



December 10, 2007

Dr. Mark Emmert  
President  
University of Washington

Dear Mark,

I am writing to confirm our agreement that I will resign my position as Director of Intercollegiate Athletics effective January 31, 2008. This is in recognition of your desire to make changes in the leadership in the Athletics Department.

I take great pride in the progress we have made in the athletics program since my arrival in July of 2004. We have achieved a very positive culture inside the Athletics Department founded upon integrity and trust. We have worked with some success to reconnect the athletics program to the mainstream mission of the University. It has truly been a team effort.

In that vein, I hope you are aware of the quality of the people currently serving in key roles in the Athletics Department. Rebuilding the reputation of the athletics program along with the spirit and trust of the staff was no easy task. It took dedicated, principled centered leaders to do this. I urge you in the strongest of terms to consider closely what needs to be done to maintain the morale of the staff so that the good work of the last three years is not lost. The management model in place works. The head coaches and senior staff are exceptional. They need to know what will be expected of them and how this change in leadership will impact them personally. I can help you with this, but I need to know what you would have me do.

In retrospect, I appreciate the opportunity you gave me to move my family to Seattle and to work at the University of Washington. We've made many lasting friendships here and will take some fabulous life-long memories with us when we go. I wish you and the University nothing but success. Even more so, I sincerely hope the ground-work I have laid will in some small way help the UW rise to the preeminent position in intercollegiate athletics.

Respectfully,

Todd Turner  
Director of Intercollegiate Athletics