

2024

# Judicial Performance Review



Prepared by the ABA Center for Bar Leadership



# Introduction

Since Iowa adopted its merit system for selecting judges in 1962, The Iowa State Bar Association has conducted the Judicial Performance Review as a way of giving voters information on the Iowa judges up for retention that election year. The Judicial Performance Review is conducted biennially and asks members to participate in an anonymous setting.

Under Iowa's judicial merit selection system, judges are appointed by the governor after going through an extensive interview and evaluation process by the Judicial Nominating Commission. Voters then decide during the November elections whether the judges should remain in office.

The Judicial Performance Evaluation was electronically sent September 2024 to the 5,614 active ISBA members residing in Iowa asking them to participate if qualified. 1,045 bar association members completed the evaluation which ended September 13, 2024. Attorneys were instructed to evaluate judges only if they meet the following qualifications:

- If they have had sufficient contact and experience with a judge that the judge would be able to evaluate their performance as a lawyer as well; or
- They have first-hand experience which provides them with a professional basis on which to evaluate the judge's performance (courtroom, pretrial, knowledge of opinions or other professional experience) and can make an informed evaluation; or
- They have practiced before the judge or are otherwise reasonably familiar with the judge's work (in the case of trial courts); or
- They are familiar with the judge's opinions (in the case of appellate courts).

One Supreme Court justice, four appellate judges, and 64 district court judges are standing for retention in this year's general elections on November 5. All 69 were evaluated on their professionalism and demeanor as determined by the attorneys who voted in the biennial review. Thirteen of Iowa's 14 judicial election districts have at least one judge standing for retention in the 2024 elections.

Attorneys rate the judges on questions related to their professional competence; i.e., knowledge and application of the law, perception of factual issues, attentiveness to arguments and testimony, management and control of the courtroom, and promptness of rulings and decisions. The ratings range from 1-5 with 5 being "excellent" and 1 being "very poor." Attorneys also rated judges on questions related to their demeanor; i.e., avoids undue personal observations or criticisms of litigants, judges, and lawyers from the bench or in written orders; decides cases on the basis of applicable law and fact, not affected by outside influence; is courteous and patient with litigants, lawyers, and court personnel; deals with pro se litigants and pro se litigation fairly and effectively; and treats people equally regardless of race, gender, age, national origin, religion, sexual orientation, socio-economic status, or disability and demonstrates an awareness of the influence of implicit bias. The ratings on these questions also range from 1 to 5, with 5 being "strongly agree" and 1 being "strongly disagree."

The attached results represent an average/mean score on each characteristic for each judge, using the 5-point scale noted on each page. No attempt has been made to determine an overall rating for each judge, nor has any attempt been made to compare one judge's scores with those of any other judge. No attempt has been made to verify the answers expressed by lawyers responding to the poll and the American Bar Association Center for Bar Leadership, based in Chicago, compiled the results.





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# Frequently Asked Questions

## What are judicial retention elections?

Retention elections are intended to focus on the professional competency of Iowa’s judges rather than the popularity of individual rulings. In a retention election, voters decide whether a judge should be retained or removed from office. If a judge receives a majority of “yes” votes, the judge serves another full term. If a judge receives a majority of “no” votes, the judge is removed from office at the end of the year.

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## Why does Iowa have retention elections?

In 1962, Iowa voters approved a constitutional amendment that replaced elections of judges with merit selection and retention elections. A process using merit selection and retention elections:

- Curbs the influence of political parties and special interest groups in the selection of Iowa’s judges.
  - Emphasizes the selection of judges based upon their professional qualifications.
  - Gives voters the final say about who serves as a judge.
  - Is the most effective way to ensure fair and impartial courts.
- 

## Where can I find a performance review of judges on the ballot?

The Iowa State Bar Association surveys its members about judges standing for retention. The results of this performance review are available prior to the general election in this publication and at [www.iowabar.org/judicialreview](http://www.iowabar.org/judicialreview).

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## How are courts held accountable?

Our system of government is carefully designed to foster fair and impartial courts while maintaining judicial accountability through a series of checks on judicial power:

- If a party in a case believes a judge made an error, the party may appeal to a higher court.
- If citizens disagree with a court’s interpretation of a law, they may petition the legislature to amend the law and change the law’s effect in the future.
- If citizens disagree with a court’s interpretation of the constitution, they have the ultimate power to amend the constitution to change its effect in the future.
- If a person thinks a judge has behaved unethically, the person may ask the Judicial Qualifications Commission to investigate.

