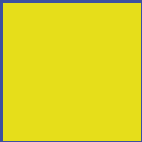
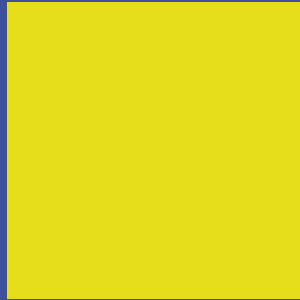


Annual Report

SEP 2018 - AUG 2019



2011
JANUARY

Jonathan Haidt delivers a keynote address

at the annual meeting of the Society for Personality and Social Psychology, titled "The Bright Future of Post-Partisan Social Psychology." Chris Martin and Debra Mashek attend the talk.

2014
APRIL

Nick Rosenkranz publishes essay "**Intellectual Diversity** in the Legal Academy" in Georgetown Law's *Scholarly Commons*

2015
MARCH

Chris Martin publishes "How Ideology has Hindered **Sociological Insight**" in *The American Sociologist*

AUGUST

Nick suggests the name **Heterodox Academy**

AUGUST

Jon initiates an email discussion about "**intellectual diversity summer**" with scholars from a range of disciplines

APRIL

Over lunch, Jon and Nick hatch the idea for a **cross-disciplinary collaboration** focused on promoting viewpoint diversity

SEPT

Ground-breaking paper "**Political Diversity will Improve Psychological Science**" appears in *Behavioral and Brain Sciences*; co-authored by Jon, José Duarte, Jarrett Crawford, Lee Jussim, Phil Tetlock, and Charlotta Stern

Website **heterodoxacademy.org** launches

April Kelly-Woessner, Cristine Legare, Scott Lilienfeld, and Chris Martin form **academic leadership team**

SEPT

2016
FEBRUARY

AUGUST

Jon posts the **first blog entry** for the not-yet-formed organization

FEBRUARY

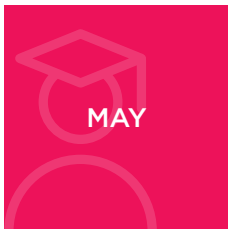
Richard Lounsbery Foundation gifts **\$100,000** to HxA

JUNE

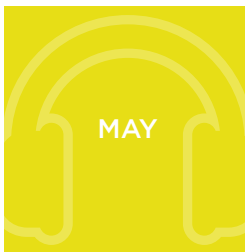
In response to demand, HxA welcomes **professors as members**

NOVEMBER

HxA condemns Professor Watch List for its **chilling effect on open inquiry**



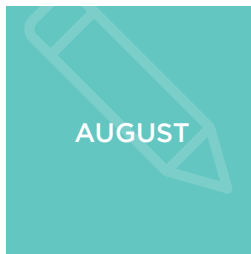
HxA Invites
graduate students
to join as members



HxA releases **first episode of the Half Hour of Heterodoxy podcast**, featuring Jonathan Zimmerman, "The Case for Contention" with host Chris Martin



OpenMind launches as a tool to promote constructive engagement across lines of difference



Sean Stevens and Jonathan Haidt
publish influential blog post titled "The Google Memo: What Does the Research Say About Gender Differences"



Membership surpasses **1,000**



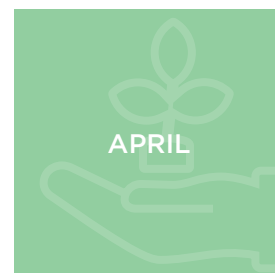
Debra Mashek becomes
HxA's **first Executive Director**



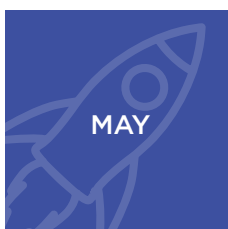
OpenMind spins off into a standalone project and organization



In collaboration with artist Dave Cicirelli,
HxA publishes **All Minus One**, a beautifully illustrated edition of Jon Stuart Mill's *On Liberty*



HxA receives **non-profit designation**



The **Campus Expression Survey launches** as a tool to assess which students are afraid to engage which topics and why



HxA hosts first annual conference at The Times Center in New York City



HxA invites **college and university staff** to join as members

Membership surpasses **2,000**



HxA bestows inaugural
HxA Open Inquiry Awards



HxA obtains
501c3 status



HxA becomes **host of the Gallup/Knight data**, Free Expression on Campus: What College Students Think About First Amendment Issues



HxA develops
strategic plan

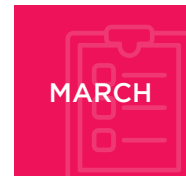
HxA collects national benchmark data using
Campus Expression Survey



HxA establishes a formal
board of directors



HxA announces **HxCommunities** as a forum for connecting scholars and promoting collective action



HxA collects national benchmark data using
Campus Expression Survey



Reason Magazine features Debra and Jon's article, "**10 Colleges Where You Won't Have to Walk on Eggshells**"



John Templeton Foundation awards HxA **\$2.8M grant**



Membership surpasses **3,000**



The Chronicle of Higher Education dedicates an entire issue to "**thought diversity**"

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HxA'S MISSION & VISION

Our Mission

Heterodox Academy is a non-partisan, non-profit organization committed to improving research and education in colleges and universities by advancing open inquiry, viewpoint diversity, and constructive disagreement.

