



alaska judicial council

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MEMORANDUM

TO: Judicial Council
FROM: Peggy Skeers *PS*
DATE: April 23, 1996
RE: Court Employee Survey Analysis

This is the first year the Council asked court system staff to evaluate the performance of judges standing for the 1996 retention evaluation.

The court employee survey was mailed to all court system employees except judges. Each employee received one survey booklet, with no follow up mailings. Of 486 surveys mailed, 190 were returned (39%). Ninety-eight of the returned surveys contained comments on the judges. Council staff entered and analyzed the data from the surveys. Comments were entered separately.

Table 1 shows the basis for evaluation of each judge.

Table 1: Basis for Evaluation 1996 Retention Court Employee Survey, AJC			
<i>Judge</i>	<i>Direct professional experience</i>	<i>Professional reputation</i>	<i>Social contacts</i>
Ashman	45	3	0
Beistline	29	3	0
Card	47	4	2

Judge	Direct professional experience	Professional reputation	Social contacts
Carpeneti	26	3	0
Finn	55	2	1
Fuld	56	2	0
Joannides	43	4	1
Pengilly	35	4	0
Savell	46	3	0
Shortell	59	2	1
Thompson	24	0	0
Wanamaker	38	4	1
Wood	27	2	0

Survey Results

The comments from the court employee surveys will be distributed to Judicial Council members. Comments are confidential and will not be given to the judges. This memorandum summarizes the findings from the survey, and will go to the Council and to the judges.

The survey results appear in tables below. Court employees used a five-point scale, with Excellent scored as five, and Unacceptable scored as one. The closer the employees' scores were to five, the higher that judge's evaluation by the employees. The mean score and number of responses appear for each variable. All mean scores fell between 3.1 and 4.8, indicating that on average, court employees found the judges' performance acceptable or better.

Table 2: Mean Score for Each Variable and for "Overall Performance," by Judge 1996 Retention Court Employee Survey: AJC							
Judge	<i>Does this judge treat court staff with respect?</i>	<i>Does this judge treat other people with respect?</i>	<i>Does this judge manage the caseload and staff capably and effectively?</i>	<i>Does this judge work diligently and act promptly on matters that need attention?</i>	<i>Does this judge act with integrity and fairness at all times?</i>	Overall Performance	
						Mean	Total
Ashman	4.4	4.4	4.4	4.3	4.5	4.4	50
Beistline	4.3	4.5	4.2	4.3	4.4	4.3	34
Card	4.0	4.0	3.5	3.6	3.8	3.6	52
Carpeneti	4.8	4.9	4.2	4.3	4.8	4.8	32
Finn	3.9	4.0	4.0	4.0	4.0	4.0	61
Fuld	3.5	3.5	3.7	3.8	3.6	3.5	59
Joannides	4.4	4.4	4.1	4.4	4.4	4.3	48
Pengilly	4.2	4.3	4.4	4.4	4.3	4.2	45
Savell	4.4	4.4	4.5	4.4	4.4	4.4	48
Shortell	4.2	4.3	4.3	4.2	4.2	4.2	67
Thompson	4.7	4.7	4.3	4.5	4.7	4.7	25
Wanamaker	4.0	4.0	3.1	3.2	3.8	3.6	41
Wood	4.2	4.3	4.2	4.2	4.3	4.2	37

Table 3: Court Employee Survey Results for Peter G. Ashman
 1996 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Total Respondents (Total returned = 53)
Does this judge treat court staff with respect?	61.5 (32)	19.2 (10)	17.3 (9)	1.9 (1)	0	52
Does this judge treat other people with respect?	59.6 (31)	21.2 (11)	17.3 (9)	1.9 (1)	0	52
Does this judge manage the caseload and staff capably and effectively?	65.0 (26)	15.0 (6)	17.5 (7)	2.5 (1)	0	40
Does this judge work diligently and act promptly on matters that need attention?	54.2 (26)	27.1 (13)	14.6 (7)	4.2 (2)	0	48
Does this judge act with integrity and fairness at all times?	62.5 (30)	25.0 (12)	8.3 (4)	4.2 (2)	0	48
Overall evaluation of the judge's performance.	58.0 (29)	26.0 (13)	14.0 (7)	2.0 (1)	0	50