In these ways, courts are accountable to the laws, to the constitution, and to the people.





# Frequently Asked Questions

## What makes a good judge?

- **Integrity** - honest, upright, and committed to the rule of law
- **Professional Competence** - keen intellect, extensive legal knowledge, and strong writing ability
- **Judicial Temperament** - neutral, decisive, respectful, and composed
- **Experience** - strong record of professional excellence in the law
- **Service** - committed to public service and the administration of justice

## What about a judge's personal views on certain issues?

- It is inappropriate for a judge to consider his or her personal views, political pressure, or public opinion when deciding cases. Judges must be neutral and follow the rule of the law.
- If a judge announces a position on an issue, the judge's impartiality may be called into question. The judge may need to decline presiding over any case that involves that issue.
- Judicial ethics prohibit judges from commenting about cases pending in court to ensure that litigants receive a fair trial.

## What about decisions a higher court reverses?

Sometimes a higher court reverses the decision of a lower court. Reversal does not in itself indicate the quality of a judge's work. For instance, the higher court could be ruling on an issue for the first time or clarifying one of its earlier opinions that served as precedent for the lower court.

## What about an unpopular court decision?

There are many reasons why a voter may want to consider more than the outcome of one case when assessing a judge's performance:

- Over the course of a career, a judge may dispose of thousands of cases. One case alone is not necessarily an accurate barometer of a judicial career.
- Judges must follow the law, and sometimes the law leads to unpopular results. If citizens disagree with a law, they may petition the legislature to change it.
- High-profile cases that catch the media's attention often bear little resemblance to the cases that constitute the bulk of a judge's work. Most court cases do not involve hot-button issues.





## Iowa Supreme Court



### Justice David May

Justice David May, Polk City, was appointed to the Iowa Supreme Court in 2022. He was born and raised in Kirksville, Missouri. He received his undergraduate degree from the University of Missouri - Columbia, his Master of Public Health degree from the University of Oklahoma Health Sciences Center, and his law degree with high honors from Drake University Law School. While in law school, he served on the Drake Law Review and clerked for the Iowa Academy of Trial Lawyers. After law school, Justice May practiced law with Hawkins & Norris, P.C., in Des Moines from 1998 to 2001. From 2001 to 2016, he practiced with Bradshaw, Fowler, Proctor & Fairgrave, P.C., in Des Moines. Justice May began his judicial service in 2016, when he was appointed as a District Judge on the Iowa District Court. He served there from 2016 to 2019. In 2019, he was appointed as a judge on the Iowa Court of Appeals, where he served until his appointment in 2022 to the Iowa Supreme Court. Justice May is a member of The Iowa State Bar Association, the Polk County Bar Association, the C. Edwin Moore Inn of Court, the Lincoln Inn of Court, the Iowa Judges Association, and the Drake Law School Board of Counselors. He has served on the Iowa Rules of Appellate Procedure Review Task Force and the Iowa Supreme Court Committee on Judicial Technology. Justice May is married and has two children. His current term expires December 31, 2024.

## Iowa Court of Appeals



### Judge Tyler J. Buller

Judge Buller, Johnston, was appointed to the Iowa Court of Appeals in 2022. He earned his undergraduate degree from Drake University and graduated Order of the Coif from the University of Iowa College of Law. Before his appointment, Judge Buller prosecuted criminal trials and appeals as an Assistant Attorney General in the Iowa Department of Justice.



### Judge Mary Elizabeth Chicchelly

Judge Chicchelly, Cedar Rapids, was appointed to the Iowa Court of Appeals in December 2021. She was born and raised in Cedar Rapids and earned her Bachelor of Arts from the University of Iowa in 1989 and her Juris Doctor from the University of Iowa College of Law in 1992. Her past work experience includes serving as a judicial clerk for Iowa Judicial District 2A from 1992-1993 and practicing law in Fort Dodge from 1993-1995 and in Waterloo from 1995-1997. She was a partner in the law firm of Seidl & Chicchelly in Cedar Rapids from 1997 until her appointment to the Iowa District Court for Judicial District 6 in March 2013. Judge Chicchelly





# Judicial Biographies

served in that role until her appointment to the Iowa Court of Appeals. She is a member of the American Bar Association, The Iowa State Bar Association, Linn County Bar Association, and the Judge David R. Hansen American Inn of Court (Emeritus). She previously served as a member and past delegate to the ABA National Conference of State Trial Judges, is a past president of the Iowa Judges Association, and current member of the Iowa Judges Association Board. Judge Chicchelly is married and has two daughters.

