Innovative Educators
Supporting Academic & Professional Growth In Higher Ed

BIT Case Studies: Handling Disturbing & Concerning Behaviors

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Audience Poll

Using the chat feature, please let us know who is participating from your institution today.

- A. Administrator
- B. Academic Advising
- C. Admissions/Enrollment Management
- D. Student Affairs
- E. Faculty
- F. Campus Safety/Campus Police
- G. Other (please specify)

Differentiating

Student Conduct / Judicial

Examples:

➢ A student in an office says "This is bullsh**!"

➢ A student in the classroom continuously interrupts the professor.

Crisis Alert Team

Examples:
➢ Physical assault on campus with no suspect identified
➢ Multiple reports of cars being disabled

A Crisis Alert Team meets as soon as possible to determine notification(s) and institutional response. Key word is **ALERT**.

Behavioral Assessment Team members are on the Crisis Alert Team.

Behavioral Assessment Team

Examples:

➢ A student talks about emulating Cho of Virginia Tech.

➢ A student draws a picture of himself holding a gun in a classroom.

Purpose of BAT

Purpose of a BAT

Logistics of a Team

Think of 4-6 people who should serve on a (core) Behavioral Assessment Team on your campus.

➢ Who handles safety?
➢ Who handles student conduct?
➢ Do you Mental Health counseling? Or a Student Health Center?
➢ How about a faculty member or liaison?
➢ If you have a Crisis Alert / Management Team, that's a good place to start in selecting the Team.

Member Characteristics

Characteristics are equally important:
➢ Problem solving skills
➢ Calm in a crisis
➢ Communicator
➢ Student-centered, conscious of safety
➢ Can roll with things! Adaptable, Flexible
➢ Able to prioritize
➢ Trust
➢ Respect

Common Team Names

❖ Behavioral Assessment Team (BAT)
❖ Behavioral Intervention Team (BIT)
❖ Threat Assessment Team
❖ Threat Management Team
❖ Behavioral Assessment and Recommendation Team
❖ CARE Team

Information, *not* Diagnosis

Questions = information

Information gathering = assessment

WAVR-21

Violence preoccupation
Intent and Threats
Others are Concerned
Losses recent or Impending
Entitlement and Negative Attitudes
Noncompliance or Menacing Behaviors
Capacity and Actions Preparatory for Violence
Extreme Moods

WAVR-21

Real Provocations or Destabilizers
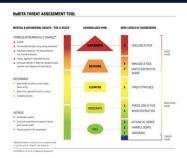**I**rrational Behavior
Substance Abuse
Known History of Violence, Criminality, or Conflict

(Van Brunt, 2013, p. 112-113)

Assessing

CASE STUDIES

Consider …
➤ who to involve
➤ possible steps (first steps; last steps)
➤ options
➤ factors to consider
➤ determining context
➤ External tools that (consistently) can help the team

CASE STUDIES

CASE STUDY #1

Pen and ink drawing that illustrates harm to another student.

CASE STUDY #2

Student expresses interest in purchasing a weapon because of a grade.

CASE STUDY #3

Writing assignment that includes an analogy about weapons.

CASE STUDY #4

A student, a trenchcoat, and a trash can.

CASE STUDY #5

Evening class and a disgruntled student who mentions wanting to harm the faculty.

CASE STUDY #6

Student angry about their financial aid. Makes an explicit threat.

CASE STUDY #7

Notification about a student who is transferring to your college, who has a history of threatening behavior.

Trainings

Association for Threat Assessment Professionals (ATAP)
http://www.atapworldwide.org/

National Center for Higher Education Risk Management (NCHERM)
http://www.ncherm.org/

Center for Aggression Management
http://www.aggressionmanagement.com/Higher_Education/

Trainings

NaBITA : the National Behavioral Intervention Team Association
https://nabita.org/

Also consider / check out:
❖ Speakers and one-day workshops sponsored by various campus safety organizations, military, local law enforcement, FBI, and others.

