

January 21, 2014

Darren M. Dawson  
606 Red Maple Way  
Clemson, SC 29631

Dear Dr. Dawson:

Following an extensive national search, I am pleased to offer you appointment to the position of the Leroy C. and Aileen H. Paslay Dean of the College of Engineering effective July 1, 2014. The salary for the position is \$315,000 on a 12 month basis. As Dean you will hold the Paisley chair and be a tenured, full professor in the Department of Electrical and Computer Engineering. As Dean you will serve at the will of the Provost and be expected to meet expectations annually as you progress toward your first 5 year review, which will occur in the spring of 2019.

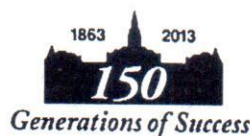
The College will reimburse you for moving expenses to Manhattan, KS from Clemson, SC. You will also be provided funds for three or four transitional visits to Kansas State University as you prepare for the deanship. You will be provided a \$100.00 per month cell phone stipend as all deans are expected to be available. A social and dining membership to the Manhattan Country Club will be provided for you.

Full health insurance coverage will begin August 1, 2014. You will need to file the appropriate forms for benefit coverage immediately upon arrival July 1. Staff in our benefits area will be able to assist you in filing this paperwork. For the month of July, Kansas State University will cover any COBRA insurance charges you incur.

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 outreach; program accreditation; resource development; and progress on the University Engineering Initiative Act and the strategic plan, K-State 2025. 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.

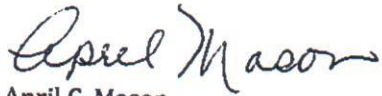
As you know, each dean is evaluated annually by the Provost with a comprehensive evaluation during the fifth year of service. In the event you return to regular faculty status, you will convert to a 9 month appointment in the Department of Electrical and Computer Engineering at a salary adjusted down to allow for the administrative portion of the salary, and the Paisley chair. This is subject to negotiation between the provost and dean, but generally includes a 9/11ths conversion plus 10% reduction from your dean's salary.

President Schulz and I are delighted to offer you this appointment as the Dean of the College of Engineering. If you agree to the terms outlined in this letter, please sign the letter and enclosed contract and return to Kelly Moon at Office of the Provost and Senior Vice President, 108 Anderson Hall, Manhattan, KS 66506.



We look forward to working with you as you provide excellent leadership to advance the College of Engineering.

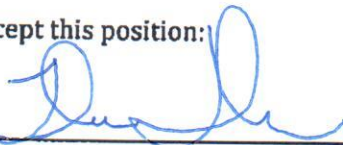
Sincerely,



April C. Mason  
Provost and Senior Vice President

Cc: Kirk Schulz  
Cindy Bontrager  
Patsy Havenstein

I accept this position:



Darren M. Dawson

1/24/14

Date



**INITIAL APPOINTMENT  
TENURED FACULTY**

By authority of the Board of Regents of the State of Kansas and subject to all provisions of the laws of Kansas, the regulations, policies, minutes, and resolutions of the Board of Regents and the rules, regulations, and policies of Kansas State University,

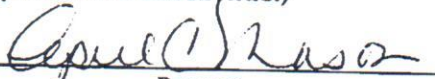
**DARREN M. DAWSON**, a tenured faculty member under the policies of the Board of Regents and of Kansas State University, is hereby offered the position of **PROFESSOR** in **ELECTRICAL AND COMPUTER ENGINEERING** at Kansas State University beginning **JULY 1, 2014**, at **100** percent time, at a salary rate of **\$316,200.00** for the **2015 FISCAL YEAR (12 months)**.

This appointment carries with it tenure under the policies of the Board of Regents and of Kansas State University, as a member of the faculty of **ELECTRICAL AND COMPUTER ENGINEERING**.

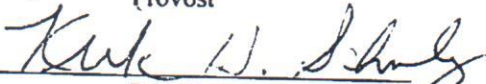
This appointment carries with it the assignment of administrative responsibilities as **DEAN** of the **COLLEGE OF ENGINEERING**; however, this assignment is subject to change upon notice by the appointing administrator. The terms of employment upon discontinuance of administrative responsibilities are specified in a separate letter, which is attached, dated **JANUARY 21, 2014**, and signed by the appointing administrator.

This appointment is conditioned on the employee's ability to provide on request evidence that he or she is a U.S. citizen or is authorized to work in this country (see attached notice).

*It is understood upon accepting this position that I must complete the Declaration of Conflict of Interest and Time Commitment form. (This form can be accessed through HRIS Employee Self-Service at: <https://www.as.ksu.edu/HRIS>.)*

  
Provost

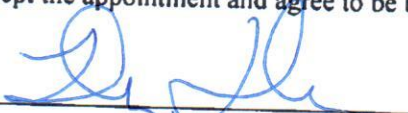
1/23/14  
Date

  
President

1-24-14  
Date

**PLEASE RETURN THE ORIGINAL OF THIS CONTRACT.**

I accept the appointment and agree to be bound by the terms stated herein:

  
Signature

11/24/14  
Date

I reject the appointment:

*2014*