

Connie Hickman Tanner

Education

1988 - 1991: University of Arkansas at Little Rock School of Law; Juris Doctor

1982 - 1986: Hendrix College, Conway, Arkansas, Bachelor of Arts Degree; Major; History and Political Science

Continuing Education

2013: National Center for State Courts (NCSC) - Institute for Court Management Fellows Program

2011: NCSC Faculty Development: Education, Training and Development

2010: NCSC - Institute for Court Management, Certified Court Manager

1999: National Council for Juvenile and Family Court Judges (NCJFCJ), Institute for Faculty Excellence in Judicial Excellence in Judicial Education

1998: Family Mediation - 40 hours

1993: Harvard Law School: Current Issues on School Law - 40 hours

1987 - 1988: University of Arkansas at Little Rock Lifelong Education Professional Development, Certified Volunteer Management Program

Skills & Abilities

- Demonstrates effective verbal and written communication skills, including accomplished public speaking
- Respectful of others, encourages diversity of ideas, and resourceful in creative problem solving
- Ability to identify issues and bring stakeholders together to solve problems through collaborative approaches
- Works well individually and as part of a team by supporting and encouraging others to meet agreed goals

Experience

CHIEF PROGRAM OFFICER FOR CHILD WELFARE AND JUVENILE LAW; NATIONAL COUNCIL OF JUVENILE AND FAMILY COURT JUDGES| 2018 –

- Provides leadership, that builds the capacities of a diversified and talented Team and encourages optimum employee performance in line with program goals and efficient use of resources
- Provides active oversight of the development and implementation of a comprehensive developmental strategy for federal and state grants and contracts
- Works closely with the Board of Directors; serves on Board committees as required
- Represents the NCJFCJ with external constituency groups including community, governmental, and private organizations
- Ensures that all grant-funded programs and other activities operate consistently and ethically within the mission and values of the NCJFCJ
- Ensures the continued financial viability of grant-funded programs through sound fiscal management
- Works strategically with the executive team identifying opportunities for the NCJFCJ to leverage cross-program strengths to take advantage of new opportunities and/or address organizational challenges

- Works on specific grant projects throughout all program and research departments as assigned by CEO
- Provides strategic leadership for the direction and administration of research programs
- In conjunction with the CEO and key stakeholders, identifies important legislative policy developments that affect the organization and its mission, and formulates strategies and action plans to address any identified issues
- Promotes an open, inclusive work environment that emphasizes cooperation and teamwork, that builds trust while ensuring accountability
- Implements and supports NCJFCJ diversity initiatives with functional areas of responsibilities
- Works in conjunction with Human Resources to develop talent acquisition strategies and to train and retain highly qualified staff

DIRECTOR OF COURT SERVICES, ADMINISTRATIVE OFFICE OF THE COURTS | 2014 - 2017

- Provided leadership, management, and oversight of the Juvenile Division, Division of Dependency-Neglect, Judicial Education Division, and Domestic Violence Program staff to encourage and enable optimum employee performance in line with program goals and efficient use of resources
- Developed subject matter expertise; incorporated evidence based and data driven outcomes; collected, analyzed, and incorporated performance data outcomes to inform decisions
- Provided primary research, training, and technical assistance to Circuit Court, Juvenile Division Judges and Juvenile Intake and Probation Officers
- Provided training to judges, attorneys, CASA, juvenile officers, law enforcement, mental health professionals, educators, and other stakeholders on juvenile, child welfare, domestic violence, legal and ethical issues
- Developed standards, court rules, statutes, and policies/procedures concerning children, youth and families in Arkansas courts
- Served as a liaison between the Arkansas Judicial Council and the Arkansas General Assembly and the Executive Branch, including conducting regular meetings with agency directors and stakeholders and serving on various advisory and policy committees

DIRECTOR OF JUVENILE COURTS, ADMINISTRATIVE OFFICE OF THE COURTS | 1997 – SEPTEMBER 2014

- Developed the Dependency-Neglect Attorney Ad Litem, State-Wide Court Appointed Special Advocate (CASA) and Parent Counsel programs, and worked with a team to establish qualification standards, training, and funding
- Supervised the Dependency-Neglect Division of the Administrative Office of the Courts, including the Court Improvement Project, Attorney Ad Litem Program, Arkansas CASA and Parent Counsel Program
- Developed, in coordination with the UALR Bowen School of Law, the Dependency-Neglect Mediation Program
- Established the Arkansas Juvenile Officer Certification Training Program and provided ongoing training for juvenile officers
- Provided primary research assistance and technical assistance to Juvenile Division Circuit Courts and court staff
- Served as a liaison between the Juvenile Division Judges and the executive and legislative branches
- Coordinated relevant Supreme Court and Arkansas Judicial Council Committees

STAFF ATTORNEY, ADMINISTRATIVE OFFICE OF THE COURTS | 1994 – 1997

- Provided primary research assistance and technical assistance to Juvenile Division Circuit Courts and court staff
- Coordinated the Court Improvement Program (CIP)

ASSOCIATE MONITOR, FEDERAL DISTRICT COURT, OFFICE OF DESEGREGATION MONITORING | 1991 -1994

- Monitored compliance with the three school districts in Pulaski County districts' desegregation settlement agreement
- Developed comprehensive reports and made recommendations to the court to ensure compliance of settlement agreement
- Provided school districts information on the districts' compliance with court orders and their desegregation plan obligations

RESEARCH ASSISTANT, ADMINISTRATIVE OFFICE OF THE COURTS | 1990 -1991

- Researched, formatted, and drafted the first Arkansas *Juvenile Judges' Benchbook*
- Researched and developed juvenile court orders, forms, and checklists

CONSULTANT, NEW FUTURES FOR LITTLE ROCK YOUTH | 1989

- Researched, designed and evaluated educational and community based programs for at-risk children
- Served as a liaison between various nonprofit organizations, the Little Rock School District and the City of Little Rock

VOLUNTARY ACTION CENTER COORDINATOR, UNITED WAY OF PULASKI COUNTY | 1988:

- Coordinated the Voluntary Action Center, Management Assistance Program, Youth-At-Risk Volunteer Project and Youth Connection
- Developed and implemented grant programs for youth-at-risk
- Maintained effective, professional relationships with community and state agencies, academic communities, training consultants, and community and corporate volunteers

VOLUNTARY ACTION CENTER ASSOCIATE, UNITED WAY OF PULASKI COUNTY | 1986-1988

Publications

Hickman Tanner, *Arkansas Juvenile Judges' Benchbook, Twelfth Edition*

Hickman Tanner, (2017) *Educational Stability: Improving Outcomes for Foster Children and Youth*, National Center for State Courts, Institute for Court Management Fellows Program

2005 Arkansas Court Improvement Reassessment and Executive Summary

Connie Hickman Tanner, *Arkansas's Extended Juvenile Jurisdiction Act: The Balance of Offender Rehabilitation and Accountability*, 22 U. Ark. Little Rock L. Rev. 647 (2000).

Affiliations

National Council of Juvenile & Family Court Judges: 1998 – Present

Member, served as faculty for the Judicial Leadership Institute and Model Courts, and served on Legislative Committee

National Association of Children's Counsel: 2000 -2006, Member and served as faculty

Arkansas Association of Women Lawyers: 1991 – 1999, President, 1999

New Futures for Little Rock Youth Board of Directors: 1988-1989

Annie E. Casey Steering Committee: 1986 -1987