## *Iowa Court of Appeals, cont'd*



### **Judge Samuel Langholz**

Judge Langholz, Ankeny, was appointed to the Iowa Court of Appeals in August 2023. Before his appointment, he practiced law in the Iowa Executive Branch for nearly thirteen years, serving as Chief Deputy Attorney General, Assistant Solicitor General, Senior Legal Counsel to the Governor, Chief Administrative Law Judge, and State Public Defender. He also previously worked in private practice at a law firm in Des Moines. He began his legal career as a judicial law clerk to Judge Steven M. Colloton on the U.S. Court of Appeals for the Eighth Circuit. Judge Langholz earned his law degree from the University of Iowa College of Law with highest distinction and Order of the Coif in 2008 and his undergraduate degree from Washington and Lee University magna cum laude in 2002. He was raised and graduated from high school in Clear Lake. Judge Langholz is married and has two sons.



### **Chief Judge Mary Ellen Tabor**

Chief Judge Tabor, Des Moines, was appointed to the Iowa Court of Appeals in 2010. She was born in Maquoketa and raised on her family's farm in Jackson County. She earned her bachelor's degree from the University of Iowa in 1985. She graduated from the University of Iowa College of Law in 1991. Chief Judge Tabor worked as a staff attorney in the Office of General Counsel for the Federal Election Commission in Washington, D.C. from 1991 to 1993. She joined the Iowa Attorney General's Office in 1993 and served as director of the Criminal Appeals Division from 1999 to 2010. Chief Judge Tabor is a member of the Polk County Bar Association, The Iowa State Bar Association, Iowa Judges Association, American Law Institute, and Blackstone Inn of Court. Chief Judge Tabor is married and has two sons and one daughter.

## **District 1A**



### **District Court Judge Monica Ackley**

Judge Monica Zrinyi Ackley, Dubuque, was appointed to serve Dubuque County in 1997 as a magistrate and to the Iowa District Court in 2003. She attended the University of San Diego, where she earned her bachelor's degree in 1986 and her law degree in 1990. She worked as a law clerk and research assistant before going into private practice. Judge Ackley is a member of the Dubuque County, Iowa State, and California bar associations.





# Judicial Biographies

## District 1A, cont'd



### District Court Judge Thomas A. Bitter

Judge Bitter, Dubuque, was appointed to the bench in 2011. He received his undergraduate degree from Loras College in 1993 and his law degree from the University of Iowa College of Law in 1996. Judge Bitter was in private practice in Dubuque prior to being appointed to the bench. He currently serves on the Iowa Child Support Guidelines Review Committee. He is a member of the Dubuque County Bar Association and The Iowa State Bar Association. Judge Bitter is married and has three children.



### District Associate Judge Robert James Richter

Judge Richter, Sherrill, was appointed to the bench in 2011. He received his undergraduate degree from St. Ambrose University in 2000 and his law degree from the University of Iowa College of Law in 2003. Prior to being appointed to the bench, Judge Richter was an assistant county attorney in Dubuque from 2004 to 2011.

## District 1B



### District Court Judge Andrea J. Dryer

Judge Dryer, Cedar Falls, was appointed to the Iowa District Court in 2011. She is a University of Iowa graduate, where she received both her undergraduate degree and law degree. Before being appointed to the bench, Judge Dryer worked in the Waterloo public defender's office since 2004. Prior to working for the public defender's office, she was an assistant county attorney prosecuting cases in Winneshiek and Buchanan counties. Judge Dryer is a member of the Black Hawk County Bar Association and The Iowa State Bar Association.



