

## MAKE A REFERRAL WHEN:

- The problem is more serious than you are comfortable handling.
- You have talked with the student already and you feel that he or she may need more assistance.
- The student admits there is a problem, but doesn't want to talk to you about it.
- The student asks for information or assistance that you are unable to provide.

## WHAT TO LOOK FOR:

- Suicidal actions or self-injury
- Verbal or written references to suicide
- Statements regarding having a weapon on campus
- Threats about harming self or others
- Erratic behavior (including online activities) that disrupts the mission and/or normal proceedings of university students, faculty, or staff
- Involuntary transport to the hospital for substance use/abuse
- Involuntary transport to the hospital for mental health issues
- Any pattern of odd behaviors that may pose a threat to safety

You are encouraged to report any incident that is of concern to you.

**EMERGENCY?  
DIAL 9-1-1**

## KUBIT MEMBERSHIP

The KUBIT is composed of representatives from critical areas of the University campus community which includes:

### JANICE MURRAY-LAURY

*Vice President for Student Affairs*  
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908-737-7080

### MAXIMINA RIVERA

*Assistant Vice President, Office of Residential Student Services (Serves as KUBIT Chair)*  
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### DR. VINCENT KIEFNER

*Director, Office of Counseling and Disability Services*  
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908-737-4850

### ROBIN MANSFIELD

*Director, Student Health Services*  
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### NICOLE RODRIGUEZ

*Director, Office of Community Standards and Student Conduct*  
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908-737-5240

### DR. MELISSA STERBA

*Academic Specialist, Office of Student Affairs*  
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### AD HOC MEMBERS:

#### JOY MOSKOVITZ

*Assistant Vice President for Academic Affairs*  
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908-737-7030

#### DR. CHARLIE WILLIAMS

*Director, Affirmative Action Programs*  
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908-737-3330

The KUBIT employs the services of a consultant as needed. Additional members from the campus community are included in meetings of the KUBIT as necessary.

## KEAN UNIVERSITY BEHAVIORAL INTERVENTION TEAM

c/o Office of the Vice President for Student Affairs  
Kean Hall room 124  
1000 Morris Avenue • Union, New Jersey 07083  
P: 908-737-7080 • F: 908-737-7085  
www.kean.edu/offices/kubit



**KEAN**  
UNIVERSITY

**KUBIT**



Kean Hall room 124  
908-737-7080

[www.kean.edu/offices/kubit](http://www.kean.edu/offices/kubit)

DIVISION OF STUDENT AFFAIRS

## KUBIT

The Kean University Behavioral Intervention Team (KUBIT) is a multi-disciplinary group that provides proactive intervention, caring support, and appropriate institutional response to students exhibiting disruptive and/or concerning behavior. KUBIT serves five major functions for the University:

1. Provide consultation, education, and support to faculty, staff, and administration in assisting students who display disconcerting or unusual behaviors;
2. Gather information to assess situations involving students who display disconcerting or disruptive behaviors;
3. Recommend appropriate intervention strategies;
4. Connect students with needed campus and community resources; and
5. Monitor ongoing behavior of students who have displayed disruptive or disconcerting behavior.

If there is an immediate threat to a student (either through self-harm or interpersonal violence) or the community, please call the Kean University Department of Public Safety and Police at 908-737-4800 or dial 9-1-1. If you believe a student is in need of immediate psychological help, you may call the Kean University Counseling Center, located in Downs Hall room 127, for consultation or to report the incident at 908-737-4850.

## HOW TO MAKE A REFERRAL

To make a referral, complete the online incident form found on the KUBIT website under 'Report Individual Behavior.' You will be asked for basic information about the student, for your contact information (in case the team has follow-up questions), and for a description of the incident or behaviors that prompted the referral. If you have any questions please contact the Office of the Vice President for Student Affairs at 908-737-7080.

**To make a KUBIT referral visit  
[www.kean.edu/offices/kubit](http://www.kean.edu/offices/kubit)**

## REFERRAL IDENTIFIERS:

Student distress may manifest in behavior or in the reaction the behavior elicits in others. If you notice any of the following behaviors, the Distressed Student Resource Guide will assist you in responding to the student and providing appropriate referrals.

## STUDENT BEHAVIORS

- Behavioral or emotional changes
- Withdrawal
- Change in hygiene or appearance
- Decline in academic performance
- Excessive or inappropriate anger
- Alcohol or drug abuse
- Bizarre thoughts or behavior

## STAFF/FACULTY REACTIONS TO STUDENT'S BEHAVIOR

- Feeling uncomfortable about student's comments or concern about student's ability to function
- Feeling alarmed or frightened

## THE DISTRESSED STUDENT RESOURCE GUIDE RESPONSE OPTIONS

*Is there danger to self or others?*

**Yes, or student needs immediate medical or psychiatric attention**

Call:

- **Kean University Police**  
**Emergency 9-1-1** or  
908-737-4800  
-OR-
- **Kean University Counseling Center**  
908-737-4850  
-OR-
- **Student Health Services**  
908-737-4880

**No or not sure, but I am concerned**

Call:

- **Office of Community Standards and Student Conduct**  
908-737-5240  
-OR-
- **Kean University Counseling Center**  
908-737-4850  
-OR-
- **KUBIT**  
908-737-7080

**No, but student is having academic or personal issues**

Refer student to appropriate campus support services:

- **Kean University Counseling Center**  
908-737-4850
- **Office of Disability Services**  
908-737-4910
- **Center for Academic Success**  
908-737-0300
- **Student Health Services**  
908-737-4880
- **Office of Community Standards and Student Conduct**  
908-737-5240
- **Office of Residential Student Services**  
908-737-6800
- **KUBIT**  
908-737-7080

## WHAT HAPPENS NEXT?

The student you refer will be given the support and assistance they need by University and community resources. The primary purpose of the team is to offer strategies for mitigating emergent or crisis situations involving students. Depending on the actions of the student, and following a review of the information presented appropriate University or community-based referrals may be required.

## FERPA

There are often questions and confusion about the limitations and allowances of FERPA in conjunction with the reporting of concerning student behavior. FERPA pertains to the privacy of educational records, but it does not prohibit the reporting of *observable behavior*. If you are concerned about a personal interaction you have had with a student or an observation you have made pertaining to behavior, you are encouraged to report and/or consult with appropriate faculty or staff, especially as it relates to the educational mission of the University.