



October 13, 2025

Dr. Thomas Alter, II
c/o Ms. Amanda L. Reichek, Counsel
Tillotson Johnson & Patton
One Main Place
1201 Main Street, Suite 1300
Dallas, Texas 75202

Via Email: areichek@tillotsonlaw.com

Re: Decision on Summary Dismissal

Dear Dr. Alter:

I am writing to inform you of my decision that you are subject to summary dismissal under the *Texas State University System Rules and Regulations, Chapter V, paragraph 4.53*. Accordingly, your last date of employment with Texas State University will be October 13, 2025.

Allegations:

On September 10 and 23, 2025, you were notified of allegations of serious professional or personal misconduct relating to your remarks at a conference on September 7, 2025. These allegations include that

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.

Kelly Damphousse
President

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MEMBER THE TEXAS STATE UNIVERSITY SYSTEM

Hearing:

On October 6, 2025, you attended an in-person hearing with Provost Pranesh Aswath and me. Your legal counsel, Ms. Amanda Reichel, was present. You were invited to submit any materials you believed were relevant for me to consider, and you provided a letter from your attorney dated October 6, 2025, which attached statements from various organizations in support of your position. You were further invited to provide a copy of your prepared remarks for the September 7 speech and any additional context for those remarks, but you did not do so other than to indicate that some of your remarks at the conference were made after you had finished presenting your prepared speech. The hearing was recorded by a stenographer.

In my review of this matter, I considered your remarks as recorded on September 7, 2025, which can be found at the following URL:

<https://www.youtube.com/watch?v=Kdppl6lBRJM>

I also considered the materials you submitted, and the statements you made during the October 6 hearing.

Decision:

As explained in this decision, I find that your remarks on September 7, 2025 constitute serious professional or personal misconduct that warrant summary dismissal.

You offered remarks at the online Revolutionary Socialism Conference on September 7, 2025. At the outset of those remarks, you identified yourself as a member of Socialist Horizon in San Marcos, Texas and the Texas State Employees Union. In your hearing, you suggested that your September 7 remarks were primarily academic in nature, and you equated them to a speech you gave in an academic setting a year prior.

Based on the remarks themselves and your description of the audience to which they were given, I do not find that your remarks were merely academic or historical in nature. In the hearing, you conceded that your rhetoric was “different” from your prior speech to reflect an audience that was not merely academic, but also included individuals who are activists and organizers. Furthermore, your remarks, taken as a whole, read as a call to build a

“Revolutionary Socialist Party” with the purpose of overthrowing the United States Government, and they provide a roadmap for doing so. By way of just a few examples, you said:

- “I agree with and second Steve in understanding the need for and calling for a Revolutionary Socialist Party.”
- “At this time, I do not recommend organizing at Trump rallies.”
- Now getting to where we're at to now, where we're at now. People are in the streets. The working class is fighting. They are yearning for organization. True. We are not a mass party now. We are distributing propaganda. We are training cadre.”
- “We are by no means just a reading club. Our tasks are laid out in the Communist Manifesto.”

While this type of activism in itself, if undertaken on your own personal time and without reference to your role as an associate professor at Texas State University, likely would not constitute serious misconduct, I find that your recorded remarks, as a whole, do implicate Texas State, its students and employees, and safety on campus during a time when tensions on campuses across the country, including at Texas State, are high. Disruption of university operations, the destruction of university property, and acts of violence on university campuses across our country are real. The threat of these activities to the Texas State campus community is also real.

In your speech, you refer to the criminal actions of anarchist insurrectionists as “laudable” in their attempt to “disrupt the normal functioning of government and business,” even as you criticize their lack of organization. You argue, “Without organization, how can anyone expect to overthrow the most bloodthirsty, profit-driven, mad organization in the history of the world—that of the U.S. government?”

More concerning, you reference the current political atmosphere and the susceptibility of young people, particularly working-class people in central Texas, for indoctrination into a revolutionary, socialist cause. At one point, you note that you “rarely have a conversation where [you] need to convince someone that capitalism is the root of our problems” and that this is especially true of “people under 30 where the world I described is all they have known.”

In later remarks on this point, you explicitly reference your status as an employee at a “majority minority university” in “central Texas” with many “first-generation, working class students:”

“But at the same time, we're building a party now that we want to be part of the struggles of the working class. The other thing, I think people are looking, because I don't really have, like, really heated discussions with people anymore where I have to be too argumentive [sic]. I mean, maybe it's, I mean, I'm in central Texas, at majority minority university, first-generation, working-class students. So I'm in a situation where I'm majority minority and with working class people. So I rarely find myself in some [sic] where I have to be ideologically pure. I think people are looking to fight back. And that's, I think, why the PSL has grown. They're looking for an organization, and then they find it. Now how long? I've seen a lot of young people just getting chewed up and spit out by the PSL. And that's one of the things that it's like motivated me to we need to build a party now.”

Following your prepared remarks, you fielded a question from an audience member about Texas State University specifically and your role there. The participant asked you if it was true that Texas State trains the most public school teachers in the country. In your response, you acknowledged that this was possibly true, and that “it definitely is for Texas.” You described Texas State’s history as a teaching school, and you said that Texas State was the 19th largest university campus in the country. You also stated that most of your students are education majors. Furthermore, in referencing President Lyndon Johnson’s history as having earned an education degree at Texas State, you remarked, “I can’t wait until the day we tear down the Lyndon Johnson statue on campus as well.”

In isolation, these comments may appear innocuous or merely distasteful. However, in the context of your call to mobilize young, working-class people into a Revolutionary Party, this discussion of your role at Texas State University and in teaching the state’s and country’s future educators directly raises the specter of improper political influence on Texas State students. Your comments and discussion at the conference call into question your neutrality as an educator. As a faculty member at Texas State, you hold a special position of trust that you will engage in truth-seeking and educating, rather than indoctrination. Further, as an associate professor and employee of Texas State, you have a responsibility to avoid rhetoric that tends to inflame, encourage, or normalize violence and destructive acts, especially in the current atmosphere where political violence and campus vandalism are increasingly

commonplace. Your comments, taken as a whole, go beyond speaking on a topic of academic interest or advocating, in your personal capacity, for a particular political agenda. The totality of your actions and your subsequent explanation for such actions reflect a serious lapse of judgment which has affected the trust placed in you by this university. For these reasons, I find that you remain subject to summary dismissal.

Your dismissal is effective on October 13, 2025.



Kelly Dampousse
President

Right to Appeal

You have the right to appeal this decision to the Texas State University System Board of Regents by submitting a written notice of appeal to Ms. Malú González, Director of Board Operations and External Relations, at malu.gonzalez@tsus.edu, not later than three business days after the date of this letter. If you choose to appeal, you should provide a written explanation of the basis for your appeal. The President may choose to provide the Board with a written response to your appeal. In reviewing any appeal, the Board will be provided with materials you submitted in response to the allegations; a copy of the notices sent to you on September 10 and September 23; a copy of this decision; the recorded comments referenced at the URL above; a transcript of the October 6 hearing; and the President's written response, if any.

cc: Thomas Bevilacqua, Counsel
Assistant Attorney General
Attorney General of Texas

Via Email: Thomas.Bevilacqua@oag.texas.gov