

## Behavioral Observation Report Form

The observation report form is designed to enable faculty, staff and students to voluntarily report “red flag behaviors” that may raise concerns and incidents of misconduct at the University of Arkansas at Pine Bluff. An incident, in this context, is an event that does not warrant immediate intervention. In the event of an emergency that requires immediate intervention please call UAPB Campus Police at 870-575-8102.

The observation report will provide a mechanism for responding to individual incidents and will document patterns of disruptive behavior. It will also provide aggregate data on the nature and frequency of disruptions at UAPB. This report provides a standardized method for recording observations of troublesome behaviors and for alerting staff of potential concerns.

There is also a Behavioral Intervention Observation Form at [www.uapb.edu](http://www.uapb.edu).

In accordance with the UAPB Student Code of Conduct, information provided in the Behavior Observation Report Form may also be considered in determining appropriate disciplinary action in the Office of Dean of Student Life.

## Emergency Information

In any emergency situation, call UAPB Campus Police at 870-575-8102.

For students needing physician assistance after hours, please call 870-541-7100 and ask for the Jefferson Comprehensive Care Doctor.



**For more Information Contact  
The Office of Dean of Student Life  
Caldwell Hall - Room 201**

**Mr. Ralph Owens  
Dean of Students**

**Phone: 870-575-8361  
Fax: 870-575-4652**

**Email: [dsl@uapb.edu](mailto:dsl@uapb.edu)  
Mail Slot: 4932**

**Division  
of  
Student Affairs  
Office of Dean of Student Life**

**BEHAVIORAL  
INTERVENTION  
INFORMATION**

## Purpose of Behavioral Intervention Team

The Behavioral Intervention Team is designed to assist faculty, staff, and administration with students facing high levels of distress in their lives and those with behavior problems. The Behavioral Intervention Team is not an administrative, treatment or disciplinary body. It does not adjudicate, discipline, or impose sanctions against any member of the campus. In an effort to respond to the safety needs of the campus, the University of Arkansas at Pine Bluff Office of Dean of Student Life has established the Behavioral Intervention Team.

The Behavioral Intervention Plan was developed in accordance with the College and University Behavioral Intervention Team (CUBIT) model that was introduced by the National Center for Higher Education Risk Management (NCHERM).

## What is BIT?

BIT will assist in helping keep the university community safe and connect distressed students to available support services and present various seminars to students that have been disciplined through the student judicial process. BIT primary goal seeks to act preventively versus reactionary to students in distress.

## What Does BIT Do?

Provide consultation and support to members of the university community in assisting individuals who display concerning or disruptive behaviors.

Respond to reports, gather information to assess situations involving individuals who display concerning or disruptive behaviors; engage reported individuals in a process aimed at correcting the disturbing behavior.

Recommend appropriate intervention strategies.

Connect individuals with needed campus and community resources.

Monitor ongoing behavior of individuals who have displayed disruptive or concerning behavior.

**The committee is not intended to address random conduct matters that occur in the classroom but a consistent behavior problem/pattern that is noticeable in a student.**

## Examples of “Red Flag Behaviors”

A “Red Flag Behavior” is a questionable, suspicious or inappropriate behavior that may be presented through an individual’s appearance, spoken or written words, or specific actions. Examples of “red flag behaviors” include:

- ⇒ Behavior(s) which regularly interfere with classroom environment or management
- ⇒ Notable change in academic performance – poor or inconsistent preparation
- ⇒ Notable change in behavior or appearance
- ⇒ Impairment of thoughts – verbally or in writing
- ⇒ Aggressive behaviors toward others; inability to set limits or re-direct focus
- ⇒ Poor decision making and coping skills
- ⇒ Inappropriate or strange behavior
- ⇒ Low frustration of tolerance
- ⇒ Overreaction to circumstances
- ⇒ Lack of resiliency
- ⇒ Writings and comments endorsing violence; unusual interest in violence
- ⇒ Indirect or direct threats in writings or verbalizations
- ⇒ Lack of empathy and concern for others; inability to care
- ⇒ Anger management problems
- ⇒ Threats to others
- ⇒ Appearance of being overly nervous, tense or tearful
- ⇒ Expression of suicidal thoughts or feelings of hopelessness
- ⇒ Appears to have drug or alcohol dependency problem
- ⇒ Withdrawal and isolation

## Responding to Students in Distress: Guidelines for Faculty and Staff

UAPB faculty and staff play an especially important role in being aware of and responsive to students who may appear to have challenges. You have an important relationship with each of your students: this relationship can be a powerful vehicle that can be used to encourage someone to seek help. At the same time, without mental health training, many may feel unprepared to address signs of distress or problematic behavior in their students. The Behavioral Intervention Team welcomes your questions on any issues regarding behavior that concerns you. Please contact the Office of Dean of Student Life at 870-575-8361.

### Students in Distress

All of us experience problems and usually it takes only a short time to recover and develop a more positive attitude and have the ability to cope with whatever situation has presented itself. Sometimes however, the problem persists and we begin to see signs of ongoing distress and poor coping. These behaviors may be related to ongoing depression or anxiety and may be due to problems in relationships, past trauma, addictions, eating disorders, grief and loss, etc.

### Refer to the Office of Student Counseling, Assessment and Development:

When one of your students’ shares difficulties that are beyond your ability to help, or when a student’s behavior suggests serious emotional problems, it may be best to refer the student to the Counseling Center. Please contact Joyce Bracey Vaughan at 870-575-8290.

**Communicate your concerns:** If appropriate, talking with your student in private about what is upsetting to them may help them feel comfortable and more open with you. Be direct about your concerns, focusing on the student’s behavior and your concerns for their welfare. Listen to the student’s concerns while acknowledging the limits on your ability to help. You must also be aware of your own comfort level. Some faculty and staff members might feel very comfortable talking with a student about the loss of a loved one or some other distressing situation. Others panic at the sight of tears and don’t know what to do to be helpful. Know your own boundaries and refer to the Counseling Center when necessary. Let your student know that additional help is available through Counseling Center.

### Depression Among College Students

A lack of sleep, poor eating habits, and not enough exercise make up a recipe for depression among college students. The stress that comes with academia — including pressure to get good grades, financial worries, failed relationships and conflicts with roommates — are enough to force some students to leave college or worse. In fact, depression is the number one reason students drop out of school or die by suicide.