



alaska judicial council

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MEMORANDUM

TO: Judicial Council Members
FROM: Staff
DATE: April 15, 2004
RE: Court Employee Survey Report

The Judicial Council began surveying court system employees in 1996. This is the fifth time the Council has asked court system staff to evaluate the performance of judges standing for retention election.

The court employee survey was mailed to all court system employees except judges. Each employee received one survey booklet, with no followup mailings. Of 584 surveys mailed, 215 were returned for a return rate of 37%. Of the 215 returned surveys, 32 had no ratings or comment on any judge and were not included in the analysis. Council staff entered data, ran descriptive statistics, and transcribed comments from the surveys. A sample survey page is included at the end of this memorandum.

Table 1 shows the basis for evaluation of each judge. In approximately 42% of the responses court employees did not identify the basis for their evaluation.

Table 1: Basis for Evaluation 2004 Alaska Judicial Council Retention Court Employee Survey					
Judge	Direct professional experience	Professional reputation	Social contacts	Rated judge but no basis checked	Total responses
Christen	35	2	0	23	60
Cutler	22	5	0	18	45
Funk	33	1	0	23	57
Gleason	36	4	0	25	65
Jeffery	13	2	1	11	27
Joannides	33	7	1	34	75
Nolan	24	2	0	32	58
Rindner	28	0	0	32	60
Steinkruger	39	4	0	27	70
Stephens	28	0	0	5	33
Total	291	27	2	230	550

Survey Results

This memorandum summarizes the data from individual responses to the Court Employee Survey. The Council distributes it to Council members, judges and the public. Comments go only to Council members, with edited comments for the judges.

The survey results appear in the following tables. 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. Court employees evaluated most judges at 4.0 or above, for most variables.

**Table 2:
 Mean Score for Each Variable and for "Overall Performance," by Judge
 Alaska Judicial Council 2004 Retention Court Employee Survey**

Judge	Treats court staff with respect	Treats other people with respect	Manages caseload and staff capably and effectively	Works diligently and acts promptly on matters that need attention	Acts with integrity	Acts with fairness and impartiality	Has ability to control the courtroom	Overall Performance	
								Mean	Total
Christen	4.1	4.3	4.2	4.3	4.4	4.5	4.3	52	
Cutler	4.1	4.1	3.7	3.9	4.1	4.1	4.1	42	
Funk	4.2	4.3	4.4	4.6	4.6	4.6	4.6	54	
Gleason	4.5	4.6	4.4	4.5	4.6	4.6	4.5	56	
Jeffery	4.7	4.8	4.1	4.4	4.6	4.6	4.4	24	
Joannides	4.2	4.3	3.7	3.97	4.3	4.3	4.2	68	
Nolan	4.5	4.6	4.2	4.4	4.6	4.6	4.4	52	
Rindner	3.9	4.2	4.1	4.3	4.3	4.4	4.3	53	
Steinkruger	4.6	4.7	4.7	4.7	4.8	4.7	4.8	64	
Stephens	4.9	4.97	4.9	4.9	4.97	4.97	4.96	32	

**Table 3: Court Employee Survey Results for Morgan Christen
 2004 Alaska Judicial Council Retention Court Employee Survey**

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Poor % (n)	Mean	Total returned = 60
Does this judge treat court staff with respect?	43% 26	33% 20	12% 7	10% 6	2% 1	4.1	60
Does this judge treat other people with respect?	54% 28	33% 17	8% 4	4% 2	2% 1	4.3	52
Does this judge manage the caseload and staff capably and effectively?	44% 17	39% 15	13% 5	3% 1	3% 1	4.2	39
Does this judge work diligently and act promptly on matters that need attention?	61% 27	27% 12	5% 2	5% 2	2% 1	4.4	44
Does this judge act with integrity?	59% 26	30% 13	9% 4	0% 0	2% 1	4.4	44
Does this judge act with fairness and impartiality?	60% 25	33% 14	5% 2	0% 0	2% 1	4.5	42
Does this judge have the ability to control the courtroom?	62% 21	27% 9	9% 3	3% 1	0% 0	4.5	34
Overall evaluation of the judge's performance.	54% 28	29% 15	14% 7	4% 2	0% 0	4.3	52

**Table 4: Court Employee Survey Results for Beverly Cutler
 2004 Alaska Judicial Council Retention Court Employee Survey**

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Poor % (n)	Mean	Total returned = 45
Does this judge treat court staff with respect?	46% 20	30% 13	16% 7	9% 4	0% 0	4.1	45
Does this judge treat other people with respect?	52% 22	19% 8	19% 8	7% 3	2% 1	4.1	42
Does this judge manage the caseload and staff capably and effectively?	34% 13	29% 11	26% 10	3% 1	8% 3	3.8	38
Does this judge work diligently and act promptly on matters that need attention?	49% 19	18% 7	23% 9	3% 1	8% 3	3.97	39
Does this judge act with integrity?	52% 22	19% 8	19% 8	5% 2	5% 2	4.1	42
Does this judge act with fairness and impartiality?	55% 22	15% 6	23% 9	3% 1	5% 2	4.1	40
Does this judge have the ability to control the courtroom?	57% 20	14% 5	23% 8	6% 2	0% 0	4.2	35
Overall evaluation of the judge's performance.	52% 22	14% 6	24% 10	2% 1	7% 3	4.0	42

