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)
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

*All teams are comprised of interdisciplinary groups of University staff.*
**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

**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
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

REPORT AN INCIDENT

- Report Academic Misconduct
- Report Non-Academic Misconduct
- Report Concern for an Individual
- Report Sexual and Interpersonal Misconduct
- Report Bias-Related Incidents
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

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**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
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
- 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?

Education consists mainly of what we have unlearned.

~Mark Twain