Our Vision

We aspire to create college classrooms and campuses that welcome diverse people with diverse viewpoints and that equip learners with the habits of heart and mind to engage that diversity in open inquiry and constructive disagreement. We seek an academy eager to welcome professors, students, and speakers who approach problems and questions from different points of view, explicitly valuing the role such diversity plays in advancing the pursuit of knowledge, the exposure of falsehoods, discovery, growth, and innovation.

Our Work

Heterodox Academy works to:



Increase public awareness to elevate the importance of these issues on campus



Develop tools and resources that professors, administrators, and others can deploy to assess and then improve their campus and disciplinary cultures



Publicly recognize individuals, groups, & institutions that make progress on these matters



Cultivate communities of practice among professors, researchers and administrators

THE DIRECTOR'S SQUARE

Dear Friends,

Heterodox Academy's origin story could be summarized as "three guys and a blog." Three scholars from three different disciplines authored academic articles in 2015 reflecting on the costs of orthodoxy in their disciplines. Chris Martin, Nick Rosenkranz, and Jonathan Haidt then joined forces to create a blog, which quickly attracted more writers and calls for a membership structure.

Soon, collaborations took root, creating new tools and research. Before long, a small staff was needed to help steward projects and seize opportunities. Efforts and relationships grew organically. At that point, Jon and others realized that a more formal organization would be needed in order to harness the potential of the open inquiry movement. Jon recruited me away from my tenured, Full Professorship at Harvey Mudd College to become HxA's first Executive Director.

For Heterodox Academy, the 2019 fiscal year (September 1, 2018 - August 31, 2019) was all about putting the "organs" in the organization – establishing critical strategic and operational foundations upon which to build programmatic and collaborative success. For example, this year we obtained our IRS designation, established our Board of Directors, identified metrics by which we track progress, built a membership database, and brought needed focus to our work through strategic planning.

What was once an energized vision has transformed into a passionately non-partisan and non-profit organization, strategically built to achieve an urgent need: improving the quality of research and education in universities by increasing open inquiry, viewpoint diversity, and constructive disagreement.

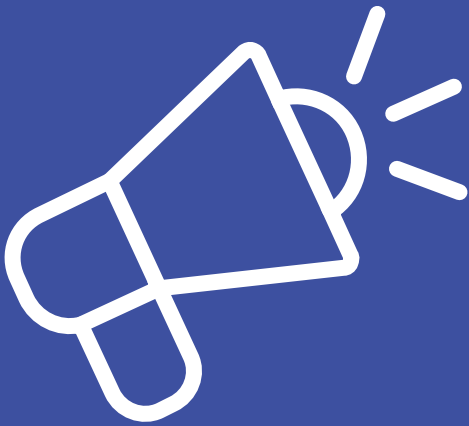
Team HxA is delighted to share with you key accomplishments of this year in our first-ever Annual Report. The take-home message is clear: HxA effectively and efficiently leverages relationships with others and the support of philanthropic partners to create positive change on college campuses and in academic disciplines.

With warmest regards,



Debra Mashek

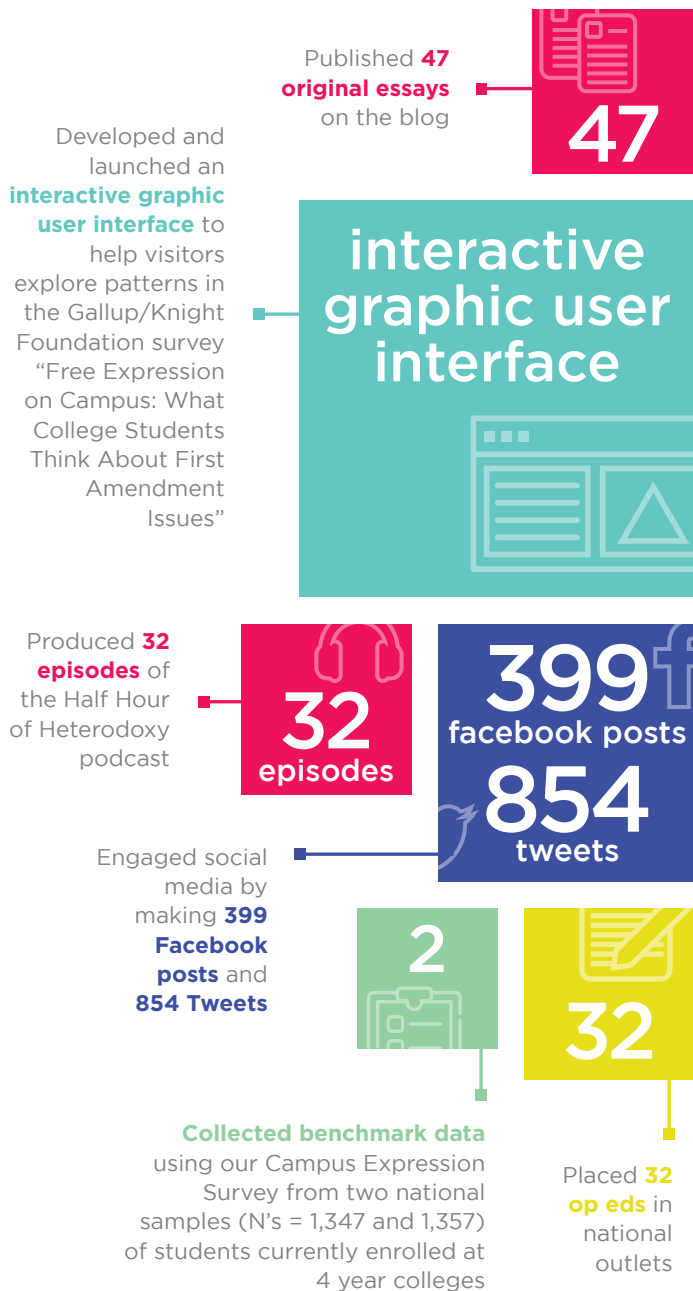
EXECUTIVE DIRECTOR



We increase public awareness to elevate the importance of these issues on campus

BY THE NUMBERS

Our Activities



Our Impact



HxA SHAPES THE CONVERSATION

“When College Students Self-Censor, Society Loses.”

