Dean of Students Annual Report 2009-2010

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**Student Conduct Administration**

**MISSION**

The Student Conduct Administration function of the Dean of Students Office administers the Student Behavior components of the Code of Student Rights and Responsibilities, Policy 6-400 of the University of Utah Regulations Library. This includes the reporting, investigation, and adjudication of violations of the Code while respecting students’ due process and the educational mission of the University, summarized below:

**Expectations of Behavior**
Reasonable regulations are necessary for group interaction and living. Students are expected to uphold the Code of Student Rights and Responsibilities, Regulations Library Policy 6-400, also known as the Student Code ([http://www.regulations.utah.edu/academics/6-400.html](http://www.regulations.utah.edu/academics/6-400.html)).

The rights of students and student organizations will be respected in the student conduct administration process. Students are expected to cooperate in the investigation and resolution of student conduct matters. Participants in the student conduct administration process shall take reasonable steps to protect the rights and, to the extent appropriate, the confidentiality of all parties involved in any proceedings under the Student Code.

It is the University’s intention that students who violate the Student Code learn from their mistakes. The student behavior process is designed to be part of a student’s educational experience. Each conduct case is to be viewed separately and there is no set disciplinary response for each incident. The variables of each case will dictate unique outcomes.

**Complaints**
Any person directly aggrieved by an alleged violation of the Student Code or any faculty member, student, or staff member may submit an oral or written complaint to the Dean of Students Office (270 Union, 801-581-7066, fax 801-585-5114) within 45 business days of the date of discovery of the alleged violation.

**Investigations**
All complaints or reports of a possible violation of the Student Code are investigated by a student conduct officer appointed by the Dean of Students. Each individual identified as having information relevant to a conduct matter is provided an opportunity to make a statement of his or her thoughts, concerns, or questions regarding the investigation either through an interview with a conduct officer or the submission of a written statement.
Students against whom a complaint is lodged will also have the opportunity for an interview with the conduct officer and to submit written statements or supporting materials. At the conclusion of the inquiry, the conduct officer shall determine whether there is a reasonable basis for believing that the student is responsible for a violation of the Student Code.

Resolution of a Case
If the conduct officer finds that the student has not violated the Student Code, the complaint is dismissed and the matter is closed. If the conduct officer finds that the student has violated the Student Code, the conduct officer may offer an appropriate resolution/sanctions to be agreed to by the responding student. If the student agrees to the informal resolution and complies with the terms and conditions set out by the conduct officer, the matter will be closed.

If an informal resolution is inappropriate, or the responding student declines to agree to the informal resolution offered, the complaint will be submitted to the Student Behavior Committee. The Committee is made up of two faculty, two staff members, and two current students who are appointed by the president of the university to serve for a multiple-year term. The Student Behavior Committee will hold a hearing that is closed to the public to discuss the matter with the complaining party and the responding student. If a majority of the Committee finds that the student is responsible for violating the Student Code, they will recommend behavioral sanctions. The findings and recommendations of the Committee will be presented to the Vice President for Student Affairs who will issue a decision on the matter.

Sanctions
Sanctions are intended to provide an appropriate response to the student misconduct and a learning opportunity for the parties involved with the conflict. Sanctions may include, but are not limited to, a written reprimand, the imposition of a fine or payment of restitution, community service, probation, suspension or dismissal from the University. Suspensions and dismissals are reflected on a student’s transcript.

Sanctions that require action on the part of the responding student will be assigned a deadline for completion and should be fully understood. Where appropriate, the hearing officer may grant a responding student’s request for minor alterations to the sanctions (i.e. a deadline for completion could be extended due to mitigating circumstances).

Appeals
Within ten business days of the vice president’s decision, any party involved in the complaint may appeal that decision by filing a written notice of appeal with the president. The decision of the president is final. Complaints dismissed by a hearing officer and informal resolutions are not appealable.
HIGHLIGHTS
Student Conduct Administration continued to address issues of behavioral misconduct on campus and cultivate working relationships with several campus agencies to address these issues. The process of receiving referrals from the Department of Public Safety was transitioned into electronic means versus faxed reports. Housing and Residential Education continued to refer non-resident student issues of misconduct and a process for referring students who were evicted for behavioral misconduct was developed.

