

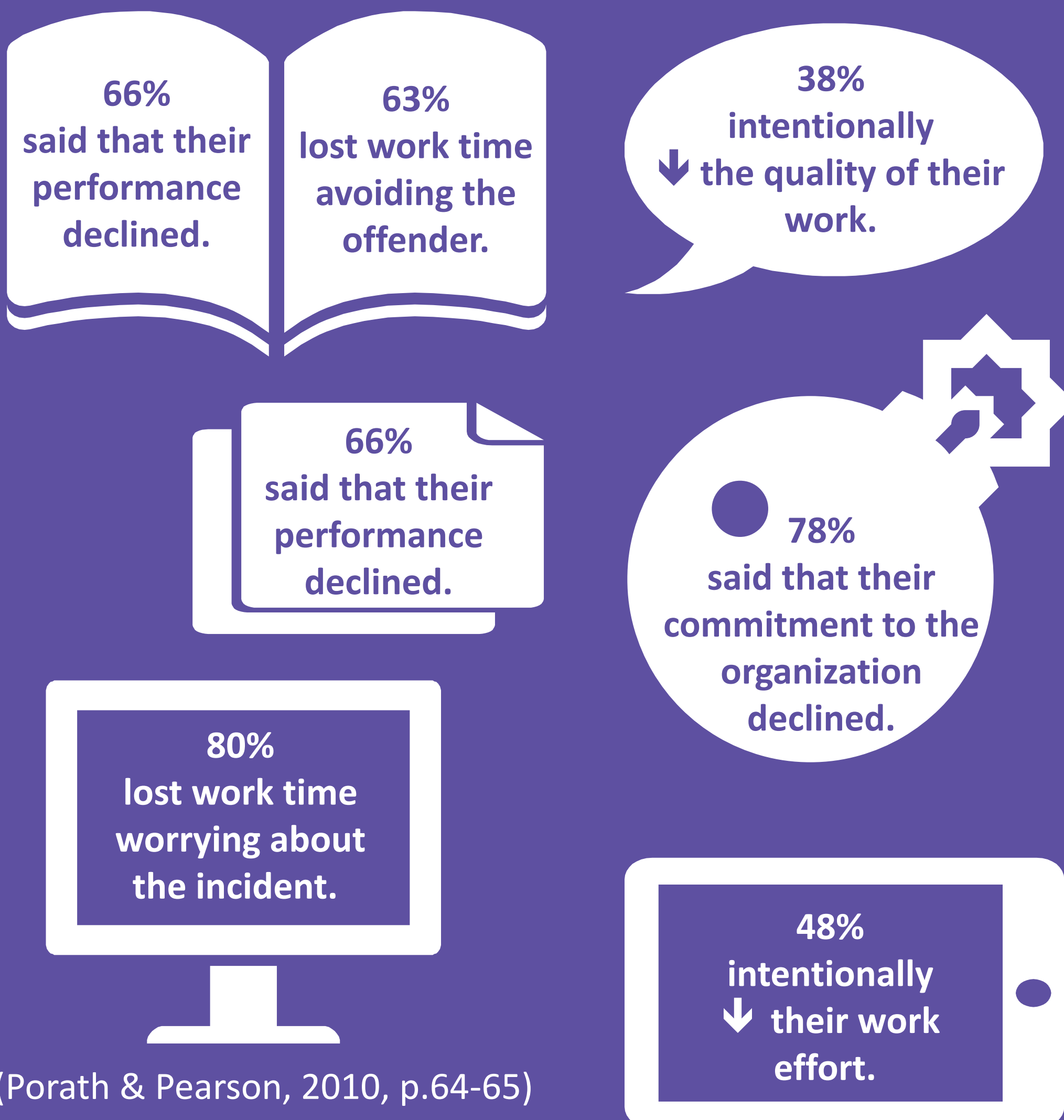
# Increasing Teamwork and Collaboration Through an Asynchronous Educational Activity

Matthew S. Howard, DNP, RN, CEN, CPEN, CPN  
Director of Educational Resources – Sigma Staff Nurse II – Eskenazi Health

Jennifer L. Embree DNP, RN, NE-BC, CCNS  
Clinical Associate Professor – IU SON Magnet Coordinator – Eskenazi Health

## Background

Incivility and bullying in nursing is a widespread issue. Among workers who have been on the receiving end of incivility:



# Online learning can decrease incivility and increase communication.

The time has come for solutions.

