



KEAN

**KEAN UNIVERSITY
BEHAVIORAL INTERVENTION
TEAM (KUBIT)**



KUBIT Cares

KUBIT is a multidisciplinary team that provides caring support and collaboration through evidence-based risk assessment and interventions for any member of the Kean University community who may be exhibiting disruptive, distressed, changed, at-risk, and/or concerning behaviors. KUBIT meets regularly to review referrals received, gather information, assess risk and intervene appropriately to support student well-being and campus safety.

Mission

To maintain a safe, supportive, and healthy community for all Kean University students, faculty, and staff. Caring about others across the spectrum of risk related to academics, safety, basic needs, life stressors, and mental health helps everyone climb higher to achieve their educational and career goals at Kean.

01

Provide consultation, education and support to faculty, staff and administration in assisting students who display concerning, at-risk, disruptive, distressed or changed behaviors.

02

Gather information to assess situations and behaviors involving students who are referred.

06

Identify emerging behavioral and wellness trends within the student population.

KUBIT serves
six major functions
for the University

03

Recommend appropriate intervention strategies.

05

Monitor the ongoing behavior of students with concerning, at-risk, disruptive, distressed or changed behaviors.

04

Connect students with needed campus and community resources.

RECOGNIZE

WARNING SIGNS OF STUDENT DISTRESS

- **Academic Concern** - Student shows significant change in academic performance/behaviors.
- **Bias Incident** - Student has been the recipient or perpetrator of a bias incident.
- **Disruptive Behavior** - Student displays ongoing patterns of uncooperative and defiant behavior (i.e., hyperactivity, conduct/antisocial behavior, aggression or hostility).
- **Family Concerns** - Student disclosed abuse or familial concerns that are affecting concentration within their academic/social environment.
- **Financial Concerns** - Student may be in need of financial assistance.
- **Food Insecurities** - Student disclosed that they have not eaten or cannot afford to have regular meals.
- **Hazing** - Student may have endured brutality of a physical or mental nature or any other activity that creates a reasonable likelihood of bodily injury to the person.
- **Housing Concerns** - Student has disclosed that they are housing insecure.
- **Interpersonal Conflict** - Student has had a disagreement or dispute between two or more people that occurs when their interests, values, goals or needs clash.
- **Medical Concern** - Student has disclosed a short-term or long-term injury or illness.
- **Mental Health Issue** - Anxiety, Depression, Bipolar, Disruptive/Dissocial behaviors or any other factor that affects a person's mood
- **Missing Student** - Notification to the University that a student is missing or otherwise has not been heard from in a timely manner.
- **Social Adjustment** - Student has displayed an inability to function and adapt to their environment.
- **Student Not Attending Classes** - Student has had multiple absences.
- **Victim of Crime** - Student has been the victim of a crime on or off campus.

REFER

REASONS FOR MAKING A KUBIT REFERRAL

Asking for help is one of the hardest things for students in distress to do. When you make a KUBIT referral, trust it's for the greater good.

The circumstances for making a referral may include the following:

- The problem is more serious than you can handle
- 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 cannot provide
- You are alarmed or frightened
- You are concerned about the student's ability to function
- You feel uneasy about the student's comments or actions
- You spoke with the student and you feel he or she may need more assistance

In case of an **emergency or immediate danger** to yourself, others or the community, please **DIAL 911** or call the Kean University Department of Public Safety and Police at (908) 737-4800.



How to Make a Referral

In non-emergency situations, please make a referral online at kean.edu/kubit, use the QR code or email KUBIT@kean.edu.

We will ask you for basic information about the student and the incident or behaviors involved. We also request your contact information for follow-up questions, but we do not disclose this information to anyone.



Why Report Concerns to KUBIT?

KUBIT referrals are meant to be proactive, reduce or prevent violence, provide a safer school environment, and allow intervention for at-risk behavior before it becomes harmful to students, faculty, and the campus. The KUBIT addresses cases across the spectrum of risk from low to high in efforts to prevent behaviors from manifesting. As a result, KUBIT staff encourage you to make referrals in an effort to keep students, faculty, and the University safe. If you have any questions or concerns about the KUBIT referral process, please contact KUBIT@kean.edu. In non-emergency situations, use the QR code.

What Happens to a Referral Once a Report Is Submitted?

