

March 29, 2016

Dr. Peter K. Dorhout

Manhattan, KS

Dear Dr. Dorhout:

Following an extensive national search, it is my pleasure to offer you the position of Vice President for Research at Kansas State University, effective immediately. 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 \$320,000 per year; at a bi-weekly amount of \$12,307.69 per pay period for 26 pay periods. Your paycheck will continue to reflect your current salary.

Your appointment will carry with it tenure at the rank of Professor in the Department of Chemistry. 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 Chemistry, which is your tenure home, and your salary will be adjusted to reflect the duties and responsibilities of the position.

The members of the President's Cabinet are evaluated annually by the President based on mutually agreed upon goals for each academic year. As Vice President for Research, you will be subject to this annual review process. Moreover, a 360-degree evaluation will be completed after your first and fifth years, and every five years thereafter. Upon successful completion of your fifth year evaluation by the President, as well as a second 360-degree evaluation, you will be eligible for up to a 10-percent base salary increase. This salary increase will be in effect for your second five-year term.

The Foundation account for the Office of the Vice President for Research will be increased by \$20,000 annually for fundraising and discretionary purposes.

As the Vice President for Research and Chief Research Officer, you will be charged with providing leadership and expertise in fostering a campus environment that supports collaborative, interdisciplinary efforts and produces high quality research. You will be responsible for encouraging and facilitating the integration and enhancement of research activities across the university's colleges and multiple research centers and leading university-wide strategic research growth activities. In addition, you will provide leadership for the acquisition of research funding,

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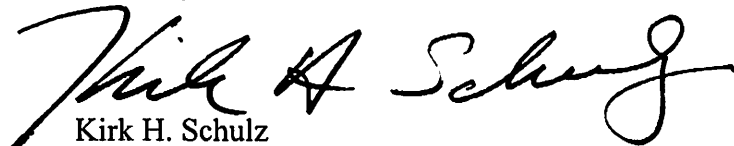
the planning and development of academic research space, research commercialization, the incubation of new companies and recruiting of corporate research partners, and public outreach.

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.

If you accept these terms, please sign the letter below and the enclosed contract and return this to me at your earliest convenience, but no later than April 1, 2016.

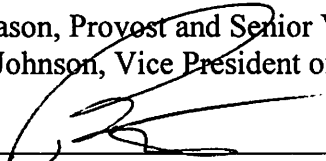
Sincerely,



Kirk H. Schulz
President

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cc: Dr. April Mason, Provost and Senior Vice President
Ms. Cheryl Johnson, Vice President of Human Capital Services

Accepted: 
Dr. Peter K. Dorhout

Date: 29 MAR 2016