

William N. Bender, Ph.d.
Rm. 549 Aderhold Hall, UGA
Athens, GA 30602

September 27, 2007

Dr. Anne Bothe: Department Chairperson
Communication Sciences and Special Education
Aderhold Hall, UGA
Athens, GA 30602

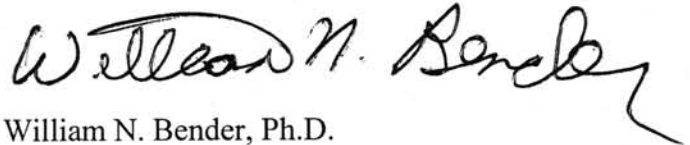
Dear Anne:

I would like to present to you my resignation from the University of Georgia, to become effective on May 6, 2008, which is the final day of exams during that Spring Semester. As early as last Spring, You and I discussed my concern that my salary level here at UGA, was not consistent with the average salary for Professors within the College of Education. While I appreciate that discussion and the subsequent assistance relative to my salary that you did offer, I have decided that it is time that I pursue other opportunities.

As you know, I write a great deal. I am currently under contract to revise two books for new editions, and write two others. There are two videos of my workshop presentations currently in development, which will take some time. Also, I speak regularly across the nation and in Canada, and I believe that moving into more of these opportunities would be the best direction for me and my family.

Thank you for your caring leadership, and I wish you and all here at UGA the best.

Yours,

A handwritten signature in black ink that reads "William N. Bender". The signature is written in a cursive style with a large, sweeping initial "W".

William N. Bender, Ph.D.
Professor
Communication Sciences and Special Ed.



The University of Georgia

College of Education
Department of Communication Sciences and Special Education

September 28, 2007

Dr. William N. Bender
Professor
Department of Communication Sciences and Special Education
University of Georgia

Dear William,

I write to acknowledge and accept your letter of resignation dated September 27, 2007, and effective May 6, 2008. This resignation is irrevocable.

Thank you for your many years of service to the University of Georgia and to your discipline, and I wish you well as you seek the time to pursue your writing, workshops, and other speaking opportunities.

Yours very truly,

Anne K. Bothe, Ph.D., CCC-SLP
Department Head



The University of Georgia

Office of Legal Affairs

September 28, 2007

Dr. William N. Bender
549 Aderhold Hall
CAMPUS

RE: NDAH

Dear Dr. Bender:

As you are aware, I have been investigating claims that you engaged in conduct which would violate the University's Non-Discrimination and Anti-Harassment (NDAH) Policy. I have now completed the investigation. As we discussed, I have determined that you did engage in conduct in violation of the NDAH policy.

Given the findings in this matter, you must refrain from having private and/or personal interactions with University students. In that you have tendered your resignation, effective May 6, 2008, you will teach two (2) online courses during Spring semester 2008. Dr. Anne Bothe, Department Head, Communication Sciences and Special Education, will notify you as soon as practical which courses you will be assigned. Additionally, you will work with Dr. Bothe and other department faculty to ensure the proper transition of your Masters and Doctoral students.

Please note, it is a violation of the NDAH policy to retaliate against any person who has made a report of harassment or participated in the investigation of a harassment complaint. Therefore, you may not retaliate against any of the individuals involved in this matter. If there is a determination that you have retaliated against anyone or otherwise violated the NDAH policy in the future, you will be subject to disciplinary actions. Finally, please be aware that any additional substantiated claim of harassment in violation of the NDAH policy will lead to your immediate termination.

Thank you for your attention to this matter.

Sincerely,

Kimberly Ballard-Washington
Associate Director for Legal Affairs