

Ending Incivility: One Nurse Educator at a Time

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THE PROBLEM

Incivility is rampant in nursing education. The need to abolish incivility in nursing educational settings as well as practice settings is paramount for the survival of our profession.

THE BACKGROUND

Issues with incivility are being brought to the forefront of the nursing world. Uncivil behaviors that are learned in the academic setting are following the students into the workplace, causing nurses to leave the profession and contributing to the nursing shortage.

Students report faculty are not kind, do not show up as promised, grade subjectively, are not available, roll their eyes and are condescending.

This behavior affects student learning and the nursing profession. Students model what they see. They learn incivility and take it into the workplace.

THE REMEDY

DETECT:

Issues of incivility within the educator's own academic setting.

Incivility in education is reported more in nursing programs than in any other genre of education.

DEVISE:

A personal statement to be a catalyst for improvement of issues of incivility.

Nurse educators are the first line in civility training. Nurse educators must teach by modeling.

DETERMINE:

To take action to promote civility in nursing education. Become an expert educator.

Empower the student! Work with the student to create civil academic relationships. Create safe spaces for students to voice their needs and concerns.



REMEMBER: ACTIONS SCREAM and words merely whisper.



A PERSONAL STATEMENT

"I am committed to promote a culture of civility in my educational and clinical workplace by being a servant for co-workers and students; by asking "how can I help you today" and then cheerfully provide what that person has asked"

--Lea Ann VanBuskirk

INCIVILITY CAUSES:

Students to become frightened.
Student learning to be impaired.
Students become negative.
Students to lose confidence.
Students to perform poorly.
Faculty become frustrated.
Faculty leave academia.

Nurses leave the profession.
The nursing shortage worsens.

REFERENCES

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