The Kean University Behavioral Intervention Team (KUBIT) is a multidisciplinary team that provides proactive intervention, caring support and appropriate institutional response to students exhibiting disruptive and/or concerning behavior. Maintaining a safe and vibrant community for all Kean University students, faculty and staff is our top priority.

KUBIT serves five major functions for the University:

01. Provides consultation, education and support to faculty, staff and administration in assisting students in distress.

02. Gathers information to assess concerning situations.

03. Recommends appropriate intervention strategies.

04. Connects students with helpful campus and community resources.

05. Monitors the ongoing behavior of students after an incident.

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.
RECOGNIZE
WARNING SIGNS OF STUDENT DISTRESS

Student distress may show up in behavior or in the reaction the behavior elicits in others. These signs include (but are not limited to):

- Alcohol or drug abuse
- Any pattern of bizarre thoughts or odd behaviors that may pose a threat to safety
- Behavioral/emotional changes or withdrawal
- Change in hygiene or appearance
- Decline in academic performance
- Erratic behavior (including online activities) that is disruptive to the normal proceedings of University students, faculty or staff
- Excessive or inappropriate anger
- Involuntary transport to the hospital for substance use/abuse or mental health issues
- Statements about having a weapon on campus or threats about harming others
- Suicidal actions (written or verbal references) or self-injury

Sometimes it’s not wise to confront someone directly and KUBIT is here to help. Your referral truly matters and could save lives.
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
How to Make a Referral

In non-emergency situations, please make a referral online at kean.edu/kubit, use the QR code or call us at (908) 737-5260.

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.

What Happens After I Make a Referral?

When you make a referral, the KUBIT team reaches out to the student. The student is offered the support and assistance he or she needs. Depending on the situation and after careful review, additional University or community-based referrals may occur.

Family Educational Rights and Privacy Act (FERPA)

FERPA protects the privacy of educational records, but it does not prohibit the reporting of observable behavior. It is not a violation of a student’s rights or privacy to make a referral based on your observations and concerns.
## RESOURCES

### THE DISTRESSED STUDENT GUIDE

**Is There Any Immediate Danger to Self or Others?**

<table>
<thead>
<tr>
<th>YES</th>
<th>NO or not sure, but I’m concerned</th>
<th>NO, but the student is having academic or personal issues</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CALL:</strong> Emergency 911 or Kean University Police (908) 737-4800 (24 hours a day)</td>
<td><strong>CALL:</strong> Office of Community Standards and Student Conduct (908) 737-5240</td>
<td>Refer the student to appropriate campus support services:</td>
</tr>
<tr>
<td>-OR- Kean University Counseling Center (908) 737-4850</td>
<td>-OR- Kean University Counseling Center (908) 737-4850</td>
<td>Office of Academic Affairs (908) 737-3450</td>
</tr>
<tr>
<td>-OR- Student Health Services (908) 737-4880</td>
<td>-OR-</td>
<td>Kean University Counseling Center (908) 737-4850</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Center for Academic Success (908) 737-0400</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Student Health Services (908) 737-4880</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Office of Community Standards and Student Conduct (908) 737-5240</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Office of Accessibility Services (908) 737-4910</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Office of Residence Life (908) 737-1700</td>
</tr>
<tr>
<td></td>
<td></td>
<td>KUBIT (908) 737-5260 KUBIT online referral form</td>
</tr>
</tbody>
</table>

**QR Code:** KUBIT online referral form
KUBIT Membership

The KUBIT team is comprised of representatives from critical areas of the Kean community:

Maximina Rivera  
Associate Vice President, Office of the Vice President for Student Affairs  
(Serves as KUBIT Chair)  
mrivera@kean.edu  
(908) 737-5260

Vidal Annan, Ph.D.  
Director, Office of Counseling and Alcohol and Other Drug Services  
vannan@kean.edu  
(908) 737-4850

Erika Charles  
Director of Social Work, Cougar Connections Center of Social Work  
ercharle@kean.edu  
(908) 737-0530

Nicole Rodriguez  
Director, Office of Community Standards and Student Conduct  
nrodrigu@kean.edu  
(908) 737-5240

Punit Patel  
Director of Residence Life  
pupatel@kean.edu  
(908) 737-1703

Genique Stanislaus  
Executive Director, Kean Wellness Center  
gstanisl@kean.edu  
(908) 737-4887

Melissa Sterba, Ph.D.  
Academic Specialist, Office of Community Standards and Student Conduct  
melsterb@kean.edu  
(908) 737-5240

Joy Moskovitz  
Associate Vice President, Office of Academic Affairs  
jmoskovi@kean.edu  
(908) 737-3453

Brian Beckwith  
Director, Office of Affirmative Action  
bbeckwit@kean.edu  
(908) 737-3330

Jerome Hatfield  
Associate Director, Department of Public Safety and Police  
jhatfiel@kean.edu  
(908) 737-4823

Chantonette Lyles  
Acting Director, Office of Accessibility Services  
clyles@kean.edu  
(908) 737-4864