The office examined a number of online software programs for managing student disciplinary records from three different vendors and chose to transition to Symplicity’s Advocate program in May 2009 with the end of the contract for the PAVE Judicial Action.

The University underwent an audit by the Department of Education of our compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) in August 2009. The findings presented a number of recommendations which included the need to clarify our policies with regard to campus sexual assault and how to report incidents from off-campus locations. The Associate Dean worked closely with the Department of Public Safety and the Office of General Counsel to address the recommendations and develop a more streamlined process of identifying Clery Act reportable offenses of student misconduct using our new software.

STUDENT CONDUCT INCIDENTS SUMMARY
The two hearing officers and one graduate student in the Dean’s office handled 207 incidents of Student Code violations in 2009-2010. This was just over double the number of incidents handled from the previous year. The incidents included 185 distinct individuals and ranged in violations from minors in possession of alcohol to a sexual assault. Male students made up 72.5% of the cases and the other 27.5% involved female students.

The following table indicates the types of violations (some incidents had multiple violations).*

<table>
<thead>
<tr>
<th>A. Standards of Behavior</th>
<th>Total 2008-2009 Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(% of total violations)</td>
</tr>
<tr>
<td>1. Acts of dishonesty, including but not limited to the following:</td>
<td>2008-2009 Total</td>
</tr>
<tr>
<td>a. Furnishing false or misleading information to any University official.</td>
<td>8 (8.5%)</td>
</tr>
<tr>
<td>b. Forgery, alteration or misuse of any University document, record, fund or identification.</td>
<td>8 (8.5%)</td>
</tr>
<tr>
<td>2. Intentional disruption or obstruction of teaching, research, administration, disciplinary proceedings or other University activities.</td>
<td>3 (3%)</td>
</tr>
<tr>
<td>Violation</td>
<td>Responsible</td>
</tr>
<tr>
<td>--------------------------------------------------------------------------</td>
<td>-------------</td>
</tr>
<tr>
<td>3. Physical or verbal assault, sexual harassment, hazing, threats, intimidation, coercion or any other behavior which threatens or endangers the health or safety of any member of the University community or any other person while on University premises, at University activities, or on premises over which the University has supervisory responsibility pursuant to state or local ordinance.</td>
<td>23 (7.1%)</td>
</tr>
<tr>
<td>4. At tempted or actual theft, damage or misuse of University property or resources.</td>
<td>0</td>
</tr>
<tr>
<td>5. Sale or distribution of information representing the work product of a faculty member to a commercial entity for financial gain without the express written permission of the faculty member responsible for the work.</td>
<td>0</td>
</tr>
<tr>
<td>6. Unauthorized or improper use of any University property, equipment, facilities, or resources, including unauthorized entry into any University room, building or premises.</td>
<td>36 (11.1%)</td>
</tr>
<tr>
<td>7. Possession or use on University premises or at University activities of any firearm or other dangerous weapon, incendiary device, explosive or chemical, unless such possession or use has been authorized by the University.</td>
<td>4 (1.2%)</td>
</tr>
<tr>
<td>8. Use, possession or distribution of any narcotic or other controlled substance on University premises, at University activities, or on premises over which the University has supervisory responsibility pursuant to state statute or local ordinance, except as permitted by law and University regulations.</td>
<td>26 (8.1%)</td>
</tr>
<tr>
<td>9. Use, possession or distribution of alcoholic beverages of any type on University premises except as permitted by law and University regulations.</td>
<td>111 (34.4%)</td>
</tr>
<tr>
<td>10. Violation of published University policies, rules or regulations.**</td>
<td>49 (15.2%)</td>
</tr>
<tr>
<td>11. Violation of federal, state or local civil or criminal laws on University premises, while participating in University activities, or on premises over which the University has supervisory responsibility pursuant to state statute or local ordinance.</td>
<td>34 (10.5%)</td>
</tr>
<tr>
<td>Totals</td>
<td>322</td>
</tr>
</tbody>
</table>

*Due to changing software management systems, the determination of responsible and not responsible was not determined as in previous annual reports.