**Table 5: Court Employee Survey Results for Raymond Funk
 2004 Alaska Judicial Council Retention Court Employee Survey**

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Poor % (n)	Mean	Total returned = 57
Does this judge treat court staff with respect?	53% 29	31% 17	6% 3	9% 5	2% 1	4.2	55
Does this judge treat other people with respect?	56% 30	26% 14	13% 7	4% 2	2% 1	4.3	54
Does this judge manage the caseload and staff capably and effectively?	63% 26	17% 7	17% 7	2% 1	0% 0	4.4	41
Does this judge work diligently and act promptly on matters that need attention?	66% 31	28% 13	4% 2	2% 1	0% 0	4.6	47
Does this judge act with integrity?	73% 38	19% 10	6% 3	2% 1	0% 0	4.6	52
Does this judge act with fairness and impartiality?	72% 36	22% 11	4% 2	2% 1	0% 0	4.6	50
Does this judge have the ability to control the courtroom?	73% 32	21% 9	5% 2	2% 1	0% 0	4.6	44
Overall evaluation of the judge's performance.	61% 33	30% 16	7% 4	2% 1	0% 0	4.5	54

**Table 6: Court Employee Survey Results for Sharon Gleason
 2004 Alaska Judicial Council Retention Court Employee Survey**

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Poor % (n)	Mean	Total returned = 65
Does this judge treat court staff with respect?	67% 42	22% 14	10% 6	0% 0	2% 1	4.5	63
Does this judge treat other people with respect?	71% 40	20% 11	7% 4	0% 0	2% 1	4.6	56
Does this judge manage the caseload and staff capably and effectively?	65% 32	20% 10	12% 6	2% 1	0% 0	4.5	49
Does this judge work diligently and act promptly on matters that need attention?	69% 36	19% 10	10% 5	0% 0	2% 1	4.5	52
Does this judge act with integrity?	76% 40	15% 8	6% 3	4% 2	0% 0	4.6	53
Does this judge act with fairness and impartiality?	73% 38	17% 9	6% 3	4% 2	0% 0	4.6	52
Does this judge have the ability to control the courtroom?	76% 35	15% 7	7% 3	0% 0	2% 1	4.6	46
Overall evaluation of the judge's performance.	71% 40	21% 12	5% 3	0% 0	2% 1	4.6	56

**Table 7: Court Employee Survey Results for Michael I. Jeffery
 2004 Alaska Judicial Council Retention Court Employee Survey**

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Poor % (n)	Mean	Total returned = 27
Does this judge treat court staff with respect?	69% 18	27% 7	4% 1	0% 0	0% 0	4.7	26
Does this judge treat other people with respect?	80% 20	20% 5	0 0	0% 0	0% 0	4.8	25
Does this judge manage the caseload and staff capably and effectively?	44% 7	31% 5	19% 3	6% 1	0% 0	4.1	16
Does this judge work diligently and act promptly on matters that need attention?	52% 11	38% 8	5% 1	5% 1	0% 0	4.4	21
Does this judge act with integrity?	61% 14	35% 8	4% 1	0% 0	0% 0	4.6	23
Does this judge act with fairness and impartiality?	61% 14	35% 8	4% 1	0% 0	0% 0	4.6	23
Does this judge have the ability to control the courtroom?	53% 8	33% 5	13% 2	0% 0	0% 0	4.4	15
Overall evaluation of the judge's performance.	63% 15	25% 6	13% 3	0% 0	0% 0	4.5	24

**Table 8: Court Employee Survey Results for Stephanie E. Joannides
 2004 Alaska Judicial Council Retention Court Employee Survey**

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Poor % (n)	Mean	Total returned = 75
Does this judge treat court staff with respect?	47% 34	32% 23	15% 11	6% 4	1% 1	4.2	73
Does this judge treat other people with respect?	54% 37	27% 18	15% 10	4% 3	0% 0	4.3	68
Does this judge manage the caseload and staff capably and effectively?	37% 22	30% 18	17% 10	8% 5	8% 5	3.8	60
Does this judge work diligently and act promptly on matters that need attention?	48% 30	23% 14	13% 8	10% 6	7% 4	3.97	62
Does this judge act with integrity?	54% 35	29% 19	12% 8	2% 1	3% 2	4.3	65
Does this judge act with fairness and impartiality?	53% 34	31% 20	8% 5	5% 3	3% 2	4.3	64
Does this judge have the ability to control the courtroom?	58% 34	22% 13	9% 5	5% 3	7% 4	4.2	59
Overall evaluation of the judge's performance.	49% 33	28% 19	12% 8	9% 6	3% 2	4.1	68

