



alaska judicial council

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MEMORANDUM

TO: Judicial Council
FROM: Peggy Skeers *PS*
DATE: April 29, 1998
RE: Court Employee Survey Analysis

This is the second year the Judicial Council 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 follow up mailings. Of 557 surveys mailed, 220 were returned (39%). Fifty-seven 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 1998 Retention Court Employee Survey, AJC			
<i>Judge</i>	<i>Direct professional experience</i>	<i>Professional reputation</i>	<i>Social contacts</i>
Collins	18	4	0
Cutler	29	4	1
Eastaugh	21	9	0
Froehlich	21	2	0
Jeffery	24	3	0
Kauvar	43	0	0
Lohff	55	1	0
Motyka	51	3	1
Murphy	72	7	0
Neville	19	2	0
Reese	52	10	2
Rhoades	58	10	0
Steinkruger	45	3	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 3.5 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
 1998 Retention Court Employee Survey: AJC

Judge	Does this judge treat court staff with respect?	Does this judge treat other people with respect?	Does this judge manage the caseload and staff capably and effectively?	Does this judge work diligently and act promptly on matters that need attention?	Does this judge act with integrity and fairness at all times?	Overall Performance	
						Mean	Total
Collins	4.8	4.8	4.8	4.7	4.8	4.8	27
Cutler	4.0	4.0	3.9	3.9	4.0	3.9	39
Eastaugh	4.6	4.5	4.8	4.8	4.8	4.7	27
Froehlich	3.5	3.6	3.8	3.9	3.7	3.7	25
Jeffery	4.4	4.4	4.0	4.2	4.4	4.2	30
Kauvar	3.8	3.8	3.5	3.6	3.8	3.7	46
Lohff	4.3	4.4	4.1	4.3	4.3	4.3	58
Motyka	4.3	4.3	4.0	4.2	4.2	4.2	57
Murphy	4.0	4.2	4.2	4.4	4.1	4.1	84
Neville	4.0	4.2	3.9	4.2	4.3	4.1	21
Reese	4.4	4.3	3.7	3.7	4.3	4.2	69
Rhoades	3.6	3.5	4.0	4.1	3.7	3.7	73
Steinkruger	4.0	4.1	3.6	4.0	4.0	3.9	54

Table 3: Court Employee Survey Results for Patricia Collins
 1998 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Total Respondents (Total returned = 28)
Does this judge treat court staff with respect?	78.6 (22)	17.9 (5)	3.6 (1)	0	0	28
Does this judge treat other people with respect?	80.8 (21)	15.4 (4)	3.8 (1)	0	0	26
Does this judge manage the caseload and staff capably and effectively?	86.4 (19)	4.5 (1)	9.1 (2)	0	0	22
Does this judge work diligently and act promptly on matters that need attention?	80.0 (20)	12.0 (3)	8.0 (2)	0	0	25
Does this judge act with integrity and fairness at all times?	83.3 (20)	8.3 (2)	8.3 (2)	0	0	24
Overall evaluation of the judge's performance.	81.5 (22)	14.8 (4)	3.7 (1)	0	0	27

Table 4: Court Employee Survey Results for Beverly W. Cutler
 1998 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Total Respondents (Total returned = 40)
Does this judge treat court staff with respect?	30.0 (12)	42.5 (17)	22.5 (9)	2.5 (1)	2.5 (1)	40
Does this judge treat other people with respect?	32.4 (12)	43.2 (16)	18.9 (7)	5.4 (2)	0	37
Does this judge manage the caseload and staff capably and effectively?	25.7 (9)	42.9 (15)	25.7 (9)	5.7 (2)	0	35
Does this judge work diligently and act promptly on matters that need attention?	34.2 (13)	28.9 (11)	31.6 (12)	5.3 (2)	0	38
Does this judge act with integrity and fairness at all times?	35.1 (13)	35.1 (13)	24.3 (9)	5.4 (2)	0	37
Overall evaluation of the judge's performance.	25.6 (10)	46.2 (18)	25.6 (10)	2.6 (1)	0	39

Table 5: Court Employee Survey Results for Robert L. Eastaugh
 1998 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?	71.0 (22)	19.4 (6)	6.5 (2)	3.2 (1)	0	31
Does this judge treat other people with respect?	60.0 (18)	33.3 (10)	6.7 (2)	0	0	30
Does this judge manage the caseload and staff capably and effectively?	80.0 (16)	20.0 (4)	0	0	0	20
Does this judge work diligently and act promptly on matters that need attention?	82.6 (19)	13.0 (3)	4.3 (1)	0	0	23
Does this judge act with integrity and fairness at all times?	84.6 (22)	11.5 (3)	3.8 (1)	0	0	26
Overall evaluation of the judge's performance.	74.1 (20)	22.2 (6)	3.7 (1)	0	0	27