**Hearing officers now indicate a violation of A.10. when hearing a case of residence hall policy violation, therefore showing an increase in the number of violations from the previous year.

The majority of violations were related to the possession of alcoholic beverages followed by the violation of University policies and then violation of laws. The number of violations of use of a narcotic (mostly marijuana) increased from the previous year but its percentage of total violations decreased. Also of note was the lack of incidents of theft this year and the four incidents of possession of weapons.
STAFF

Dean of Students, Annie Christensen (June 2007-present)
Associate Dean of Students, Lori McDonald (September 2007-present)
Assistant Dean of Students, Jay Wilgus (December 2007-April 2009)
Executive Secretary, Katie Wennerstrom (October 2007-August 2009)
Graduate Assistant, Lauren Gehrke (August 2008-May 2009)
Fraternity & Sorority Life

During the 2009-2010 academic year, the University of Utah recognized the following national Greek-letter Social Organizations:

**National Panehllenic Conference (women):**
- Alpha Chi Omega
- Chi Omega
- Delta Gamma
- Kappa Kappa Gamma
- Pi Beta Phi

**North American Interfraternity Conference (men):**
- Beta Theta Pi
- Kappa Sigma
- Phi Delta Theta
- Pi Kappa Alpha
- Sigma Chi
- Sigma Nu
- Sigma Phi Epsilon

**National Pan Hellenic Council:**
- Delta Sigma Theta (women)

**National Association of Latino Fraternal Organizations:**
- Kappa Delta Chi colony (women)

**MISSION STATEMENT**
The mission statement was revised in Fall 2009 with the development of a 2010-2015 Strategic Plan and reads:

The Mission of the fraternity and sorority community at the University of Utah is to provide men and women lifelong opportunities for growth and professional development by fostering ideals of leadership, academic excellence, service, philanthropy, social responsibility, and intercultural awareness, while forging a legacy of friendship, leadership, and loyalty to the University of Utah.
HIGHLIGHTS

Recruitment:
Fall Formal Recruitment was held August 29–September 3, 2009. Approximately 150 men and 215 women participated in this week of events and 125 men pledged as new members and 168 women. Both councils awarded several scholarships through an application process for new students who agreed to participate in the formal recruitment process in good faith (membership in a group at the conclusion of recruitment was not required).

Awards:
Brian Gutierrez (Sigma Phi Epsilon) and Kate Gottshalk (Kappa Kappa Gamma) were named Greek Man and Woman of the Year respectively at an awards ceremony that took place in November 2009. Kappa Kappa Gamma chapter received the Dean’s Award of Excellence. The Songfest winners for the 2009 Homecoming Celebration were Chi Omega and Sigma Chi.

Events:
The 2009 Greek Summit took place October 2 & 3, 2009. George Starks, Jr., brother of Michael Starks who died from an alcohol overdose at Utah State University the previous year, and Erin Anthony, former member of Chi Omega sorority at Utah State were the keynote speakers. The rest of the program included a track for new members that included workshops on health and wellness and a track for executive officers that included sessions on neighborhood relations, fire safety training, and strategic planning.

Greek Week took place April 12-16, 2010 and the team of Delta Gamma and Sigma Chi won the competition. Activities included a lip synch competition, collecting coins for the Humane Society of Utah, contests such as ping pong and foosball at chapter facilities, and the annual Zoo trip with the Neighborhood House. The week’s events culminated at a closing finale at Squatters.

Neighborhood Relations:
A cooperative waste management contract was continued for the year and seemed to continue to mitigate some of the trash complaints from previous years. The Neighborhood Relations Committee began using a professional mediator, Francine Mahak, to facilitate its meetings in an effort to collaborate between stakeholders. The fee for the mediator was split between the University and the City.

