

March 31, 2016

Dr. Kevin Gwinner
Jon Wefald Chair of Business Leadership
Interim Dean
Department Head, Marketing
College of Business Administration
CAMPUS

Dear Dr. Gwinner:

I am pleased to offer you the role of Edgerley Family Endowed Dean in the College of Business Administration at Kansas State University. This appointment carries with it a rate of pay based on an annual 12-month salary of \$315,000 with a \$1,200 annual cell telephone supplement for a total compensation of \$316,200. Your appointment will begin with the next pay period from the date of your signing below.

As Dean, you will serve at the will and pleasure of the Provost and Senior Vice President. 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 Marketing, 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. This adjustment will generally include a 9/11ths conversion plus an adjustment to place your salary in line with faculty members of your unit with the same rank and similar levels of experience and seniority.

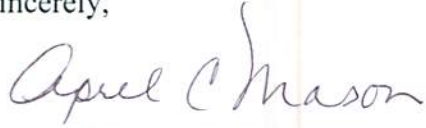
As Dean, you will be expected to provide leadership that continues to build on the success of our College of Business Administration in the areas of teaching, research/scholarship, and outreach as you work toward advancing the organization's goals as set forth in the K-State 2025 Strategic Plan for the College and the University. I would also expect you to continue development and entrepreneurial efforts as you work to promote funding for College initiatives from a range of sources (beyond State support). Strong communication skills and commitment to diversity, and a leadership style that promotes openness and collaboration are expected.

As an acknowledgment of these terms and conditions of your employment, please sign and return the original of this letter by Monday, April 4, 2016. 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. Initial Appointment contract will 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 Business Administration and I 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 and Senior Vice President

Acceptance:



Signature

4-1-16

Date

Cc: President Kirk Schulz
Cheryl Johnson, Vice President for Human Capital Services
Cindy Bontrager, Vice President for Administration and Finance