**Table 9: Court Employee Survey Results for Nancy J. Nolan
2004 Alaska Judicial Council Retention Court Employee Survey**

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Poor % (n)	Mean	Total returned = 58
Does this judge treat court staff with respect?	71% 41	14% 8	10% 6	3% 2	2% 1	4.5	58
Does this judge treat other people with respect?	71% 39	20% 11	7% 4	2% 1	0% 0	4.6	55
Does this judge manage the caseload and staff capably and effectively?	56% 27	25% 12	10% 5	6% 3	2% 1	4.3	48
Does this judge work diligently and act promptly on matters that need attention?	65% 30	20% 9	7% 3	4% 2	4% 2	4.4	46
Does this judge act with integrity?	75% 36	13% 6	10% 5	0% 0	2% 1	4.6	48
Does this judge act with fairness and impartiality?	74% 34	15% 7	9% 4	0% 0	2% 1	4.6	46
Does this judge have the ability to control the courtroom?	66% 29	23% 10	7% 3	2% 1	2% 1	4.5	44
Overall evaluation of the judge's performance.	69% 36	17% 9	8% 4	4% 2	2% 1	4.5	52

**Table 10: Court Employee Survey Results for Mark Rindner
 2004 Alaska Judicial Council Retention Court Employee Survey**

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Poor % (n)	Mean	Total returned = 60
Does this judge treat court staff with respect?	43% 26	25% 15	17% 10	12% 7	3% 2	3.9	60
Does this judge treat other people with respect?	43% 23	40% 21	8% 4	8% 4	2% 1	4.2	53
Does this judge manage the caseload and staff capably and effectively?	56% 23	15% 6	24% 10	5% 2	0% 0	4.2	41
Does this judge work diligently and act promptly on matters that need attention?	58% 25	21% 9	16% 7	5% 2	0% 0	4.3	43
Does this judge act with integrity?	57% 29	22% 11	20% 10	2% 1	0% 0	4.3	51
Does this judge act with fairness and impartiality?	55% 26	30% 14	15% 7	0% 0	0% 0	4.4	47
Does this judge have the ability to control the courtroom?	61% 26	26% 11	12% 5	2% 1	0% 0	4.4	43
Overall evaluation of the judge's performance.	55% 29	30% 16	11% 6	4% 2	0% 0	4.4	53

**Table 11: Court Employee Survey Results for Niesje J. Steinkruger
2004 Alaska Judicial Council Retention Court Employee Survey**

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Poor % (n)	Mean	Total returned = 70
Does this judge treat court staff with respect?	75% 51	15% 10	9% 6	2% 1	0% 0	4.6	68
Does this judge treat other people with respect?	74% 48	22% 14	5% 3	0% 0	0% 0	4.7	65
Does this judge manage the caseload and staff capably and effectively?	74% 40	19% 10	7% 4	0% 0	0% 0	4.7	54
Does this judge work diligently and act promptly on matters that need attention?	81% 48	10% 6	9% 5	0% 0	0% 0	4.7	59
Does this judge act with integrity?	79% 49	18% 11	3% 2	0% 0	0% 0	4.8	62
Does this judge act with fairness and impartiality?	76% 44	19% 11	3% 2	2% 1	0% 0	4.7	58
Does this judge have the ability to control the courtroom?	82% 41	14% 7	4% 2	0% 0	0% 0	4.8	50
Overall evaluation of the judge's performance.	81% 52	16% 10	3% 2	0% 0	0% 0	4.8	64

**Table 12: Court Employee Survey Results for Trevor Stephens
 2004 Alaska Judicial Council Retention Court Employee Survey**

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Poor % (n)	Mean	Total returned = 33
Does this judge treat court staff with respect?	94% 30	6% 2	0% 0	0% 0	0% 0	4.9	32
Does this judge treat other people with respect?	97% 30	3% 1	0% 0	0% 0	0% 0	4.97	31
Does this judge manage the caseload and staff capably and effectively?	92% 23	8% 2	0% 0	0% 0	0% 0	4.9	25
Does this judge work diligently and act promptly on matters that need attention?	93% 25	7% 2	0% 0	0% 0	0% 0	4.9	27
Does this judge act with integrity?	97% 31	3% 1	0% 0	0% 0	0% 0	4.97	32
Does this judge act with fairness and impartiality?	97% 31	3% 1	0% 0	0% 0	0% 0	4.97	32
Does this judge have the ability to control the courtroom?	96% 25	4% 1	0% 0	0% 0	0% 0	4.96	26
Overall evaluation of the judge's performance.	91% 29	9% 3	0% 0	0% 0	0% 0	4.9	32