FILED
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Clerk of the Courts

BEFORE THE ARKANSAS SUPREME COURT
COMMITTEE ON PROFESSIONAL CONDUCT
PANEL B

IN RE: Nancie Michelle Givens, Respondent
Arkansas Bar No. 91055
Case No. CPC-2026-036

ORDER OF INTERIM SUSPENSION

1. Robert M. Brech, Executive Director of the Arkansas Supreme Court Office of Professional Conduct (OPC), presented to the Committee his verified Petition for Interim Suspension, pursuant to Section 16.A(3) of the Supreme Court Procedures Regulating Professional Conduct of Attorneys at Law (2011) (the "Procedures"), which alleged that Respondent Nancie Michelle Givens (Givens), Arkansas Bar No. 91055, presently poses a substantial threat of serious harm to the public and to her clients if she continues to practice law.

2. The Arkansas Supreme Court Committee on Professional Conduct (the "Committee"), pursuant to the mandate of Section 16 of the Procedures, finds the allegations of the petition are "serious misconduct", and involve alleged violations of the Arkansas Rules of Professional Conduct.

3. The Committee further finds that an interim suspension of Respondent's privilege to practice law under the authority of her Arkansas law license shall be imposed pursuant to Section 7E(3)(c)(iii), of the Procedures (2011).

4. This Order is based on the analysis of the factors the Court set in *Tapp v. Ligon*, 2013 Ark. 259.

5. The first of the *Tapp* factors is whether the public will suffer irreparable harm unless the order of suspension issues.

6. The second of the *Tapp* factors is whether the threatened injury to the public outweighs whatever damage the proposed order may cause the attorney temporarily suspended

from the practice of law.

7. The third *Tapp* factor is whether the interim suspension is adverse to the public interest.

8. The fourth and final *Tapp* factor asks whether there is a substantial likelihood, based on all available evidence, that a significant sanction will be imposed on the attorney at the end of any pending disciplinary proceedings.

9. From 1994 to March 24, 2013, Givens worked as an employee for the Arkansas Supreme Court Office of Professional Conduct (OPC).

10. On or about March 25, 2013, Givens became the executive director of the Arkansas Supreme Court Office of Professional Programs (OPP), subsequent to the death of its previous executive director, Christopher Thomas.

11. In her capacity as executive director of the OPP, Givens was responsible for the Arkansas Board of Law Examiners (BLE) and the Continuing Legal Education (CLE) Board.

12. Pursuant to the Arkansas Rules Governing Admission to the Bar, Givens' primary duties for the BLE included accepting and processing applications for the bar exam, conducting fitness and background checks, administering/proctoring the bar exam, working with the appointed board members who graded the bar exams, collecting bar exam results, and submitting those results to the National Conference of Bar Examiners (NCBE).

13. Pursuant to the Arkansas Rules for Minimum Continuing Legal Education, Givens' primary duties for the CLE Board included tracking CLE credit hours for all Arkansas-licensed attorneys, providing approval or accreditation for CLE programs or seminars, and otherwise ensuring compliance with the CLE requirements detailed in the CLE Rules.

14. Givens was also responsible for administrative and support staff at the OPP.

15. Givens' last date of employment at the OPP was February 27, 2026.

16. On or about May 21, 2026, Givens was interviewed by the Federal Bureau of Investigations (FBI) for conduct that occurred in her capacity as executive director of the OPP.

17. The FBI simultaneously executed a search warrant on Givens' home (or got Givens' permission to search her home) and confiscated multiple electronic devices.

18. The above-referenced devices contained confidential documents and information that are the property of the OPP.

19. There is evidence that Givens altered or destroyed OPP records.

20. Further, there is evidence that Givens altered or destroyed OPP records for the purpose of manipulating the final bar exam scores.

21. There is evidence that Givens intended to harm the Judiciary through the above-referenced conduct.

22. Givens has also been licensed in Texas since November 3, 1989, but is currently listed as "non-practicing".

23. Givens was in a position of public trust and violated that trust in an intentional and significant manner. The depth of Givens' illegal and criminal misconduct cannot be overstated. It will have a substantial impact on the Bar of Arkansas and the justice system as a whole for the foreseeable future.

24. Based on the evidence in this matter, there is a substantial likelihood that the Office of Professional Conduct will meet its preponderance of the evidence burden in proving that Nancie Michelle Givens violated the Arkansas Rules of Professional Conduct and a significant sanction is likely to result.

It is therefore **ORDERED** that Respondent Nancie Michelle Givens be, and she hereby is, **SUSPENDED** from the practice of law within this jurisdiction immediately upon the filing of this Order with the Clerk of the Arkansas Supreme Court.

ARKANSAS SUPREME COURT COMMITTEE
ON PROFESSIONAL CONDUCT, PANEL B

Wendy R. Howerton, Chair

11/05/26

Date