



University of Memphis Behavioral Intervention Team for Students

Purpose

The University of Memphis is concerned about the care, welfare and safety of all of its students, faculty, and staff. It is part of the mission of the University to try to promote an environment where individuals are free to learn, teach and work unencumbered and uninhibited by threats of intimidation and harm. The purpose of the Behavioral Intervention Team for Students (BIT) is to address student behavioral concerns that are inconsistent with the University's mission. The members of this team act with a common purpose to address critical student behavioral or mental health concerns through review of situations/incidents, information gathering and sharing, and providing recommendations to ensure the safety and educational success of the student. The BIT does not replace other classroom management or disciplinary processes nor does it address student behaviors that require immediate health, police or mental health attention.

Reporting Troublesome Behavior

The overall goal of the BIT is to promote a safe campus environment focused on student learning and student development. All members of the University community should consider it their responsibility to report troubling behaviors for the safety and well-being of the involved student as well as the campus community.

The BIT receives information from across campus; therefore, it is imperative for the entire University community to report incidents. Faculty members are encouraged to report problematic, disruptive, or anti-social behavior that may raise concerns if combined with reports from other sources. Staff may also be confronted with situations in which a student is disruptive or displays behavior that may be intimidating or threatening to others. While an isolated event may appear minor, other similar incidents occurring in close temporal proximity may indicate a pattern of troubling behavior; thus, reporting all incidents is important.

Incidents should be reported to the Associate Vice President for Student Affairs/Dean of Students. It is important to provide as much detail as possible. When determining what is reportable, always err on the side of over-reporting. The Dean of Students may recommend specific strategies to address with the student or may convene the BIT for further assessment and follow-up. Reports concerning students who are perceived to be a threat (or a potential threat) to themselves or others should be reported immediately to Police Services at 901-678-4357 (678-HELP).

Assessment

Once an assessment has been made and a risk identified, the BIT will refer the student to the Associate Dean for Judicial and Ethical Programs. The Associate Dean will consider the most appropriate source of support for that student, with the goal of maximizing the student's chance of educational success. *This may include, but is not limited to:

1. Referral for professional mental health evaluation;
2. Documentation from a mental health professional of a student's ability to return to the university and to resume participation in current educational programs, activities and services;
3. Imposition of sanctions or limits designed to protect the individual or the University community;
4. Voluntary withdrawal from the university for either a specified or unspecified period of time; or
5. Involuntary withdrawal or suspension from the University for either a specified or unspecified period of time.

Membership

The BIT is responsible to the Vice President for Students Affairs. The team is comprised of a core group of individuals (the Core). Depending on the facts and circumstances of a given situation, additional ad hoc committee members may be included. For example, if a student is registered with Student Disability Services, someone from that office may be invited to attend the meeting. The BIT Core consists of:

Associate Vice President for Student Affairs/Dean of Students – Chair
Director of the Center for Counseling, Learning and Testing (or designee)
Director of Police Services (or designee)
Associate Dean of Students for Judicial and Ethical Programs
University Legal Counsel (or designee)

Meetings

The BIT Core will meet at least monthly; however, the Chair may call additional meetings as needed to discuss pending issues. Communication of incidents and issues shall be reported to the Chair, who will notify the Core and call a special meeting if necessary. The Chair will designate another BIT Core member to serve in his/her absence.

** In potentially serious situations, the University reserves the right to notify the parents or guardians of the student as well as appropriate University officials. Family Educational Rights and Privacy Act of 1974 as amended (FERPA) authorizes school officials such as faculty and staff to disclose education records to other school officials who have a legitimate educational interest in those records, without the student's consent. Disclosure may also be made to appropriate parties where it is necessary to protect the health and safety of the student or other individuals. It is within the University's discretion to determine what constitutes an emergency, who is the "appropriate" party, and what information is necessary to be disclosed.*