

June 4, 2018

Dr. Charles S. Taber
Vice Provost for Graduate and Professional Education
Dean of the Graduate School
The Graduate School
2401 Computer Science
Stony Brook University
Stony Brook, NY 11794-4433

Dear Dr. Taber:

Following an extensive national search, it is my pleasure to offer you the position of Provost and Executive Vice President (position #W0036697) at Kansas State University, effective August 15, 2018. Below you will find summarized the major conditions and elements of the formal offer that we have discussed. The appointment is subject to all University and Kansas Board of Regents policies, as well as applicable state and federal laws.

This position is a 12-month, full-time appointment and is benefits eligible. You will receive a salary of \$400,000 per year; at a bi-weekly amount of \$15,384.62 per pay period for 26 pay periods. Your first paycheck will be issued on or about September 7, 2018. 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 e-mail at benadmin@k-state.edu.

Your appointment will carry with it tenure at the rank of Professor in the Department of Political Science. The administrative assignment is subject to change upon notice by the current appointing administrator. 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 Political Science, which is your tenure home, and your salary will be adjusted to reflect the duties and responsibilities of the position.

You will report to the President of the University and serve as a member of the President's Cabinet. The members of the President's Cabinet are evaluated annually by the President based on mutually agreed upon goals for each academic year. As Provost and Executive Vice President, you will be subject to this annual review process.

In addition, Kansas State University will reimburse you for your moving expenses subject to University policies (see [PPM chapter 6320.50](#)) and state laws and regulations. Please know that reimbursement for moving expenses may be taxable and you will need to consult your tax advisor with any questions about your tax liability. To accept an offer of reimbursement of moving and relocation expenses, you agree that if you resign from Kansas State University or accept a position with another employer prior to your first anniversary, you will reimburse the University for the full amount of such expenses within 60 days of your last day worked. In addition to other rules, please note that if you use a moving company, you will need to obtain three bids, and your reimbursement will be restricted to the lowest bid amount. Furthermore, the amount you may be

reimbursed for moving expenses may not exceed the amount of the actual moving expenses verified by receipts or the amount of moving expenses for moving 12,000 pounds of household goods, whichever is the lesser amount.

All expenses for you and your spouse to come back to Manhattan once between now and your official start date will be paid by the Office of the President for the purpose of your being introduced to the University community, subject to University policies (see PPM ch. 6410.150) and income tax provisions, including any withholding required.

If needed, you will be provided temporary housing from August 15, 2018, through September 11, 2018, less any income tax withholding required; any income tax burden that could arise as a result would be your responsibility. A further extension can be arranged, if necessary, as agreed upon by both parties.

As the Provost and Executive Vice President, you will be expected to serve as the President's close advisor and strategic leader on all aspects of university governance and the academic enterprise. The Provost/EVP is the University's Chief Academic Officer and serves as the Chief Executive Officer of the University in the absence of the President. The Provost/EVP will partner with the President and his leadership team on the design and implementation of the University's strategic and operational activities, with primary responsibility for providing positive and effective leadership for the University's academic endeavors and shaping the academic culture of K-State. In addition, the Provost/EVP will serve on the Council of Chief Academic Officers of the Kansas Board of Regents and lead the University's Deans' Council. The Provost/EVP also will serve on the boards of University-controlled corporations as assigned.

In addition, as Provost/EVP you will be responsible for providing strategic oversight for academic planning, resource allocation, and innovation in all academic programs; ensuring excellence and relevance in the design of the curriculum and the quality of teaching and learning; providing global perspective and strategic direction that enables the Deans and academic unit heads to create and successfully manage operating budgets; providing strategic vision to further enhance the quality of the student experience and support the success of the undergraduate and graduate students at K-State; and for providing leadership through effective processes and programs that support the Deans and departments on faculty hiring, evaluation, and promotion and tenure. Additionally, in partnership with the Vice President for Research, the Provost/EVP promotes the development of the University's robust research programs and champions the highest academic standards in faculty appointments and research contributions.

As Provost/EVP, your direct reports include the following: Senior Vice Provost for Academic Affairs, Vice Provost for Undergraduate Studies, Associate Provost for Institutional Effectiveness, Associate Provost for International Programs, Director of Engagement and Community Development, Director of the Staley School of Leadership Studies, Special Assistant to the Provost, and your Executive Assistant. Your direct reports also include the Deans of the following units: College of Agriculture, College of Architecture, Planning, and Design, College of Arts and Sciences, College of Business Administration, College of Education, College of Engineering, College of Human Ecology, College of Veterinary Medicine, Graduate School, and Libraries, as well as K-State Polytechnic Campus, K-State Olathe Campus, and K-State Global Campus.

Dr. Charles S. Taber
June 4, 2018
Page 3

Your employment at Kansas State University is governed by the rules and policies contained in the University Handbook, which is available online at: <http://www.k-state.edu/provost/universityhb/>, and by other policies adopted by the University. Your employment is subject to these policies as they are and as they may from time to time be changed. It is your responsibility to be aware of these policies and procedures, as well as others that may apply to you. Kansas State University employees are expected to conduct themselves in a professional and respectful manner toward other members of the University community, including faculty, staff, students, and visitors. Kansas State University has created the Principles of Community, which can be found at <http://www.k-state.edu/welcome/community.html>. They are displayed in our classrooms and administrative offices.

This offer of employment is contingent upon your ability to provide satisfactory documentation verifying your eligibility to work for K-State in the above-mentioned position. The University will be requesting original documentation of your eligibility to work. This offer of employment is also contingent on your clearing the required background checks and will only become binding once you have signed the Initial Appointment document on the university-approved form and signed by me. In addition, it is assumed that you are eligible to obtain a United States Government Security Clearance, as it is a requirement of this position. The process for such clearance will commence once you are onboard.

If you accept these terms, please sign the letter below and return to me at your earliest convenience, but no later than June 6, 2018.

I am delighted to offer you this appointment as Provost and Executive Vice President and look forward to working with you as a Cabinet member and as you provide excellent leadership to advance Kansas State University.

Sincerely,



Richard B. Myers
President

dh

cc: Mr. Jay Stephens, Vice President for Human Capital Services

Accepted:


Dr. Charles S. Taber

Date:

6/5/2018