Incivility in Nursing Education-Revised (INE-R) Survey (Clark © 2014; 2024)

Demographics* **Users can create demographic items to 'fit' each specific institution and study parameters.**

Listed are some STUDENT behaviors you may have experienced or seen in the nursing academic environment. Please fill in the bubble regarding the level of incivility and how often each behavior occurred over the past 12 months:

	How do you rate the level of incivility for each behavior below?				How often has each behavior occurred over the past 12 months?			
	Not uncivil	Somewhat uncivil	Moderately uncivil	Highly uncivil	Never	Rarely	Sometimes	Often
Expressing disinterest, boredom, or apathy about course content or subject matter	o	o	o	o	o	o		o
Making rude gestures or other inappropriate non-verbal behaviors toward others. (eye rolling, finger pointing, etc.)	o	o	o	o	o	o	o	o
Sleeping or doing work unrelated to class activities (doing work for other classes, not participating)	o	o	o	o	o	o	o	
Refusing or reluctant to answer direct questions	o	o	o	o	o		o	o
Using a computer, phone, or other media device during class, meetings, activities for unrelated purposes	o	o	o	o	o	o	o	o
Arriving late for class or other scheduled activities	o	o	o	o	o	o	o	o
Leaving class or other scheduled activities early	o	o	o	o	o	o	o	o
Being unprepared for class or other scheduled activities	o	o	o	o	o	o	o	o
Skipping class or other scheduled activities	o	o	o	o	o	o	o	o
Being distant and cold toward others (unapproachable, rejecting faculty or other student's opinions)	o	o	o	o	o	o	o	o
Creating tension by dominating class discussion	o	o	o	o	o	o	o	o
Holding side conversations that distract you or others	o	o	o	o	o	o	o	o
Cheating on exams or quizzes	o	o	o	o	o	o	o	o
Making condescending or rude remarks toward others	o	o	o	o	o	o	o	o
Demanding make-up exams, extensions, or other special favors	o	o	o	o	o	o	o	o
Ignoring, failing to address, or encouraging disruptive behaviors by classmates	o	o	o	o	o	o	o	o
Demanding a passing grade when a passing grade has not been earned	o	o	o	o	o	o	o	o
Being unresponsive to messages, emails, or other communications	o	o	o	o	o	o	o	o

	Not uncivil	Somewhat uncivil	Moderately uncivil	Highly uncivil	Never	Rarely	Sometimes	Often
Sending inappropriate or rude e-mails or messages to others	o	o	o	o	o	o	o	o
Making discriminating comments (racial, ethnic, gender, etc.) directed toward others	o	o	o	o	o	o	o	o
Using profanity (swearing, cussing) directed toward others	o	o	o	o	o	o	o	o
Threats of physical harm against others (implied or actual)	o	o	o	o	o	o	o	o
Property damage	o	o	o	o	o	o	o	o
Making threatening statements about weapons	o	o	o	o	o	o	o	o

Listed are some **FACULTY** behaviors you may have experienced or seen in the nursing academic environment. Please fill in the bubble regarding the level of incivility and how often each behavior occurred over the past 12 months.

	How do you rate the level of incivility for each behavior below?				How often has each behavior occurred over the past 12 months?			
	Not uncivil	Somewhat uncivil	Moderately uncivil	Highly uncivil	Never	Rarely	Sometimes	Often
Expressing disinterest, boredom, or apathy about course content or subject matter	o	o	o	o	o	o	o	o
Making rude gestures or other inappropriate non-verbal behaviors toward others (eye rolling, finger pointing, etc.)	o	o	o	o	o	o	o	o
Using ineffective teaching methods (deviating from course syllabus, changing assignments or test dates with short or no notice)	o	o	o	o	o	o	o	o
Refusing or reluctant to answer direct questions	o	o	o	o	o	o	o	o
Using a computer, phone, or another media device in faculty or committee meetings, or other work activities for unrelated purposes	o	o	o	o	o	o	o	o
Arriving late for class or other scheduled activities	o	o	o	o	o	o	o	o
Leaving class or other scheduled activities early	o	o	o	o	o	o	o	o
Being unprepared for class or other scheduled activities	o	o	o	o	o	o	o	o
Canceling class or other scheduled activities without warning	o	o	o	o	o	o	o	o
Being distant and cold toward others (unapproachable, rejecting student's opinions)	o	o	o	o	o	o	o	o
Punishing the entire class for one student's misbehavior	o	o	o	o	o	o	o	o
Allowing side conversations by students that disrupt class	o	o	o	o	o	o	o	o
Unfair grading	o	o	o	o	o	o	o	o
Making condescending or rude remarks toward others	o	o	o	o	o	o	o	o

Refusing to discuss make-up exams, extensions, or grade changes	o	o	o	o	o	o	o	o
Ignoring, failing to address, or encouraging disruptive student behaviors	o	o	o	o	o	o	o	o
Exerting superiority, abusing position, or rank over others (e.g., arbitrarily threatening to fail students)	o	o	o	o	o	o	o	o
Being unavailable outside of class (not returning messages or emails, not maintaining office hours)	o	o	o	o	o	o	o	o
Sending inappropriate or rude e-mails or messages to others	o	o	o	o	o	o	o	o
Making discriminating comments (racial, ethnic, gender, etc.) directed toward others	o	o	o	o		o	o	o
Using profanity (swearing, cussing) directed toward others	o	o	o	o	o	o	o	o
Threats of physical harm against others (implied or actual)	o	o	o	o	o	o	o	o
Property damage	o	o	o	o	o		o	o
Making threatening statements about weapons	o	o			o	o	o	o

To what extent do you think incivility is a problem in your department/program?

- ❍ No problem at all
- ❍ Mild problem
- ❍ Moderate problem
- ❍ Serious problem

Based on your experiences or perceptions, do you think that students or faculty are more likely to engage in uncivil behavior in your department/program?

- ❍ Faculty members are much more likely
- ❍ Faculty members are a little more likely
- ❍ About equal
- ❍ Students are a little more likely
- ❍ Students are much more likely

Overall, how do you rate the level of CIVILITY in your nursing program on a scale of 0-100?
(0 is absence of civility, 100 is completely civil)

What *top 3* strategies do you suggest for improving the level of CIVILITY in nursing education?

Use empirical tools (surveys, etc.) to measure incivility/civility and address areas of strength/growth
Establish codes of conduct that define acceptable and unacceptable behaviors
Role-model professionalism and civility
Raise awareness, provide civility education
Integrate civility and collegiality into performance evaluations
Provide training for effective communication and conflict negotiation
Develop and implement comprehensive policies and procedures to address incivility
Reward civility and professionalism
Implement strategies for stress reduction and self-care
Take personal responsibility and stand accountable for actions
Other: Please specify _____

Please describe an example of an uncivil encounter you have experienced or witnessed in nursing education within the past 12 months.

In your opinion, what is the primary reason or cause for incivility in nursing education? _____

In your opinion, the most significant consequence of incivility in nursing education is_____

The most effective way to promote academic CIVILITY is to _____

What strengths does the program/department possess to help foster civility and a healthy learning environment?