

**BOARD OF TRUSTEES  
UNIVERSITY OF THE DISTRICT OF COLUMBIA  
UDC RESOLUTION NO. 2023 - 18**

**SUBJECT: TENURE APPROVAL FOR TIANNA GIBBS, J.D., UDC DAVID A. CLARKE SCHOOL OF LAW**

**WHEREAS**, pursuant to D.C. Code §38-1202.06(3), the Board of Trustees is authorized to establish or approve policies and procedures governing admissions, curricula, programs, graduation, the awarding of degrees, and general policy making for the components of the University; and

**WHEREAS**, the UDC David A. Clarke School of Law (“UDC-DACSL”) Faculty Evaluation and Retention Committee (FERC) appointed a subcommittee to prepare a report and make a recommendation to FERC regarding the tenure application of Professor Tianna Gibbs; and

**WHEREAS**, the tenure standard at UDC-DACSL states that “[a]ll members of the faculty have as their primary responsibilities teaching and contributing to the growth and understanding of the law,” and participating in and conducting “other school of law activities... necessary to the successful functioning and harmony of the institution... and other activities... which significantly relate to and advance a faculty member’s academic skills, including working in her or her special field”; and

**WHEREAS**, the FERC subcommittee conducted a review of Professor Tianna Gibbs’s teaching (in both traditional lecture and clinical courses), scholarship, practice and service to the legal profession, and concluded that Professor Gibbs is an exemplary teacher whose work reflects all the attributes of excellent teaching; that her scholarly and other writings satisfy the criteria for tenure; that her extensive service to the UDC community benefits her students, the University and UDC-DACSL; and

**WHEREAS**, the FERC subcommittee, upon consideration of the Standards for Promotion and Tenure and the Faculty Handbook, concluded that Professor Gibbs’s teaching, scholarship and service met all applicable standards for tenure and recommended to the full committee that it should recommend to the Dean that Professor Gibbs be awarded tenure with the rank of full Professor of Law; and

**WHEREAS**, the FERC considered the subcommittee’s report and voted to adopt the recommendation of the subcommittee for promotion and asked the Dean to seek an award of tenure for Professor Gibbs; and

**WHEREAS**, Acting Dean Twinette Johnson evaluated Professor Gibbs’s teaching, scholarship, and service, and concurred in writing with the FERC recommendation for tenure; and

**WHEREAS**, the Chief Academic Officer and the President have affirmed the recommendation of tenure for Professor Gibbs from Dean Johnson and the President has forwarded the recommendation for tenure to the Board of Trustees.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Trustees of the University of the District of Columbia approves the award of tenure to Tianna Gibbs at the UDC David A. Clarke School of Law, at the rank of full Professor of Law.

Submitted by the Academic & Student Affairs Committee:

May 31, 2023

Approved by the Board of Trustees:

June 8, 2023

A handwritten signature in cursive script that reads "Christopher D. Bell". The signature is written in dark ink and is positioned above a horizontal line.

Christopher D. Bell

Chairperson of the Board

LAWRENCE T. POTTER, JR., Ph.D.  
CHIEF ACADEMIC OFFICER

CONFIDENTIAL MEMORANDUM

TO: Ronald Mason, Jr., J.D.  
President

FROM:   
Chief Academic Officer

DATE: April 30, 2023

RE: Recommendation: Professor Tianna Gibbs for tenure and promotion to the rank of Professor

President Mason:

The purpose of my review, as Chief Academic Officer, is to evaluate evidence of significant and relevant achievements in scholarship/creative work, teaching, and service. In addition, I review established standards and evidence provided within the supporting documentation. I conduct my review of each applicant after the files have been reviewed by the Law School's Faculty Evaluation and Retention Committee (FERC) and the Dean. Based on a holistic review of recommendations and supporting evidence, I make an independent recommendation to you for consideration.

Guided by the David A. Clarke School of Law (DACSL) *Faculty Handbook* and the Ancillary Policies to the handbook, I have reviewed the supporting documentation submitted by Professor Tianna Gibbs as part of her hiring offer and appointment to the law faculty.

