

**Appendix A**  
**Faculty Workload Policy**  
**Approved Faculty Activities for Workload Credit**

Category, activity, and components of activity that may alter activity effort value	Explanations, examples & workload valuation estimates	Credit Hour Equivalents Earned
Participation in NEOMED award ceremonies; Participation in White Coat ceremonies; Participation in NEOMED academic conferral ceremonies		Expected Citizenship
Participation in College, Department and Programmatic Meetings; Participation in NEOMED award or recognition committees and ceremonies; Participation in NEOMED academic conferral ceremonies		Expected Citizenship
1. Attending university updates; Participation in College, Department and Programmatic Meetings; Participation in NEOMED award ceremonies	Faculty & staff; student awards	Expected citizenship
2. Assisting with Faculty/staff job candidate evaluations; Attending university updates; Participation in College, Department and Programmatic Meetings; Professional development activities	Participating in interviews, attending applicant seminars/presentations, and completing written evaluations	Expected citizenship
3. Participation in NEOMED affinity groups; Participation in student outreach activities;	Student community outreach events; attending affinity group meetings	Expected citizenship
4. Mentoring and advising NEOMED students and student organizations		Expected citizenship