STAFF
Jay Wilgus, Assistant Dean of Students (through May 2010)
Sarah Crass, Executive Secretary
Behavioral Intervention Team

Introduction

As a result of growing national trends on college campuses of mental health issues and the increase of hospitalizations and deaths due to alcohol consumption, the University of Utah Behavioral Intervention Team (BIT) was started in the fall of 2007. A new Dean of Students was selected in April of 2007 coinciding with the tragedy of 32 students being shot and killed by a mentally ill student at Virginia Tech on April 17, 2007. The new Dean of Students, in partnership with the division of Student Affairs, created a strategic, broad-based, multidisciplinary team of campus professionals to effectively monitor and manage those students who created significant disruption on campus or posed a risk to themselves or others.

Mission of the Behavioral Intervention Team

In order to promote the safety and health of its students, the University of Utah’s Behavioral Intervention Team addressed student behaviors that were disruptive to the campus community and included student mental health issues and/or safety issues. The mission of the BIT team was three fold: 1) balance the needs of the student and those of the greater campus community; 2) manage each student’s situation individually; 3) initiate appropriate interventions without resorting to punitive measures; and 4) eliminate the fragmented care of students at risk on a highly decentralized campus.
Philosophy of the University of Utah Behavioral Intervention Team

The new multidisciplinary team was based on a philosophy of proactive prevention and modeled after a similar team that had been created at the University of South Carolina supervised by the Assistant Provost. Specifically, the team was founded on the premise that “Positive interaction between a student ‘who poses a risk’ and faculty, staff, and other students can be the best method for early identification and intervention.” (Florida Gubernatorial Task Force for University Campus Safety, 2007)

Behavioral Intervention Team Members

Members of the team included the Director and Assistant Director of Housing and Residential Living, the Dean and Associate Dean of Students, the Clinical Director of the University Counseling Center, a Faculty Member, an Attorney from the Office of General Counsel, a Police Officer from the University of Utah Police Department, the Director of the Center for Disability Services, and the Program Manager from the Office of the Dean of Students to assist in keeping accurate records of students being monitored.

Behavioral Intervention Objectives

Understandably, students, staff, faculty, and administrators were stunned at the after the tragedy at Virginia Tech. The Office of the Dean of Students experienced at least a 25% increase in the number of phone calls or visits from faculty and staff regarding students who seemed to be troubled, disruptive, and/or threatening.
Following the national trends of other higher education institutions, the objectives of the University of Utah’s BIT team were to: 1) intervene with students early; 2) investigate relevant facts and recent behaviors, and, 3) connect students with the necessary campus and community resources to address urgent problems.

**Behavioral Intervention Team Responsibilities**

Specifically, the responsibilities of team included assembling weekly to review students of concern with a multidisciplinary team and make preliminary and proactive plans for intervention or threat assessment. It is important to note if concerns regarding a student at risk could not wait for the weekly BIT meeting, the protocol of the Office of the Dean of Students has been to hold a “Student of Concern Meeting.” This emergency meeting occurred when a student’s behavior escalated to a level where a student was believed to be at significant risk to themselves or others. A “Student of Concern” meeting was held and relevant faculty and staff were invited as were BIT members to discuss the student and recent events and create a intervention plan for the safety of the student and well-being of the campus.

If a student was deemed an “imminent threat,” the student could be immediately removed from campus via an administrative suspension to protect the health or well-being of any member of the University community member as outlined by the Student Code of Conduct.
Behavioral Intervention Team Strategies

The University of Utah BIT met each Tuesday for approximately an hour and a half. The procedures of the team were to: 1) identify the student of concern; 2) gather information about the student from multiple sources and investigate; 3) assess information about the student and their current situation with a multidisciplinary team, and 4) manage the student and situation to support the student and/or reduce the threat to campus. It is important to note that most often interventions employed by the BIT were supportive in nature and not adversarial. As per the Student Code, personnel from the Office of Dean of Students can always meet with a student to offer support and resources without resorting to charging a student with a violation with the Student Code of Rights and Responsibilities.