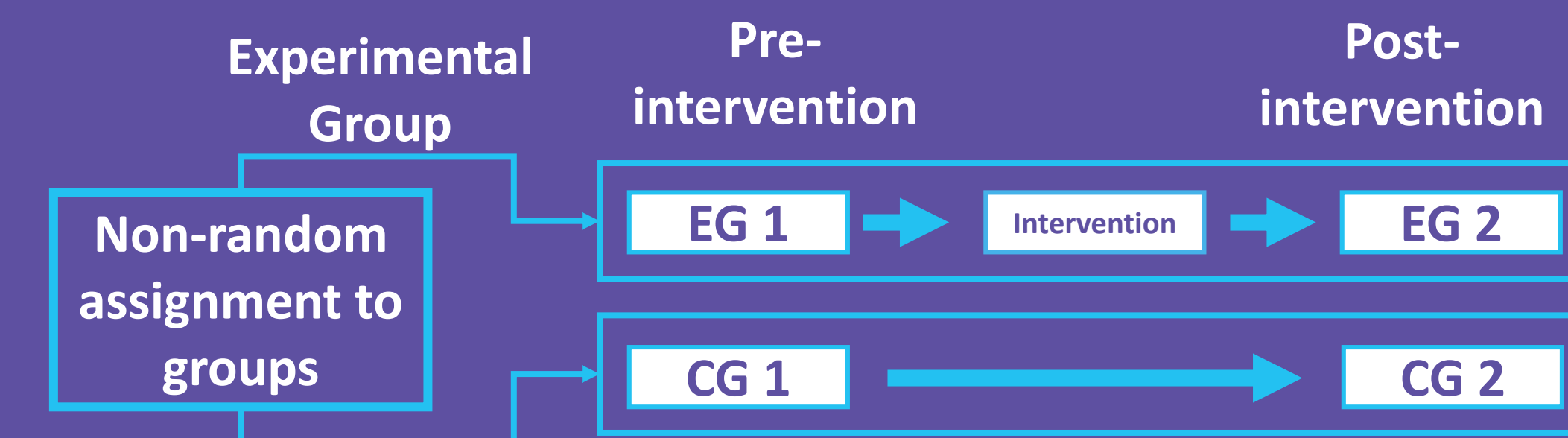
**ESKENAZI**  
HEALTH

**Sigma**  
GLOBAL NURSING EXCELLENCE

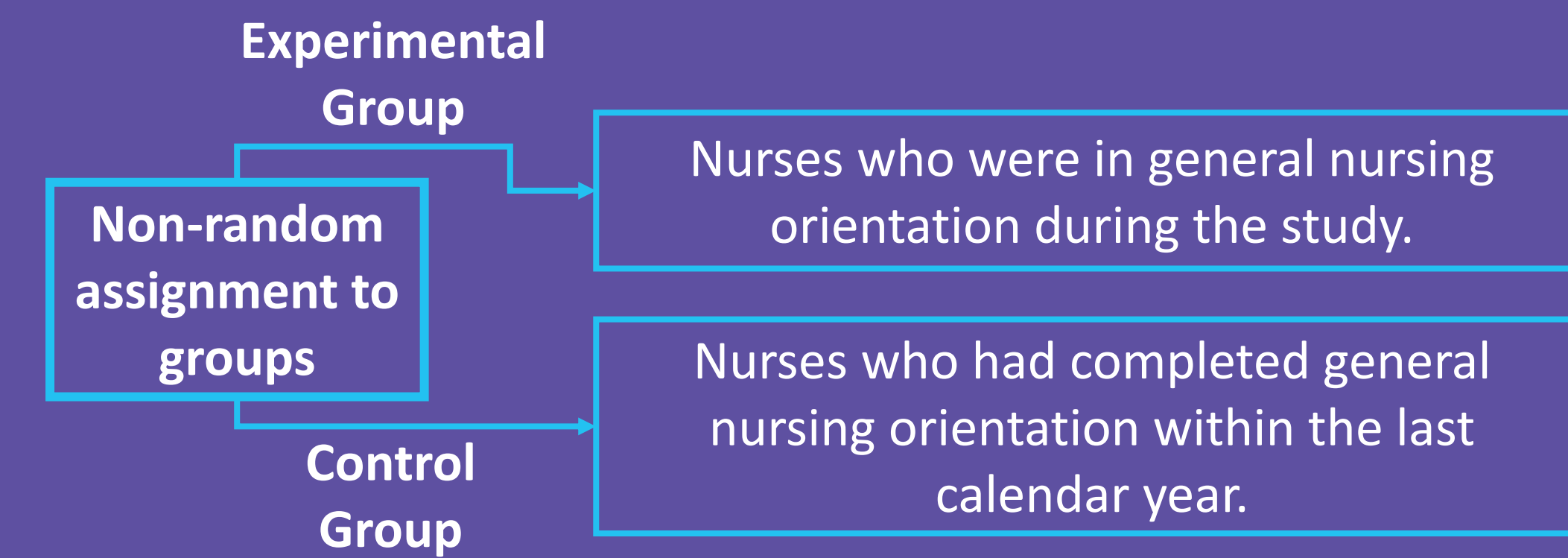
<http://hdl.handle.net/10755/17230>

## Project Design

A quasi-experimental mixed methods design study was used.

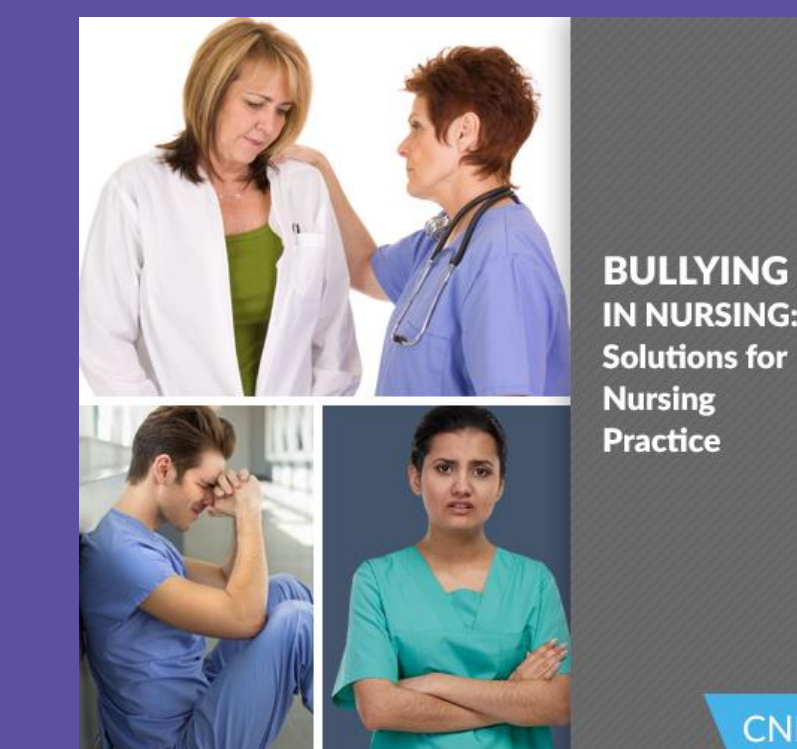


EG 1, CG 1 = Pre-intervention data collection point  
EG 2, CG 2 = Post-intervention data collection point



## Intervention

Developed by Sigma Theta Tau International Honor Society of Nursing (Sigma)



### Bullying in the Workplace: Solutions for Nursing Practice

Time: ~2 hours 40 minutes  
Evidence based solutions  
Innovative branching scenarios  
Authors from around the world

## Results

A total of 49 nurses participated (28 CG, 21 EG).

### Workplace Civility Index

A validated evidence-based questionnaire constructed to assess a nurses' personal civility and increase personal awareness related to personal actions and intentions.

Scoring the Civility Index	
Very civil	90-100
Civil	80-89
Moderately civil	70-79
Minimally civil	60-69
Uncivil	50-59
Very uncivil	<50

(Clark, 2017; Clark, Sattler, & Barbosa-Leiker, 2018)

	Experimental Group		Control Group	
	WCI Pre	WCI Post	WCI Pre	WCI Post
Mean	91.57	95.43	88.21	80.21
Variance	26.76	5.86	44.62	103.06
Observations	21	21	28	28
Pearson Correlation	0.97		0.26	
df	20		27	
t Stat	-6.16		3.99	
P (T<=t) one-tail	2.54		0.00022	
t Critical one-tail	1.725		1.703	
P (T<=t) two-tail	5.09		0.000454	
t Critical two-tail	2.056		2.052	

(t = -6.16, p = < 00001)

(t = 3.99 and p = .000227)