Professor Tianna Gibbs is **applying for promotion to the rank of Professor of Law with tenure**. Professor Gibbs began her teaching as a full-time assistant professor of law in 2017 at the David A. Clarke School of Law; she is a graduate of Yale Law School and a member in good standing of the District of Columbia Bar. In October of 2020, Professor Gibbs was promoted to Associate Professor of Law. By the *Faculty Handbook*, Professor Gibbs has met the baseline qualification standards and is eligible to seek promotion and tenure through a review of her teaching, scholarship, and service/continued professional attainment:

**PROMOTION AND TENURE**

The *Faculty Handbook* document prescribes, in its bylaws, a set of qualifications for appointment to the rank of full professor. A candidate for appointment to the rank of professor of law shall have:

- a. an earned juris doctor and be a member in good standing of the bar of the District of Columbia or other state;
- b. demonstrated superior teaching competence and significant and substantial contribution to scholarship in the field;
- c. demonstrated continuing professional attainment; and at least five (5) years of full-time teaching experience in an accredited law school.

**TEACHING:** About her teaching, **Professor Gibbs** writes, *“One of the primary goals of my law teaching is to prepare students to engage in the practice of law as problem-solvers. To achieve this goal, I focus on accessibility and thoughtfully design my courses based on concrete, achievable learning objectives. For me, accessibility is two-fold. I strive to make legal knowledge and skills accessible to students, and I endeavor to make myself accessible to students. To help students build foundational lawyering skills, I use “backward design” to determine what I want students to know and be able to do, how students can demonstrate their competence, and which learning activities will best foster knowledge and skill development.”* In its evaluation, the **FERC** observes that *“Professor Gibbs’ course materials show that she fulfills her teaching vision in an organized, thoughtful, and clear manner. She articulates specific learning goals and requirements for every course, then designs assessments to hold students accountable.”*

Reviewing DACSL applications for promotion/tenure provides a helpful reminder about how extensively the domain of teaching is addressed. Professor Gibbs has taught six (6) different law courses since arriving in 2017, both clinical and traditional lecture courses. An example of her success in the clinical arena, Professor Gibbs serves as Co-Director of the General Practice Clinic. In that capacity, she has pursued important infrastructure building, outreach, docket design, and collaboration with stakeholders on and off campus. This work includes helping DACSL fulfill its eldercare grant funding from the D.C. Council and assisting the D.C. Bar Foundation as it revised intake and referral systems to provide more streamlined services. A group of students under Professor Gibbs’s supervision created an informational video series for underrepresented family law litigants to be used by the D.C. Bar Pro Bono Center and the D.C. Superior Court Family Court Self-Help Center. The Clinic also partnered with the Legal Aid Society of DC and DC SAFE to work on individual client matters, providing legal information, advice, brief services, and limited scope representation in family law and domestic violence matters. In virtually all of her classroom engagements, one will find valuable connections to law practice, resulting in a meaningful impact on the DC community. **Student evaluations** are overwhelmingly positive; her evaluation score average since 2017 is approximately 4.8 out of 5. The following comments are representative of student impressions:

*“I understand how it must appear when a student gives a professor an all five-star rating. For the life of me, I cannot find anything to complain about regarding Professor Gibbs as a supervisor, or as an individual for that matter. [...] Professor Gibbs always responded to e-mails quickly and her answers always reflected that she had considered the problem carefully. Our work together has made me a more confident attorney. Incoming students will be lucky to have Professor Gibbs oversee their work.”*

*“Professor Gibbs has a very keen eye when it comes to editing work. It is something that I very much appreciate about her. She really takes her time when reviewing a student’s work. Her comments and suggestions are thoughtful and very well throughout. [...] She [also] gives great advice on how to improve your oral advocacy skills and does so in a way where you don’t feel judged. I think Professor Gibbs had a positive and upbeat attitude at each seminar session. [...] This experience has given me a new outlook on effective lawyering and [what] it truly means to be a zealous advocate.”*