THE HILL | OCTOBER 3, 2018

Debra Mashek, Executive Director

🖱 <http://bit.ly/340IrFv>

THE
HILL

“The Need for Ideological Diversity.”

CHRONICLE OF HIGHER EDUCATION |
OCTOBER 31, 2018

Debra Mashek, Executive Director

🖱 <http://bit.ly/31KuREw>

THE CHRONICLE OF
HIGHER EDUCATION

“Six Questions For Your College Tour.”

FORTUNE | OCTOBER 22, 2018

Debra Mashek, Executive Director

🖱 <http://bit.ly/32KYw1L>

FORTUNE

“What My Fellow Conservatives Can Learn from the Left.”

WEEKLY STANDARD | NOVEMBER 29, 2018

Nicholas Phillips, Research Assistant

🖱 <https://washex.am/2BFv815>

the weekly
Standard

“The Dilemma of Activist Scholars on the Left.”

OPEN DEMOCRACY | FEBRUARY 9, 2019

Musa Al-Gharbi, Managing Editor & Senior Fellow

 <http://bit.ly/2WcG6o1>

openDemocracy

“10 Colleges Where You Won’t Have to Walk on Eggshells.”

REASON MAGAZINE | JUNE 2019

Debra Mashek, Executive Director & Jonathan Haidt, Chair of the Board

 <http://bit.ly/32FFjhY>

reason

“The New Neocons.”

INTERCOLLEGIATE STUDIES INSTITUTE | JUNE 4, 2019

Christian Alejandro Gonzalez, Research Assistant

 <http://bit.ly/31DTLWs>



INTERCOLLEGIATE
STUDIES INSTITUTE

“Academic and Political Elitism.”

INSIDE HIGHER ED | AUGUST 27, 2019

Musa Al-Gharbi, Managing Editor & Senior Fellow

 <http://bit.ly/2Jl2TJ8>

**INSIDE
HIGHER ED**

HxA IS A QUOTABLE SOURCE

“Corporate America is Obsessed With Debate on Elite Campuses”

BLOOMBERG | SEPTEMBER 25, 2018

“Debra Mashek became so concerned that she took a leave from her tenured position this spring and moved to New York to head Heterodox Academy, a young organization of academics — funded by a group of private philanthropies — who share her worry. ‘We’re focused on breaching orthodoxies, on playing devil’s advocate,’ she says. The rapidly growing group of 2,000 professors and 200 graduate students held its first conference in June. Speakers sought to define the problem, understand its origins, offer solutions — and fend off a bear hug from conservatives seeking to hammer the multiculturalist Left rather than broaden debate.”

 <https://bloom.bg/2qzyDDR>

“Goodlatte Statement at Hearing on Intellectual Freedom in America”

U.S. HOUSE OF REPRESENTATIVES | SEPTEMBER 27, 2018

“According to data cited by the Heterodox Academy, college professors ‘went from leaning left to being almost entirely on the left’ sometime in the years between 1995 and 2010. Likewise, according to a working paper based on a survey by political scientists at Stanford University, Silicon Valley, in terms of voting, ‘is one of the most strongly Democratic-leaning areas of the nation.’”

 <http://bit.ly/31DUIU8>

“Beyond the Numbers on Gender and Research”

INSIDE HIGHER ED | OCTOBER 10, 2018

“Musa al-Gharbi, a core staff member of Heterodox Academy, which seeks to increase viewpoint diversity in academia, said Schiebinger’s and her colleagues’ paper highlights one of the ‘key ideas undergirding’ his group — namely that ‘one’s identity commitments inform research at a fundamental level, influencing what lines of research people are drawn to, how social problems are defined, the methods used to understand a given phenomenon, the ways data are interpreted and how any conclusions are ultimately communicated.’”

 <http://bit.ly/31KvZlg>

“The Scandal That Is Higher Ed Today”

PHILANTHROPY ROUNDTABLE | FALL 2018

“Greg Lukianoff and Jonathan Haidt are both keenly concerned with the crisis of intellectual diversity and free expression on campus. The former is a lawyer and founder of the Foundation for Individual Rights in Education (FIRE), the latter is a New York University psychology professor and co-founder of Heterodox Academy, an academic-freedom advocacy organization. They argue that today’s traumas arise from broader social trends — changes in parenting practices that leave many children unprepared for challenges, social-media fallout, radicalized faculty, craven college administrators, the wider polarization of the American public...The arguments of Lukianoff and Haidt suggest several avenues for philanthropists...Supporting free expression and true viewpoint diversity on campus ought to be a centerpiece of the college giving of many philanthropists.”

