

May 18, 2012

Dr. Verna Fitzsimmons  
320 Woodbend Dr.  
Ravenna, OH 44266

Dear Dr. Fitzsimmons,

Following an extensive national search, I am pleased to offer you the position of Dean and CEO of the Kansas State University Salina campus starting July 1, 2012 (with an on-campus start date of August 1, 2012). The salary for the position is \$215,000 on a 12 month basis. As Dean and CEO 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 2017. You are also being appointed as a tenured, full professor in the Department of Engineering Technology at K-State Salina.

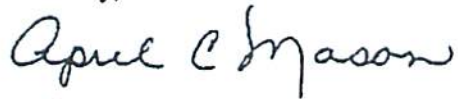
The campus will reimburse you for moving expenses to Salina, KS. You will need to get three estimates of moving expenses and forward them to my office. You will also be provided funds for two transitional visits to Kansas State University with your spouse as you prepare for the position. You will be provided a \$100.00 per month cell phone stipend as all deans are expected to be available. A social and dining membership to the Salina Country Club will be provided for you. If temporary housing is needed as you transition to Salina, this is also available. We can discuss this at your convenience. I will transfer \$80,000 to an account in Salina for you to use at your discretion for start-up and campus professional transitional purposes.

The one month early start date of your contract will allow for full health insurance coverage to begin August 1, 2012. You will need to file the appropriate forms for benefit coverage. Staff in our benefits area will be able to assist you in filing this paperwork.

As Dean and CEO, you will be expected to advance the K-State Salina campus on a variety of fronts including program development, faculty and student development, research, teaching and outreach, 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 17. In the event you return to regular faculty status, you will convert to a 9 month appointment in the Department of Engineering Technology at a salary adjusted down to allow for the administrative portion of the salary. This is subject to negotiation between the provost and dean, but generally includes an 9/11ths conversion plus 10% reduction in your dean's salary.

President Schulz and I are delighted that you have accepted this appointment as the Dean and CEO of our K-State Salina campus and we look forward to working with you as you provide excellent leadership to advance the campus.

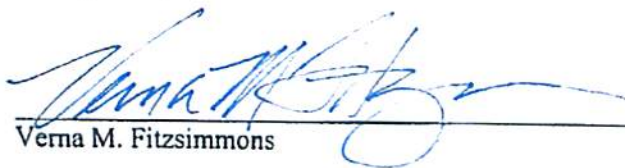
Sincerely,



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

cc: Kirk Schulz, President  
Bruce Shubert, Vice President for Administration and Finance

I accept this position:



Verna M. Fitzsimmons

5/18/12  
Date