Behavioral Threat Assessment and Management

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Co-chairs, Behavioral Threat Assessment and Management Team

Meeting of the Undergraduate Academic Advising Council (UAAC)

4/10/12
Overview

- Review USSS/DOE/FBI findings and recent cases of campus violence.

- Present the UC San Diego Behavioral Threat Assessment & Management (BTAM) team organizational structure and process.

- Your role – How to avail yourself of the process.
- Majority of incidents occurred at 4 yr institutions during 1990’s and 2000’s.

- Highest number of incidents occurred in California.

- The majority of incidents were perpetrated by one individual and, of those, most of the subjects were male (94 percent).

- Firearms were used most often (54 percent).

April 2, 2012
Oikos University, Oakland CA,
One Goh, Academically disqualified student, suspected murderer of 7 people, said to be looking for an administrator
Other Cases

- Mid-Atlantic Christian University, NC, 10/4/2010; 1 dead - Student on student/handgun.
- University of Texas at Austin, 9/28/2010; 1 dead - Student/self-inflicted/automatic rifle.
- University of Alabama, Huntsville, 2/13/2010; 3 deaths - Faculty member/handgun.
- UCLA, 10/9/2009 - Student on student/slashing and stabbing.
- Virginia Tech, 1/29/2009; 1 dead - Student on student/beheading.
- Northern Illinois University, 2/14/2008; 6 deaths - Former student/shotgun.
- Virginia Tech., 4/16/2007; 33 deaths - Student/automatic rifle.
- San Diego State University, 8/15/1996. 3 professors killed by masters degree student Frederick Martin Davidson.
Prevent, respond and recover from incidents that involve threatening behavior by setting into motion a response which leads to a positive outcome.
Behavioral Threat Assessment and Management Flow Chart

Identify Person of Concern*

Faculty
- Academic Case Management Team
  Office of the Assistant Vice Chancellor - Academic Personnel

Postdoctoral Scholars
- Postdoctoral Scholars Case Management Team
  Office of Research Affairs - Director of Postdoc Scholar Affairs

Staff
- Staff Case Management Team
  Director of Employee Relations, Policy Development & Work/Life

Graduate Students
- Graduate Student Case Management Teams
  Principal Administrators

Undergraduate Students
- College Case Management Teams
  Principal Administrators

University Behavioral Threat Assessment and Management Team
(Office of Continuity and Emergency Services)

*In life-threatening or emergency situations, immediately call UCSD Police 9-1-1 from a campus phone or (858) 534-4357 from a cell phone or off-campus phone.
Behavioral threat sequence of events

Behavior that is perceived as posing a direct or potential threat of violence is observed and reported.

Facts are gathered about the incident/behavior by the person receiving the report.

Perception of the threat drives the sense of urgency and nature of who is contacted.

Campus Behavioral Threat & Management Team consulted.

If not perceived as an immediate threat, HR/others usually contacted.

If perceived as an immediate threat, the police are called.
Accepted evaluative tool that assists the team in assessing risk and determining response

Helps identify possibility and prevention of violence!

Part of defensible process should a tort claim arise – selected an accepted evaluative tool and used the tool in assessing and responding to the risk
 Evaluative tool for assessing behavior – based on published literature

 In order to protect:
  - University community
  - Individual exhibiting the behavior
  - Community at large

 Doing the best we can to keep people safe
### WAVR-21 Coding Grid

**Disclaimer:** The WAVR-21 Coding Grid is intended for qualified clinical and forensic risk assessment professionals ("Professional Users") as a guide for organizing, prioritizing, and interpreting data during the workplace incident or threat management process. Risk assessments using the Coding Grid are to be conducted solely by these Professional Users. The Coding Grid may only be used by Corporate or non-Professional users for educational purposes.

**Case/Name Identification:**

**Date Completed:**

<table>
<thead>
<tr>
<th>Risk Factor Items</th>
<th>Absent/ Mild</th>
<th>Present</th>
<th>Prominent</th>
<th>Recent Change (&gt;, 0, &lt;)</th>
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<tbody>
<tr>
<td>1. Motives for Violence</td>
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<td>2. Homicidal Ideas, Violent Fantasies or Preoccupation</td>
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<td>3. Violent Intentions and Expressed Threats</td>
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<td>4. Weapons Skill and Access</td>
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<td>5. Pre-Attack Planning and Preparation</td>
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<td>6. Stalking or Menacing Behavior</td>
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<td>7. Current Job Problems</td>
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<td>8. Extreme Job Attachment</td>
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<td>9. Loss, Personal Stressors and Negative Coping</td>
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<td>10. Entitlement and Other Negative Traits</td>
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<td>11. Lack of Conscience and Impulsibility</td>
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<td>12. Anger Problems</td>
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<td>13. Depression and Suicidality</td>
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<td>14. Paranoia and Other Psychotic Symptoms</td>
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<td>15. Substance Abuse</td>
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<td>16. Isolation</td>
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<td>17. History of Violence, Criminality, and Conflict</td>
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<td>18. Domestic/Intimate Partner Violence</td>
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<td>19. Situational and Organizational Contributors to Violence</td>
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<td>20. Stabilizers and Buffers Against Violence</td>
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<td><strong>Additional Item: Organizational Impact</strong></td>
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<td>21. Organizational impact of Real or Perceived Threats</td>
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* > worsening or escalation
* 0 no change
* < improvement

**Notes:**
1) If data are unavailable or notably incomplete for a risk factor, enter 'Y' for insufficient information.
2) If "Recent Change" moves two columns in same direction between ratings, enter two checks, i.e., >> or <<.

