

**Offices of the Dean of Students
Madison Initiative for Undergraduates Proposal Form**

MIU Goals:

- 1) Preserve affordability of a UW-Madison education, primarily through expansion of need-based aid.
- 2) Generate faculty and instructional support, including hiring, to offer the courses, majors and experience students need
- 3) Expand best practices and innovation in teaching and learning, curricular design, and student services in order to enhance student outcomes.

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| Contact Person: | Kevin Helmkamp Associate Dean of Students |
| Contact Information: | 263-5700, khelmkamp@odos.wisc.edu |
| Proposal Title: | Threat Assessment and Early Intervention Program <ul style="list-style-type: none"> • Includes 1 FTE and 1 Graduate Student Hourly staff position. |
| Amount Requested: | \$132,500 <ul style="list-style-type: none"> • FTE - \$77,000 (\$55,000 salary, \$22,000 Benefits) • Graduate Student Hourly - \$7875 • Supplies and Services - \$10,000 • Software - \$7500 • Construction/Remodeling - \$21,000 |
| Abstract: | <p>Tragic events at Virginia Tech and Northern Illinois University have clearly demonstrated the need for additional efforts on college campuses to identify and immediately respond to threatening situations and students experiencing a wide range of issues that can derail their academic plans and make them a threat to others. Although previous calls for additional counseling staff and law enforcement staff have merit, a clear shortage exists in providing student service positions with their unique skills.</p> <p>UW-Madison would benefit greatly by having a designated program with a committed full time staff member who can operate within the professional expectations of the Offices of the Dean of Students while focusing on threat assessment concerns with individuals and broader concerns within the student community. The addition of a staff member would put UW at the front of this effort nationally. By developing a program effort beyond a single position, the UW could provide a model for the nation.</p> |

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| | <p>Our current Threat Assessment and Response Team continues to make critical decisions in a timely manner regarding threatening situations on campus. A program such as the Threat Assessment and Early Intervention Program would position the team to be more assertive in gathering information and developing a response plan. Earlier intervention, although not a guarantee, certainly increases a likely positive outcome.</p> <p>Additionally, a program approach will also provide the opportunity to address, at a campus level, issues which can lead to threatening incidents. Essentially the program would have both a response and a prevention component. Issues that could legitimately be addressed within the program framework include relationship violence, stalking, mental health, campus safety and alcohol.</p> <p>A program such as the Threat Assessment and Early Intervention Program positions the university to respond in a more assertive manner in identifying problems and developing response strategies. These efforts would naturally create a safer campus and provide opportunities for students to remedy problems at an earlier stage. Additionally, appropriate intervention can create a more positive classroom atmosphere with the removal of a disruptive and threatening student. In many respects, it is difficult to measure success with threat assessment due to this being essentially a measurement of something that did not occur, specifically a violent act. However, history would demonstrate a number of situations where the classroom environment was improved and individuals received the assistance they needed due to intervention efforts.</p> |
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** Final proposal should not exceed ten (10) pages.*

1. Within MIU goals 2 and 3, stated above, identify the problem that your proposal will address in terms of undergraduate education, instructional quality and innovation, and access, and how the proposed hires/innovation/activities/effort will significantly impact this problem.

The Threat Assessment and Intervention Program is designed to create a safer campus with improved intervention in situations that negatively impact the classroom experience and progress toward a degree. These incidents impact both the person who is negatively impacting the learning environment well as those around them and any specific victims.

Specific tasks of program staff would be to:

- Investigate possible threat situations involving students including: contacting faculty, academic departments, on campus employment sites etc. to determine the extent and history of concerns.
- Intervene directly with students as appropriate.
- Act as a resource/referral person for students.
- Act as a liaison to departments for the Threat Assessment and Response Team.
- Act as a case manager for all student cases for a period of 5 years. Use new technology (Maxient) to track history of threatening students. Includes scheduled semester follow up.
- Conduct outreach to campus departments.
- Work with critical partners to develop resource material and proactive efforts to address violence.
- Communicate with student communities to educate them on early intervention.

