

TEXAS STATE
UNIVERSITY®

September 23, 2025

Dr. Tom Alter:

You have been notified that good cause exists to summarily terminate your employment based on your serious professional or personal misconduct at a conference on September 7, 2025.

Notice:

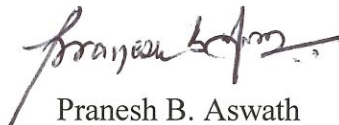
At a conference you attended on September 7, 2025, you discussed your employment with Texas State University, the University's role in training future public school teachers, and your role, specifically, in teaching education majors, while promoting your vision for the recruitment of Americans into a "Revolutionary Socialist Party" with the stated goal of overthrowing the United States government. These statements undermine students' and the public's confidence in Texas State's academic neutrality and integrity, jeopardize the trust essential to your role in educating and mentoring students, and violate TSUS rules and expectations relating to employee speech and political activities. *See TSUS Rules and Regulations, Chapter V, paragraphs 4.74 and 4.75.* A recording of your remarks in question may be found at <https://www.youtube.com/watch?v=Kdppl6lBRJM>.

Hearing:

You may respond to these allegations in a hearing before President Damphousse to take place at 2:00 pm on October 6, 2025, at Texas State University campus in San Marcos (room location to be provided). Please bring any materials you would like to have reviewed to the hearing, including, if you wish, any written response to the allegations.

Following the hearing, Dr. Damphousse will issue a written decision indicating whether you remain subject to a summary dismissal and providing information relating to any available post-dismissal appeal, if applicable.

Sincerely,



Pranesh B. Aswath
Provost and Executive Vice President
for Academic Affairs