

A Faculty Guide for Assessing and Addressing Concerning Student Behavior

Assessing Student Behavior

An Increasing Concern

This document is intended to assist faculty with the assessment and response to concerning student behaviors. The majority of School of Nursing Students are first-generation college students who are still becoming familiar with the academic environment and may not have the familiarity with classroom behavior many faculty members would expect. Our mission is to build and maintain an educational environment where all students can be successful. We have a professional – and in some cases

– legal responsibility to address professional behavior. In more severe behavioral issues we must provide students the care they need as well as the development through the crucial conversations required to become a competent and professional nurse. We owe it to our students to engage in the private conversations that articulate our expectations and to provide a plan of action for students to meet them.

Threat Level	Examples
Low Threat	Inappropriate use of technology, talking out of turn in class, repeatedly off-topic in class discussions or disrespectful to faculty
Intermediate Threat	Continued disruption after initial discussion or increase in severity of previous behaviors
Severe Threat	Direct threats to self or others, difficulty determining reality, severe substance abuse or risk-taking behavior

Tips for Discussing Behavior with Students



- Do not assume that the student is knowingly violating your expectations.
- Only address behavior concerns in class if doing so will not unduly embarrass the student or escalate the situation.
- Establish expectations as clearly as you can in your syllabus. It is also good to make a general statement that lets the student know that you will address any behavior that concerns you (e.g., “The instructor shall have full discretion over what behavior is appropriate or inappropriate in the classroom.”).
- Take threats seriously.
- If the student makes direct threats to themselves, to others, or to you or if you become aware of a crime, contact UT Police immediately at (201) 567-2800 or by dialing 911 in an emergency.
- If a student violates your stated expectations, or if they are disruptive, you have the authority to remove the student from class.
- Encourage students to use the FREE and confidential Student Counseling Center: (210) 567-2648.
- Do not be inhibited by FERPA about sharing information with other University employees who have a legitimate need to know about a student’s behavior.

Addressing Student Behavior

The Faculty Responsibility

The best way to handle low-level threats is to address the behavior immediately as it occurs. However, just as a major tenant of leadership is to praise in public and criticize in private, these conversations should be done privately and focus on the specific behavior of the student. Inform the student that their behavior is inappropriate and provide specific expectations you have for them to change. If you wish to send an email with guidance it can keep the student from becoming overly defensive. Before acting, ask yourself how you would want to be addressed if the roles were reversed.

In the case of more severe behavior issues, it is important to consult with offices that can assist on campus before acting – unless the issue is an emergency. Helpful offices and their contact information are listed below.

If ever you perceive a student to be an immediate threat to themselves or others, your first course of action is to call 911 and report this information. You have a legal responsibility to report concerning behavior.

Threat Level	Response
Low Threat	Address the situation as it occurs in class unless a private conversation after class is more appropriate
Intermediate Threat	Readdress with the student or call the Student Success Center for additional consultation
Severe Threat	Consult with the Student Success Center and/or Mr. John Kaulfus, Senior Director of Student Success and Title IX Director – kaulfus@uthscsa.edu . If the student is perceived to be an immediate threat to harm themselves or others, call 911 immediately.

The following offices can assist with student behavior issues:

Student Counseling Center
(210) 567-2648
Room 101F Medical Building

Office of Student Success and Title IX
Mr. John Kaulfus
(210) 567-2982
kaulfus@uthscsa.edu

UTHSCSA Police Department
Non-emergency: (210) 567-2800, option 3
Emergency 911

Student Health Center
(210) 567-9355
shc@uthscsa.edu
1.422 Nursing Building

SON Student Success Center
(210) 567-5892
1.118 Nursing Building

Dr. David Byrd
byrdda@uthscsa.edu

Dr. Vanessa Meling
meling@uthscsa.edu



