

# Daniel J. Gibbs, M.S.W., J.D.

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## AREAS OF RESEARCH

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Child welfare and mental health systems; professional decision-making; data science and social work practice; interprofessional collaboration; social work and the law; emerging adulthood and youth transitioning from foster care; implementation and systems science

## ACADEMIC APPOINTMENTS

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2023 – Present                      University of Georgia School of Social Work  
Assistant Professor

## EDUCATION

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2023    PhD                      **University of North Carolina at Chapel Hill**, Chapel Hill, NC  
School of Social Work

- **Dissertation:** *Understanding Foster Youths' Mental Health Services Access and Pathways to Care*
- Committee: Paul Lanier (Chair), David Ansong, Mimi Chapman, Todd Jensen, Kristen Hassmiller Lich, Roderick Rose
- **Substantive Exam:** *Future Directions for Foster Care and Mental Health Decision-Making Research* (passed with distinction)

2015            MSW                      **University of Georgia**, Athens, GA  
School of Social Work

2015            JD                      **University of Georgia**, Athens, GA  
(*cum laude*)    School of Law

2011            BA                      **University of South Carolina**, Columbia, SC  
Department of Philosophy

## RESEARCH EXPERIENCE

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June 2021 – July 2023            Supervisor: Dr. Jon Phillips  
**Research Assistant**            *University of Connecticut School of Social Work*

- **Predictors and Outcomes of Interprofessional Collaboration in Child Welfare: A Scoping Review**  
Conduct searches, screening, and analysis regarding the conceptualization of and evidence for collaboration in child welfare.
- **Interprofessional Collaboration and Child Welfare Workforce Outcomes**  
Analyze secondary data to understand relationships between collaboration and stress, satisfaction, and turnover intentions.

May 2021 – May 2023            Supervisor: Dr. Paul Lanier

## Research Assistant

*University of North Carolina at Chapel Hill School of Social Work*

- **Child Mental Health System Monitoring and Evaluation**  
Utilize secondary data, including Medicaid claims, to analyze service utilization and effectiveness in collaboration with state partners.
- **Child Psychiatric Residential Treatment Facility Quality and Process Indicator Dashboards**  
Developed and user-tested Tableau dashboards for treatment facilities and managed care organizations to monitor key outcomes.
- **Building Bridges Psychiatric Residential Treatment Pilot Evaluation: Improving Family and Youth Engagement**  
Analyzed quantitative data regarding an intervention to promote engagement of families with children in inpatient treatment.
- **Assessing the Current Landscape of Birth Match Policies**  
Participated in qualitative interviews and policy research regarding the use of linked birth and CPS records to detect child maltreatment.

May 2020 – May 2023  
**Research Assistant**

Supervisor: Dr. Allison Metz

*UNC Collaborative for Implementation Practice*

*The National Implementation Research Network*

- **Best Practices in the Use of Predictive Analytics in Child Welfare: Creating a Practice Profile for Algorithmic Tools**  
Planned and conducted practitioner observations, interviews, and focus groups, as well as a systematic scoping review, regarding the use of data-driven decision-making tools in child welfare practice. Draft summary reports, presentations, and manuscripts.

August 2019 – May 2020  
**Research Assistant**

Supervisors: Dr. David Ansong & Dr. Mark Testa

*University of North Carolina at Chapel Hill School of Social Work*

- **C. Felix Harvey Kinship Caregiver Support Project**  
Analyzed outcome data, drafted dissemination materials, and participated in stakeholder convening and workgroups with university, private, and state government partners.

August 2012 – May 2014  
**Graduate Assistant**  
**Editorial Assistant**

Supervisor: Dr. Alberta Ellett

*University of Georgia School of Social Work*

*Journal of Public Child Welfare*

- Provided support for teaching and research tasks and communicated with research project partners and stakeholders.
- Assisted editor-in-chief with managerial duties, communication with authors, and management of online manuscript system.

## PEER-REVIEWED PUBLICATIONS

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*Journal Articles: Published and In Press*

1. **Gibbs, D. J.**, Phillips, J. D., & Villagrana, K. (in press). Stress, satisfaction, and turnover among child welfare workers: Examining associations with quality of interprofessional collaboration. *Journal of the Society of Social Work and Research*.
2. Villodas, M., **Gibbs, D.**, Blank Wilson, A., Munson, M. (2023). The relationship between connectedness and mental health symptoms among black youth involved in the juvenile justice system: A random-intercept cross-lagged panel model. *Social Work in Mental Health*. Advance online publication. <https://doi.org/10.1080/15332985.2023.2178269>

