

Colonel CARE Team: Red Folder

Message to Faculty & Staff:

When faced with academic and life challenges, students may feel alone, isolated, and even hopeless. These feelings can easily disrupt academic performance and may lead to dysfunctional coping and other serious consequences. As a result of your frequent and prolonged contact, you may be the first person to notice a student in distress. Students exhibiting concerning behaviors may be having difficulties in other areas of their lives. Students sometimes feel that they can't share their struggles with family or friends but may be comfortable confiding with faculty and staff. By expressing concern, you may help save a student's academic career or even their life. The Colonel CARE Team wants our Nicholls family to RECOGNIZE indicators of distress so our university can RESPOND in a timely and efficient manner to each case. Once indicators are identified, we then REFER responsibly and accordingly. The team's goal is to intervene early and facilitate student support.

Trust your instincts: If a student leaves you feeling worried, alarmed, or threatened, consult with someone. See something, say something.

RECOGNIZE INDICATORS OF DISTRESS: CONSIDER GROUPINGS, FREQUENCY, DURATION, AND SEVERITY

Academic	Physical	Psychological	Safety Risk
<ul style="list-style-type: none">• Sudden decline in quality of work and grades• Repeated absences/late• Disorganized performance• Multiple requests for extensions• Overly demanding for faculty's or staff's time and attention• Bizarre/unusual content in writings or presentations• You find yourself providing more personal support than academic	<ul style="list-style-type: none">• Marked changes in physical appearance, including deterioration in grooming, hygiene, or sudden weight loss/gain• Excessive fatigue/sleep disturbance or odd behavior• Intoxication, hangovers, or smelling of alcohol• Disoriented or "out of it"• Garbled, disconnected, or slurred speech	<ul style="list-style-type: none">• Self-disclosure of personal distress that could include family problems, financial difficulties, depression, grief, or thoughts of suicide• Excessive tearfulness, panic reactions, irritability, or unusual apathy• Verbal abuse (taunting, pestering, intimidating)• Expressions of concern about the student by their peers• Delusions or paranoia	<ul style="list-style-type: none">• Unprovoked anger, violence, or hostility• Making implied or direct threats to harm self or others• Academic assignments dominated by themes of extreme hopelessness, rage, worthlessness, isolation, despair• Acting out suicidal ideation/violent behaviors• Stalking or harassing

DISRUPTIVE STUDENTS

- A student showing behavior that is clearly and imminently reckless, disorderly, and dangerous, including self-harmful behavior.
- Note: Disruptive students can also be distressed

DISTRESSED STUDENTS

- A student with persistent behaviors, showing one or more of the academic, physical, psychological, or safety risk indicators.

RESPOND

Is the student a danger to themselves or others?
Does the student need immediate assistance for any reason?

YES

The student's conduct is clearly and imminently reckless, disorderly, dangerous, or threatening to self or others

**Call 911 or
University Police
985-448-4911**

NOT SURE

The student shows signs of distress but I am unsure how serious it is. My interaction has left me feeling uneasy and/or concerned for the student

**Call Andi Sonnier, LMSW
Case Manager
985-493-2529**

NO

I'm not concerned with the student's immediate safety but they are having significant academic and/or personal issues and could use some support and additional resources

**Call Adrienne Naquin-Bolton
Executive Director or Student
Wellness & Support Services
985-448-4091**

RESPOND EFFECTIVELY

Be proactive: Engage students to pay attention to signs of distress early on and set limits on disruptive behavior.

Be direct: Don't be afraid to ask students directly if they are under the influence of drugs or alcohol, feeling confused, or having thoughts of harming themselves or others.

Listen sensitively and carefully: Use a non-confrontational approach and a calm voice to avoid threatening, humiliating, and intimidating responses.

Take your time: If this is not an imminently dangerous situation, take time to think through what might be the most helpful step.

Use active listening: Make eye contact and give your full attention. Restate what the student says to make sure you understand what is causing the distress and/or why they are asking for help.

Safety First: The welfare of the Campus Community is the top priority; when a student displays threatening or potentially violent behavior, do not hesitate to call for help.

Follow-Through: Direct the student to the physical location of the identified resource.

Consultation and Documentation: Always document your interactions with distressed students and consult with your department chair or supervisor after any incident.

REFER RESPONSIBLY

When To Refer

- If your effort to manage a significant behavioral issue has not resolved the problem;
- If you are concerned about the welfare of a student, yourself, and/or other students;
- If a student asks for help in dealing with personal issues that are outside your role as a faculty or staff member; and/or
- If you have referred the student for assistance in the past and there seems to be no improvement or behavior seems to be worsening.

CARE Team Referral

- Any person who has concern for any Nicholls community member is strongly encouraged to fill out an electronic CARE report form.
- **In all emergencies or immediate threats to safety contact University Police at (985) 448-4911**

SEE SOMETHING, SAY SOMETHING

CARE Team Referral

Click the link below:

[Referral Form](#)

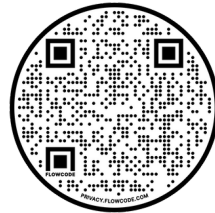
CARE Team Referral



RESOURCES

COLONEL CLOSET

Colonel Closet provides clothing, hygiene products, and household products free of charge to students and employees. Visit the Colonel Closet in the Brady Club House, open Monday-Friday, 1-4 pm



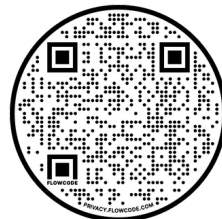
COLONEL CLOSET PANTRY

The Colonel Closet Pantry is a red cupboard located inside of the Brady Clubhouse common space area with 24 hour access to non-perishable food and personal hygiene items for campus community members.



SWIPE OUT HUNGER/TILLOU'S TABLE

This program supports students facing food insecurity by providing hot meals in the Galliano Dining Hall. Scan the QR code to learn more.



For more information: Andi Sonnier, LMSW - 985-493-2529



Nicholls State University

CARE TEAM CORE MEMBERS

Executive Director of Student Wellness and Support Services

Adrienne Naquin-Bolton, LPC-S, NCC
985-448-4091
adrienne.bolton@nicholls.edu



Certified Threat Manager

Dr. Monique Boudreaux
985-448-4468
monique.boudreaux@nicholls.edu

CARE TEAM AD-HOC MEMBERS

Dean of Students

Dr. Janice Lyn
985-448-4531
janice.lyn@nicholls.edu

Student Affairs Case Manager

Andi Sonnier, LMSW
985-493-2529
andi.sonnier@nicholls.edu

Chief of University Police

Alexander Barnes
985-448-4746
alexander.barnes@nicholls.edu

Director of Residential Living

Alex Coad, M.Ed.
985-493-3304
alex.coad@nicholls.edu

Human Resources Director

Alison Hadaway, SHRM-CP
985-448-4041
alison.hadaway@nicholls.edu

ADDITIONAL RESOURCES

Office of Financial Aid

985-448-4048
finaid@nicholls.edu

Office of Student Affairs

985-448-4022
student.affairs@nicholls.edu

Office of Title IX

985-448-4775
kate.legee@nicholls.edu
titleix@nicholls.edu

Student Access Center

985-448-4430
studentaccess@nicholls.edu

Tutorial and Academic Enhancement Center

985-448-4107
tutoring@nicholls.edu

University Counseling Center

985-448-4080
counseling@nicholls.edu

University Health Services

985-493-2600
healthservices@nicholls.edu

University Police

Non-Emergency: 985-448-4746
Emergency: 985-448-4911
Anonymous Tip: 985-448-4480
unpo@nicholls.edu