Table 4: Court Employee Survey Results for Ralph R. Beistline
 1996 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Total Respondents (Total returned = 36)
Does this judge treat court staff with respect?	58.3 (21)	22.2 (8)	11.1 (4)	8.3 (3)	0	36
Does this judge treat other people with respect?	62.9 (22)	20.0 (7)	17.1 (6)	0	0	35
Does this judge manage the caseload and staff capably and effectively?	53.8 (14)	23.1 (6)	11.5 (3)	11.5 (3)	0	26
Does this judge work diligently and act promptly on matters that need attention?	55.6 (15)	29.6 (8)	7.4 (2)	7.4 (2)	0	27
Does this judge act with integrity and fairness at all times?	61.3 (19)	22.6 (7)	9.7 (3)	6.5 (2)	0	31
Overall evaluation of the judge's performance.	61.8 (21)	14.7 (5)	17.6 (6)	2.9 (1)	2.9 (1)	34

Table 5: Court Employee Survey Results for Larry D. Card
 1996 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Total Respondents (Total returned = 59)
Does this judge treat court staff with respect?	47.4 (27)	22.8 (13)	14.0 (8)	12.3 (7)	3.5 (2)	57
Does this judge treat other people with respect?	44.2 (23)	28.8 (15)	15.4 (8)	9.6 (5)	1.9 (1)	52
Does this judge manage the caseload and staff capably and effectively?	27.3 (12)	20.5 (9)	29.5 (13)	20.5 (9)	2.3 (1)	44
Does this judge work diligently and act promptly on matters that need attention?	24.4 (11)	33.3 (15)	24.4 (11)	15.6 (7)	2.2 (1)	45
Does this judge act with integrity and fairness at all times?	32.7 (16)	34.7 (17)	18.4 (9)	12.2 (6)	2.0 (1)	49
Overall evaluation of the judge's performance.	23.1 (12)	36.5 (19)	19.2 (10)	19.2 (10)	1.9 (1)	52

Table 6: Court Employee Survey Results for Walter L. Carpeneti
 1996 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Total Respondents (Total returned = 34)
Does this judge treat court staff with respect?	87.9 (29)	9.1 (3)	3.0 (1)	0	0	33
Does this judge treat other people with respect?	90.3 (28)	6.5 (2)	3.2 (1)	0	0	31
Does this judge manage the caseload and staff capably and effectively?	42.3 (11)	38.5 (10)	19.2 (5)	0	0	26
Does this judge work diligently and act promptly on matters that need attention?	48.1 (13)	33.3 (9)	18.5 (5)	0	0	27
Does this judge act with integrity and fairness at all times?	83.9 (26)	9.7 (3)	6.5 (2)	0	0	31
Overall evaluation of the judge's performance.	78.1 (25)	18.8 (6)	3.1 (1)	0	0	32

Table 7: Court Employee Survey Results for Natalie K. Finn
 1996 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Total Respondents (Total returned = 63)
Does this judge treat court staff with respect?	38.1 (24)	25.4 (16)	22.2 (14)	12.7 (8)	1.6 (1)	63
Does this judge treat other people with respect?	40.3 (25)	25.8 (16)	27.4 (17)	6.5 (4)	0	62
Does this judge manage the caseload and staff capably and effectively?	40.7 (22)	27.8 (15)	25.9 (14)	5.6 (3)	0	54
Does this judge work diligently and act promptly on matters that need attention?	38.2 (21)	30.9 (17)	23.6 (13)	5.5 (3)	1.8 (1)	55
Does this judge act with integrity and fairness at all times?	40.4 (23)	26.3 (15)	28.1 (16)	5.3 (3)	0	57
Overall evaluation of the judge's performance.	37.7 (23)	32.8 (20)	23.0 (14)	6.6 (4)	0	61