*“Professor Gibbs bent over backwards to help us by providing office hours, review sessions, recording videos, and emailing us information and Professor Gibbs is a consummate and kind professional. She is a gem!”*

*“Provided a real-life simulation of how negotiations are conducted in the real world. The emphasis encouraged towards our negotiation plans and the reflection of them were critical to helping me understand concepts and how they played out in negotiations. The professor was very supportive and made the course very interesting and kept me engaged throughout the process.”*

In his observation write-up after visiting Professor Gibbs’s General Practice Clinic, **Professor Matthew Fraidin** wrote, *“From a technical standpoint, the performance was extremely impressive. Professor Gibbs managed a robust, 10-way conversation in a manner that encouraged all students to participate— and all did. She was calm and composed, while also displaying warmth and humor. Students made no secret of their enjoyment of the experience and their respect and fondness for Professor Gibbs. The exercise was a brilliant method to assist students in gaining an*

*appreciation of the importance of language and the care with which statutes must be drafted.”* In the fall of 2021, **Professor Mae Quinn** observed a clinic seminar being taught on Zoom by Prof. Gibbs and was impressed: *“Clinic seminar sessions can feel very long (especially long when students attend different kinds of sessions all week in a 10-credit clinic format). And ‘Zoom fatigue’ has been a challenge for everyone during the pandemic. However, Professor Gibbs worked hard to capture student attention at the outset of both class sessions through ice-breaking exercises and provocative foundational framing questions. From there, students remained engaged throughout the entire session. . . . This was demonstrated, for instance, by their responses to her Socratic-type questions about constitutional and other legal standards and thoughtful group break-out work.”* Other examples of classroom observations (including by then-Professor Twinette Johnson, then-Professor Jones, and Professor Susan Waysdorf) simply reiterate the many successful strategies that Professor Gibbs uses to engage students and prompt learning. In sum, Professor Gibbs is a highly dedicated teacher committed to evolving her pedagogical approaches to ensure students can digest the material, make it their own, and see the real-world implications of that learning. She clearly meets the standard for this domain.

**SCHOLARSHIP:** Professor Gibbs has **two** published articles (2019 and 2022) and two forthcoming (2023 and 2024), for a total of **four** articles that have been identified for consideration as part of this portfolio. The publications are from (or will appear in) the following outlets: *Harvard Civil Rights-Civil Liberties Law Review* (2019), *Family Court Review* (2022), *University of Missouri--Kansas City Law Review* (2024), and *The Routledge Companion to Gender and COVID-19* (book chapter, 2023).

The **FERC** observes that the *Faculty Handbook* states that applicants ‘normally must submit at least three published scholarly works,’ according to the rules governing the evaluation of scholarship for tenure and promotion to full professor. However, the **FERC** also notes that “the policies [are] intended to assist in evaluation [and] **permit** promotion and tenure to be awarded on the basis of unpublished (but forthcoming) work.” In its assessment of the quality of the scholarship itself The **FERC** finds that Professor Gibbs’ scholarship “reflects originality, creativity, [and the] intellectual inquiry, which contributes to the growth and understanding of the law.” The outstanding quality of Professor Gibbs’ scholarly work bears special attention here, especially the article from the *Harvard Civil Rights-Civil Liberties Law Review*, titled *Paper Courts and Parental Rights: Balancing Access, Agency, and Due Process*, 54 Harv. C.R.-C.L. L. Rev. 549 (2019). The **University of Virginia Professor Naomi Cahn** described it as an “honor” to have had the opportunity to review this article as part of the external review process. Indeed, Professor Cahn stated that she was “already familiar with this publication because my Poverty Law co-teacher and I chose *Paper Courts* as assigned reading for our course, and Professor Gibbs was generous enough to discuss the article with our class.” **Professor Cahn** further stated that “the article is an important contribution to the literature of family law, poverty law, and civil procedure .... I believe that this article provides an original contribution to scholarship, is creative, and indicates keen intellectual inquiry. I can only hope that courts adopt some of the additional procedures and safeguards that she recommends.” This particular article will be mentioned again in the Service section of this review. **Dean Johnson** summarizes all the assessments of Prof. Gibbs’s important scholarship: “*Professor Gibbs’ scholarship is innovative and thought-provoking. Her contributions to the family law scholarly discourse are impressive and certainly enrich the literature in that area. That her work resonates with leading scholars in the field is a testament to both her brilliance and her diligence in crafting legal syllogisms that both advocate and promote the need for social justice reform at all levels. Her work has identified and brought to the surface in new and meaningful ways important emerging issues and has done so with deep research and thoughtful insight.*” In short, given the allowance of the *Faculty Handbook* that articles accepted for publication can be presented as part of the portfolio, and considering the superior quality of that which she has already published, Prof. Gibbs fully meets the standard in the scholarship domain.