 <http://bit.ly/2BGkORA>

“Thank Goodness Trump Is Here to Protect Free Speech”

CHRONICLE OF HIGHER EDUCATION | MARCH 6, 2019

“As the political scientist Jeffrey Sachs observes, colleges seem to be making strides on their own with the help of organizations like FIRE and PEN America, longtime advocates of free expression, and Heterodox Academy, a relative newcomer that advocates for viewpoint diversity in higher education.”

 <http://bit.ly/2BGk5om>

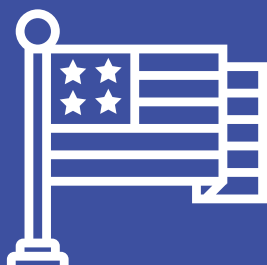
“Can We Guarantee Colleges Are Intellectually Diverse?”

NEW YORK TIMES | AUGUST 30, 2019

“Debra Mashek taught at Harvey Mudd College in Claremont, CA before becoming executive director of Heterodox Academy, an organization devoted to fostering ideological diversity and civil discourse in higher education. She told me about one student who came to see her: a social justice activist who said she didn’t feel comfortable questioning left-wing orthodoxies in front of her classmates. So she turned to the website Reddit to read and ask questions anonymously. ‘The fact that she had to go undercover because she feared — rightly so — that she could be called a traitor and be ostracized, that just breaks my heart,’ Dr. Mashek told me.”

 <https://nyti.ms/2N2S9QE>

HIGHLIGHTS FROM THE HxA BLOG



“Hidden Tribes: A Study of America’s Polarized Landscape”

NOVEMBER 17, 2018

Sean Stevens, Research Fellow

 <http://bit.ly/2oaOyYq>

“Constructing ‘Campus Craziness’”

FEBRUARY 7, 2019

Don Moynihan, Professor of Public Policy, Georgetown University

 <http://bit.ly/33ZQAdo>



“Viewpoint Diversity’ is about Much More than Politics”

APRIL 29, 2019

Musa Al-Gharbi, Managing Editor & Senior Fellow

 <http://bit.ly/33WkNtI>

“The Importance of Learning to Argue: From Ancient Greece through the Present”

JUNE 10, 2019

Panayiotis Kanelos, President of St. John’s College, Annapolis

 <http://bit.ly/2BDX717>



“My (Banned) Course on Conservative Political Thought”

JULY 12, 2019

Bruce Gilley, Professor of Political Science, Portland State University

 <http://bit.ly/363U9kD>

HIGHLIGHTS FROM THE HALF HOUR OF HETERODOXY PODCAST



**Ep. 37: Charlotta Stern,
“Gender Sociology’s
Problems”**

🖱 <http://bit.ly/2W7g2Lg>



**Ep. 38: Lucia Valdivia
Martinez, “Unifying and
Divisive Identities”**

🖱 <http://bit.ly/2MHfXuE>



**Ep. 40: Tania Reynolds,
“Men as Stereotypical
Perpetrators of Harm”**

🖱 <http://bit.ly/2PiD6Fo>



**Ep. 51: Arthur Brooks,
“Loving One’s Enemies”**

🖱 <http://bit.ly/2Wal608>



We develop tools and resources that professors, administrators, & others can deploy to assess & then improve their campus & disciplinary cultures

BY THE NUMBERS

Our Activities



22

Conducted a listening tour of **22 college presidents** to understand the challenges they face in the open inquiry space and what they need from HxA to create local change

Our Impact



453

The manual for the Campus Expression Survey was downloaded **453 times** from the HxA website; the CES was administered on at least 15 campuses



56,172
downloads

All Minus One sold 1,986 copies on Amazon; the pdf was downloaded **56,172 times** from the HxA website; and the audiobook was accessed 3,625 times from YouTube

HxA LISTENS TO COLLEGE & UNIVERSITY PRESIDENTS

This year, HxA conducted a listening tour to better understand the challenges that executive administrators face in advancing open inquiry and constructive disagreement on their campuses, and to learn from leaders around the country about the strategies they've launched and the advice they have for others looking to improve their own campus climates. Twenty-two college and university presidents participated, representing a range of institution types and geographic locations.

Key insights garnered through these interviews include:

1
Presidents care deeply about open inquiry as a cornerstone of higher education

2
They varied in confidence about how best to inculcate the values of open inquiry within their local contexts

3
Deep, nuanced frameworks and approaches are needed to address goals related to viewpoint diversity and other forms of diversity (e.g., demographic, experiential)

4
Presidents seek best practices and collaborative problem solving within the open inquiry and viewpoint diversity space

5
They are skeptical of one-size-fits-all claims and tools

6
Presidents seek flexible tools and resources from HxA

HxA'S CAMPUS EXPRESSION SURVEY

HxA administered our Campus Expression Survey online to two national samples of undergraduate students (one administration took place in October 2018 and the other in April 2019). The samples were comprised of students, ages 18-24, who were enrolled full-time at 4-year colleges and universities. There were 1,347 people in the Fall sample and 1,357 in the Spring sample. Across samples, we found that, although most students felt comfortable expressing their views in a classroom discussion on a controversial topic, reluctance was evident among a number of student groups.

Overall, students were more reluctant expressing views on a controversial issue about politics compared to race, religion, sexuality, or gender in both samples. Among all the aggregate demographic groups studied, the largest differences in overall reluctance were typically between ideological groups. Conservatives reported more reluctance than liberals, although much of the difference between conservatives and liberals was driven by reluctance among conservative females to express their views on controversial issues in the classroom, and a notable portion of liberal students also reported reluctance expressing their views.