2. Describe how progress is to be measured, demonstrated, and reported; that is, provide metrics and timelines to evaluate project success.

Although at a certain level the goal of this effort is to prevent tragedies from occurring thereby creating the problem of measuring a non occurrence, there are legitimate measures that could be employed, including:

Specific measures to complete by June 2011 include:

- Outreach efforts to 60 Academic or University Departments.
- Outreach efforts to 15 student communities. (Res Halls/Greek/Athletics etc.)
- Develop educational materials directed to faculty, staff and students regarding threat assessment.
- Develop and implement a threat assessment educational plan for the campus community.
- Develop and implement a threat assessment protocol for all student threat situations.
- Develop and implement a threat assessment tracking matrix.
- Conduct post incident survey of faculty, staff and students to assess impact of program efforts.
- Conduct pre and post survey efforts with Threat Assessment Team to measure perceptions of program utility to the Team.

3. For proposals that request new hires:

- Describe how they will significantly impact student access and the ability of departments to allow their faculty to teach undergraduates.
- Describe the proactive steps that will be used to identify and recruit a diverse pool of candidates.

Essentially the program will strive to create a safer campus. A secondary impact will be a more positive instructional environment. These goals are more likely achieved by requesting a full time employee who will always be focused on these concerns and efforts.

As an emerging and growing field within student services, threat assessment and early intervention efforts would likely draw a variety of interests from current practitioners. Additionally, by adding the Graduate Student Hourly position within the program, efforts to recruit from within the Education Leadership and Policy Analysis program and other on campus units would broaden the pool. Search activities would include many of the typical sites within student services searches in addition to efforts to post at sites focused on University Police and safety professionals and other law enforcement candidates.

(Note: I have already spoken with students in the ELPA program regarding a position of this nature and the response from a diverse group of students has been positive.)

4. Identify cross-college partnerships and/or campus collaborators needed to ensure success (between schools and colleges, with other major units, such as libraries, Dean of Students offices, IT, Housing, Enrollment Management, Union, etc)

Although significant resources currently address these issues, this program would partner with current efforts to bring a specific threat assessment perspective to the table. Program staff would add a unique perspective to both educational and response efforts. Partnerships within this effort would be extensive. Critical stakeholders with ongoing relationships would include:

- University Police
- University Housing
- University Health Services
- Various Intervention Programs
- OHRD

Secondary partnerships could include:

- Academic Departments
- University Communications
- University Departments

5. Include a detailed budget and budget narrative, identifying infrastructure need/cost, such as physical space and facilities, technology, other academic support services, etc

FTE Salary Range
\$45,000 - \$55,000

Benefits (at \$55,000)
\$22,000

Graduate Student Hourly (\$15/hr X 15 hrs/wk X 35 weeks)
\$7875

Supplies and Services
\$10,000

Software
\$7,500 (Maxient)

Total (FTE Salary/Benefits, Graduate Student Hourly, Supplies and Services)
\$102,375

Construction/Remodeling
\$30,000 estimate

A specific amount is unknown at this time. Ideally the program would be housed in the Bascom vicinity of the Dean of Students Office as it will work closely with the Associate Dean of Students and the Student Assistance and Judicial Affairs staff currently at that location.

6. What are the anticipated learning outcomes as a result of this proposed initiative?

The anticipated learning outcomes for this effort, although not directly tied to the Essential Learning Outcomes, would positively impact all of the outcomes. This effort helps to create a safer campus. Safety in the classroom and on campus is a critical element to student success and progress toward a degree. By reducing threatening situations, applying available resources and educating the overall campus on threats and the value of early intervention, the overall campus safety will improve. This program helps to deliver very focused and intentional intervention efforts directly to individual students as well as providing a campus education effort.

Dean's Comments:

Signature _____ Date: _____

Printed Name: _____ Title: _____

Dean's Signature: _____ Date: _____