**SERVICE:** The DACSL *Faculty Handbook* specifies that candidates must provide service to the profession. In terms of service to the law school, Professor Gibbs presently serves as the School of Law representative in the University Faculty Senate. She works with representatives of the other academic units to promote student welfare and keeps law faculty informed of current initiatives. She also actively participates in faculty committees. Since joining the faculty, she has served on the Faculty Appointments Committee every year. She participates in the review of the

American Association of Law Schools' Faculty Appointment Registry. This has involved assessing the credentials of as many as 300-500 candidates per committee member and participating in preliminary screening, call-back interviews, review of application materials (including student evaluations), reference checks, and hosting campus visits and presentations as appropriate. Prof. Gibbs also assists with search panels for non-faculty hiring. This includes assessing application submissions, assessing candidate qualifications, interviewing finalists, and submitting recommendations consistent with the duties, credentials, and procedures dictated by university hiring policies.

In terms of service to the profession, Professor Gibbs was appointed to the D.C. Child Support Guidelines Commission in 2017 and reappointed in 2021 for a subsequent term ending in 2024. The Commission reviews and revises child support guidelines that govern the calculation of child support obligations. Professor Gibbs testified before DC Council to support the Paternity Establishment Amendment Act of 2022. She used her "*Paper Courts*" article (discussed above) as the foundation for her testimony and framed the proposed reform through a racial justice lens. The DC Council Committee on the Judiciary and Public Safety cited the article in the bill's committee report. The Director of the Council Office of Racial Equity quoted her article in its racial equity impact assessment for the bill. The Council voted unanimously in favor of the bill. It became law in November 2022. This is a wonderful example of scholarship having a direct impact on policy and, therefore, on the lives of DC residents. Professor Gibbs meets the standard in this domain.

#### **Summary Evaluation**

The **FERC** subcommittee states, "Professor Gibbs is a skilled and dedicated teacher, an influential scholar, and a dedicated servant of the local and national legal communities, as well as UDC Law. Professor Gibbs is a vital community member and positively impacts all who engage with her. Her application for tenure and promotion memorializes the hard work and dedication she has devoted to the law school institution and its students."

**Therefore, I concur with the FERC and Dean Johnson and likewise recommend that Professor Gibbs be granted tenure and promoted to Professor.**

The electronic dossier is available for review. Send an email request to the Office of the Chief Academic Officer at [CAO@udc.edu](mailto:CAO@udc.edu).

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I, Ronald Mason, Jr., President of the University of the District of Columbia, APPROVE   X   DENY           

the recommendation to promote Professor Tianna Gibbs to the rank of Professor with tenure, and

recommend her for approval to the Board of Trustees.

  
Signature

5/11/23  
Date

cc: Professor Tianna Gibbs  
Acting Dean Twinette Johnson  
Lorinnsa Bridges-Kee, Vice President of Human Resources

# TIANNA N. GIBBS

tianna.gibbs@udc.edu

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## **EDUCATION**

**Yale Law School**, New Haven, Connecticut  
Juris Doctor, June 2008

*Honors:* American Bar Association Legal Opportunity Scholarship; Stephen J. Massey Prize (awarded to the clinic student who most exhibits the values of the Jerome N. Frank Legal Services Organization); Arthur Liman Public Interest Fellowship