### Chief Judge Kellyann Lekar

Chief Judge Lekar, Waterloo, was appointed to Iowa District Court in 2005. She received her bachelor's degree from Iowa State University in 1990 and her law degree from the University of Iowa College of Law in 1993. She was in private practice prior to her appointment to the bench. Chief Judge Lekar is a member of the Black Hawk County, Iowa State, and American Bar Associations, and is also a member of the Iowa Judges Association. She was appointed Chief Judge of the First Judicial District in January 2012.



### District Court Judge David F. Staudt

Judge Staudt, Waterloo, was appointed to the Iowa District Court in 2010. He received his bachelor's degree in 1990 from the University of Iowa, and his law degree in 1993 from Drake University Law School. Judge Staudt was in private practice until joining the Waterloo public defender's office in 1997 where he was appointed Chief Public Defender in 2006.





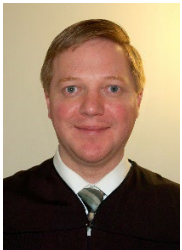


**District 1B, cont'd**



**District Court Judge John James Sullivan**

Judge Sullivan was appointed to the Iowa District Court in December 2021. He received his undergraduate degree from Brigham Young University in 1993 and his Juris Doctor from Creighton University School of Law in 1996. After graduating from law school, Judge Sullivan clerked in Judicial District 1B from 1996-1998. He then practiced as an associate at Laird & Luhring in Waverly, Iowa from 1998-2000. He worked as an Assistant Fayette County Attorney from 2000-2002 and an Assistant Woodbury County Attorney from 2002-2005. In 2005, Judge Sullivan opened Sullivan law Office in Oelwein, Iowa, and was a sole practitioner until his appointment to the district court bench in 2021. He also served as a magistrate for Fayette County from 2006-2021. He is a member of the Iowa Judges Association. Judge Sullivan is married and has nine children.



**District Associate Judge Brook K. Jacobsen**

Judge Jacobsen was appointed District Associate Judge in 2017. He received his undergraduate degree from St. Olaf College and his law degree from University of Minnesota Law School in 1999. Prior to his appointment, he was in private practice from 2002 through 2004. He served as Assistant County attorney for the Black Hawk County Attorney’s Office from 2004-2017. He is a member of the Black Hawk County and The Iowa State Bar Association and the Iowa Judges Association.



**District Associate Judge Patrick Wegman**

Judge Wegman was appointed to the bench in 2017. He received his undergraduate degree from the University of Iowa in 1991 and his law degree from Drake University Law School in 1994. Prior to being appointed to the bench he was in private practice in Des Moines and Charles City. Judge Wegman also served as Chickasaw County Attorney from 2002-2017.

**District 2A**



**District Court Judge Rustin Davenport**

Judge Davenport, Mason City, was appointed to the bench in October of 2010. He earned his undergraduate degree from Drake University in 1982 and his law degree, with Distinction, from the University of Iowa in 1985. Judge Davenport was a Law Clerk for the Second Judicial District from 1985-1986 and a Law Clerk for the Honorable David R. Hansen, United States District Court Judge, Northern District of Iowa from 1986-1988. Judge Davenport was in private practice from 1988- 2010. He previously served as President of the Iowa Judge’s Association. Judge Davenport was appointed to the Iowa Business Specialty Court in 2023. He is a member of the





American Bar Association, Iowa State Bar Association, Judicial District 2A Bar Association, and the Cerro Gordo County Bar Association.

**District 2A, cont'd**



**District Court Judge Blake H. Norman**

Judge Norman was appointed to the Iowa District Court in January 2023. He earned his undergraduate degree from the University of Northern Iowa in 2009 with a Bachelor of Science in Construction Management. In 2012, he earned his law degree from Drake University Law School, graduating with high honors. Judge Norman served as an Assistant Cerro Gordo County Attorney and an Assistant Scott County Attorney prior to his appointment as the Hancock County Attorney. Judge Norman was elected as Hancock County Attorney in 2018 and 2022 and served until his appointment to the bench. He is a member of the Cerro Gordo and Hancock County Bar Associations.



**District Associate Judge Elizabeth Batey**

Judge Batey, Greene, was appointed as a District Associate Judge in December 2022. She has a bachelor's degree in Ethics and Public Policy from the University of Iowa. Judge Batey earned her law degree from Drake University Law School in 2015, where she graduated with high honors. After passing the bar, she entered private practice, working at Vickers Law Office in Greene until her appointment as District Associate Judge. Judge Batey also served as the Butler County magistrate for three years. Judge Batey serves on the Judicial Education Judges Committee. She is a member of The Iowa State Bar Association and the Butler County Bar Association.

