

September 16, 2015

Sent by US mail and email

Dr. John M. Tomkowiak
2908 Bristol Ct.
Lindenhurst, IL 60046

Dear Dr. Tomkowiak:

On behalf of Washington State University (WSU), the Office of the President, and the Office of the Chancellor at WSU-Spokane, I am pleased to offer you the position of the Inaugural Dean of the Elson S. Floyd College of Medicine, Spokane, Washington. Your full time equivalency (FTE) salary will be \$500,000 per year, or \$41,666.67 per month. The appointment will commence on October 5, 2015, at 0.25 FTE to enable you to officially begin the process leading Washington State University's LCME application preparation. During this phase, you will not receive University benefits, as you must have a 0.50 FTE appointment to be benefits eligible. The appointment will increase to .50 FTE on December 1, 2015, and then to 1.0 FTE on January 11, 2016. You will become benefit eligible December 1, 2015; your salary will be pro-rated based on your FTE from October 5, 2015 – January 10, 2016. Your annual salary will increase to \$550,000 upon WSU receiving provisional accreditation on a date that enables us to enroll our first class in Fall 2017.

Your appointment is for a full-time, 12 month, non-tenured faculty position and carries with it the rights and responsibilities of faculty status of Washington State University. The appointment carries with it the faculty rank of Professor in the College of Medicine. The appointment is a three-year rolling contract (i.e., annual renewal of the three-year contract). This requires positive written action by WSU each year before the anniversary date of October 5 to maintain the three year rolling contract status. The position reports to the Provost and Executive Vice President. As with all senior leadership positions at Washington State University, formal review of performance in the role occurs at five-year intervals.

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The Dean serves as the Chief Academic Officer for the College of Medicine and is responsible for setting the vision, strategic planning, oversight and investment for education and biomedical research in the college. The Dean will be responsible for implementing WSU's vision for establishing the State of Washington's first new public medical school offering the M.D. degree in over 70 years. This is to be a state-wide college with distributed campuses operating under effective centralized administrative control of its educational, research, and service operations through a shared-governance model. The Dean will leverage existing resources within the university and the community, while accruing additional resources as the college grows.

WSU will pay for your moving expenses. To receive the maximum benefits from the state contract, the University coordinates all moving transactions. If your moving costs for all personal belongings exceed the authorized amount of 16,000 pounds of goods, the President's Development Fund will pay the difference. Money allocated to you for moving expenses must be spent in accordance with the *WSU Business Policies and Procedures Manual (BPPM 70.60 and 70.61)*. In accordance with *BPPM 70.61*, "if you terminate your employment or cause termination with WSU for reasons other than disability separation, or other good cause within one year of your employment date, you will be responsible for repaying the University the full amount of your relocation compensation".

Paid travel (including airfare, rental car, and hotel) from Chicago to and from Spokane will be provided during the period of partial appointment (October 5 through January 10). A housing allowance of up to \$1,500 per month will be provided from January 11 until May 30, 2016, or whenever permanent residency is established (whatever date occurs first). WSU will also cover two trips from Chicago to and from Spokane for yourself and your spouse to engage in relocation activities.

Other terms related to the establishment and development of the Elson S. Floyd College of Medicine and the medical school includes the following:

- *Administrative positions.* Funds will be provided to relocate two administrative positions (senior associate dean and business manager) from Chicago Medical School. These positions will be hired in accordance with WSU Human Resource Services policies and subject to normal screening processes. The total salary commitment (not inclusive of benefits) is not to exceed \$250,000. Moving expenses will be covered for these two employees, consistent with State of Washington policies. Separate employment offers will be developed for these two employees.

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- *Research Faculty.* Commitment of salary, benefits, and startup funds for a minimum of one new hire per year, beginning in AY 2016-17, in accordance with the *pro forma* budget for College of Medicine.
- *Department Chair.* Commitment of salary, benefits, and start up for department chair for Department of Biomedical Sciences, in accordance with the *pro forma* budget for College of Medicine.
- *WSU College of Medical Science "Health Bus".* During the first three years of operation, the Office of the President will cover any shortfalls from private fundraising to support the operation of a bus to promote the college and deliver primary care services to communities around the state of Washington. Shortfalls will need to be approved by the President's Office.
- *Clinical Practice Group.* WSU Administration supports the concept of developing a clinical practice group to foster inter-professional medical education and generate funds for the operation of the College. This group will be established in close consultation with health care partners in the Spokane area.
- *Learning Management Platform.* Funds will be provided to develop and employ a learning management system (e.g, Precise) that is consistent with the personalized and interactive educational model to be provided to medical students. Estimated cost is \$500,000 - \$750,000.

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The Washington State University Intellectual Property policy, which is included in the *Faculty Manual* and is a condition of your employment, provides that certain intellectual properties developed within the scope of the faculty members employment or association, or developed with substantial use of university facilities, or developed under third party funding agreements are considered to be the property of the University. For any intellectual property in which the University has an interest, the faculty member is hereby agreeing to execute promptly all assignments, waivers and other legal documents necessary to vest in the University or its assignee any and all rights to the intellectual property.

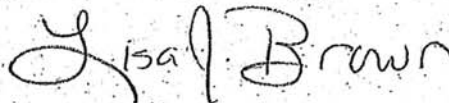
Washington State University employs only U.S. citizens and lawfully authorized non-U.S. citizens. This offer is contingent upon you securing, prior to the start of your employment, appropriate visa status and work authorization. All new employees must show employment eligibility verifications as required by the U.S. Citizenship and Immigration Service to comply with the Immigration Reform and Control Act. See the enclosure for types of documentation required. You will need to show this documentation to your department office within three (3) business days after duties begin. Failure to do so will result in termination of employment.

I am delighted that you have chosen to continue your distinguished career at Washington State University. Please notify us of your decision by returning a signed copy of this offer letter by September 20, 2015. We need your original acceptance to place in the permanent university records and to approve your name for the university payroll. You should retain a copy for your records. Thank you for replying at your earliest convenience.

Sincerely,



Daniel J. Bernardo
Interim President

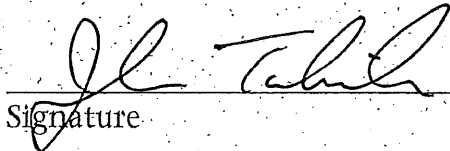


Lisa Brown
Chancellor, WSU-Spokane

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I, John M. Tomkowiak,

✓ Accept Decline


Signature

9-17-15
Date

Encl: I-9 List of Acceptable Documents
WSU Onboarding Program

cc: HRS Personnel File
Department File



RECEIVED
SEP 17 2015
HUMAN RESOURCE SERVICES

Office of the President

September 16, 2015

Sent by US mail and email

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Lindenhurst, IL 60046

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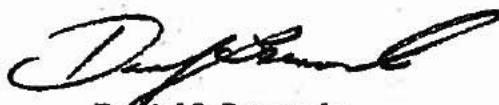
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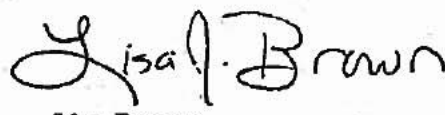
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Sincerely,



Daniel J. Bernardo
Interim President



Lisa J. Brown
Lisa Brown
Chancellor, WSU-Spokane

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I, John M. Tomkowiak,

☒ Accept ☐ Decline

John Tomkowiak
Signature

Date 9-16-2015

Encl: I-9 List of Acceptable Documents
WSU Onboarding Program

cc: HRS Personnel File
Department File