**Stanford University**, Stanford, California  
Bachelor of Arts in Political Science with Distinction, Minor in Psychology, June 2004

*Honors:* Phi Beta Kappa; John Gardner Public Interest Fellowship, Dean's Award for Academic Excellence (every quarter); Condoleezza Rice Award for Academic Excellence; Gates Millennium Scholarship

## **ACADEMIC EXPERIENCE**

**University of the District of Columbia, David A. Clarke School of Law**

*Assistant Professor of Law and Co-Director of the General Practice Clinic*, Washington, DC, July 2017 to September 2020

*Associate Professor of Law and Co-Director of the General Practice Clinic*, Washington, DC, October 2020 to present

Teach Civil Procedure, Negotiations, and Family Law. Direct the operations of the General Practice Clinic. Teach a biweekly seminar to law students about the mechanics of civil law practice. Supervise law students in civil litigation cases. Serve on faculty committees. Produce and engage with legal scholarship.

## **HONORS AND AWARDS**

Society of American Law Teachers Junior Faculty Award, 2022

## **OTHER LEGAL EXPERIENCE**

**Legal Aid Society of the District of Columbia**

*Supervising Attorney, Domestic Violence/Family Law*, September 2013-June 2017

Supervised staff attorneys, loaned associates, legal assistants, and law student interns. Supervised intake interviews across practice areas, including volunteer attorneys. Drafted grant applications and managed grants. Represented domestic violence survivors in child custody and civil protection order cases, and custodial and noncustodial parents in child support cases. Mentored pro bono attorneys in family law cases. Advocated for systemic reform of the District's family law (particularly child support) and domestic violence systems.

**Legal Aid Society of the District of Columbia**

*Staff Attorney, Domestic Violence/Family Law Unit, September 2010-August 2013*

Represented domestic violence survivors in child custody and civil protection order cases, and custodial and noncustodial parents in child support cases. Conducted intake interviews across practice areas. Drafted reply brief for child support case before the District of Columbia Court of Appeals. Supervised law student interns and a law graduate fellow. Mentored pro bono attorneys in family law cases. Advocated for systemic reform of the District's child support system.

*Arthur Liman Public Interest Fellow, Domestic Violence/Family Law Unit, September 2008-August 2010*

Represented custodial and noncustodial parents in child support cases. Conducted intake interviews across practice areas. Advocated for systemic reform of the District's child support system.

**Domestic Violence Clinic, Student Supervisor, Yale Law School, Spring 2008**

Represented survivors of domestic violence in divorce, custody, child support, and immigration cases. Supervised two law students.

**Community Lawyering Clinic, Law Student Intern, Yale Law School, Fall 2007**

Represented survivors of domestic violence in divorce, custody, and child support cases.

**Landlord Tenant Clinic, Law Student Intern, Yale Law School, Fall 2006, Spring 2007, Fall 2007, Spring 2008**

Represented low-income tenants in eviction cases.

**Relman & Dane, PLLC (now Relman Colfax, PLLC), Summer Associate, Washington, DC, Summer 2007**

Conducted legal research and drafted memoranda, an amicus brief, and a motion in limine for fair housing, employment discrimination, and public accommodations cases.

**Covington & Burling, LLP, Summer Associate, Washington, DC, Summer 2007**

Researched legal issues such as the conditions under which the statute of limitations for a wrongful death claim would be equitably tolled, and the extent to which Medicaid regulations allow reimbursement for the educational costs of residential facilities for developmentally disabled children. Drafted the articles of incorporation and bylaws for a housing cooperative.

**Fair Housing Justice Center, Legal Intern, New York, NY, Summer 2006**

Researched the use of mixed-income housing development as a remedy in public housing desegregation and site selection cases. Investigated a fair housing case involving racial discrimination in a federal housing program.



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**American Civil Liberties Union of Maryland**, *Law Clerk*, Fair Housing Project, Baltimore, MD, Summer 2006

Drafted and analyzed client surveys and conducted phone interviews and home visits to assess the efficacy of a housing mobility program created pursuant to the partial consent decree in a public housing desegregation case. Conducted legal research and wrote a memorandum regarding whether non-renewal of the leases of Section 8 voucher holders violates the federal Fair Housing Act.