3. **Gibbs, D. J.**, Villodas, M. L., Kainz, K., & Francis, A. M. (2023). Insecure housing, substance abuse, and incarceration among emerging adults aging out of foster care: Examining associations with legal orphan status. *Children and Youth Services Review*, *145*, 106805.
4. Lanier, P., Rose, R., Gibbs, D., Hyman, J., Kamdar, N., Konstanzer, J., & Hassmiller Lich, K. (2022). Psychiatric residential treatment facilities for child behavioral health services in North Carolina Medicaid. *medRxiv*. <https://www.medrxiv.org/content/10.1101/2022.12.21.22283789v1>
5. McNellan, C. R., **Gibbs, D. J.**, Knobel, A. S., & Putnam-Hornstein, E. (2022). The evidence base for risk assessment tools used in U.S. child protection investigations: A systematic scoping review. *Child Abuse and Neglect*, *134*, 103887. <https://doi.org/10.1016/j.chiabu.2022.105887>
6. Dawes, H. C., Williams, D. Y., Klein, L. B., McGarry, B., Hirst, L. E., Hall, W. J., Forte, A. B., & **Gibbs, D. J.** (2022) Experiences of queer people of color in mental health services and substance use treatment services: A systematic review. *Journal of the Society for Social Work and Research*. Advance online publication. <https://doi.org/10.1086/721454>
7. **Gibbs, D. J.**, Ansong, D., Brevard, K. C., Childs, S., & Francis, A. M. (2022). Improving parenting competency and permanency awareness for kinship foster parents through in-service licensure training. *Child and Adolescent Social Work Journal*, *39*, 595–606. <https://doi.org/10.1007/s10560-022-00844-6>
8. Chung, G., Rodriguez, M., Lanier, P., & **Gibbs, D.** (2022). Text-mining open-ended survey responses using structural topic modeling: A practical demonstration to understand parents' coping methods during COVID-19 pandemic in Singapore. *Journal of Technology in Human Services*. Advance online publication. <https://doi.org/10.1080/15228835.2022.2036301>
9. **Gibbs, D. J.** (2015). Status offenses and dejudicialization: Establishing a right to counsel in informal diversion proceedings. *UC Davis Journal of Juvenile Law and Policy*, *19*(1), 126-155.

#### *Journal Articles: Under Review*

1. **Gibbs, D. J.** & Lanier, P. (revise/resubmit). Identifying children at risk of maltreatment: Assessing the current landscape of Birth Match policies in the United States. *Children and Youth Services Review*.
2. **Gibbs, D. J.**, McNellan, C., Forte, A., & Dawes, H. C. (revise/resubmit). The effects of child participation in dependency court hearings: A systematic review. *Child Maltreatment*.

#### *Peer-Reviewed Book Chapters*

1. Phillips, J. D., Jurczak, E., Villagrana, K. M., & **Gibbs, D. J.** (in press). Interdisciplinary practice in child and family-serving systems. In R.W. Denby & C. Ingram (Eds.). *Child and Family Serving Systems: A Compendium of Policy and Practice*. Child Welfare League of America.

#### *Manuscripts in Preparation*

1. **Gibbs, D. J.**, Loper, A., Farley, A., & Metz, A. (in preparation). Implementing algorithmic decision-making tools in child welfare practice: Staff perspectives on use and usefulness.
2. **Gibbs, D. J.**, Farley, A., Loper, A., & Metz, A. (in preparation). The implementation and use of algorithmic decision-making tools in human services contexts: A systematic scoping review.

3. Lanier, P., Chaplo, S., Jensen, T., Visconti, K., White, S., Bryant, K., **Gibbs, D.**, & Jenkins, R. (in preparation). A statewide pilot of the Building Bridges Initiative to improve quality of care in psychiatric residential treatment facilities.

## RESEARCH REPORTS

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1. Ansong, D., Brevard, K., **Gibbs, D.**, Childs, S., & Francis, A. M. (2020). Harvey Kinship Project report: Helping abused and neglected children find permanent homes with their grandparents and other relatives. The Group on Evidence Building in Child Welfare, UNC-Chapel Hill School of Social Work.

