



EVERYTHING YOU WANTED TO KNOW ABOUT SOBI (BUT WERE AFRAID TO ASK)



FALL 2019

HISTORY

- ❖ 1st Generation Behavioral Intervention Teams (BIT) were not multidisciplinary groups across all facets of college campuses, instead they were silos within particular areas that did not share information.
- ❖ Virginia Tech (April 16, 2007) and Northern Illinois (February 14, 2008)
- ❖ 2nd Generation BIT teams represented all areas of college campuses and shared information. They became focused on prevention and safety, with the concept also being used in the corporate world.

MISSION AND PURPOSE

- ❖ SOBI will respond to distressed and threatening behavior in order to thwart and redirect behavior that might otherwise undermine instruction and negatively impact student learning.
- ❖ Many instances of unconventional or bizarre student conduct are ignored or dismissed as an isolated occurrence.
- ❖ These observed behaviors, which may foreshadow an escalation of more disturbing conduct, often go unreported and untracked.
- ❖ SOBI collects, assesses and tracks these behaviors or “red flags,” allowing for a more complete picture of any one student’s problematic behavior.

SOBI AND THE DEAN OF STUDENTS OFFICE: WHAT'S THE DIFFERENCE?

DOS

- ❖ Address students' concerns & grievances
- ❖ Assist in maintaining the safety & security of academic community with Police and administrators
- ❖ Uphold the Student Code of Conduct
- ❖ Protect the academic integrity of the institution

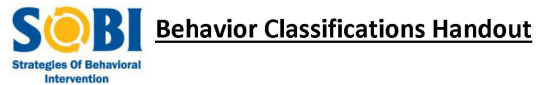
SOBI

- ❖ Focuses on preventive and timely intervention before a crisis arises
- ❖ SOBI assesses, responds to and assists students who display distressed, disturbed, threatening and/or unregulated behavior

SOBI AND THE DEAN OF STUDENTS OFFICE: WORKING TOGETHER

- ❖ Should there be a Student Code of Conduct violation and a SOBI concern during the same situation, the Dean of Students Office and SOBI will work together to ensure the student receives the resources that are necessary.
- ❖ SOBI is not a substitution for the discipline process.

BEHAVIORAL CLASSIFICATION: WHAT SHOULD BE REPORTED TO SOBI?



