

February 10, 2012

Dr. John D. Floros  
Department of Food Science  
College of Agricultural Sciences  
The Pennsylvania State University  
202 Food Science Building  
University Park, PA 16802-2504  
jdf10@psu.edu

Dear Dr. Floros:

Following an extensive national search, I am pleased to appoint you to the position of Dean of the College of Agriculture and Director of K-State Research and Extension effective July 1, 2012 (with an on-campus start date of August 1, 2012). The salary for the position is \$275,000 on a 12 month basis. As Dean and Director 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 also being appointed as a tenured, full professor in the Department of Animal Science and Industry.

The College will reimburse you for moving expenses to Manhattan, Kansas. 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. If temporary housing is needed as you transition to Manhattan, this is also available. We can discuss this at your convenience.

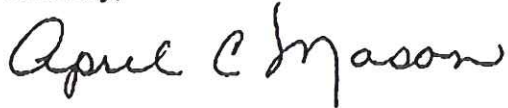
The one month early start date of your contract will allow for full health insurance coverage to begin August 1, 2012. You will need to file the appropriate forms for benefit coverage. Staff in our benefits area will be able to assist you in filing this paperwork.

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 Extension, program accreditation and resource development. 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 Animal Science and Industry at a salary adjusted down to allow for the administrative portion of the salary. 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 Agriculture and Director of Kansas State University Research and Extension and we look forward to working with you as you provide excellent leadership to advance the College.


Sincerely,




April C. Mason, Ph.D.  
Provost and Senior Vice President

cc: Kirk Schulz  
Bruce Shubert

I accept this position:

  
\_\_\_\_\_  
John Floros

  
\_\_\_\_\_  
Date