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Issues

- Aberrant behavior
- Violence toward self/others
- Substance use: Alcohol, prescription drug abuse
- Mental health issues may be part of picture but is not causal: Bipolar disorders, Depressive disorders, Psychotic episodes, Post-Traumatic Stress Disorder (returning veterans), Asperger’s syndrome
Issues

- Right to privacy v. threat to self/others
- Student/staff and faculty rules of conduct
- Records retention and disclosure
Making an assessment:

A. Does the person **pose a threat** of harm, whether to him/herself, to others or both?

B. If the person does not pose a threat of harm, does the person otherwise show a need for help or intervention?

Decision Point: Develop and implement a plan

- Monitor the situation
- Engage the person
- Behavioral contract
- On-Campus and other interventions
- Voluntary leave of absence
- Interim suspension/involuntary withdrawal

Core actions

1. Contact & engagement
2. Provide safety and comfort
3. Stabilization
4. Information gathering
5. Offer practical assistance
6. Connect to social support
7. Provide education and resources
8. Link to services and referrals
Pathway to Workplace Targeted or Intended Violence

- The Grievance
- Violent Ideation
- Research & Planning an Attack
- Pre-attack Preparation
- Probing & Breaches
- Final acts
- Attack
- De-Escalation
- Escalation
- Decision

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FACULTY & STAFF 911 GUIDE

SEE SOMETHING? SAY SOMETHING.
Concerned about what you have witnessed in a student's behavior or class work?
Call for assistance or a consultation.

TELEPHONE NUMBERS AT A GLANCE
(all numbers in 858 area code)

EMERGENCY – Life threatening situation:
• From a campus phone: Dial 911
• From a cell phone, call UCSD Campus Police: 534-HELP (4357)

PRINCIPAL ADMINISTRATORS (PA):
Revelle 534-3430  Marshall 534-4390  Roosevelt 534-2237
Muir 534-3687  Warren 534-1720  Salk 822-5953
Office of Graduate Studies (OGS) 534-3671
School of Medicine (SOM) 534-3700
Skaggs School of Pharmacy & Pharmaceutical Sciences 822-5581

ADDITIONAL RESOURCES:
• Counseling and Psychological Services (CAPS) 534-3755
• Student Health Services (SHS) 534-3300
• Student Policies & Judicial Affairs (SPJA) 534-6225
• Student Sexual Assault Resource Center (SARC) 534-5793
• Office for Students with Disabilities (OSD) 534-4392
• International Center 534-3730
• Office of the Ombuds 534-0777
• Office of Sexual Harassment Prevention & Policy (OSHPP) 534-8208
• Women's Center 822-1677
• Lesbian, Gay, Bisexual, Transgender Resource Center 534-3456
• Cross-Cultural Center 534-5689

If in doubt, call the UCSD Police Department 534-HELP (4357)

ASSISTING STUDENTS OF CONCERN

DISRUPTIVE STUDENT
A student whose conduct is clearly and immediately reckless, disorderly, disturbing, or threatening including self-harmful behavior

GETTING HELP
• If you are concerned for your/another's safety due to a student's disruptive and/or threatening behavior Call 911 or the Campus Police

THEN REPORT TO:
• For Undergraduates: The College Dean of Student Affairs (PA) The Department Undergraduate Student Affairs Coordinator
• For Graduate and Professional Schools:
The Office of Graduate Studies (PA) The Office of the Dean of Students (PA) The Skaggs School of Pharmacy (PA)

DISTRESSED STUDENT
A student with a cluster of persistent behaviors who is visibly anxious, sad, irritable, withdrawn, confused, lacking motivation and/or concentration, shows recent or ongoing self-harmful behavior or demonstrates bizarre, erratic, erratic behavior or expresses suicidal thoughts

GETTING HELP
• Consultation and Referrals Call CAPS, OSHPP, OGS, or the Ombuds
• Administrative/Judicial Affairs Call the College Dean of Student Affairs, or the PA for the OGS, SOM, the Skaggs School of Pharmacy, SPJA, or the Office of the Ombuds

CONSULTATION OR EMERGENCY COUNSELING
Call a PA, SPJA, CAPS, OSHPP, or the Ombuds

IN CASE OF ILLNESS OR INJURY
Emergency medical situation: 911 Non-urgent: SKS

If a student is causing a disruption but does not pose a threat:
• Ensure your safety in the environment. Use a calm, non-confrontational approach to diffuse/defuse the situation.
• Get help by explaining how the behavior is inappropriate.
• If behavior continues, ask the student to stop and warn them that future action may be taken.
• If the disruptive behavior persists, notify the student that disciplinary action may be taken.
• Ask the student to leave. Inform them that failure to leave may be a separate violation subject to discipline.
• If you believe there is a safety risk, contact campus police. Immediately report the incident to the appropriate PA listed above.
What to do before, during and after an incident.

1. Plan for your safety – code word.
2. Practice.
3. Go with your gut.
4. Call 911.
Questions?

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Thank you