

Campus Response to Student Behavioral Concerns: Three Levels of Care

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UNC Charlotte

Today's Presenters

- Jeff Baker, Chief of Police & Public Safety
 - Christine Reed Davis, Associate Vice Chancellor for Student Affairs and Dean of Students
 - Jesh Humphrey, Vice Chancellor for Institutional Integrity and General Counsel
 - Larry Gourdine, Associate Dean/Director of Student Assistance and Support Services
 - David Spano, Associate Vice Chancellor for Student Affairs and Director of the Center for Counseling and Psychological Services (CAPS)
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Today's Presentation

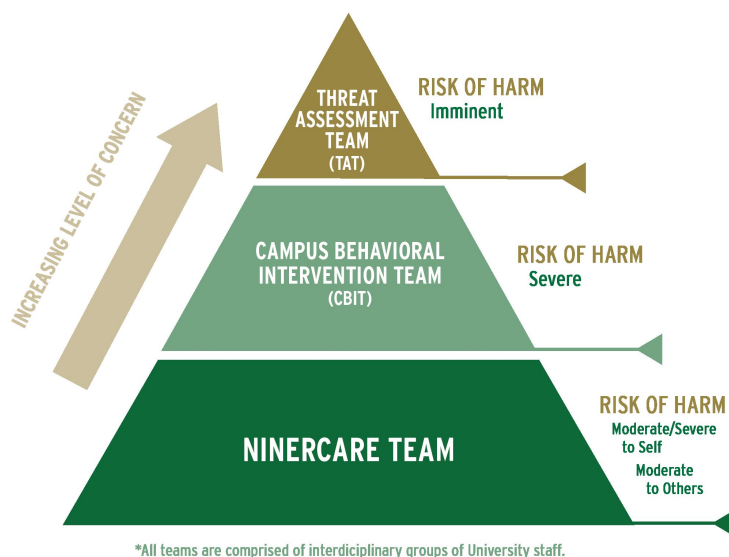
- Introduction of NinerCare
- Three tiers of interconnected care
- Resources utilized to assess behavior & provide support
- Legal and policy obligations
- Communication with campus community
- Q&A



What is NinerCare ?

- Campus network designed to bring together information in order to identify students of concern
- Allows UNC Charlotte staff to investigate and determine if an identified student poses a potential threat to self, others, or the larger UNC Charlotte community
- Helps to develop an objective, coordinated action plan to collect information, assist the needs of the student, and protect the University community

NinerCare: 3 Tiered Approach



Tier 1: NinerCare Team

- Interdisciplinary early intervention team made up of staff from across campus
 - Meets weekly to review students of concern referrals to determine appropriate action and intervention as needed by developing an individualized care plan
 - Help mitigate the level of concern and connecting students to campus resources
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Tier 1: NinerCare Team

Composition of Team Members:

- Student Assistance and Support Services Office (Co-Chairs: Larry Gourdine and Katie Russo)
 - Student Conduct & Academic Integrity
 - Title IX Office
 - Counseling and Psychological Services (CAPS)
 - Housing and Residence Life
 - Disability Services
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Tier 1: NinerCare Team

RISK OF HARM

- Moderate risk to others
- Moderate to severe risk to self
- *Medical or mental health concerns; academic issues; housing/food insecurity; substance use; eating disorders; crisis situations*

Plan of Action

- Create an individualized action plan with the goal to mitigate risk of harm and to connect student to appropriate resources

Tier 1: NinerCare Team

Alumni & Friends | Community | Current Students | Faculty & Staff | Parents & Family | Prospective Students | Campus Resources | site search

REPORTING AN INCIDENT

ABOUT | RESOURCES

REPORT AN INCIDENT

Report Academic Misconduct

Academic misconduct reports contain allegations of violations within the Code of Academic Integrity. The reports may include, but are not limited to, behaviors such as cheating or plagiarism. General classroom misbehavior is considered non-academic and should be reported under non-academic misconduct.

Report Non-Academic Misconduct

Non-academic misconduct reports contain allegations of violations within the Code of Student Responsibility. The reports may include, but are not limited to, behaviors such as use of alcohol or drugs, disorderly conduct, hazing, harassment, physical violence, or other violations of university policies, regulations, or rules.

Report Concern for an Individual

Concerning behavior encompasses a broad range of actions and/or observations, including but not limited to: mental health concerns/issues; inappropriate display of anger or emotion; suicide ideation or attempt; significant changes in appearance, hygiene, or behavior; and housing/food insecurity. **If the student of concern you are referring poses an immediate threat to self or others, please call 911 or UNC Charlotte Police and Public Safety at 704-687-2200.**

Report Sexual and Interpersonal Misconduct

Sexual and Interpersonal Misconduct, as defined in the [Code of Student Responsibility](#), includes a broad range of behaviors that is not tolerated in the University community including: dating violence, domestic violence and gender-based harassment, sexual misconduct, stalking, and related retaliation.