**District 2B**



**District Court Judge Derek Johnson**

Judge Johnson was appointed to the Iowa District Court in January 2020. He received his undergraduate degree in Business from Buena Vista University in 1996 and his Juris Doctor from Drake University Law School in 1999. Prior to his appointment, Judge Johnson worked as an associate attorney for Blake Parker Law Office from 1999-2004, was the Humboldt County Attorney from 2004-2005, and then began the Derek Johnson Law Office and worked in private practice.



**Chief Judge Adria Kester**

Judge Kester was appointed to the district court in July 2017. She earned her bachelor's degree from Iowa State University in 1994, and her law degree from Drake University Law School in 1998. Judge Kester was an Assistant Public Defender, in private practice for six years, the Assistant Boone and Assistant Hamilton County Attorney, and the Boone County Attorney prior to her appointment as district associate judge in 2013. Judge Kester has been involved in the Iowa Association of County Attorneys, and the Iowa State and Boone County Bar Associations.





**District 2B, cont'd**



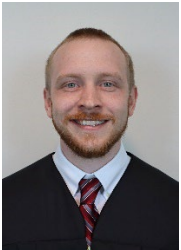
**District Court Judge Kurt John Stoebe**

Judge Stoebe, Humboldt, was appointed as a District Associate Judge in July 2006, and then appointed to the Iowa District Court in February 2011. He received his undergraduate degree from the University of South Dakota in 1977 and his law degree from the University of Iowa College of Law in 1980. Judge Stoebe has previously been a law clerk for Judge Roy Stephenson with the U.S. Eighth Circuit Court of Appeals, the Humboldt County Attorney and was in private practice with Stoebe Law Office. He served as Humboldt County magistrate from 2001-2006. He is a member of The Iowa State Bar Association, Humboldt County Bar Association, and the Iowa Magistrates Association. Judge Stoebe is married and has two children.



**District Associate Judge Kathryn E. Austin**

Judge Austin, Eldora, was appointed as a District Associate Judge in November 2022. She received her undergraduate degree from Iowa State University, and her law degree from Michigan State University College of Law. Prior to her appointment, Judge Austin worked as an Assistant County Attorney in Marshall County.



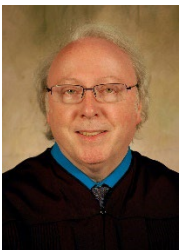
**District Associate Judge Hans Becker**

Judge Becker, Fort Dodge, was appointed to the bench on February 11, 2022. He was born and raised in Dubuque, Iowa. He graduated summa cum laude from Clarke University in 2011 and earned his law degree from the University of Iowa College of Law in 2014. Prior to being appointed to the bench, Judge Becker worked as an Assistant Webster County Attorney from 2015 to 2022. He is a member of the Webster County Bar Association and the Iowa Judges Association. Judge Becker is married and has one child.



**District Associate Judge Ashley Beisch**

Judge Beisch, Boone, was appointed as a District Associate Judge in 2023. She earned her undergraduate degree from Drake University in 2013 and her law degree from Drake University Law School in 2016. Prior to her appointment to the bench, Judge Beisch was in private practice at Wild, Baxter & Sand, P.C., and Johnson Law Office. She also served as an Assistant Webster County Attorney. Judge Beisch is a member of the Iowa Judges Association.



**District Associate Judge Paul G. Crawford**

Judge Crawford, Marshalltown, was appointed as a District Associate Judge in January 2016. He graduated Magna Cum Laude from Creighton University in 1981 with a Bachelor of Arts in Organizational Communications and from the University of Iowa School College of Law in 1984. From 1984 to 1986 Judge Crawford was an Assistant Story County Attorney, he was in private practice in Fairfield, Iowa, from 1986-1987, and was an Assistant Marshall County Attorney from 1987 until his appointment to the bench.



