

When the Organizing for Change slate -- Rudy Fichtenbaum, Henry Reichman, Michele Ganon, and, starting in 2016, Caprice Lawless -- took office in 2012, the AAUP was hemorrhaging members. We regularly needed lines of credit to meet payroll. Chapters and members complained that the national office was often unresponsive. Staff morale was low. Today membership is growing and we have several million dollars in the bank. More organizers have been hired and members have seen the impact of our new digital organizing program and the Association's expanded social media presence. New activists like Caprice Lawless, whose creative ideas have energized community college adjuncts, have stepped forward at all levels. The Association's talented and dedicated staff, under the leadership of executive director Julie Schmid, are working more effectively than ever. The AAUP's visibility and stature are higher than in decades. Our support of academic freedom and shared governance has intensified.

At the same time, both the AAUP and the entire academic profession face unprecedented and severe challenges. As Henry Reichman discusses in the January-February *Academe*, Donald Trump's election presented higher education with a new reality, posing profound threats to the hallowed principles on which the AAUP was founded. The likelihood that the U.S. Supreme Court will soon overturn precedent and, on the basis of a spurious First Amendment argument, bar union chapters from collecting fees from non-members whom they must represent poses a grave danger to our finances and ability to function.

Fortunately, owing to the hard work and devotion of so many AAUP leaders and members on campuses and in state conferences across the country, we are in a strong position to weather the storms ahead. But it certainly won't be easy!

In the immediate aftermath of the 2016 election we pledged to:

1) oppose the privatization of our public higher education system and fight for higher education as a common good, accessible and affordable to all;

2) oppose discrimination on the basis of race, gender, sexual orientation, disability, religion, or national origin and fight for an equitable and welcoming educational environment;

3) oppose attacks on unions and the economic security of faculty and staff and fight for the rights of everyone engaged in teaching and research, whether on the tenure track or in contingent or graduate employee positions, full- or part-time;

4) oppose violations of academic freedom and the broader rights to free expression in the academic community and fight for strengthened protections for and renewed commitment to academic freedom and shared governance.

This remains our program today.

The Organizing for Change slate is proud of what we have helped the AAUP accomplish. With both a sober recognition of the ominous threats we face and an optimism fueled by the support and energy of our colleagues, we are eager to build on our successes to meet the daunting challenges ahead. As always, the best answer to those who attack our colleagues, our students, our principles, and the common good is clear: Organize! Organize! Organize!

Biography -- Henry "Hank" Reichman

I have served as First Vice-President of the AAUP and Chair of Committee A on Academic Freedom and Tenure since 2012. Since 2014 I have been Chair of the AAUP Foundation. Previously I served on the AAUP Council and as an at-large member of the Council Executive Committee. I am a member of the California Faculty Association and served for nine years on its collective bargaining team. In the California State University, where I taught history for 25 years at the East Bay campus, I played leading roles in both my campus and system academic senates and for nine years chaired my department. I was the principal author of AAUP's 2013 policy on "Academic Freedom and Electronic Communications" and of the 2017 report, "National Security, The Assault on Science, and Academic Freedom." I've published articles and reviews in *Academe*, including "Facing the Reality of the Trump Regime" in January-February 2018. My essays on "Professionalism and Unionism" and "Academic Freedom and the Common Good" appeared in the *Journal of Academic Freedom*. I've posted over 500 entries on AAUP's Academe blog. Some of these essays and posts will be published next year as a book. I have spoken at state conferences and on behalf of the AAUP at dozens of college and university campuses across the country and have led sessions at the last six Summer Institutes. By training I'm an historian of Russia and the Soviet Union, having earned the Ph.D at the University of California, Berkeley. I've authored two books, *Railwaymen and Revolution: Russia, 1905* and *Censorship and Selection: Issues and Answers for Schools*, and numerous scholarly articles and reviews. I fully retired from teaching in 2015 to devote the bulk of my time to the AAUP.