Students who felt reluctant expressing their views consistently reported that they were concerned that other students would criticize their views as offensive regardless of the controversial topic. Students were also concerned about the professor criticizing their views as offensive, that they would receive a lower grade, and that the professor would tell them their views were wrong. Again, the largest and most consistent differences were typically found between different ideological groups. Among students who reported reluctance expressing their views, reluctant conservatives were concerned about criticism from their peers and, to a slightly lesser extent, the professor's reaction. Liberals, on the other hand, were primarily concerned about reactions from other students.

The Campus Expression Survey sought to answer these key questions:

1

Do students believe viewpoint diversity exists and is encouraged on their campus?

3

Who is reluctant to express their views in the classroom, about which topics, and why they are reluctant to do so?

2

How do students characterize the expression climate on their campus?

4

Do students believe they or others experience poor treatment because of their identity characteristics and/or views?



**We publicly recognize
individuals, groups, &
institutions** making
progress on these
matters

10 COLLEGES WHERE YOU WON'T HAVE TO WALK ON EGGSHELLS

Reason Magazine's June 2019 issue featured a column by Debra Mashek and Jonathan Haidt that names 10 colleges and universities leading the way in creating classrooms and campuses where open inquiry thrives.

 <http://bit.ly/32FFjhY>

**Arizona
State
University**
TEMPE, AZ

**Chapman
University**
ORANGE, CA

**Claremont
McKenna
College**
CLAREMONT, CA

**Kansas State
University**
MANHATTAN, KS

**Kenyon
College**
GAMBIER, OH

**Linn-Benton
Community
College**
ALBANY, OR

**Purdue
University**
LAFAYETTE, IN

**St. John's
College**
ANNAPOLIS, MD
& SANTA FE, NM

**University of
Chicago**
CHICAGO, IL

**University of
Richmond**
RICHMOND, VA

HxA OPEN INQUIRY AWARDS WINNERS

We celebrated the recipients of the 2019 HxA Open Inquiry Awards at a dinner celebration in June 2019. These awards honor the individuals, groups, and institutions doing the complex work of improving classrooms, campuses, and scholarship by fostering open inquiry, viewpoint diversity, and constructive disagreement in the academy.

Recipients were nominated by members of HxA and independently reviewed by members of HxA's Open Inquiry Awards Committee, who then developed a short list of up to three candidates for each. The short lists were presented to HxA's management team, the HxA Advisory Committee, and the HxA Board of Directors, all of whom then voted to select the winner for each award.

👉 Read more about the awards and this year's winners at <http://bit.ly/33IEJW7>.



