

June 27, 2005

Provost Arnett Mace
Administrative Building
Campus

Dear Arnett:

You know from previous conversations we have had that I have been contemplating stepping down as the dean of the Grady College for some time. Early this year, I reached a decision to resign at the end of my fifth year as dean, which would have been June 30, 2006. Five years is about the time I think deans begin to lose their effectiveness and their excitement for the job. I always intended to go out while I was on the top of my game.

In my four years as dean, the Grady College has achieved numerous successes, raised more private funds than anytime in its history and has become the most select undergraduate college at UGA. You are well aware of what the college has achieved in the past four years, and I need not provide you a litany of them. However, none of the college's achievements could have been possible without your support. I want to thank you for not only your support of the college but for your personal support of me and for our friendship.

As a former dean, you know better than anyone how difficult a dean's job is. The job can literally eat you alive. As dean, I knew of only one speed and that was full-bore, foot-to-the-metal. You cannot survive at this speed for long without it affecting your health. It has certainly affected mine.

There comes a time when a job demands too much. The complaint I reported to the general counsel's office alleging a violation of University policy by me, a charge which I categorically and emphatically deny, has made me reconsider my decision to stay on as dean through my fifth year. I have concluded that the job is simply not worth the toll it is exacting from me.

Consequently, I am submitting my resignation as dean effective June 30, 2005. My resignation initiates the exit agreement that then-Provost Karen Holbrook provided me when I agreed to become dean. Specifically, I will return to the Grady College faculty as a tenured full professor. I will receive my current salary until June 30, 2006. I will return to the classroom in August 2006. During the interim time period, I will update my courses and reinvigorate my research agenda. My salary in the 2007 academic year will be no less than the highest salary earned by any of the college's full professors on an academic year appointment.

I want to stress that in no way should this letter be construed to mean that I have violated any University policy or procedure. It is simply about me being tired and needing to refocus my life on my own well being.

Sincerely,

John Soloski
Dean