Table 8: Court Employee Survey Results for William H. Fuld
 1996 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Total Respondents (Total returned = 64)
Does this judge treat court staff with respect?	17.2 (11)	32.8 (21)	35.9 (23)	10.9 (7)	3.1 (2)	64
Does this judge treat other people with respect?	16.7 (10)	31.7 (19)	35.0 (21)	15.0 (9)	1.7 (1)	60
Does this judge manage the caseload and staff capably and effectively?	29.1 (16)	27.3 (15)	32.7 (18)	7.3 (4)	3.6 (2)	55
Does this judge work diligently and act promptly on matters that need attention?	31.4 (16)	27.5 (14)	33.3 (17)	7.8 (4)	0	51
Does this judge act with integrity and fairness at all times?	23.6 (13)	32.7 (18)	29.1 (16)	12.7 (7)	1.8 (1)	55
Overall evaluation of the judge's performance.	18.6 (11)	32.2 (19)	33.9 (20)	10.2 (6)	5.1 (3)	59

Table 9: Court Employee Survey Results for Stephanie Joannides
 1996 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Total Respondents (Total returned = 54)
Does this judge treat court staff with respect?	56.6 (30)	28.3 (15)	9.4 (5)	5.7 (3)	0	53
Does this judge treat other people with respect?	57.7 (30)	25.0 (13)	13.5 (7)	3.8 (2)	0	52
Does this judge manage the caseload and staff capably and effectively?	41.0 (16)	35.9 (14)	15.4 (6)	7.7 (3)	0	39
Does this judge work diligently and act promptly on matters that need attention?	53.7 (22)	34.1 (14)	7.3 (3)	4.9 (2)	0	41
Does this judge act with integrity and fairness at all times?	63.6 (28)	15.9 (7)	15.9 (7)	4.5 (2)	0	44
Overall evaluation of the judge's performance.	56.3 (27)	20.8 (10)	16.7 (8)	6.3 (3)	0	48

Table 10: Court Employee Survey Results for Charles Pengilly
 1996 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Total Respondents (Total returned = 46)
Does this judge treat court staff with respect?	50.0 (22)	29.5 (13)	13.6 (6)	4.5 (2)	2.3 (1)	44
Does this judge treat other people with respect?	53.3 (24)	31.1 (14)	11.1 (5)	2.2 (1)	2.2 (1)	45
Does this judge manage the caseload and staff capably and effectively?	54.1 (20)	35.1 (13)	8.1 (3)	2.7 (1)	0	37
Does this judge work diligently and act promptly on matters that need attention?	56.4 (22)	28.2 (11)	10.3 (4)	5.1 (2)	0	39
Does this judge act with integrity and fairness at all times?	54.8 (23)	28.6 (12)	9.5 (4)	7.1 (3)	0	42
Overall evaluation of the judge's performance.	46.7 (21)	35.6 (16)	11.1 (5)	6.7 (3)	0	45

Table 11: Court Employee Survey Results for Richard D. Savell
 1996 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Total Respondents (Total returned = 52)
Does this judge treat court staff with respect?	58.8 (30)	25.5 (13)	9.8 (5)	5.9 (3)	0	51
Does this judge treat other people with respect?	61.7 (29)	21.3 (10)	12.8 (6)	4.3 (2)	0	47
Does this judge manage the caseload and staff capably and effectively?	60.0 (27)	28.9 (13)	8.9 (4)	2.2 (1)	0	45
Does this judge work diligently and act promptly on matters that need attention?	56.5 (26)	30.4 (14)	8.7 (4)	2.2 (1)	2.2 (1)	46
Does this judge act with integrity and fairness at all times?	58.3 (28)	27.1 (13)	8.3 (4)	6.3 (3)	0	48
Overall evaluation of the judge's performance.	60.4 (29)	22.9 (11)	10.4 (5)	6.3 (3)	0	48