Classroom Management Issues (Handled by the professor in consultation with the program director, associate academic, dean and/or academic dean.)	Behaviors of Concern (Submit a <i>SOBI Referral</i> .)	Student Code of Conduct Violations (Submit a <i>Student Incident Report</i> to the Dean of Students Office.)
<ul style="list-style-type: none"> <input type="checkbox"/> Grading concerns <input type="checkbox"/> Inconsistent class attendance <input type="checkbox"/> Infrequently arriving to class late and/or leaving early <input type="checkbox"/> Falling asleep in class <input type="checkbox"/> Staring blankly out classroom windows, rolling eyes, sighing, and/or not engaging in classroom discussions <input type="checkbox"/> Repeatedly asking for special consideration or extensions <input type="checkbox"/> Difficulty with studying and/or struggling to learn the material <input type="checkbox"/> Use of cell phone, laptop, or any other media device not approved during class <input type="checkbox"/> Outbursts and/or unusual comments or questions that are not offensive <input type="checkbox"/> Frequent interruption of the professor while talking and asking non-relevant, off-topic questions <input type="checkbox"/> Reading materials other than required textbooks in class (e.g., newspapers, novels, magazines, etc.) <input type="checkbox"/> Questioning syllabus and classroom policies <input type="checkbox"/> Lack of cooperation or argumentative <input type="checkbox"/> Negative attitude to rules <input type="checkbox"/> Self-disclosures that do not involve a threat of harm to self or others (e.g., "I have ADD/ADHD," "I'm bipolar," "I'm working with ACCESS," etc.) 	<p>Changes in Behavior:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Inconsistent class attendance (after consistent attendance) <input type="checkbox"/> A severe drop in grades <input type="checkbox"/> Falling asleep in class (if student has <u>never</u> done this previously) <input type="checkbox"/> Noticeable weight and/or personal hygiene changes <input type="checkbox"/> Changes in interactions with other students, faculty, and/or staff <p>Bizarre Behaviors:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Strange, inappropriate, and/or offensive remarks or outbursts <input type="checkbox"/> Repeated frequent interruptions of the professor while talking and asking non-relevant, off-topic questions <input type="checkbox"/> Flat affect or extreme lack of responsiveness <input type="checkbox"/> Unusual and/or exaggerated emotional responses <input type="checkbox"/> Disjointed thinking <input type="checkbox"/> Paranoia, loss of contact with reality, seeing or hearing things that don't exist <input type="checkbox"/> Apparent lack of social norms <input type="checkbox"/> Attempts to instigate fights <input type="checkbox"/> Open defiance of rules <input type="checkbox"/> Belief in conspiracy against the student <input type="checkbox"/> Appearing detached, dazed, vacant, and/or eerily calm <p>Threats to Self or Others:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Writings that communicate or convey intentions to harm self or others <input type="checkbox"/> Self-injurious behaviors (e.g., cutting, burning) <input type="checkbox"/> Suicidal threats, ideation, or attempts <input type="checkbox"/> Concerning online postings 	<ul style="list-style-type: none"> <input type="checkbox"/> Any violation of the <i>Student Code of Conduct</i> <input type="checkbox"/> Alcohol/drug use or overdose <input type="checkbox"/> Assault (aggravated, physical, sexual, simple, etc.)* <input type="checkbox"/> Classroom disruptions (e.g., interrupting lectures, consistently arriving late and/or leaving early) <input type="checkbox"/> Criminal behavior of any type* <input type="checkbox"/> Dating/domestic/relationship/sexual violence* <input type="checkbox"/> Discrimination <input type="checkbox"/> Disruptive use of cell phone, laptop, or any other media device during class <input type="checkbox"/> Failing to comply with directions of Collin College officials <input type="checkbox"/> Harassment/sexual harassment <input type="checkbox"/> Hazing* <input type="checkbox"/> Possessing and/or showing a weapon* <input type="checkbox"/> Scholastic Dishonesty in any form (i.e., cheating, collusion, plagiarism, etc.) <input type="checkbox"/> Stalking* <input type="checkbox"/> Theft* <input type="checkbox"/> Threatening words or actions (e.g., yelling, directing obscenities at others, intense anger)* <input type="checkbox"/> Direct threats referring to bombs, ammunition, ordnance, and/or fire or firearms* <p><small>*Note: These behaviors should also be immediately reported to the Collin College Police Department (CCPD) at 972.578.5555 or x5555. Additionally, medical emergencies (e.g., signs of overdose, loss of consciousness, etc.) should be immediately reported to both 911 and the CCPD at 972.578.5555 or x5555.</small></p>

IMPLICIT BIAS

- ❖ Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.
- ❖ These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control.
- ❖ Residing deep in the subconscious, these biases are different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness.
- ❖ Rather, implicit biases are not accessible through introspection.

IMPLICIT BIAS—KEY CHARACTERISTICS

- ❖ Implicit biases are pervasive. Everyone possesses them, even people with avowed commitments to impartiality such as judges.
- ❖ Implicit and explicit biases are related but distinct mental constructs. They are not mutually exclusive and may even reinforce each other.
- ❖ The implicit associations we hold do not necessarily align with our declared beliefs or even reflect stances we would explicitly endorse.
- ❖ We generally tend to hold implicit biases that favor our own ingroup, though research has shown that we can still hold implicit biases against our ingroup.
- ❖ Implicit biases are malleable. Our brains are incredibly complex, and the implicit associations that we have formed can be gradually unlearned through a variety of debiasing techniques.


HOW TO MAKE A SOBI REFERRAL

The screenshot displays the Collin College website interface. At the top, the Collin College logo is visible on the left, and a navigation menu includes 'Home', 'Library', 'Faculty', and 'My Workplace'. Below this, a breadcrumb trail shows 'Home Community' and 'My Workplace'. The main content area is divided into several sections:

- What's New**: A section with a blue header and a white body.
- Employee Dashboard**: A section with a blue header and a white body containing a list of links: [Employee Profile](#), [Benefits](#), [Pay Stub](#), [Employee Directory](#), [W2 Consent](#), and [TimeClock Plus](#). To the right of the list is a circular icon of a document.
- Organizational Effectiveness**: A section with a blue header and a white body containing a link to [Human Resources Website](#) and a sub-link [Benefits Information](#).
- Innovation Challenge Submissions**: A section with a blue header and a white body. It features a banner for the 'Innovation! Challenge' and text stating: 'Collin College's Innovation Challenge is an opportunity to dream, create, innovate, and share your ideas. You can help Collin College be the best organization and the best place for students in our service area to learn and grow. No matter the stage of development, or where you are with budgets or timeline, your dream can be shared [here!](#)' Below this is a link to [eProcurement](#).
- Crisis Response**: A section with a blue header and a white body containing a list of links: [Emergency / Safety Procedures](#), [Emergency Response Plan](#), [Pandemic Response Plan](#), [Emergency System](#), [SOBI Referral](#), [Student Incident Report](#), [Campus Security Authority Training](#), [Police Office](#), [Public Relations](#), and [What To Do If There Is An Active Shooter On Campus](#). The 'SOBI Referral' link is circled in red.
- Canvas**: A section with a blue header and a white body featuring the Canvas logo.

HOW TO MAKE A SOBI REFERRAL

8/27/2019 SOBI Referral Web Form


COLLIN COLLEGE
SOBI Referral Form

SOBI referrals are for non-life-threatening reports. If this is an immediate emergency, dial **911** or call the Collin College Police Department at **972-578-3553**.

Members of the Collin College community may file a SOBI referral regarding a Collin College student via this form. For reports regarding a Collin College faculty or staff member, contact the Human Resources Office (HR) directly at 972-758-3856.

You can submit an anonymous SOBI referral; however, doing so may limit SOBI's ability to follow-up, complete a thorough investigation, and address the concerning behavior(s).

When you submit the referral, make sure a confirmation page appears. If you click the "Submit" button at the bottom of the form and do not receive a confirmation page, your referral was not submitted.

SOBI referrals are only monitored during regular office hours (i.e., Monday through Friday 8:00 a.m. to 5:00 p.m.). Referrals made after 5:00 p.m., on weekends, or during Collin College closings or holidays will be responded to the next business day.

If you do not hear from a SOBI member within 2 College District business days (i.e., Monday through Friday) of submitting a referral, send an email to sobi@collin.edu inquiring about the status of your referral.

SOBI actions are not a substitute for disciplinary procedures. If SOBI determines there has been an alleged violation(s) of the *Student Code of Conduct*, your referral will be submitted to the Dean of Students Office for disciplinary action.

If you are unsure whether you should submit a referral to SOBI or an incident report to the Dean of Students Office, contact SOBI at sobi@collin.edu or the Dean of Students Office at 972.881.5604 or dso@collin.edu for clarification.

Disciplinary action may be taken against anyone who submits a false SOBI referral or provides false information. In addition, Collin College prohibits retaliation against anyone who submits a SOBI referral in good faith.

SOBI records are protected by the *Family Educational Rights and Privacy Act of 1974 (FERPA)*. Therefore, any information regarding the outcome of this referral will not be shared with you without the direct written consent of the student(s) involved.

If you have any questions regarding submitting a SOBI referral, contact SOBI at sobi@collin.edu.

Information for Person Submitting Referral
If you would prefer to remain anonymous, skip this section and go to the "Incident Information" section below.

CWID: Name: Position Title:
Phone Number: Collin College Email Address: Campus Location:
(599) 999-9999
How would you prefer to receive follow-up?
--

