

April 20, 2015

Dr. Tammy Beckham
2501 Earl Rudder Freeway, Ste. 701
College Station, TX 77845
trbeckham@ag.tamu.edu

Dear Dr. Beckham:

Following an extensive national search, I am pleased to appoint you to the position of Dean of the College of Veterinary Medicine at Kansas State University effective August 2, 2015. I have summarized below the major conditions and elements of the formal offer that we have discussed. The appointment is subject to all University and Kansas Board of Regents policies, as well as applicable state and federal laws.

This position is a 12-month, full-time appointment and is benefits eligible. You will receive a salary of \$295,000 per year; at a biweekly amount of \$11,346.15 per pay period for 26 pay periods. Your first paycheck will be issued on or about August 28, 2015. Full medical insurance coverage becomes effective after one month of employment. You will need to file the appropriate forms for benefits coverage. Staff in our benefits area will be able to assist you in filing this paperwork. Any gap in coverage requiring COBRA payment will be reimbursed to you for that month period. If you have questions about how benefits may apply to you or transfer to Kansas State University, you should contact our Benefits Office by phone at 785-532-1870 or by email at benefits@ksu.edu.

As Dean you will serve at the will of the Provost and are expected to meet expectations annually as you progress toward your first 5 year review, which will occur in the spring of 2020. You are also being appointed as a tenured, full professor in the department of Diagnostic Medicine and Pathobiology. In the event you are no longer assigned administrative duties, your position will be as a faculty member in the department of Diagnostic Medicine and Pathobiology, which is your tenure home. The administrative portion of your salary will be removed, and any other salary adjustment will be subject to negotiation between you and the Provost to place your salary in line with faculty members of your unit with the same rank and similar levels of experience and seniority.

All expenses for moving your household items from your home in College Station, TX to Manhattan, KS will be paid by the College, subject to University policies (see PPM Ch. 6320.050) and income tax provisions, including any withholding required.

All expenses for you, your mother and son to come to Manhattan once and one visit for just yourself between now and your official start date will be paid by the College for the purpose of your being introduced to the University community, subject to University policies (see PPM Ch. 6320.50, above) and income tax provisions, including any withholding required. You will be provided a \$30.00 per month cell phone stipend as all deans are expected to be reasonably available when away from the office. A social and dining membership to the Manhattan Country Club will be provided for you if you wish it. You will be provided compensation for short term housing from the official start of your employment for up to six months from that date with the costs covered by the College, less any income tax withholding required; any income tax burden that could arise as a result would be your responsibility. We can discuss these additional terms at your convenience.

As Dean, you will be expected to advance the College on a variety of fronts including program development, faculty and student development, research, teaching and extension, program accreditation and resource development. You will be expected to contribute toward a cooperative and collegial Council of Deans as a member of the University's administrative leadership team, and be supportive of the initiatives of the Provost and President. As you know, each dean is evaluated annually by the Provost with a comprehensive evaluation during the fifth year of service. This evaluation will be due in fiscal year 2020.

A one-time \$15,000 honorarium will be provided to you from my office to assist you in your transition to Kansas State University. Our Security officer is Craig Beardsley, Program Administrator - National Ag Biosecurity Center, cabeards@k-state.edu, (785) 532-6193. You will want to contact him to assure successful and seamless transfer of your security clearance(s).

This offer of employment is contingent upon your ability to provide satisfactory documentation verifying your eligibility to work for K-State in the above-mentioned position. The University will be requesting original documentation of your eligibility to work. This offer of employment is also contingent on your clearing the required background checks, and will only become binding once you have signed the Initial Appointment document on the university-approved form signed by me.

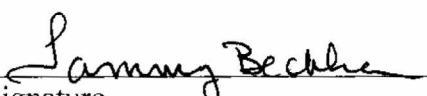
As an acknowledgment of these terms and conditions of your employment, please sign and return the original of this letter by Wednesday, April 22, 2015. A copy of the letter is enclosed for your files. By signing this letter, you are accepting this offer of employment under the stated terms and conditions, subject to the stated contingencies. Once you have cleared the required background check, an Initial Appointment and other paperwork will need to be completed and signed to finalize the employment process.

President Schulz and I are delighted that you have accepted this appointment as the Dean of the College of Veterinary Medicine and we look forward to working with you as you provide excellent leadership to advance the College. Please feel free to contact me if you have any questions about this letter.

Sincerely,

April C. Mason, Ph.D.
Provost & Senior Vice President

Acceptance:


Signature

4-20-15
Date

Cc: Kirk Schulz, President
Cheryl Johnson, Vice President, Human Capital Services
Susana Valdovinos, Director, Academic Personnel