



May 14, 2010

Kenneth R. Stafford
11455 San Joaquin Ridge
Littleton, CO 80127

Office of the Provost and
Senior Vice President

106 Anderson Hall
Manhattan, KS 66506-0113
785-532-6224
Fax: 785-532-6507

Dear Ken:

I am pleased to offer you the position of Chief Information Officer and Vice Provost for Information Technology at Kansas State University. I have summarized below the conditions and elements of the offer we discussed. If I have left anything out, please let me know.

- Position:** Chief Information Officer and Vice Provost for Information Technology, full-time.
- Salary:** \$250,000 per year, payable in 26 installments; your first paycheck will be issued on or about September 3, 2010.
- Starting Date:** August 9, 2010
- Benefits:** Standard State of Kansas health, retirement, life insurance benefits. 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 email at benadmin@k-state.edu.
- Club Membership:** You will be provided with a social membership to the Manhattan Country Club.
- Moving expenses:** All moving expenses from Littleton, CO to Manhattan, KS reimbursed by the University
- Temporary Housing:** You will be provided the use of the University condominium at Manhattan and Anderson streets from the official start of your employment through December 30, 2010 if needed.

This appointment is subject to annual review, renewal, and notice of non-reappointment. This appointment is offered in accordance with the provision of our University Handbook, which is available in my office and is 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 and by the Provost's Office. Your employment is subject to these policies as they are and as they may from time to time be changed. Significant policies and procedures include, but are not limited to, annual evaluation, reappointment, conflict of interest, consulting, and intellectual property. It is your responsibility to be aware of these policies and procedures as well as others that may apply to you.

This offer of employment is contingent upon your ability to provide satisfactory documentation verifying your eligibility to work for K-State. The University will be requesting original documentation of your eligibility to work. It is also contingent upon your passing the Kansas Board of Regents mandated criminal background check.

I think this summarizes all the matters we have discussed regarding your employment at K-State. We are all very pleased you will join our team as the Chief Information officer and Vice Provost for Information Technology.

As an acknowledgment of these general conditions and the more specific aspects of your employment, please sign and return the original of this letter by May 21, 2010.

Should you have any questions about this appointment letter, please do not hesitate to call me. I am looking forward to your arrival on campus.

My best to you.

Sincerely,



April C. Mason
Provost and Senior Vice President

I accept this position:


Kenneth R. Stafford

Date: 5/18/10

cc: Kirk Schulz, President
Susana L. Valdovinos, Office of Academic Personnel