❖ Colleagues with experience and a good model / process

RESOURCES

NaBITA
https://nabita.org/

National Incident Management System (NIMS)
http://www.fema.gov/emergency/nims/

NASPA/Stetson Student Affairs Law and Policy Conference
http://www.naspa.org/programs/law/default.cfm

Stetson/NASPA Certificate Program in Student Affairs Law and Policy
http://www.naspa.org/programs/lawcert/default.cfm

RESOURCES

"Evaluating Risk for Targeted Violence in Schools …"
http://www.secretservice.gov/ntac/ntac_threat_postpress.pdf

"A Guide to Managing Threatening Situations and Creating Safe School Climates"
http://www.secretservice.gov/ntac_ssi.shtml

"An Interim Report on the Prevention of Targeted Violence in Schools"
http://cecp.air.org/download/ntac_ssi_report.pdf

"Threat Assessment: An Approach to Prevent Targeted Violence"
http://www.ojp.usdoj.gov/nij/pubs-sum/155000.htm

RESOURCES

""Assisting Distressed Students" (Santa Barbara City College)
http://www.sbcc.edu/deptchairs/files/AttachmentE1.pdf

Campus Safety Magazine
www.campussafetymagazine.com

"Making Your Threat Assessment Team Effective", Daniel Fusch, *Academic Impressions*, 08.04.11
http://www.academicimpressions.com/news.php?i-220

http://www.infoplease.com/ipa/A0777958.html
provides a list of schools shootings since February 1996

RESOURCES

"The Virginia Model for Student Threat Assessment",
https://www.apa.org/about/gr/issues/violence/virginia-model.pdf

"A Study of Active Shooter Incidents in the United States Between 2000 and 2013", U.S. Department of Justice (2013)
http://www.fbi.gov/news/stories/2014/september/fbi-releases-study-on-active-shooter-incidents/pdfs/a-study-of-active-shooter-incidents-in-the-u.s.-between-2000-and-2013

"Campus Attacks: Targeted Violence Affecting Institutions of Higher Education", U.S. Secret Service (2010) --
http://www2.ed.gov/admins/lead/safety/campus-attacks.pdf

RESOURCES

Before Conflict: Preventing Aggressive Behavior, John D. Byrnes (2002)

College Student Mental Health: Effective Services and Strategies Across Campus, Benton and Benton (2006)

Crucial Confrontations, Patterson, Grenny, McMillan and Switzler (2005)

Just 2 Seconds, Gavin DeBecker (2008)

The Gift of Fear, Gavin DeBecker (1997)

RESOURCES

Threat Assessment: A Risk Management Approach, Turner and Gelles (2003)

Violence Risk and Threat Assessment, Meloy (2000)

Managing the Unthinkable: Crisis Preparation and Response for Campus Leaders, Bataille et al (2014)

Leadership Without Easy Answers, Heifetz (1998)

International Handbook of Threat Assessment, Meloy and Hoffmann (2013)

School Shooters: Understanding High School, College, and Adult

RESOURCES

The Unthinkable: Who Survives When Disaster Strikes – and Why, Amanda Ripley (2008)

The Handbook for Campus Threat Assessment & Management Teams, Deisinger et al (2008)

Ending Campus Violence: New Approaches to Prevention, Van Brunt (2012)

A Faculty Guide to Addressing Disruptive and Dangerous Behavior, Van Brunt & Lewis, (2013)

Harm to Others: The Assessment and Treatment of Dangerousness, Van Brunt (2014)

RESOURCES

Threat Assessment and Management Strategies: Identifying the Howlers and Hunters, Calhoun et al (2008)

In Search of Safer Communities: Emerging Practices for Student Affairs in Addressing Campus Violence, Jablonski, McClellan and Zdzriaski (2007)

Contemporary Threat Management, Calhoun and Weston (2003)

The Book on BIT, 2nd edition, Sokolow et al, NaBITA (2014)

RESOURCES

http://www.fbi.gov/about-us/cirg/active-shooter-and-mass-casualty-incidents/run-hide-fight-video

https://www.youtube.com/watch?v=pr45zr9IXcs

http://security.boisestate.edu/active-shooter-videos/

https://www.youtube.com/watch?v=5VcSwejU2D0

"google" for many more …

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