Report Bias-Related Incidents

In fulfilling its mission, The University of North Carolina at Charlotte envisions a University that promises an intellectual environment that values social and cultural diversity, free expression, collegiality, integrity, and mutual respect. Students who have experienced a bias-related incident, or who have witnessed a bias-related incident, may report the incident to the Bias Assessment Resource Team (BART). BART provides support to students

EMERGENCIES

If you are in immediate danger or know someone who is in extreme distress, call 911 or UNC Charlotte Police and Public Safety at 704-687-2200.

The offices reviewing these reports do not respond directly to emergencies.

Tier 2: Campus Behavioral Intervention Team

- Interdisciplinary team that reviews and assesses concerning student behavior involving potential severe threat to self, others, or the broader campus community
- Engaged when previous attempts to mitigate a concerning student behavior persists or escalates; OR
- Engaged when student behavior is severe and requires broader review and assessment
- CBIT can make a recommendation to enact the Involuntary Protective Withdrawal (IPW) Policy
- If the IPW Policy is not recommended, CBIT will review/amend the actions plan or establish a behavioral contract for the student of concern

Tier 2: Campus Behavioral Intervention Team

Composition of Team members/designees include::

- Dean of Students (Chair),
- Counseling and Psychological Services (CAPS)
- Police and Public Safety
- Housing and Residence Life
- Disability Services
- Student Assistance and Support Services
- Graduate School
- Student Conduct & Academic Integrity
- Legal Affairs (as counsel)
- Other University community members deemed relevant

Tier 2: Campus Behavioral Intervention Team (CBIT)

RISK OF HARM

- Severe to Self or others
- Severe to broader campus community
- *Communicating threats to others; severe disruption to community; significant medical or mental health concerns*

Plan of Action

- Review NinerCare Team action plan and determine if plan needs to be amended or continued to support the student
- Determine if a behavioral contract is necessary to mitigate the risk
- Recommends whether to enact the Involuntary Protection Withdrawal (IPW) policy

Role of CAPS staff in Niner Care and CBIT

- Serve as mental health consultant to the team
 - Help with understanding diagnoses and other psychological phenomena
- Suggest options for responding
 - Treatment for students of concern
 - Care and concern meetings
 - “We’ve got this”
- Maintain ethical standards for treatment records
 - Do not disclose confidential information unless “imminent danger” standard is met
 - Record information in CAPS records
- What we cannot do
 - Predict the future
 - Guarantee outcomes

Tier 3: Threat Assessment Team (TAT)

- Interdisciplinary team that further reviews and assesses CBIT cases where the Involuntary Protective Withdrawal (IPW) Policy has been recommended
- TAT determines whether or not to enact the IPW Policy
- Engaged when student behavior poses imminent risk of harm to self, others, or the broader campus community with intent to protect the student or campus community

Tier 3: Threat Assessment Team

Composition of Team Members:

- Dean of Students (Co-Chair)
 - Police and Public Safety (Co-Chair)
 - Counseling and Psychological Services
 - Student Assistance and Support Services
 - Student Conduct & Academic Integrity
 - Legal Affairs (as counsel)
 - Other University community members deemed relevant
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Tier 3: Threat Assessment Team

RISK OF HARM

- Imminent to Self or others
- Imminent to broader campus community
- *Homicidal threats or actions; credible reports of weapons; significant repetitive harm to self*

