

November 21, 2024

Dominic Coletti  
Program Officer, Campus Rights Advocacy  
Foundation for Individual Rights and Expression  
510 Walnut Street, Suite 900  
Philadelphia, PA 19106

Re: Correspondence to President Damphousse -  
Texas State University, December 28, 2022

Dear Mr. Coletti:

Please let this correspondence serve to acknowledge receipt of your letter sent to Dr. Kelly Damphousse, dated November 7, 2024. I serve as Associate General Counsel for the Texas State University System, represent Texas State University and am responding on Dr. Damphousse's behalf.

Texas State University is a public institution that supports the free exchange of ideas which includes freedom of speech, freedom of inquiry, and freedom of dissent. Texas State respects the right of individuals to express their social and political views through all forms of legally protected speech, press, and assembly.

Please understand that the university has thoroughly looked into this matter and reviewed the "Student Employee Performance Management Grid" referenced in your letter. The grid was noted to contain an unused and outdated provision related to media inquiries. Please know that the university has updated the Performance Management Grid and all other training materials to remove the provision in question. Documentation has been shared with supervisory staff to reflect these updates.

Accordingly, the university now considers this matter closed.

Sincerely,



Charmaine C. Mazzantini  
TSUS Office of General Counsel