



May 2, 2011

Dr. Ali Malekzadeh
2444 Madison Rd.
Cincinnati, OH 45208

Office of the Provost and
Senior Vice President

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

Dear Dr. Malekzadeh:

Following an extensive national search, I am pleased to appoint you to the position of Edgerley Family Dean of the College of Business Administration effective June 1, 2011 (with an on-campus start date of July 1, 2011). I have summarized below the major conditions and elements of the formal offer that we have discussed.

The salary for the position is \$326,200 on a 12 month basis. Standard State of Kansas health and life insurance and retirement benefits are also provided. As Dean of the College of Business administration 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 2016. Your appointment will carry with it tenure at the rank of full professor in the Department of Management. Your appointment is contingent on and subject to all University and Kansas Board of Regents policies, as well as applicable state and federal laws.

The College will reimburse you for moving expenses to Manhattan, KS. You will also be provided funds for three or four transitional visits to Kansas State University as you prepare for the deanship. Your salary includes a \$100.00 per month out of office availability payment as all deans are required to be regularly available after typical business hours and/or when they are not in their office, and such availability cannot be reasonably managed through the use of university owned devices. A social and dining membership to the Manhattan Country Club will be provided for you. If temporary housing is needed as you transition to Manhattan, this is also available. We can discuss this at your convenience.

The one month early start date of your contract will allow for full health insurance coverage to begin July 1, 2011. 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, you will be expected to advance the College on a variety of fronts including program development, faculty and student development, research, teaching and service development, program accreditation and resource development. You will be expected to serve as a cooperative and collegial member of the Council of Deans and 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

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service. This evaluation will be due in fiscal year 2016. In the event you return to regular faculty status, you will convert to a 9 month appointment in the Department of Management at a salary adjusted down to allow for removal of the administrative portion of the salary. This is subject to negotiation between the provost and dean, but generally includes a 9/11ths conversion plus a minimum 10% reduction in your dean's salary.

President Schulz and I are delighted that you have accepted this appointment as the Edgerley Family Dean of Business Administration and look forward to working with you as you provide excellent leadership to advance the College.

Sincerely,



April C. Mason
Provost and Senior Vice President

cc: Kirk Schulz, President

I accept this position as outlined above.



Ali R. Malekzadeh

5/2/11

Date