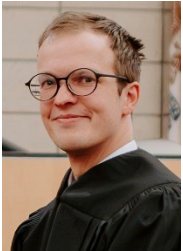


**District 2B, cont'd**



**District Associate Judge Joseph B. McCarville**

Judge McCarville was appointed to as a District Associate Judge in September 2017. He received his undergraduate degree from Iowa State University and his law degree from the University of Iowa College of Law in 1989. Judge McCarville has worked in the Webster County Attorney’s office, the Iowa Public Defenders office, and private practice since graduation. He is a member and past president of the Webster County Bar Association. Judge McCarville has three children.



**District Associate Judge Hunter Thorpe**

Judge Thorpe was appointed as District Associate Judge in 2023. He earned his undergraduate degree from Central College in 2016 and his law degree from Drake University Law School in 2019 where he served as the Researcher Editor of the Drake Law Review. Prior to his appointment, Judge Thorpe was a law clerk for the Second Judicial District. He also served as an Assistant Boone County Attorney until his appointment to the bench.

**District 3B**



**District Court Judge Robert D. Tiefenthaler**

Judge Tiefenthaler was raised in Breda, Iowa. He graduated from the University of South Dakota with a Bachelor of Science Degree in Political Science and Criminal Justice in 1991 and from the University of South Dakota Law School in 1994. During law school in 1994, he served a clinical internship in the Woodbury County Attorney’s office. After graduation, Judge Tiefenthaler started as an associate with a Sioux City law firm in July 1994, and was partner and eventual shareholder in the firm from approximately 1996-1999. In July 1999, Judge Tiefenthaler opened his own law office named Tiefenthaler Law Office, P.C. in Sioux City. In private practice, he handled primarily civil tort, workers’ compensation, criminal defense, juvenile law, and family law matters. He remained a solo practitioner until his appointment as a District Court Judge in July 2022. He was also a member of The Iowa Bar Association, the Nebraska Bar Association, the South Dakota Bar Association, the Woodbury County Bar Association, the American Association for Justice, the National Association of Criminal Defense Lawyers, the National College for DUI Defense, and the South Dakota Association of Criminal Defense Lawyers. Judge Tiefenthaler is married with two children and six grandchildren.





**District 3B, cont'd**



**District Associate Judge Stephanie S. Forker Parry**

Judge Forker Parry, Sioux City, was appointed as District Associate Judge in 2017. She received her undergraduate degree from the University of South Dakota, majoring in criminal justice, and her law degree from the University of South Dakota in 1998. She served as a Woodbury County Magistrate from 2008 until her appointment. Prior to her appointment, she was in private practice with the law firm Forker & Parry in Sioux City and was licensed to practice in Iowa and South Dakota. Judge Forker Parry served on the Supreme Court Advisory Committee on the Rules of Juvenile Procedure, Families First Task Force, Juvenile Justice Task Force and Judicial Education Committee. She currently serves on the Children’s Justice Advisory Committee and Children’s Justice State Council and is the Juvenile Representative for the Iowa Judge’s Association. She is the presiding judge of the Woodbury County Family Treatment Court. Judge Forker Parry is married and has grown children.



**District Associate Judge Jessica R. Noll**

Judge Noll, Akron, was appointed to as District Associate Judge in 2022. She attended the University of South Dakota, earning her undergraduate degree in 2003 and her law degree in 2006. She served as a Woodbury County Magistrate from 2018 until her appointment. Prior to her appointment, she was in private practice in Sioux City and licensed to practice in Iowa, Nebraska, and South Dakota. Judge Noll is a member of The Iowa State Bar Association, South Dakota Bar Association, Woodbury County Bar Association, and the Iowa Judges Association. She serves on the Supreme Court Language Access Advisory Committee. Judge Noll is married with three children.

**District 4**



**District Court Judge Jennifer Benson Bahr**

Judge Bahr was appointed as District Court Judge in January 2022. Prior to her appointment, she served on the district associate bench beginning May 2019. Judge Bahr received her undergraduate degree from the University of Iowa in 2002 and her Juris Doctor from Drake University Law School in 2005. She served as a law clerk for the Second Judicial District from 2005-2006. Judge Bahr was elected as the Humboldt County Attorney in 2006 and the Webster County Attorney in 2014. Prior to her appointment to the bench, Judge Bahr worked as an Assistant Pottawattamie County Attorney.