## PRESENTATIONS

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\*Presenting author or co-presenter

### *Juried Conference Presentations*

1. Phillips, J.\*, **Gibbs, D. J.\***, Jurczak, E., & Villagrana, K.\* (2023, January 15). A primer on conducting scoping reviews: Purpose, guidelines, and resources [Workshop]. Society for Social Work Research Annual Conference, Phoenix, AZ.
2. Farley, A., Loper, A., **Gibbs, D. J.\***, Afkinich, J. L., Johnson, I. C., & Metz, A. J. (2023, January 14). Implementing algorithmic decision-making tools in child welfare systems: Practitioner perspectives on use and usefulness [Oral presentation]. Society for Social Work Research Annual Conference, Phoenix, AZ.
3. Phillips, J.\*, **Gibbs, D. J.\***, Jurczak, E., & Villagrana, K. (2022, November 12). Providing students and professionals with a conceptual foundation and empirical justification for cross-system collaboration [Oral presentation]. Council on Social Work Education Annual Program Meeting, Anaheim, CA.
4. **Gibbs, D. J.\*** & Lanier, P. (2022, November 12). *Data-driven decision-making in child welfare: Frameworks and ethical considerations* [Oral presentation]. Council on Social Work Education Annual Program Meeting, Anaheim, CA.
5. **Gibbs, D. J.\***, Phillips, J. D., & Villagrana, K. (2022, January 16). *Interprofessional collaboration, job stress, and intention to leave among the child welfare workforce: A structural equation model* [E-poster; oral presentation cancelled due to COVID-19]. Society for Social Work Research Annual Conference, Washington, DC.
6. **Gibbs, D. J.\***, Villodas, M. L., Kainz, K., & Francis, A. M. (2021, January 21). *The effects of “legal orphan” status for emerging adults aging out of foster care: A secondary analysis of*

*linked AFCARS and NYTD datasets* [Oral presentation]. Society for Social Work Research Annual Conference, San Francisco, CA.

7. **Gibbs, D. J.\***, Johnson, T. L., Forte, A., & Dawes, H.C. (2021, January 22). *The effects of child participation in dependency court proceedings: A systematic review* [Oral presentation]. Society for Social Work Research Annual Conference, San Francisco, CA.
8. Dawes, H.\* , Klein, L. B., Hirst, L., Forte, A., **Gibbs, D.**, & Hall, W. J. (2021, January 20). *Experiences of lesbian, gay, bisexual, transgender, and queer people of color in mental health services and substance abuse services: A systematic review* [Oral presentation]. Society for Social Work Research Annual Conference, San Francisco, CA.
9. **Gibbs, D. J.\***, Ansong, D., Brevard, K. C., Childs, S., & Francis, A. M. (2021, January 18). *Improving permanency awareness, parenting knowledge, and financial attitudes for kinship foster parents: A pilot study of the Caring for Our Own curriculum* [Poster presentation]. Society for Social Work Research Annual Conference, San Francisco, CA.
10. Forte, A.\* , McBride, M., **Gibbs, D.**, & Johnson, T. (2021, January 18). *Exploring the relationship between the built food environment and obesity among African Americans: A systematic review* [Poster presentation]. Society for Social Work Research Annual Conference, San Francisco, CA.
11. Chung, G.\* , Lanier, P., **Gibbs, D.** (2021, January 18). "What works and who benefits?" *Identifying common components of parenting programs for children involved with child protection services: A model-based recursive partitioning analysis* [Poster presentation]. Society for Social Work Research Annual Conference, San Francisco, CA.
12. Chung, G.\* , Lanier, P., Chen, D., Masuda, R., & **Gibbs, D.** (2021, January 18). *Risk factors for a subsequent maltreatment allegation: A meta-analysis of studies* [Poster presentation]. Society for Social Work Research Annual Conference, San Francisco, CA.
13. Church, C.\* , Fairchild, A., & **Gibbs, D. J.\*** (2018, August 23). *In search of a silver bullet: Child welfare's embrace of predictive analytics* [Oral presentation]. 41<sup>st</sup> NACC National Child Welfare, Juvenile Justice, and Family Law Conference, San Antonio, TX.
14. **Gibbs, D. J.\*** & Larin, B.\* (2017, April 26). *Parental rights & the reasonable and prudent parent standard: Assessing the rights of parents to direct the upbringing of children in foster care* [Oral presentation]. 5<sup>th</sup> National ABA Parent Representation Conference, Tysons, VA.

#### *Invited Presentations*

1. **Gibbs, D. J.\*** (2022, December 12). *The role of courts and the law in child maltreatment prevention and research* [Oral presentation]. UNC Child Maltreatment Research and Practice Network, Chapel Hill, NC.
2. **Gibbs, D. J.\*** (2022, September 21). Research and prevention at the intersection of child maltreatment and intimate partner violence [Oral presentation]. Compass Center Domestic Violence and Sexual Assault Response Committee Meeting, Chapel Hill, NC.
3. **Gibbs, D. J.\*** (2022, September 12). *Family-centered practice in child welfare courts: Perspectives, evidence, and future directions* [Guest lecture]. UNC-Chapel Hill Child Welfare Perspectives and Practices Course, Chapel Hill, NC.

