

Johns Hopkins University
School of Nursing
PERFORMANCE EXPECTATIONS
For Full Time Faculty Members

Elements of the role as detailed in the Faculty Appointment and Promotion Criteria (July 2001). Scholarship is imbedded in all elements of the role of full time faculty members—research, practice, and teaching.

Research/ Scholarship

Every faculty member will:

- Have a focused area of scholarly activity, i.e., research, development of evidence-based guidelines
- Publish and present in that area annually
- Bring resources into the School of Nursing (i.e., research grants)

Professional Practice

Each faculty member will:

- Maintain knowledge and skills in their area of clinical expertise (direct care, coordinator of care, staff development-continuing education, health policy, consultation)
- Maintain advanced certification in area of expertise (If available and faculty member meets criteria)
- Maintain a defined practice
- Bring resources into the School of Nursing (i.e., salary support)

Teaching

Each faculty member will:

- Teach every semester during the academic year (summer, fall, spring)
- Advise students (i.e., guide and/or encourage scholarship)
- Bring resources into the School of Nursing (i.e., training grants, new students, lecturers)

Academic/ Community Service

Each faculty member will:

- Serve as a member or leader of SON committees, University committees, and/or hospital/agency committees
- Participate in Faculty Senate
- Participate in the Faculty Mentoring Plan
- Participate actively in University and SON functions (i.e., commencement,

- induction ceremonies, open houses, career day, recruitment activities)
- Participate actively in professional organizations (i.e., Sigma Theta Tau, ANA, NLN, and specialty groups).
 - Participate actively in community groups whose mission relates directly to that of the School of Nursing
 - Bring resources into the School of Nursing (i.e., use community and Professional networking to bring potential donors into the Development Office)

Final

[2004]

[Rev2009]