Criterion of Students Being Monitored by the BIT

There were three criterions that students had to meet in order to be on monitored by the BIT. The first included students who were at risk of harm to self or to others. The second were students who demonstrated an inability to take care of themselves due to serious mental health concerns and/or substance abuse. The third were students that demonstrated behavior that was significantly disruptive to the learning, living and working environment of the University.
Students Referred to the Behavioral Intervention Team

Students were most often referred to the office of the Dean of Students by a faculty or staff member. It is notable that many times, several campus agencies/departments reported the problematic behaviors of a student in a single day. Since 2007, the office of the Dean of Students has held numerous trainings of different departments and divisions of the University. In these trainings, faculty and staff and students have been encouraged to do three things. First, faculty and staff have been encouraged to report problematic student situations sooner rather than later. Second, the Office of the Dean of Students has requested that faculty and staff stay involved and assist the office with interacting and monitoring the student so as to closely monitor the student and their situation. Third, staff and faculty have been informed that the BIT can cross reference a student’s behavior by checking student conduct records, police records, and court records.

BIT Approach to Students At Risk

As the University of Utah’s BIT has evolved, it has become clear that a non-adversarial approach to students at risk has been most productive for the interests of the student and the safety of the community. Through strong team work created by Housing and Residential Living and Education, the Center for Disability Services, the University Counseling Center and the Office of the Dean of Students, the operation of the team has most often offered supportive intervention with students and timed them carefully so as to not overwhelm or frighten a fragile student. At times, it has been in the best interest of the student and the University for the
student to seek their education elsewhere after an extended period of recovery or a “time-out” for a student to get some reprieve from the intense academic and economic pressures that pursuing a higher education entails. The success of this team is due to those caring professionals who work in student affairs, and the excellent staff and faculty members that truly desire a safe campus and are able to see the big picture and offer compassion and care when a student is not able to academically succeed or achieve a level of behavior that enables each member of the community to live and learn in a safe community. At any time, tragedy may occur but the BIT and the capable personnel in Student Affairs departments and well as faculty and staff have enabled the Dean of Students to have expert advice and thoughtful counsel when dealing with a precarious student situation. Although we can never prevent the death or illness of every student or ensure that each student successfully completes their degree, the BIT and many campus partners has enabled many students to successfully complete their education while taking the time they need to be healthy and academically engage in their studies. While the Office of the Dean of Students has strongly recommended that some students be dismissed from the institution because to the risk they posed to the community. Many more students have been able to get the appropriate care they have needed and return to the institution or enroll in another institution that may be better suited to their particular needs. In other words, the BIT, partnering with academic departments and caring faculty and staff have created a collective and compassionate “brain trust” of individuals who care about each individual student and the safety of the campus community and weigh the options and come up with
strategic plans for the best interest of both the student and the campus. Such commitment and expertise is deeply appreciated by a Dean of Students and is believed to truly keep campus a safer and more compassionate place for students to attend school even when they are faced with difficult family, academic, economic, medical or psychological issues.

Record Keeping

As the methods and skill level of the BIT evolved, so have the methods of record keeping. From the fall of 2007 to the fall of 2010, student have been tracked via an excel spreadsheet. Student who were identified to be most at risk were coded in red, student who the team was monitoring on a cautionary basis were coded as yellow, and students who were believed to be safe and healthy for the present time were coded green. Some students remained on BIT list for several months, other students were taken off the list once they left the University or had been suspended or dismissed. Some student were placed on the archived BIT list and then later "reactivated" at the request of BIT member.

Recent developments of record keeping have evolved with the assistance of the Associate Dean of Students and Chief Conduct Officer, Lori McDonald. Starting winter semester 2011, all students being monitored by BIT will be monitored via a new software program called “The Advocate.” This new software system will allow campus BIT professionals to individually monitor and provide immediate feedback regarding a student behavior through private access via their own personal
computer. The software further has the capability to create “Care” lists of students who have behavior that requires BIT and/or Student Conduct intervention.