Table 6: Court Employee Survey Results for Peter Froehlich
 1998 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Total Respondents (Total returned = 29)
Does this judge treat court staff with respect?	25.9 (7)	18.5 (5)	37.0 (10)	14.8 (4)	3.7 (1)	27
Does this judge treat other people with respect?	24.0 (6)	28.0 (7)	32.0 (8)	12.0 (3)	4.0 (1)	25
Does this judge manage the caseload and staff capably and effectively?	33.3 (7)	23.8 (5)	38.1 (8)	0	4.8 (1)	21
Does this judge work diligently and act promptly on matters that need attention?	36.4 (8)	27.3 (6)	31.8 (7)	0	4.5 (1)	22
Does this judge act with integrity and fairness at all times?	26.1 (6)	30.4 (7)	30.4 (7)	8.7 (2)	4.3 (1)	23
Overall evaluation of the judge's performance.	20.0 (5)	48.0 (12)	20.0 (5)	8.0 (2)	4.0 (1)	25

Table 7: Court Employee Survey Results for Michael I. Jeffery
 1998 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Total Respondents (Total returned = 31)
Does this judge treat court staff with respect?	56.7 (17)	30.0 (9)	13.3 (4)	0	0	30
Does this judge treat other people with respect?	55.6 (15)	29.6 (8)	14.8 (4)	0	0	27
Does this judge manage the caseload and staff capably and effectively?	33.3 (8)	45.8 (11)	12.5 (3)	8.3 (2)	0	24
Does this judge work diligently and act promptly on matters that need attention?	45.5 (10)	36.4 (8)	9.1 (2)	9.1 (2)	0	22
Does this judge act with integrity and fairness at all times?	60.0 (15)	24.0 (6)	16.0 (4)	0	0	25
Overall evaluation of the judge's performance.	46.7 (14)	30.0 (9)	23.3 (7)	0	0	30

Table 8: Court Employee Survey Results for Jane F. Kauvar
 1998 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Total Respondents (Total returned = 51)
Does this judge treat court staff with respect?	29.4 (15)	35.3 (18)	23.5 (12)	9.8 (5)	2.0 (1)	51
Does this judge treat other people with respect?	28.6 (14)	38.8 (19)	20.4 (10)	8.2 (4)	4.1 (2)	49
Does this judge manage the caseload and staff capably and effectively?	26.8 (11)	19.5 (8)	36.6 (15)	7.3 (3)	9.8 (4)	41
Does this judge work diligently and act promptly on matters that need attention?	24.4 (11)	31.1 (14)	31.1 (14)	6.7 (3)	6.7 (3)	45
Does this judge act with integrity and fairness at all times?	27.9 (12)	39.5 (17)	23.3 (10)	7.0 (3)	2.3 (1)	43
Overall evaluation of the judge's performance.	28.3 (13)	30.4 (14)	28.3 (13)	10.9 (5)	2.2 (1)	46

Table 9: Court Employee Survey Results for John R. Lohff
 1998 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?	53.1 (34)	28.1 (18)	14.1 (9)	4.7 (3)	0	64
Does this judge treat other people with respect?	54.4 (31)	29.8 (17)	12.3 (7)	3.5 (2)	0	57
Does this judge manage the caseload and staff capably and effectively?	41.7 (20)	35.4 (17)	18.8 (9)	4.2 (2)	0	48
Does this judge work diligently and act promptly on matters that need attention?	46.0 (23)	38.0 (19)	12.0 (6)	4.0 (2)	0	50
Does this judge act with integrity and fairness at all times?	50.0 (27)	35.2 (19)	9.3 (5)	5.6 (3)	0	54
Overall evaluation of the judge's performance.	46.6 (27)	36.2 (21)	13.8 (8)	3.4 (2)	0	58

Table 10: Court Employee Survey Results for Gregory Motyka
 1998 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?	48.4 (30)	38.7 (24)	8.1 (5)	3.2 (2)	1.6 (1)	62
Does this judge treat other people with respect?	46.4 (26)	39.3 (22)	10.7 (6)	1.8 (1)	1.8 (1)	56
Does this judge manage the caseload and staff capably and effectively?	37.5 (18)	37.5 (18)	18.8 (9)	4.2 (2)	2.1 (1)	48
Does this judge work diligently and act promptly on matters that need attention?	43.8 (21)	37.5 (18)	12.5 (6)	4.2 (2)	2.1 (1)	48
Does this judge act with integrity and fairness at all times?	40.7 (22)	46.3 (25)	9.3 (5)	1.9 (1)	1.9 (1)	54
Overall evaluation of the judge's performance.	42.1 (24)	40.4 (23)	12.3 (7)	3.5 (2)	1.8 (1)	57

