

March 23, 2012

Dr. Debbie Mercer
112 Longview Drive
Manhattan, KS 66502

Dear Dr. Mercer:

Following an extensive national search, I am pleased to appoint you to the position of Dean of the College of Education effective July 1, 2012. The salary for the position is \$185,000 on a 12 month basis. As Dean 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 already appointed as a tenured, full professor in the Department of Curriculum and Instruction. You will be provided a \$100.00 per month cell phone stipend as all deans are expected to be available by telephone. A social and dining membership to the Manhattan Country Club will be provided for you.

In your first year of appointment, I ask that you attend a fund raising CASE conference with your Foundation development officer. Also, in the summer of 2013, I ask that you attend one of the leadership conferences like Harvard or HERS. We can discuss this at a future time.

As Dean, you will be expected to advance the College on a variety of fronts including program development, faculty and student development, research, teaching, program accreditation and resource development. You will be the point person for the college on advancing the College of Education in the K-State 2025 strategic plan. 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 Curriculum and Instruction at a salary adjusted to remove the administrative portion. 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.

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President Schulz and I are delighted that you have accepted this appointment as the Dean of the College of Education and we 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
Bruce Shubert, Vice President for Administration and Finance

I accept this position as outlined above.



Debbie K. Mercer

3.26.12

Date