**BIT Meetings 2009-2010**

In 2009-2010, the BIT met 35 times each Tuesday morning to monitor students and their particular issue. One BIT meeting was utilized for training for the new software system that would be in place fall 2010. If a regular BIT member could not attend, often times another professional from the office represented would attend in their place. Breaks took place during the end of fall semester, the spring break and the end of spring semester. Meetings were usually held bimonthly during the summer semester.

**Number of Students Monitored by Gender and Undergraduate/Graduate Status**

BIT monitored a total of 68 students last academic year. Eighty-four percent of the students or 57 of the 68 were male students and 16% or 11 students were female students. Please see Chart 1.
Eighty-seven percent of the students were undergraduate students and 135 or 9 students were graduate students. Please see Chart 2.
Student Suicides

A total of 68 students were monitored by the University of Utah BIT in the academic year of 2009-2010. Of the 68 students monitored, 5 students took their lives. Of these 5 students, the BIT team had intervened with two of the students. One of the two students was referred to the BIT because of his disruptive made remarks in a campus orientation meeting. The other student was referred to the BIT team because of a serious chronic health issue. Both students met with personnel from the Office of the Dean of Students and were encouraged to receive the appropriate medical and psychological help. Both students reported that they were receiving psychological counseling and appropriate medications. Tragically and despite medical intervention, these two male students suffered from significant mental health issues and took their lives. The other three students who took their life included one female and two male students who were not being monitored by the BIT or known to the Office of the Dean of Students.

Disruptive/Threatening Students

Thirty-eight percent or 26 of 68 students were originally referred to the BIT team because their behavior was disruptive and/or threatening. Examples of disruptive behavior included students making intimidating or aggressive remarks in class or sending bullying or menacing emails or writing papers a faculty or staff member. Of these 26 students referred to the BIT, it is believed that 21 or over 80% of these students suffered from a significant mental health disorder including bipolar disorder, schizophrenia, and/or depression. Please see Chart 3.
Chart 3

Student Referred TO BIT for Being Disruptive
with Mental Health Issues

<table>
<thead>
<tr>
<th></th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mental Illness</td>
<td>81%</td>
</tr>
<tr>
<td>Other Issues</td>
<td>19%</td>
</tr>
</tbody>
</table>

In terms of student conduct, 11 of the 26 students or 42% of students referred to the BIT were charged with violations of the student code. Of these eleven students, two were dismissed from the University after a Student Conduct Hearing was held. One of these 11 students was evicted from the residence halls and 7 students signed behavioral agreements with the Office of the Dean of Students and safely and voluntarily left the University.

Students with Mental Health Disorders

Thirty-eight percent or 26 of 68 students were referred to the BIT because of mental health issues. Nearly 70% or 18 of the 26 student were referred to BIT because of suicidal ideation, gestures, or attempts. Please see Chart 3. Of these
26 students it is believed that 22 or over 85% suffered from a chronic mental illness including depression or anxiety disorders or bipolar disorder. Please see Chart 4.

**Chart 4**

![Chart 4](image)

**Students with Substance Abuse Issues**

In 2009-2010, 7 of the 68 students were referred to the BIT because of alcohol or drug issues. Of these 7 students, 5 students were transported to the hospital from the campus because of excessive alcohol or drug use. One of the 7 students was evicted from the Residence Halls due to drug use.
Students with Chronic Medical Illness

Three of the 68 students or approximately 5% of the students referred to the BIT were suffering from significant medical illnesses. These health issues included students suffering from crohn’s disease, hepatitis C and tuberculosis.

Illegal Behavior

One former student was tracked by the BIT team for criminal activity occurring at the Residence Halls. For the safety of students living in the Residence Halls, the disposition of this former student and the criminal charges against him were carefully monitored by the BIT and the University of Utah Police.