Outstanding Student Group Award

LINN-BENTON COMMUNITY COLLEGE'S
CIVIL DISCOURSE CLUB, ALBANY, OR



Outstanding Student Award

COLEMAN HUGHES,
COLUMBIA UNIVERSITY





Exceptional Scholarship Award

KEITH E. WHITTINGTON,
PRINCETON UNIVERSITY



Leadership Award

JONATHAN ZIMMERMAN,
UNIVERSITY OF PENNSYLVANIA



Courage Award

SAMUEL J. ABRAMS,
SARAH LAWRENCE COLLEGE



Institutional Excellence Award

CLAREMONT MCKENNA COLLEGE
CLAREMONT, CA

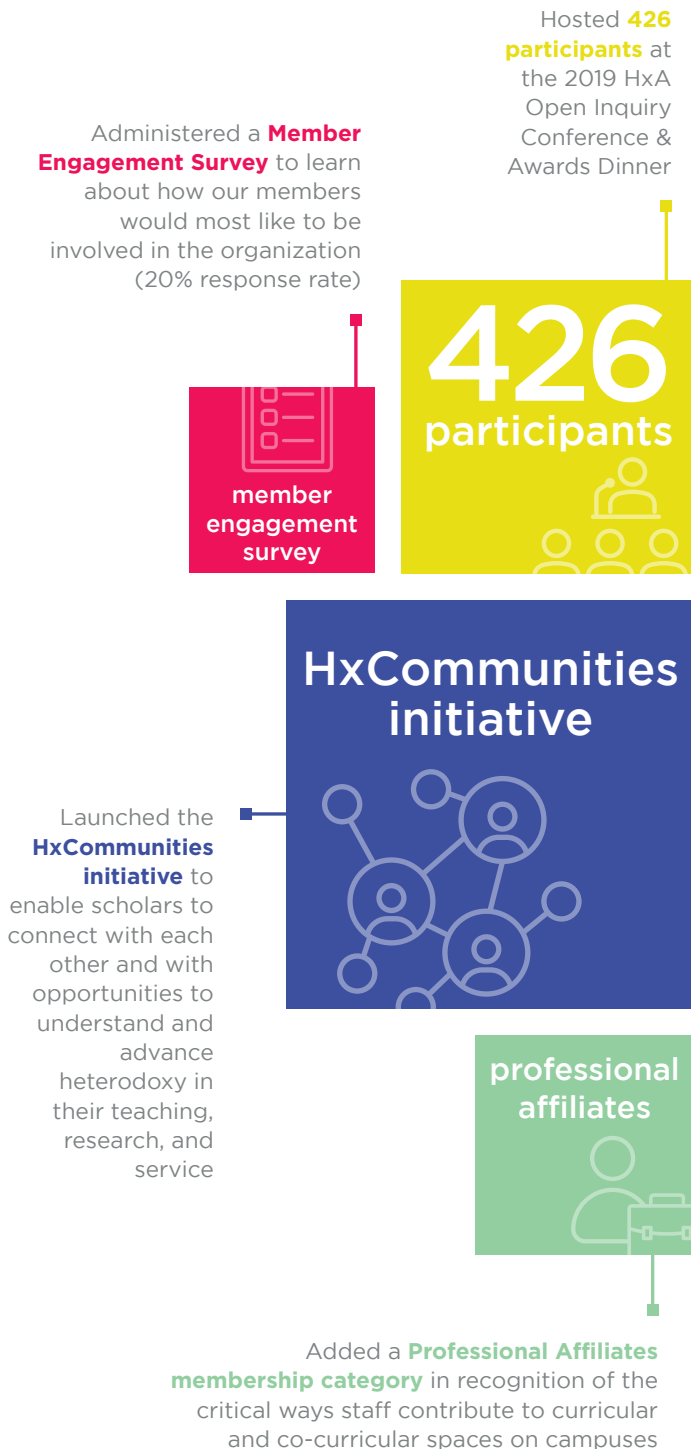




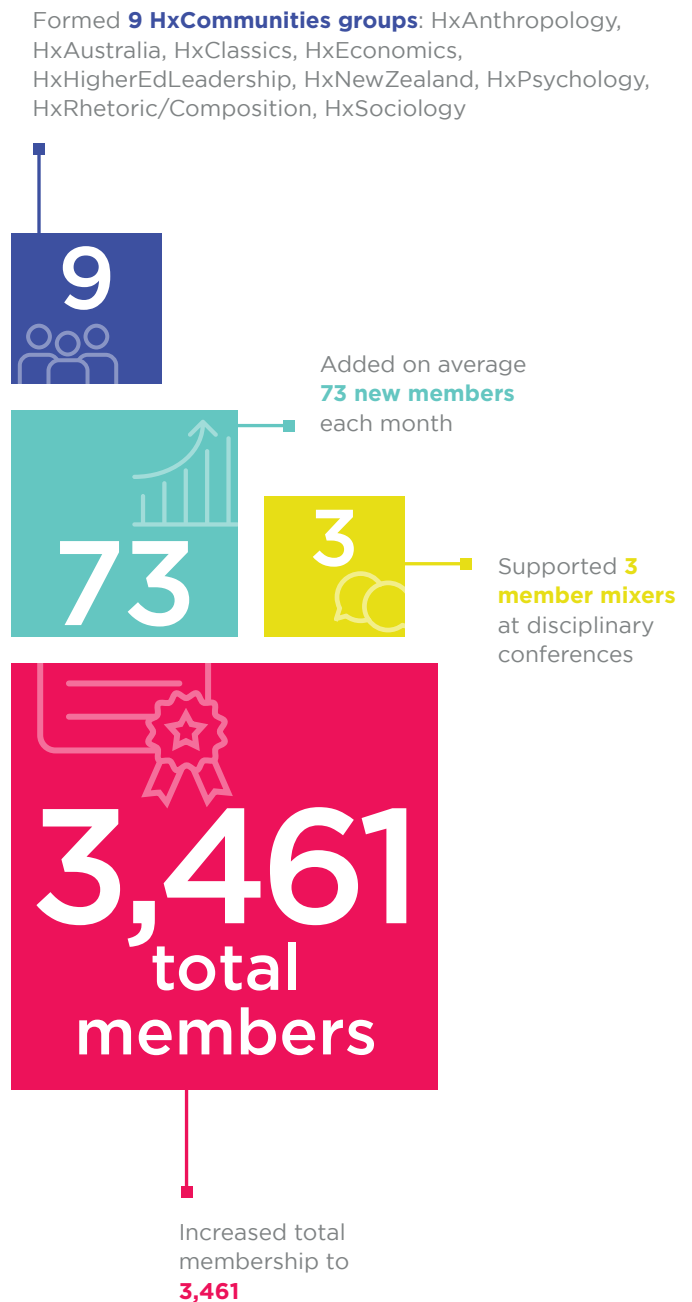
**We cultivate
communities of
practice** among
teachers, researchers,
& administrators

BY THE NUMBERS

Our Activities



Our Impact

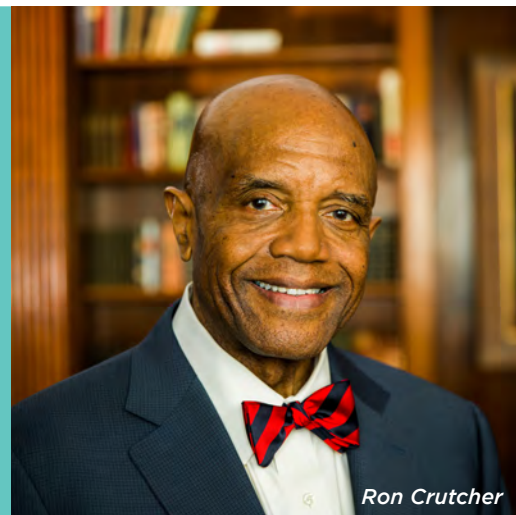


SHARING “THE HxA WAY” WITH THE ACADEMIC COMMUNITY

Presidential Approaches to Constructive Campus Engagement of Diverse Viewpoints

JANUARY 4 | SCOTTSDALE, AZ

A workshop facilitated by Debra Mashek (HxA), President Ron Crutcher (University of Richmond), and President Daniele Struppa (Chapman University) at the Council of Independent Colleges Presidents Institute.