Incident Information

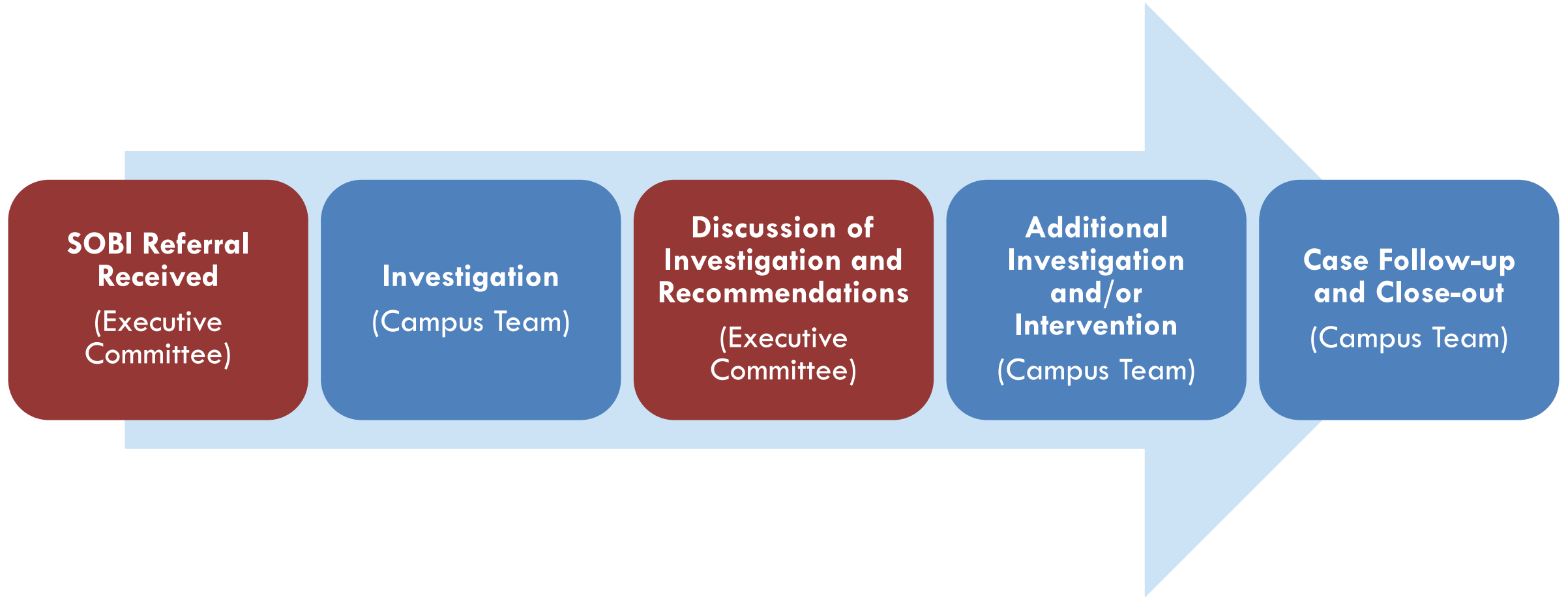
Date of Incident: Time of Incident: Nature of Incident: Urgency of Referral:
Location of Incident:
--
*If "Other" is selected, list the exact location(s):

Student(s) Involved

Name: CWID: Dual Credit/Home School Student:
Name: CWID: Dual Credit/Home School Student:

<https://k1.caspio.com/dp.asp?AppKey=eaab3000cd4d032413574af896f0> 1/2

I SUBMITTED A REFERRAL. NOW WHAT?



BOUNDARIES

- ❖ A “boundary” is the edge of appropriate professional behavior which defines the expected and accepted psychological and social distance between faculty or staff members and students.¹
- ❖ Create classroom, office, and syllabus policies you are comfortable with and willing and able to enforce.
- ❖ Adhere to your policies and mean “no” when you say it.
- ❖ Be **very clear** about your expectations, when and how students should contact you, what you are willing to discuss with students, and what you can and cannot do.
- ❖ Even if you are a licensed mental health professional, as a faculty or staff member of Collin College that is not your primary job duty. Do not attempt to counsel or diagnose a student.

¹Guthiel, T.G., and Simon, R.I. (2002). Non-sexual boundary crossings and boundary violations: The ethical dimension. *Psychiatric Clinics of North America*, 25, 585-592.

BOUNDARIES (CONTINUED)

- ❖ “I am no longer the best person to help.”
- ❖ “I will continue to care and be concerned.”
- ❖ **Don't promise confidentiality**, but do protect the student's privacy as much as possible.
- ❖ Beware: “I've never told anyone this before...” and “I want to tell you something, but you can't tell anyone else...”
- ❖ Keep your work/public and private lives separate.
- ❖ **Do not** give students your personal home or cell phone numbers.



SOBI CONTACT INFORMATION

- ❖ SOBI Referral: <https://bit.ly/2uhYeyc>
- ❖ Website: <https://www.collin.edu/studentresources/SOBI/>
- ❖ Email: sobi@collin.edu
- ❖ Collin College Police Department: **972.578.5555**
- ❖ Dean of Students Office: 972.881.5604 or dos@collin.edu
- ❖ Counseling Services: 972.881.5126 or personalcounseling@collin.edu