4. **Gibbs, D. J.\*** & Lauret, R.\* (2022, June 7). *Data empowerment: How strong is your data culture?* i2i Center for Integrative Health Spring Conference, Raleigh, NC.
5. Lanier, P.\* & **Gibbs, D. J.\*** (2021, September 21). *Predictive analytics in child welfare: An overview of current initiatives and ethical frameworks to inform equitable policy and practice* [Oral presentation]. Prevention Science and Methodology Group, Chicago, IL.
6. **Gibbs, D. J.\*** (2021, September 20). *Family-centered practice in child welfare courts: Perspectives, evidence, and future directions* [Guest lecture]. UNC-Chapel Hill Child Welfare Perspectives and Practices Course, Chapel Hill, NC.
7. **Gibbs, D. J.\***, Brevard, K.\*, Childs, S., Ansong, D., & Francis, A. (2020, September 24). *The Harvey Kinship Project: Findings from a public-private partnership to support kinship foster parents* [Oral presentation]. UNC Field Education Training Series, Chapel Hill, NC.
8. **Gibbs, D. J.\*** (2020, August 31). *Family-centered practice in child welfare courts: Perspectives, evidence, and future directions* [Guest lecture]. UNC-Chapel Hill Child Welfare Perspectives and Practices Course, Chapel Hill, NC.
9. **Gibbs, D. J.\*** (2020, February 10). *Parental rights and child maltreatment research: Perspectives, outcomes, and future directions* [Oral presentation]. UNC Child Maltreatment Research and Practice Network, Chapel Hill, NC.
10. Ansong, D.\*, Brevard, K.\*, **Gibbs, D. J.\*** (2019, November 6). *Kinship care in North Carolina: Evaluation of the Caring for Our Own foster parent training* [Oral presentation]. 2019 NC Kinship Care Convening Meeting, Greensboro, NC.
11. **Gibbs, D. J.\*** (2018, March 7). *Bridging the gap: Or, how we can learn to stop worrying and love the court system* [Oral presentation]. 2018 Volunteers for Youth Conference, Columbia, SC.
12. Church, C.\* & **Gibbs, D.\*** (2017, October 6). *Law and policy: Tools for advocacy* [Oral presentation]. SC OID Defendant Parent Attorneys' Conference at USC School of Law, Columbia, SC.
13. **Gibbs, D. J.\*** (2015, October 23). *Legal update: Federal statutes and policy guidance* [Oral presentation]. SC Children's Law Conference, Columbia, SC.
14. **Gibbs, D. J.\*** (2015, September 25). *Status offenses & diversion: History, rationales, and best practices* [Oral presentation]. S.C. Status Offense Task Force, Columbia, SC.
15. **Gibbs, D. J.\*** & Burrus, D.\* (2014, May 5). *The Multiethnic Placement Act of 1994 (MEPA-IEPA)* [Webinar]. Statewide Georgia Division of Family & Children Services Webinar, Atlanta, GA.
16. Long, L. A.\* & **Gibbs, D. J.\*** (2013, December 6). *Diversity & social justice* [Oral presentation]. Diversity and Inclusion Certificate Program, Athens, GA.

## HONORS & AWARDS

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- 2022            **2021-2022 Outstanding Doctoral Student**, University of North Carolina School of Social Work
- 2020, 2022    **Glenn Green Graduate Student Scholarship**, Davis Island Fishing Foundation
- 2019-Present **Doctoral Merit Assistantship**, University of North Carolina Graduate School
- 2015            **Custer-Tuggle Award for Excellence in Family Law**, Georgia Chapter of the American Academy of Matrimonial Lawyers, 2015
- 2015            **Excellence for the Future Award: Evidence**, Center for Computer-Assisted Legal Instruction
- 2012            **Emory Summer Child Advocacy Grant**, Barton Child Law and Policy Center
- 2011            **Josiah Morse Award in Philosophy**, University of South Carolina
- 2010            **Rising Senior Award in Philosophy**, University of South Carolina
- 2008            **Lieber Scholarship**, University of South Carolina

## **TRAINING & FELLOWSHIPS**

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- 2022            **Systems Science for Social Impact Summer Institute**, Brown School at Washington University in St. Louis
- 2020            **Summer Research Institute**, National Data Archive of Child Abuse and Neglect
- 2015-2017    **Child Law Fellowship**, University of South Carolina Children’s Law Center
- 2014            **James B. McMillan Legal Fellowship**, Mecklenburg County Bar