Table 11: Court Employee Survey Results for Sigurd E. Murphy
 1998 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Total Respondents (Total returned = 90)
Does this judge treat court staff with respect?	47.8 (43)	18.9 (17)	24.4 (22)	6.7 (6)	2.2 (2)	90
Does this judge treat other people with respect?	47.6 (40)	28.6 (24)	17.9 (15)	4.8 (4)	1.2 (1)	84
Does this judge manage the caseload and staff capably and effectively?	50.0 (35)	32.9 (23)	11.4 (8)	1.4 (1)	4.3 (3)	70
Does this judge work diligently and act promptly on matters that need attention?	63.5 (47)	21.6 (16)	10.8 (8)	1.4 (1)	2.7 (2)	74
Does this judge act with integrity and fairness at all times?	49.4 (38)	26.0 (20)	16.9 (13)	5.2 (4)	2.6 (2)	77
Overall evaluation of the judge's performance.	47.6 (40)	26.2 (22)	20.2 (17)	3.6 (3)	2.4 (2)	84

Table 12: Court Employee Survey Results for M. Francis Neville
 1998 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Total Respondents (Total returned = 21)
Does this judge treat court staff with respect?	45.0 (9)	25.0 (5)	20.0 (4)	5.0 (1)	5.0 (1)	20
Does this judge treat other people with respect?	45.0 (9)	25.0 (5)	25.0 (5)	5.0 (1)	0	20
Does this judge manage the caseload and staff capably and effectively?	37.5 (6)	25.0 (4)	31.3 (5)	0	6.3 (1)	16
Does this judge work diligently and act promptly on matters that need attention?	50.0 (10)	20.0 (4)	30.0 (6)	0	0	20
Does this judge act with integrity and fairness at all times?	57.9 (11)	10.5 (2)	31.6 (6)	0	0	19
Overall evaluation of the judge's performance.	47.6 (10)	23.8 (5)	23.8 (5)	4.8 (1)	0	21

Table 13: Court Employee Survey Results for John Reese
 1998 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Total Respondents (Total returned = 72)
Does this judge treat court staff with respect?	53.6 (37)	30.4 (21)	15.9 (11)	0	0	69
Does this judge treat other people with respect?	53.6 (37)	27.5 (19)	18.8 (13)	0	0	69
Does this judge manage the caseload and staff capably and effectively?	29.5 (18)	32.8 (20)	21.3 (13)	9.8 (6)	6.6 (4)	61
Does this judge work diligently and act promptly on matters that need attention?	30.2 (19)	33.3 (21)	19.0 (12)	11.1 (7)	6.3 (4)	63
Does this judge act with integrity and fairness at all times?	50.8 (31)	36.1 (22)	9.8 (6)	3.3 (2)	0	61
Overall evaluation of the judge's performance.	43.5 (30)	33.3 (23)	18.8 (13)	4.3 (3)	0	69

Table 14: Court Employee Survey Results for Stephanie Rhoades
 1998 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Total Respondents (Total returned = 82)
Does this judge treat court staff with respect?	35.0 (28)	23.8 (19)	17.5 (14)	15.0 (12)	8.8 (7)	80
Does this judge treat other people with respect?	28.2 (22)	28.2 (22)	23.1 (18)	10.3 (8)	10.3 (8)	78
Does this judge manage the caseload and staff capably and effectively?	40.3 (25)	32.3 (20)	14.5 (9)	9.7 (6)	3.2 (2)	62
Does this judge work diligently and act promptly on matters that need attention?	46.3 (31)	26.9 (18)	20.9 (14)	4.5 (3)	1.5 (1)	67
Does this judge act with integrity and fairness at all times?	31.5 (23)	27.4 (20)	21.9 (16)	19.2 (14)	0	73
Overall evaluation of the judge's performance.	32.9 (24)	28.8 (21)	20.5 (15)	13.7 (10)	4.1 (3)	73

Table 15: Court Employee Survey Results for Niesje J. Steinkruger
 1998 Retention Court Employee Survey: AJC

Question	Excellent % (n)	Good % (n)	Acceptable % (n)	Deficient % (n)	Unacceptable % (n)	Total Respondents (Total returned = 56)
Does this judge treat court staff with respect?	41.8 (23)	29.1 (16)	16.4 (9)	12.7 (7)	0	55
Does this judge treat other people with respect?	48.1 (25)	21.2 (11)	23.1 (12)	5.8 (3)	1.9 (1)	52
Does this judge manage the caseload and staff capably and effectively?	36.4 (16)	15.9 (7)	22.7 (10)	18.2 (8)	6.8 (3)	44
Does this judge work diligently and act promptly on matters that need attention?	47.1 (24)	17.6 (9)	23.5 (12)	7.8 (4)	3.9 (2)	51
Does this judge act with integrity and fairness at all times?	42.3 (22)	28.8 (15)	15.4 (8)	11.5 (6)	1.9 (1)	52
Overall evaluation of the judge's performance.	42.6 (23)	22.2 (12)	20.4 (11)	11.1 (6)	3.7 (2)	54