Table 12: Court Employee Survey Results for Brian C. Shortell
 1996 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Total Respondents (Total returned = 71)
Does this judge treat court staff with respect?	52.1 (37)	23.9 (17)	21.1 (15)	1.4 (1)	1.4 (1)	71
Does this judge treat other people with respect?	52.2 (35)	25.4 (17)	19.4 (13)	1.5 (1)	1.5 (1)	67
Does this judge manage the caseload and staff capably and effectively?	48.3 (28)	31.0 (18)	19.0 (11)	1.7 (1)	0	58
Does this judge work diligently and act promptly on matters that need attention?	43.1 (25)	34.5 (20)	20.7 (12)	0	1.7 (1)	58
Does this judge act with integrity and fairness at all times?	41.7 (25)	43.3 (26)	11.7 (7)	1.7 (1)	1.7 (1)	60
Overall evaluation of the judge's performance.	44.8 (30)	34.3 (23)	17.9 (12)	1.5 (1)	1.5 (1)	67

Table 13: Court Employee Survey Results for Michael A. Thompson
 1996 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Total Respondents (Total returned = 26)
Does this judge treat court staff with respect?	80.8 (21)	11.5 (3)	7.7 (2)	0	0	26
Does this judge treat other people with respect?	76.9 (20)	15.4 (4)	7.7 (2)	0	0	26
Does this judge manage the caseload and staff capably and effectively?	52.4 (11)	38.1 (8)	4.8 (1)	0	4.8 (1)	21
Does this judge work diligently and act promptly on matters that need attention?	65.2 (15)	21.7 (5)	13.0 (3)	0	0	23
Does this judge act with integrity and fairness at all times?	76.0 (19)	16.0 (4)	8.0 (2)	0	0	25
Overall evaluation of the judge's performance.	76.0 (19)	16.0 (4)	8.0 (2)	0	0	25

Table 14: Court Employee Survey Results for James N. Wanamaker
 1996 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Total Respondents (Total returned = 50)
Does this judge treat court staff with respect?	29.2 (14)	45.8 (22)	18.8 (9)	6.3 (3)	0	48
Does this judge treat other people with respect?	28.3 (13)	47.8 (22)	17.4 (8)	6.5 (3)	0	46
Does this judge manage the caseload and staff capably and effectively?	5.0 (2)	20.0 (8)	50.0 (20)	25.0 (10)	0	40
Does this judge work diligently and act promptly on matters that need attention?	5.6 (2)	30.6 (11)	44.4 (16)	19.4 (7)	0	36
Does this judge act with integrity and fairness at all times?	15.8 (6)	52.6 (20)	23.7 (9)	7.9 (3)	0	38
Overall evaluation of the judge's performance.	4.9 (2)	56.1 (23)	31.7 (13)	7.3 (3)	0	41

Table 15: Court Employee Survey Results for Mark I. Wood
 1996 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Total Respondents (Total returned = 39)
Does this judge treat court staff with respect?	43.6 (17)	38.5 (15)	15.4 (6)	0	2.6 (1)	39
Does this judge treat other people with respect?	48.6 (17)	34.3 (12)	14.3 (5)	2.9 (1)	0	35
Does this judge manage the caseload and staff capably and effectively?	46.7 (14)	33.3 (10)	13.3 (4)	6.7 (2)	0	30
Does this judge work diligently and act promptly on matters that need attention?	51.6 (16)	22.6 (7)	22.6 (7)	3.2 (1)	0	31
Does this judge act with integrity and fairness at all times?	51.5 (17)	30.3 (10)	15.2 (5)	3.0 (1)	0	33
Overall evaluation of the judge's performance.	48.6 (18)	27.0 (10)	21.6 (8)	0	2.7 (1)	37