University Department Training

As University faculty and staff became aware of the BIT, requests for training for academic department increased. In 2009-2010, the Office of the Dean of Students trained presented the Council of Academic Dean on the policies and procedures of the BIT Team in November of 2009. The Office of the Dean of Students further provided 6 trainings for campus department in 2009-2010. This included the training the new academic chairs, the faculty of the health department, the faculty of the music department, and various other departments.

Training for BIT Members and Campus Professionals

In October of 2009, Dr. Gene Deisinger trained 28 campus professionals on threat assessment and management. Campus professionals came from Income
Accounting, Financial Aid, the University Police, and multiple Student Affairs departments came together for 2 day intense training on threat assessment policies and procedures. This excellent training was the second training that BIT and affiliated offices had experienced and was well received and very informative. It is hope that Dr. Deisinger can return for training for second-generation BIT practices and policies.

New University Policies and Procedures

In 2009, the Academic Senate voted unanimously to mandate that faculty report student behavioral concerns related to the health and safety of the campus to the office of the Office of the Dean of Students. The new policy reads:

Policy 6-316: Code of Faculty Rights and Responsibilities

B. Duties to Students

8. Faculty members shall not reveal matters related in explicit confidence by a student to any person, except as required by law or permitted according to this policy. Faculty members may, report their assessment of a student’s academic performance and ability to persons making legitimate inquiry provided such disclosure is in accordance with the Family Educational Rights and Privacy Act (“FERPA”). Faculty members should report to the Dean of Students Office any information regarding the behavior of a student that raises concerns regarding the student’s health or safety or the health or safety of others. Faculty members must report to the Department of Public Safety (585-COPS) the behavior of any student or other individual that poses an imminent risk to the health or safety of the student or other individuals.
This policy was in addition to the 2007 policy implemented regarding violence on campus. Policy 1-0004: Violence in the Workplace and Academic Environment reads:

1. **Purpose**

   The University of Utah strives to maintain a work and learning environment that is free of violent behavior, including, but not limited to, verbal and/or physical aggression, attacks, threats, harassment, intimidation, or other disruptive behavior in any form, which causes or could cause a reasonable person to fear physical harm or damage to property.

   This Policy applies to academic, administrative, research, and service departments, programs, activities and services wherever University business is conducted. This Policy extends to persons conducting business with or visiting the University, even though such persons may not be directly affiliated with the University.

   Violence in the Workplace or Academic Environment – Any behavior, action or statement made by an individual or group directed toward another individual, or group, that is threatening or intimidating and causes any reasonable individual who is the recipient of the behavior, action or statement to fear for his or her safety and/or property. Such violence may be in the form of, but not limited to:

   **III. Definitions**

   A. Violence in the Workplace or Academic Environment – Any behavior, action or statement made by an individual or group directed toward another individual, or group, that is threatening or intimidating and causes any reasonable individual who is the recipient of the behavior, action or statement to fear for his or her safety and/or property. Such violence may be in the form of, but not limited to:

      1. causing or attempting to cause bodily injury or intimidation to another person; or
      2. intentionally destroying or damaging any property, public or private; or
      3. approaching or threatening another with a weapon; or making any oral, written, or physical gesture as a threat to harm any person or property.

   B. Intimidation – Stalking or engaging in actions that frighten, coerce, or induce duress regarding anyone’s safety or personal property.
C. Weapons – Firearms, knives, explosives, or other items which are capable of inflicting serious bodily harm.

**Future Trends for BIT**

The University of Utah BIT team has an exciting future that includes a new Behavioral Intervention Specialist. Ryan Randall, LCSW, formerly from the University Counseling Center, will now fully supervise and direct the Behavioral Intervention Team. This position was generously funded by Dr. Barbara Snyder, and the division of Student Affairs. During difficult economic times, this full-time position will provide more support to students as the trend of college students with mental illness continues. The appointment of Ryan will begin December 7, 2010 and it is believed that the BIT team will undergo some major revisions in terms of policy and practice under new leadership. It is further hoped that more campus trainings with national experts will continue and the University of Utah will continue to assist its students with compassionate support and strong and swift intervention when necessary.