**Community and Economic Development Clinic**, *Law Student Intern*, Yale Law School, Spring 2006

Drafted municipal legislation for a community group that operates farmers' markets in the New Haven area. Conducted legal research on tax-related issues and accessibility requirements for a local Montessori school, and assisted the organization with grant applications.

### **BAR ADMISSIONS**

**State of New York**, January 2009-Present

**District of Columbia**, December 2009-Present

### **PUBLICATIONS**

- *In Children's Best Interests* (work-in-progress)
- *Right-Sized Access to Protection*, forthcoming in UNIVERSITY OF MISSOURI-KANSAS CITY LAW REVIEW in August 2023
- *Lessons from Pandemic Co-Parenting: Towards Family Mediation that Centers Low-Income, Never-Married Black Mothers* (book chapter forthcoming in ROUTLEDGE COMPANION TO GENDER AND COVID-19 in 2023)
- *Negotiating the Impact of Trauma and Emotions on Professional Identity* (book chapter forthcoming in HOW TO ACCOUNT FOR TRAUMA AND EMOTIONS IN LAW TEACHING in 2023)
- *Centering Family Violence in Family Law as Racial Justice* (invited roundtable essay forthcoming in VIRGINIA JOURNAL OF SOCIAL POLICY & THE LAW in 2023)
- *Using Experiential Learning to Create an Inclusive Classroom, Promote Equity, and Develop Professional Identity*, 60 FAM. CT. REV. 706 (2022) (special pedagogy issue)
- *Paper Courts and Parental Rights: Balancing Access, Agency, and Due Process*, 54 Harv. C.R.-C.L. L. Rev. 549 (2019)
- *Developments in Family Law in the District of Columbia: Three Significant Legislative Changes for Child Support*, 18 UDC/DCSL L. Rev. 201 (2015) (with Meridel Bulle-Vu and Ashley McDowell)

- *District of Columbia Practice Manual, 2014 Edition*, “Parentage” and “Child Support” (with Stacy Brustin et al.)
- *District of Columbia Practice Manual, 2011 Edition*, “Parentage” and “Child Support” (with Vanessa Batters-Thompson et al.)
- Brief of Legal Aid Society of the District of Columbia et al. as *Amici Curiae* in Support of Petitioner, *Turner v. Rogers*, 564 U.S. 431 (2011), (No. 10-10)

## **PRESENTATIONS**

- Presenter, Reconceptualizing “Access to Justice,” UVA Poverty Law Course, 2022
- Presenter, *Child Support Representation in DC*, DC Affordable Law Firm Fellowship Program, 2022
- Presenter, *Lessons from Pandemic Co-Parenting: Towards Family Mediation that Centers Low-Income, Never-Married Black Mothers*, Routledge Companion on Gender and COVID-19 Contributors Workshop, 2022
- Panelist, *Ethics and Family Law Practice*, Boston College of Law Family Law Course, 2022
- Presenter, *Legislating Belonging* (now *Right-Sized Protection*), Lutie A. Lytle Black Women Law Faculty Workshop and Writing Retreat, 2021
- Presenter, *Legislating Belonging* (now *Right-Sized Protection*), Family Law Scholars and Teachers Conference, 2021
- Small Group Facilitator, Clinical Law Education Association New Clinicians Conference, 2021
- Presenter, *Rights Dilution* (now *Right-Sized Protection*), Clinical Law Review Writing Workshop, 2020
- Presenter, *Rights Dilution* (now *Right-Sized Protection*), Family Law Scholars and Teachers Conference, 2020
- Presenter, *Rights Dilution* (now *Right-Sized Protection*), Mid-Atlantic Clinicians Writing Workshop, 2020
- Panelist, “Addressing Procedural Deficits in the Adjudication of Child Protection Claims in Immigration Court and Before USCIS,” *In Children’s Best Interests: Advancing a Fundamental Standard for the Treatment of Immigrant Children*, Symposium, American University Washington College of Law, 2020