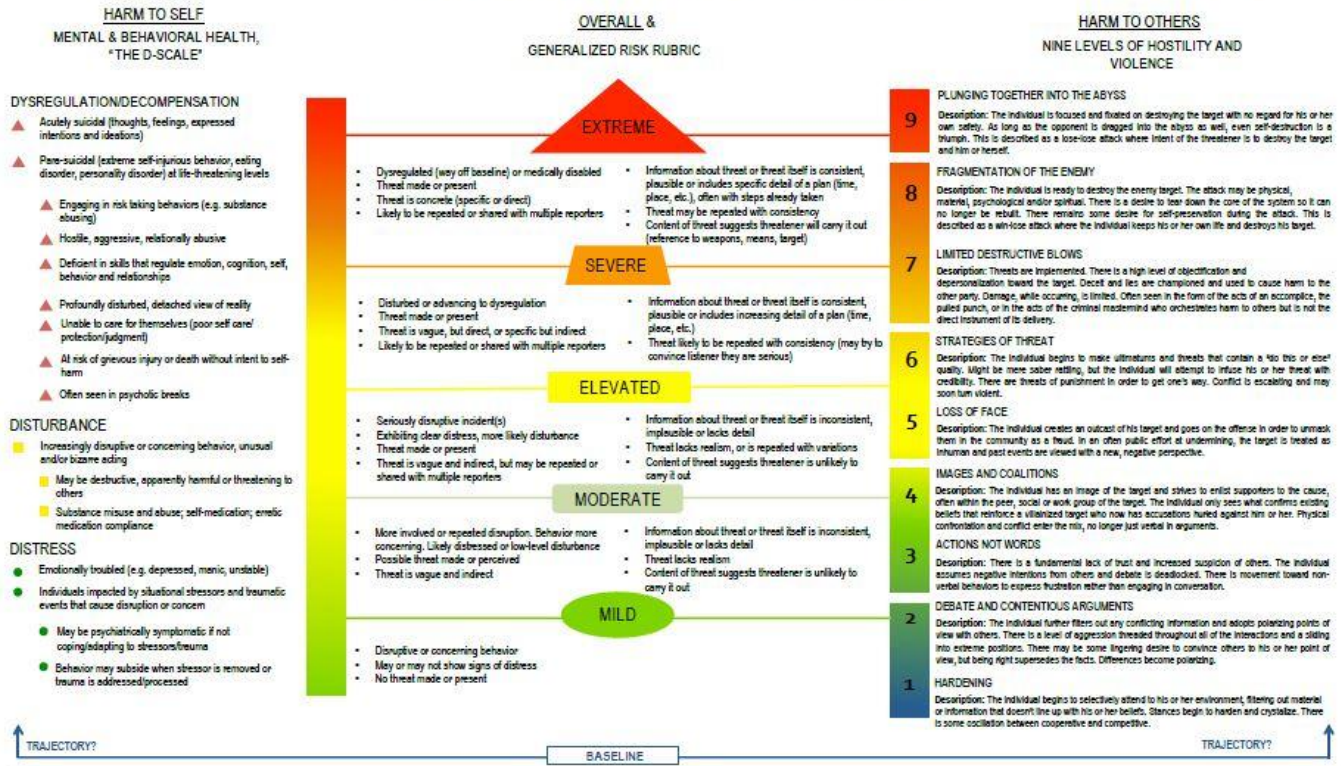
Plan of Action

- Involuntary Protection Withdrawal (IPW) policy enacted
- Further collection of information
- Communication with student regarding steps of IPW process

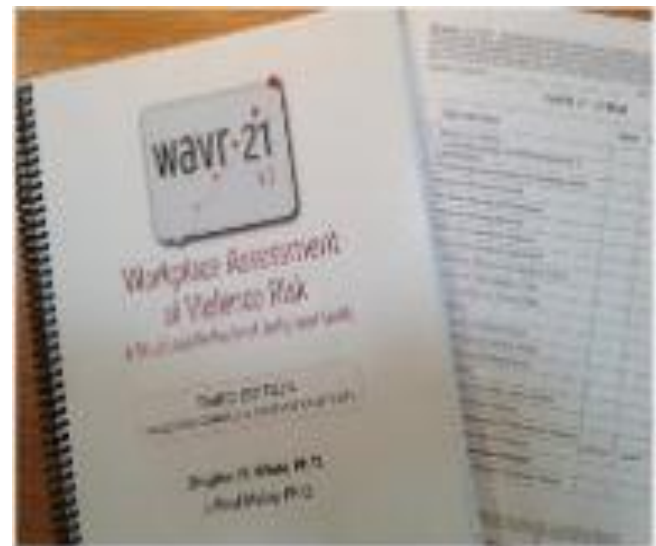
Structured Professional Judgement Guides (SPJs)

- Based on empirical knowledge & professional practice/experiences
 - Assist in identification of key factors
 - Risk screening and risk assessment
 - Indirect vs. direct risk
 - Not a substitute for judgement, experience, or collaboration of campus professionals
 - Multiple SPJ guides utilized in practice:
 - NaBITA threat assessment tool
 - WAVR-21
 - State BETA Team Assessment
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NaBITA THREAT ASSESSMENT TOOL



- Workplace and campus-targeted violence
- Worksheet and grid
- 23 risk assessment factors
 - Motive for violence
 - Anger problems
 - Weapons skill/access
 - Organizational impact of real/perceived threats
- Intake questionnaire
- Documentation questionnaire



Intersection of Care and Policy/Legal Obligations

- University Policy 406: Code of Student Responsibility
 - Due process requirements
 - Applicable to ALL students equally regardless of disability status
- Legal Considerations
 - FERPA
 - Legitimate educational interests
 - Health and safety emergency
 - Clinician-Client Confidentiality
 - Americans with Disabilities Act (ADA) and Section 504
 - Qualified Student with a Disability
 - Accommodations (no fundamental program alterations or undue burden)
 - "Direct threat" standard

Involuntary Protective Withdrawal

- "A significant risk to the health or safety of others [*or actual risk to their own safety*]"
 - "High probability of substantial harm" (not minor, speculative, or remote)
 - Based on "an individualized and objective assessment"
- University Policy 408: Student Involuntary Protective Withdrawal Policy
 - Emergency Interim Protective Withdrawal
 - Evaluation by mental health professional
 - Notwithstanding the evaluation, coordinator can make her own judgments so long as they are fair, stereotype-free, and based on reliable info from objective sources
 - Behavioral agreement as mitigation
 - Hearing
 - Readmission
 - Self-harm situations

Helpful Resources & Reminders

- ★ NinerCare folders
- ★ SASS and CAPS staff are available for consultation
- ★ If an Immediate threat → Contact PPS
- ★ How to refer concerns: incidentreport.uncc.edu

Questions?