## **TEACHING EXPERIENCE**

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| Spring 2022<br>Spring 2021  | <b>Adjunct Faculty</b><br><i>University of North Carolina at Chapel Hill School of Social Work</i><br>SOWO 810: Evaluation of Social Work Interventions  |
| Fall 2021<br>Summer 2021<br>Summer 2020<br>Spring 2020<br>Fall 2019 | <b>Online Adjunct Faculty</b><br><i>Winthrop University Department of Social Work</i><br>SCWK 614: Social Welfare Policy II  |
| Spring 2018<br>Spring 2017  | <b>Instructor Teaching Faculty (Co-Instructor)</b><br><i>University of South Carolina College of Social Work</i><br>SOWK 322: Social Policy Analysis<br>SOWK 778: Advanced Analysis of Social Policy, Programs, and Services |

## **RELATED PROFESSIONAL EXPERIENCE**

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- December 2021 – July 2023    Rapid Resource for Families  
**Data Analyst**                    *New Bern, NC*

- Analyze data, create advanced data visualizations, and produce data reports related to the provision of child mental health services.
- Develop and maintain therapeutic foster care and Intensive Alternative Family Treatment® data dashboards for agency and managed care organization partners.

May 2017 – July 2019  
**Staff Attorney**

Richland County CASA  
*Columbia, SC*

- Advocated for the best interests of children in abuse and neglect court proceedings through the legal representation of Court-Appointed Special Advocate volunteers and staff.
- Assisted in the formation and coordination of a collaborative, court-based project to find innovative solutions for youth unlikely to achieve legal permanency.
- Advised and trained Court-Appointed Special Advocate volunteers and staff regarding child welfare law, practice, and policy.

May 2017 – May 2018  
**Policy Consultant**

University of South Carolina Children’s Law Center  
*Columbia, SC*

- Assisted Law Center and SCDSS staff with child welfare policy research, coordination, and composition.
- Conducted research and provided training on child law issues.

January 2017 – May 2017  
**Attorney I**

South Carolina Department of Social Services  
*Lancaster, SC*

- Represented and advised child welfare staff in abuse and neglect court proceedings.
- Drafted pleadings, orders, and memoranda for child protection and foster care legal cases.

June 2015 – January 2017  
**Child Law Fellow**

University of South Carolina Children’s Law Center  
*Columbia, SC*

- Drafted a new policy manual for a state child welfare agency as part of a collaborative project to improve normalcy, permanency, and well-being outcomes for system-involved children.
- Pursued innovative permanency and well-being solutions for foster youth as part of the Cold Case Project, an initiative in which predictive analytics was used to detect youth most at risk of aging out of foster care.
- Conducted child welfare and juvenile justice-related policy research.

May 2014 – August 2014  
**Legal/M.S.W. Intern**

Council for Children’s Rights  
*Charlotte, NC*

- Interviewed child and family clients and provided advice and information about education, mental health, immigration, custody, delinquency, and child welfare issues.
- Represented an undocumented youth in a custody determination hearing related to the child’s Special Immigrant Juvenile Status case through third-year-practice certification.

August 2013 – May 2014  
**Legal/M.S.W. Intern**

Georgia Division of Family and Children Services  
*Atlanta, GA*

- Drafted legal and policy documents for child welfare staff regarding practice and policy in the Juvenile Court system.



- Assisted in implementing a statewide collaborative response to juvenile status offenders.
- Drafted and conducted a statewide training regarding the Multiethnic Placement Act of 1994.

## **SERVICE**

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2022-2023	<b>Student Representative</b> , UNC-SSW Doctoral Program Committee
2020-2023	<b>Leadership Team</b> , Child Maltreatment Research and Practice Network
2017-2019	<b>Volunteer Guardian <i>ad Litem</i></b> , Richland County CASA

## **PROFESSIONAL AFFILIATIONS**

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2022-Present	<b>Member</b> , Council on Social Work Education
2019-Present	<b>Member</b> , Society of Social Work Research
2016-2017	<b>Member</b> , National Association of Counsel for Children
2015-Present	<b>Member</b> , South Carolina Bar Association

## **LICENSURE**

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2015	<b>Admitted to Practice Law (Inactive)</b> , South Carolina
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## **SKILLS**

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**Data Collection:** Survey Development, In-Depth Interview and Focus Group Design, Systematic Review Methods, Group Model-Building

**Data Analysis:** Multiple Regression, Multilevel Modeling, Structural Equation Modeling, Multiple Imputation, Panel Data Analysis, Advanced Data Visualization and Dashboard Development

**Analytical Software:** R, Stata, SAS, Mplus, NVivo, Tableau, KNIME