Ron Crutcher

Higher Education Leadership in a Time of Polarization and Anxiety: Tools to Clear Minefields, Restore Trust and Foster Open Inquiry

JANUARY 25 | ATLANTA, GA

A workshop presented by Jonathan Haidt (Chair of the HxA Board) and Debra Mashek (HxA) at the Presidents’ Trust of the American Association of Colleges and Universities annual conference.

Does Ideological Diversity Impact the Quality of Our Research?

FEBRUARY 7 | PORTLAND, OR

A debate featuring Debra Mashek (HxA), which was held at the Political Psychology Pre-Conference of the Society Personality and Social Psychology.



Deb Mashek

Open Inquiry, Viewpoint Diversity, and Constructive Disagreement: Pathways for Advancing Diversity, Equity, and Inclusion?

MARCH 8 | PHILADELPHIA, PA

A panel moderated by Taffye Benson Clayton (Auburn University) and featuring Musa al-Gharbi (HxA), Ron Crutcher (University of Richmond), and Maria Dixon Hall (Southern Methodist University) at the National Association of Diversity Officers in Higher Education conference.



Musa Al-Gharbi



Path to Open Inquiry: Student-Led Efforts to Advance Constructive Disagreement and Viewpoint Diversity

MARCH 29 | PITTSBURGH, PA

A panel facilitated by Debra Mashek (HxA) and Richard Prystowsky (Marion Technical College), featuring students Inam Sakinah (Power of We), Brandon Calhoun (Linn-Benton Community College), and Roge Karma (BridgeUSA) at the Association of American Colleges & Universities Diversity, Equity, and Student Success Conference.

Roundtable Luncheon and Discussion: Higher Education is a Cornerstone of the American Experiment: Does the Modern Academy Live up to this Vision?

AUGUST 19 | WASHINGTON D.C.

A discussion featuring Emily Chamlee-Wright (Institute for Humane Studies), Thomas Merrill (American University), and Sean Stevens (HxA), hosted by the Institute for Humane Studies.



Sean Stevens

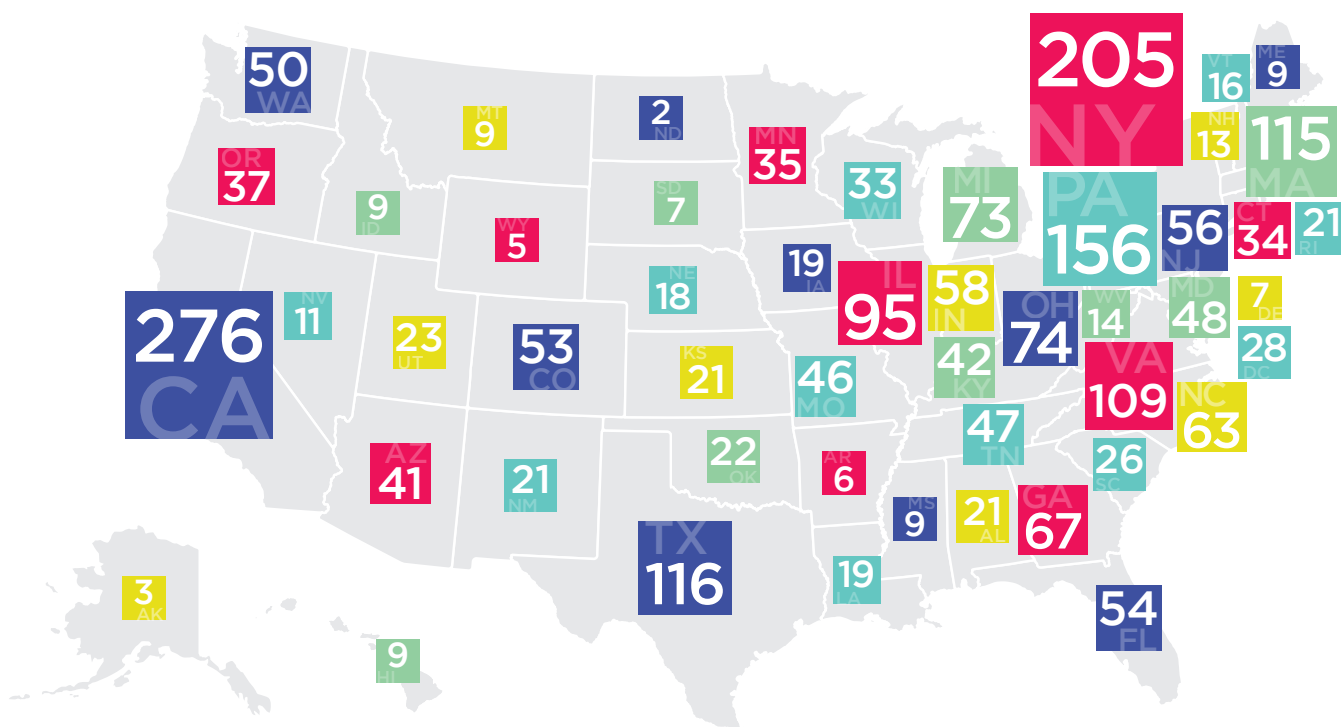
Breakdown by Member Type



Top Campuses by Membership

Harvard University 30 members	University of Washington 24 members	Penn State University 19 members	University of California - Berkeley 18 members
New York University 26 members	University of Toronto 23 members	Columbia University 19 members	University of Pennsylvania 17 members
University of Virginia 24 members	Arizona State University 22 members	University of Michigan 18 members	Northwestern University 17 members

