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**UNC CHARLOTTE**

### Today's Presenters

- Jeff Baker, Chief of Police & Public Safety
- Dr. 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
- Dr. Paula Keeton, Director of the Center for Counseling and Psychological Services (CAPS)

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**UNC CHARLOTTE**

### Today's Presentation

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

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### 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

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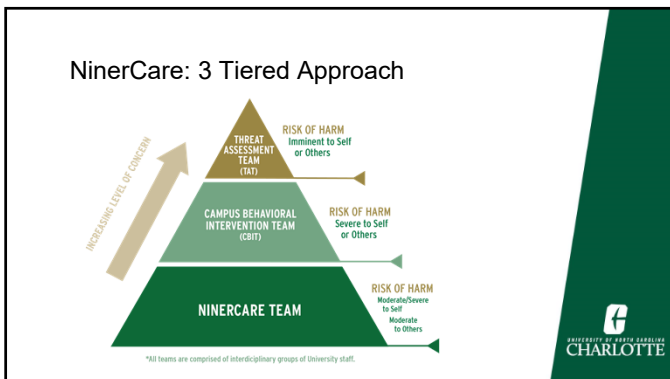
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## Tier 1: NinerCare Team

**Composition of Team Members:**

- Student Assistance and Support Services Office (Co-Chairs: Larry Gourdine and Katie Russo)
- Student Accountability & Conflict Resolution
- Title IX Office
- Counseling and Psychological Services (CAPS)
- Housing and Residence Life
- Disability Services

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## Tier 1: NinerCare Team

**PURPOSE**  
To meet weekly to review students of concern referrals to determine appropriate action and intervention as needed

**BEHAVIOR OF CONCERN**  
**Moderate risk to others AND Moderate-to-Severe risk to self**  
*EX: Medical or mental health concerns; academic issues; housing/food insecurity; substance use; eating disorders; crisis situation*

**PLAN OF ACTION**  
Create an individualized action plan with the goal to mitigate risk of harm and to connect student to appropriate resources

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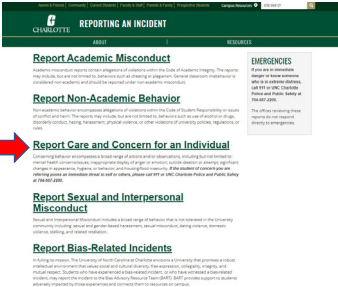
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## Tier 1: NinerCare Team



The screenshot shows a web page titled "REPORTING AN INCIDENT" with a navigation menu (ABOUT, RESOURCES) and a search bar. The main content area lists several reporting categories: "Report Academic Misconduct", "Report Non-Academic Behavior", "Report Care and Concern for an Individual" (highlighted with a red arrow), "Report Sexual and Interpersonal Misconduct", and "Report Bias-Related Incidents". A sidebar on the right contains "EMERGENCIES" information.

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**Tier 2: Campus Behavioral Intervention Team (CBIT)**

**Composition of Team Members:**

- Dean of Students or designee (Chair: James Lorello)
- Counseling and Psychological Services (CAPS)
- Police and Public Safety
- Housing and Residence Life
- Disability Services
- Student Assistance and Support Services
- Graduate School
- Student Accountability & Conflict Resolution
- Legal Affairs (as counsel)
- Other University community members deemed relevant

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**Tier 2: Campus Behavioral Intervention Team (CBIT)**

**PURPOSE**

- Assesses concerning student behavior involving potential severe threat to self, others, 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

**BEHAVIOR OF CONCERN**

- Severe risk of harm to self and/or others
- EX: 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

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**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
- Maintain ethical standards for treatment records
  - Do not disclose confidential information unless "imminent danger" standard is met or student gives written permission to do so.
  - Record information in CAPS records
  - If applicable, current CAPS clinician is informed for follow up
- What we cannot do
  - Predict the future
  - Guarantee outcomes




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### Tier 3: Threat Assessment Team (TAT)

Composition of Team Members:

- Police and Public Safety (Co-Chair: Jeff Baker)
- Dean of Students (Co-Chair: Christine Reed Davis)
- Counseling and Psychological Services
- Student Assistance and Support Services
- Student Accountability & Conflict Resolution
- Legal Affairs (as counsel)
- Other University community members deemed relevant

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### Tier 3: Threat Assessment Team (TAT)

**PURPOSE**

- To further review and assess CBIT cases where the Involuntary Protective Withdrawal (IPW) Policy has been recommended
- TAT determines whether or not to enact the IPW Policy

**CONCERNING BEHAVIOR**

- **Imminent** risk of harm to self, others, or the broader campus community with intent to protect the student or campus community
- *EX: 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

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### 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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### In Closing

- ★ UNC Charlotte approaches behavioral concerns through a tiered system of care and interactions/interventions;
- ★ Engaging cross-divisional partners is important in communicating and addressing behavioral concerns;
- ★ Providing the campus community with consistent information about varying levels of concern and how/where to refer is key;
- ★ Structured Professional Judgement guides are helpful references to assist in decision-making;
- ★ Addressing behavioral concerns involves balancing care with legal and policy mandates.



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