

**Moving from joy stealing to scholarly caring:
A Method for transforming an uncivil work
environment**

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The rising STAR of Texas



In Memory of Dr. Kathleen Heinrich



Background

Joy Stealing:

Experiences that rob others of their zest, clarity, productivity, feelings of worth, and desire for more connection (Heinrich, 2008).

Have you ever experienced joy stealing in your career? How did that make you feel?

Pair Share:

Think about a time at work where you felt heard, valued or celebrated by your colleagues.

Share with a colleague sitting beside you.

Culture of Scholarly Caring (CoSC):

Environment where individuals support and mentor one another in the pursuit of knowledge and learning. Accomplishments are shared and celebrated resulting in individuals feeling valued for what they bring to the group (Erbin-Roesemann & Belcik).

Components of Scholarly Caring

- ❖ Workshops focused on developing scholarly self
- ❖ Monthly meetings to share work as a scholar
- ❖ Purchase the resources for new faculty so they have shared language
- ❖ Partnership agreement as group

Components of Scholarly Caring

- ❖ Partnership agreement between faculty
- ❖ Recognizing and celebrating scholarly accomplishments at monthly staff meeting
- ❖ Orienting new faculty to the CoSC by including it in new faculty orientation

Reflection

Write down one way you can apply a component of scholarly caring at your school of nursing?