

# ***Bullying***



## **Strategies to Curb Bullying in Nursing Education**

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# Bullying in Nursing Education Literature

- By supervising administrators:
  - Ozturk, Sokmen, Yilmaz & Clinger (2008)
    - 32/162 of lecturers bullied by administrators
- Toward faculty by students:
  - Luparell; Clark; Kolanko, Clark et al.
    - Physical/verbal aggression; indirect bullying; demanding; entitled
- Toward students:
  - Hinchberger(2009)
    - 100% nursing students (n=126) witnessed or felt violence in student clinical placements



# Severe cost for not curbing bullying:

Absenteeism

Decreased productivity

Severe stress

Resignations

High financial costs

## NEW: BULLYING TOWARD DIRECTORS



- NLN Research Funded Study: 2008-2009
- Associate Degree Nursing Directors—  
nationally (60% of new graduates!)
- 42 states represented
- Survey Monkey ---emailed
- n=257; 44.3% response rate

**DEFINITION: COPENHAGEN  
PSYCHOSOCIAL  
QUESTIONNAIRE II (2005)**

Associate Degree Program  
Director Study 2008-2009



- Bullying was defined as when “a person is repeatedly exposed to unpleasant or degrading treatment, and that person finds it difficult to defend himself or herself against it”  
COPSOQII question

## BULLYING: A SURPRISE FINDING!

### STUDY RESULTS:

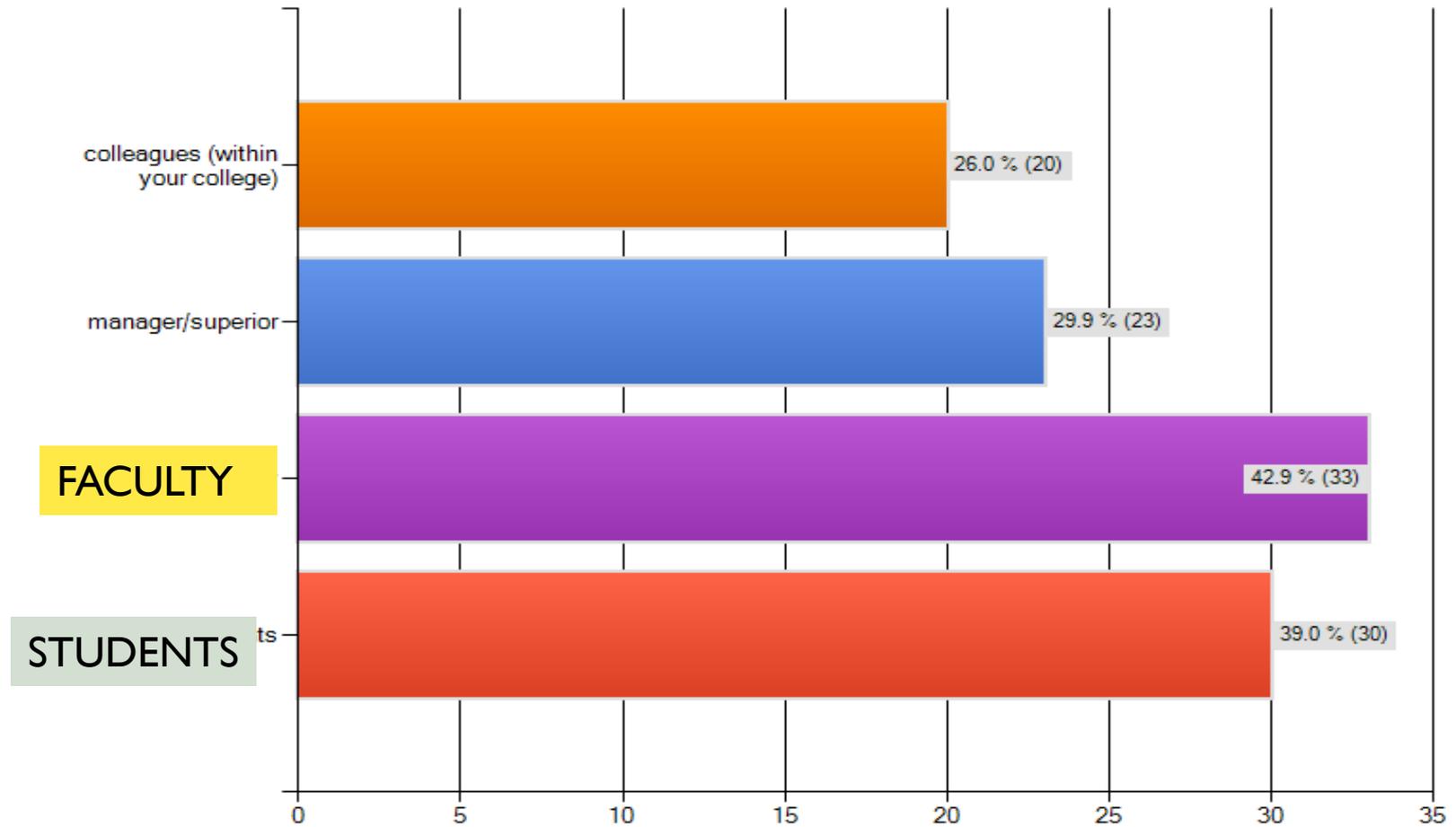
- 81% over the age of 51
- 98% Female
- 92% Caucasian
- Highest percent in position under one year
  - 41 (17%)
- Over 50% in the position under 4 years
- MAJOR FINDING: Work environment rated below the low average for safe work environment!!

# One third (n=77) of program directors reported bullying within the college over a 12 month period

- 23.6% (n=57) a few times
- 3.7% (n= 9) monthly
- 4.1% (n=10) weekly
- 0.4% (n= 1) daily

## IDENTIFIED BULLY: “UPWARD BULLYING”

Director exposure to bullying



***Spearman rho correlations of director reported bullying in relation to 3 COPSOQ II scales and calculated score***

<b>+ Bullying Respondents</b>	<b><u>Health Wellbeing</u></b> (health, burnout, stress, sleep)	<b><u>Strain</u></b> (job satisfaction/ work-family conflicts)	<b><u>Collaborate/Leadership</u></b> (quality of leadership, role conflicts, social support)	<b>COPSOQ II score</b>
<b>Correlation Coefficient</b>	<b>.35</b>	<b>.30</b>	<b>.41</b>	<b>.47</b>
<b>Significance</b>	<b>.00**</b>	<b>.00*</b>	<b>.00**</b>	<b>.00**</b>
<b>N</b>	<b>239</b>	<b>239</b>	<b>239</b>	<b>223</b>

\*\*=correlations significant at .01 level (2 tailed)

# RECOMMENDATIONS:



- WITHIN COLLEGE

- NO Tolerance policy for bullying/non-threatening behaviors
- Respectful interactions across all members expected and role modeled
- REPORTING: enforce the policy
- Psychodynamics of the department---why?

- PERSONALLY

- Adhere to a no tolerance policy
- Support, participate in and expect healthy respectful interactions
- Label it/confront it
- Take it forward
- Stress management