HxA Members in the US by State



CREATING COMMUNITY AT THE HxA ANNUAL CONFERENCE

The 2019 HxA Annual Conference and the HxA Open Inquiry Awards, which took place June 20-21st at the Sheraton Times Square in New York City, convened 426 HxA members, community leaders, administrators, philanthropists, and students to discuss key issues at the core of HxA's mission. The sessions focused on advancing discourse, providing tools and solutions, and fostering heterodox cultures on campuses and in disciplines.

In response to suggestions received after our inaugural conference, this year's event featured more sessions, perspectives, content, and opportunities for our guests and speakers to interact. In particular, the day-and-a-half program featured three keynote speakers, three plenary panels, ten breakout sessions (including three workshops), participant idea exchanges, two informal receptions, and a formal awards dinner.

Feedback from participants was overwhelmingly positive, reflecting a strong sense of connection to the mission and people of HxA:

"It was very inspiring to see so many other faculty members that were dedicated to the same goals. Many times, it can feel lonely doing the work on campus, but it was refreshing to see others dedicated towards the same goal."

- CONFERENCE PARTICIPANT



"As a conservative I found it highly motivating that the majority of attendees were what I would consider center left but they supported the notion that all voices need to be heard."

- CONFERENCE PARTICIPANT

WITH GRATITUDE TO OUR PHILANTHROPIC PARTNERS

Gifts \$20,000+

John Griffin	The Asness Family Foundation	The Paul E. Singer Foundation
Richard Grinold	The Darla Moore and Richard Rainwater Foundation	The Robin and Sandy Stuart Foundation
Robert Granieri	The Donald and Paula Smith Family Foundation	The Snider Foundation
Jonathan Haidt	The Ford Foundation	The Thomas W. Smith Foundation
Steve Laub	The Margaret and Daniel Loeb - Third Point Foundation	The Triad Foundation
Leonard Leo	The Mike and Sophia Segal Foundation	The William E. Simon Foundation
George Loening		
The Achelis and Bodman Foundation		

\$10,000 - \$19,999

Dick and Sandy Boyce	Deborah Salkind	Lubetsky Family Foundation
Alex Cranberg	Toby and Shannon Shannan	The Teagle Foundation
Mark Gerson	Daniel Shuchman	John Templeton Foundation
Gerry Ohrstrom	Bellvue Foundation	The Walker Family Foundation

\$1,000 - \$9,999

Avent C. Beck	Mary Mithun	Campbell Family Foundation
Christopher Chesney	Wayne Olson	Paul and Susan Efron Foundation
Melanie Craft	David Shulman	Lisa and Michael Leffell Family Foundation
Gary Chimes	Stephen Spruiell	Robertson-Finley Foundation
Harold Dittmer	Inger Waerstad	
Scott Kauffmann	Eliza Weber	

We are also extremely grateful for the support of the 111 donors who gave in smaller amounts.

REFLECTIONS

Dear Friends,

An annual report can be a dull affair in which small accomplishments are spun to seem more important than they were. Or it can be a celebration of a year so extraordinary that it gives a community renewed hope. This first annual report from HxA is the latter.

When I co-founded the organization in 2015, we were just a few professors who had begun to see a problem in our academic disciplines — a decline in viewpoint diversity that coincided with a rising sense that professors who offered dissenting views could face social and professional costs. The twenty or so professors who comprised the membership in our first year were diverse by discipline, politics, and gender, but we were united by our love of the academy, and by our conviction that America needed excellent, unbiased scholarship.

By 2017 the political tensions in the country and on campus had intensified so much that it became clear writing about the problem was not enough. We had to raise money, scale up, and hire professional staff. The best thing I ever did to help universities was to recruit HxA member Debra Mashek to run the organization. Deb took over from me in early 2018, laid out a comprehensive strategic plan, hired a team, created a community, and relaunched the movement.

HxA's acceleration in the 2018-2019 academic year was so rapid it seems to have broken the sound barrier, and the report you just read details the sonic boom heard around the academic world. Our message and our ideas are now showing up in the *New York Times*, *National Review*, and in academic conferences across many disciplines. Our tools are being downloaded and used by students and professors thousands of times each month. Our members are now so numerous and so prominent that we can't be dismissed as a fringe or partisan group.

In short, Heterodox Academy is changing the academy. That's a tall order — 4,300 institutions of higher education, enrolling 20 million students — so it will take many years, but we are off to a great start. Will you help us? If you are a professor, administrator, staff member, or graduate student who has not yet added your name to our public declaration of support for viewpoint diversity, please join HxA today and invite your colleagues to do the same. If you are a philanthropist who cares about education or democracy, please contact us — we'd love to talk with you about our plans. And if you simply want to read great writing and hear new and heterodox ideas, please follow our social media channels.

No matter who you are, if you care about higher education, please join our community of renewed hope.



Jonathan Haidt

CHAIR OF THE HxA BOARD OF DIRECTORS

**Great minds
don't always
think alike.**

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