## TIANNA N. GIBBS

tianna.gibbs@udc.edu

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- Panelist, *Best Practices in Pro Bono: Challenging Cases, Clients & Counsel*, Washington Council of Lawyers, 2019
  - Moderator, *Pathways to Practice: Litigation Strategies and Career Opportunities*, UDC Law School 2019
  - Panelist, *Teaching Intersectional Lawyering in the Clinical Seminar: Pedagogical Tools to Strengthen Student Engagement with Marginalized Communities*, Southern Clinical Conference, 2018
  - Panelist, *Teaching Intersectional Lawyering in the Clinical Seminar: Pedagogical Tools to Strengthen Student Engagement with Marginalized Communities*, Society of American Law Teachers Conference, 2018
  - Presenter, *Paper Courts and Parental Rights: Balancing Access, Agency, and Due Process*, Chapman School of Law Junior Faculty Works-in-Progress Conference, 2018
  - Presenter, *Paper Courts and Parental Rights: Balancing Access, Agency, and Due Process*, Family Law Scholars and Teachers Conference, 2018
  - Presenter, *Paper Courts and Parental Rights: Balancing Access, Agency, and Due Process*, Mid-Atlantic Clinicians' Writers Workshop, 2018
  - Moderator, UDC Law School Fair Housing Act Symposium, *Building on #MeToo: Disarming Efforts to Wield Power and Control over Female Tenants*, 2018
  - Moderator, *Pathways to Practice: Trends in Family Law*, UDC Law School, 2018
  - Presenter, *Family Law Primer*, DC Superior Court Attorney Negotiator Training, 2017

### **PROFESSIONAL LEADERSHIP ACTIVITIES AND COMMITTEES**

- Judicial Conference of the District of Columbia Circuit Standing Committee on Pro Bono Legal Services, July 2018-Present (appointed by Judicial Conference of the District of Columbia Circuit for two, three-year terms)
- District of Columbia Child Support Guideline Commission, August 2018-Present (appointed by Council of the District of Columbia for two, three-year terms)
- District of Columbia Bar Association, Family Law Section Steering Committee, July 2016-June 2019 (elected for a three-year term)
- District of Columbia Superior Court Paternity and Support Rules Drafting Committee, 2010-2015
- District of Columbia Superior Court Paternity and Support Subcommittee of the Family Court Implementation Committee, 2010-2014



## FISCAL IMPACT STATEMENT

TO: The Board of Trustees

FROM: Managing Director of Finance *David A. Franklin*

DATE: June 8, 2023

SUBJECT: Tenure Approval for Tianna Gibbs, J.D., UDC David A. Clarke School of Law

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### Conclusion

In conclusion, there is no fiscal impact associated with the granting of tenure to Tianna Gibbs, J.D., Associate Professor of Law in the David A. Clarke School of Law of the University of the District of Columbia (UDC-DACSL).

The proposed resolution is for the approval of tenure for Tianna Gibbs, who joined UDC-DACSL as an Assistant Professor of Law in August 2017. The academic rank will be full Professor of Law with continuous tenure. The Faculty Evaluation and Retention Committee (FERC) conducted a review and prepared a report in order to make a recommendation to the Dean regarding promotion and tenure for this faculty member.

### Background

The FERC of the David A. Clarke School of Law conducted a review and approval process for the tenure application for Professor Gibbs. FERC undertook a thorough review of Gibbs' performance based on Teaching, Scholarship and Service. Most significantly, Professor Gibbs is an exemplary teacher, with a limited but solid record of scholarship, and evidence of an active and wide-ranging variety of community services, making her a wonderful asset to UDC Law, now and in the future. The conclusion is Professor Gibbs meets and exceeds all the standards for the award of tenure.

The Dean, Chief Academic Officer, and President have all affirmed the recommendation of tenure for Tianna Gibbs. The President has forwarded the recommendation and background information along with a resolution for the award of tenure to the Board of Trustees.

### Financial Impact

This request has been approved based upon the information provided. There are no anticipated risks at this time.