

## **Open Letter: In Support of Our University Community and Its Mission**

We, the undersigned members of the University of Luxembourg community, are writing in response to the intense public attention our institution has received in recent weeks and months. We write because this debate is increasingly shaping perceptions of the University as a whole, and those perceptions affect all of us, as well as students, partners, and the wider public.

The University of Luxembourg is a place where meaningful work is done every day: teaching and supporting students, producing internationally relevant research, building partnerships, and contributing to Luxembourg's social and economic development. We value the dedication of colleagues across faculties, centres, and administrative services, as well as the contributions of our students, all of whom make this possible, often under significant workload. We are proud of what the University has achieved and of the commitment with which all members of our community approach their roles.

We also acknowledge a simple reality: in any diverse, ambitious, and fast-evolving institution, challenges and tensions can arise. It is therefore essential that concerns, when they arise, can be raised and addressed through fair, impartial, and trusted processes, in line with clear procedures and professional standards.

We sign this letter while recognising that experiences at the University are not identical. We are aware of colleagues who have shared difficult experiences, and those concerns deserve to be handled with seriousness and fairness, including where they relate to working relationships, contract pathways, evaluation, or promotion processes.

At the same time, we are concerned when public debate risks presenting the University's overall reality primarily through conflict alone. This can overshadow the work of colleagues and students across the University and can weaken the institution's ability to recruit, collaborate, and serve its public mission.

We reaffirm our commitment to the University of Luxembourg's mission, to the values of integrity, responsibility, and respect for our full community, and to the trust placed in our work by students, collaborators, partners, public authorities, and the wider public. We encourage all who engage in discussion about our institution to reflect these values in their words and actions.

**Signed,**

The undersigned members of the University of Luxembourg community

*(Signatory list available as a separate document.)*

*Signed in our personal capacity.*