Outdoor Education  
Northland College  
1411 Ellis Avenue  
Ashland, Wisconsin 54806  
715-682-1324