The primary purpose of KUBIT is to be proactive in supporting at-risk students and providing on and off-campus resources to prevent behaviors from escalating. After a referral is received, a member of the KUBIT team will reach out to the referral source to obtain additional information. Pertinent information is discussed at the next KUBIT meeting and the team scales the at-risk behaviors utilizing the NABITA risk rubric.

Given the risk scale outcome, specific interventions are recommended and a KUBIT member follows up with the student. The students will be given the support and assistance they need by recommending on-campus and community resources. After students are provided with the resources they need to address referral needs, cases are closed or cases can remain open for monitoring and support as needed. All case management notes are documented in the Maxient database as KUBIT team members strive to close feedback loops with referral sources and students.

How Does Privacy Impact the KUBIT Process?

There are often questions and confusion about the limitations and allowances of The Family Educational Rights and Privacy Act (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 any personal interaction or any other observation you've made about student 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.

REFERRAL GUIDANCE

Is There Any Immediate Danger to Self or Others?

YES

CALL:

Emergency 911 or
Kean University
Police
(908) 737-4800
(24 hours a day)

-OR-

Kean University
Counseling
Center
(908) 737-4850

-OR-

Student Health
Services
(908) 737-4880

NO or
not sure,
but I'm concerned

CALL:

Office of Student
Accountability,
Standards and
Education
(908) 737-5240

-OR-

Kean University
Counseling
Center
(908) 737-4850

-OR-

KUBIT
Email
KUBIT@kean.edu

or use the
KUBIT online
referral form



NO,

but the student is having
academic or personal issues

Refer them to campus support
services/KUBIT members:

[Division of Academic Affairs](#)
(908) 737-3450

[Kean University Counseling Center](#)
(908) 737-4850

[Center for Academic Success](#)
(908) 737-0400

Student Support Advocate
studentsupportadvocate@kean.edu

[Student Health Services](#)
(908) 737-4880

[Cougar Connections Center of
Social Work](#)
(908) 737-0530

[Office of Student Accountability,
Standards and Education](#)
(908) 737-5240

[Dean of Students](#)

[Office of Accessibility Services](#)
(908) 737-4910

[Office of Residence Life](#)
(908) 737-1700

RESOURCES

CAMPUS RESOURCES AND INFORMATION TO SHARE

- **The Office of Accessibility Services:** For accommodations for disabilities, contact the Office of Accessibility Services at (908) 737-4910 or accessibilityservices@kean.edu. The office is located in Downs Hall, Room 122.
- **Alcohol and Other Drug Services:** For issues related to alcohol and/or drug use, students can receive support by contacting (908) 737-4850 or aod@kean.edu.
- **The Kean Counseling Center:** The Counseling Center provides free counseling services to all Kean students. Students can reach the office at (908) 737-4850 or counseling@kean.edu. The Counseling Center is located in Downs Hall, Room 127.
- **Cougar Connections:** Cougar Connections Center of Social Work (CCCSW) is dedicated to providing campus and community services that assist and support students on their path to graduation. They may be contacted at (908) 737-0530 or cougarconnections@kean.edu.
- **The Office of Residence Life:** For needs related to campus housing, please contact the Office of Residence Life at (908) 737-1700 or reslife@kean.edu. Residence Life is located in Upperclass Hall, Room 103.
- **Student Health Services:** The staff can assist students with health concerns and being seen by a health care provider. This office can also provide students with information about medical leaves of absence. Contact them at (908) 737-4880 or studenthealthservices@kean.edu. They are located in Downs Hall, Room 126. For a medical emergency, contact 911.
- **The Office of the Vice President of Student Affairs:** If students need general assistance or resources contact the Office of the Vice President of Student Affairs at (908) 737-5260 or studentaffairs@kean.edu. They are located in the Miron Student Center, Room 303.
- **The Office of Vice President of Academic Affairs:** If students need general assistance regarding their academic program, please contact the Office of the Vice President of Academic Affairs at (908) 737-3450 or vpaa@kean.edu. They are located in Townsend Hall, Room 129.
- **Uwill: Mental Health & Wellness Services:** Kean University has partnered with Uwill, to provide student mental health and wellness solutions, offering students free immediate access to teletherapy and wellness programming through its easy-to-use online platform.
- **The 988 Lifeline:** This national network of local crisis centers provides free and confidential emotional support to people in suicidal crisis or emotional distress 24 hours a day, 7 days a week in the United States. Students can dial or text 988 any time to receive professional support when distressed or in crisis.



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Kean University Behavioral Intervention Team (KUBIT)
Division of Integrated Health, Safety & Response

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kean.edu/kubit