

April 25, 2014

Dr. Karen J.L. Burg
125 Knollwood Drive
Clemson, SC 29631

Dear Dr. Burg:

Following an extensive national search, it is my pleasure to offer you the position of Vice President for Research at Kansas State University, effective August 3, 2014. Below you will find summarized 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 \$320,000 per year; at a bi-weekly amount of \$12,307.69 per pay period for 26 pay periods. Your first paycheck will be issued on or about August 29, 2014. If you have questions about how benefits may apply to you or transfer to Kansas State University, you should contact our Benefits Administration office by phone at 785-532-6277 or by e-mail at benadmin@k-state.edu.

Your appointment will carry with it tenure at the rank of Professor in the Department of Chemical Engineering. The administrative assignment is subject to change upon notice by the undersigned appointing administrator. In the event you no longer are assigned administrative duties, your position will convert to a 9-month appointment as a faculty member in the Department of Chemical Engineering, which is your tenure home, and your salary will be adjusted down to allow for the administrative portion of the salary. This adjustment will generally include a 9/11ths conversion plus 10% reduction from your vice president's salary.

The members of the President's Cabinet are evaluated annually by the President based on mutually agreed upon goals for each academic year. As Vice President for Research, you will be subject to this annual review process.

All expenses for moving your household items from your home in Clemson, South Carolina, to Manhattan, Kansas, will be paid by the Office of the President, subject to University policies (see PPM ch. 6410.150) and income tax provisions, including any withholding required.

All expenses for you and your husband to come back to Manhattan once between now and your official start date will be paid by the Office of the Vice President for Research for the purpose of your being introduced to the University community, subject to University policies (see PPM ch. 6410.150) and income tax provisions, including any withholding required.

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You will be provided the use of a furnished apartment from the official start of your employment for up to six months from that date with the apartment costs covered by the Office of the President, less any income tax withholding required; any income tax burden that could arise as a result would be your responsibility.

An account totaling \$150,000 in State funds will be established in the Office of the Vice President for Research to be used by you for personal scholarship. The Foundation account for the Office of the Vice President for Research will be increased by \$20,000 annually for fundraising purposes. In addition, \$5,000 in Foundation funds will be available for your use to travel back and forth to Clemson during the first year of your employment to complete your work with graduate students and the business of your current position.

Additional funding will be provided to the Office of the Vice President for Research for salaries to hire a permanent Export Control Officer and for a permanent Administrative Assistant to the Vice President for Research. Office space needs identified will be addressed. We will work with your leadership team and the Vice President for Administration and Finance to find appropriate space in the central part of campus as it becomes available.

As the Vice President for Research and Chief Research Officer, you will be charged with providing leadership and expertise in fostering a campus environment that supports collaborative, interdisciplinary efforts and produces high quality research. You will be responsible for encouraging and facilitating the integration and enhancement of research activities across the university's colleges and multiple research centers and leading university-wide strategic research growth activities. In addition, you will provide leadership for the acquisition of research funding, the planning and development of academic research space, research commercialization, the incubation of new companies and recruiting of corporate research partners, and public outreach.

This appointment is offered in accordance with the provisions of our University Handbook, which is available online at: <http://www.ksu.edu/academicpersonnel/fhbook>. Your employment at Kansas State University is governed by the rules and policies contained in the University Handbook and by other policies adopted by the University. Kansas State University employees are expected to conduct themselves in a professional and respectful manner toward other members of the University community, including faculty, staff, students, and visitors. Kansas State University has endorsed the Principles of Community, which can be found at <http://www.k-state.edu/welcome/community.html>. Every member of the University community is expected to acknowledge and practice these principles, and they are displayed in our classrooms and administrative offices.

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 and signed by me.

Dr. Karen J.L. Burg

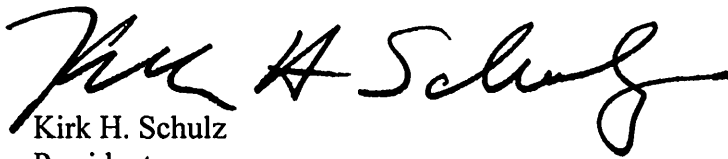
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If you accept these terms, please sign the letter below and the enclosed contract and return this to me at your earliest convenience, but no later than May 9, 2014.

I am delighted to offer you this appointment as Vice President for Research and look forward to working with you as a Cabinet member and as you provide excellent leadership to advance Kansas State University.

Sincerely,



Kirk H. Schulz
President

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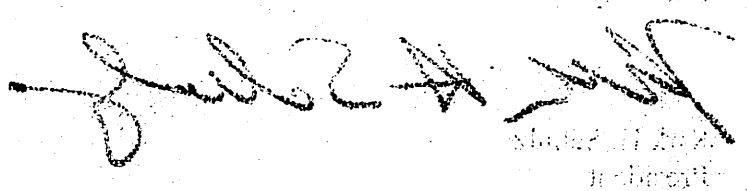
cc: Dr. April Mason, Provost and Senior Vice President
Mr. Gary Leitnaker, Associate Vice President for Human Resources and Parking Services

Accepted: _____ Date: _____
Dr. Karen J.L. Burg

10/10/11
11/11/11
12/11/11

in this manner to the Commission by the 15th day of the month of October 2011.

I hereby declare that the above is a true and correct copy of the original document.



11/11/11
12/11/11

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11/11/11
12/11/11