



There is in the DRAFT policy an exhortation that, during annual reviews and

can get involved. Amir then asked, why are we setting a baseline, if there is always an opportunity to negotiate the workload. Tareque said he reason is because KBOR has required K-State to come up with a workload policy. K-State is trying to both respond to the KBOR requirement while building in sufficient flexibility. Amir asked if KBOR stipulated that there be a baseline, and Tanya said that KBOR was looking for such a baseline for teaching/instruction in particular. K-State wants to acknowledge other areas (e.g., research), too.

Tanya acknowledged that all of this does sound like a lot of work, which it is, but the aim is to have a policy that presented guidance for the institution, while acknowledging there will be



continue to chat with Roger Adams. Brad will also find out who are the right