# 2024 Judicial Performance Review Judicial Biographies

## District 4, cont'd



### District Court Judge Eric J. Nelson

Judge Nelson, Council Bluffs, was appointed to the bench in December 2018. He was raised in Council Bluffs, Iowa. He received his bachelor’s degree from the University of Nebraska in 2001 and his law degree from Oklahoma City University in 2005. Judge Nelson was in private practice from 2006-2010 and served in the State of Iowa Public Defender’s Office until his appointment to the bench. Judge Nelson is a member of the Iowa Judges Association and 4th Judicial District Bar Association. He served two terms as a member of the Iowa Supreme Court Grievance Commission. Judge Nelson is married with two children.



### District Associate Judge David W. Brooks

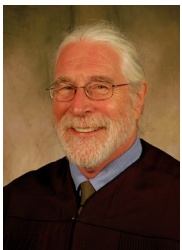
Judge Brooks, Council Bluffs, was appointed District Associate Judge in October 2023. He received an undergraduate degree from the University of Illinois at Urbana-Champaign in 2010 and his law degree from the University of Iowa College of Law in 2014. Judge Brooks serves as a Judge Advocate General for the Army National Guard. Prior to his appointment, He was in private practice and served as an assistant public defender at the Office of the Iowa State Public Defender. Judge Brooks is married with four children.

## District 5A



### District Court Judge David Faith

Judge Faith, Indianola, was appointed to the Iowa District Court in 2023. He earned his undergraduate degree from Concordia College in 2001, his master’s degree in history from Syracuse University in 2004, and his law degree from the University of Iowa College of Law in 2008, where he was inducted into the Order of the Coif. Prior to his appointment to the bench, Judge Faith served in private practice at Dorsey & Whitney LLP, as an Assistant and later Deputy Attorney General for the State of Iowa, and as an Assistant United States Attorney. He has also served in the Iowa Army National Guard as a member of the United States Army Judge Advocate General’s Corps. Judge Faith is married and has a son.



### District Court Judge Bradley McCall

Judge McCall, Newton, was appointed to the bench in 2010. He received his undergraduate degree from the University of Iowa in 1976 and his law degree, with honors, from Drake University Law School in 1978. In 2024, he received his Masters of Judicial Studies Degree from the National Judicial College at the University of Nevada, Reno. He is the author of *Voice Stress Analysis: Is “Some Evidence” Sufficient Grounds for Making Legal Determinations?*, Barry Law Review, Volume 29 Issue 1. Prior to taking the bench, he was in private practice, specializing in litigation and trial law. He was board certified in both civil and criminal trial advocacy and is now a Judicial Fellow on the National Board of Trial Advocacy. Judge McCall is a member of the Order of the Coif, the Iowa Judge’s Association, The Iowa Bar Association, the Iowa Academy of Trial Lawyers, and the National Board of Trial Advocacy. Judge McCall has three daughters.



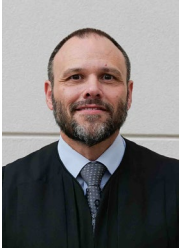


**District 5A, cont'd**



**District Court Judge Terry R. Rickers**

Judge Terry Rickers, Newton, was appointed as a District Court Judge in October 2010 after serving as a Magistrate in Jasper County since 2005. He received his undergraduate degree from Iowa State University in 1983. He attended the University of Nebraska-Lincoln where he earned his law degree in 1986. After graduation, he was in private practice in Newton for over 24 years. He is a member of the Jasper County and The Iowa State Bar Associations and the Iowa Judges Association. He previously served on the Iowa Supreme Court Grievance Commission. He has served on the Judicial Branch/DHS joint workgroup on mental health law redesign. Judge Rickers is also a Judicial Branch educational trainer on implicit bias and various other topics.



**District Court Judge Charles Sinnard**

Judge Sinnard, Urbandale, was appointed to the Iowa District Court in 2022. He earned his undergraduate degree in history and Asian studies from the University of Iowa and his law degree from Drake University Law School. Prior to taking the bench, Judge Sinnard served as a prosecutor, first as an Assistant Dallas County Attorney and then as the Dallas County Attorney. During his time as a prosecutor, he was a member and co-chair of the Iowa Domestic Assault Death Review Team, the Dallas County DART/SART board, the Dallas County Chiefs of Police Committee, and served as a Director-at-Large of the Iowa County Attorney's Association. Judge Sinnard is a member of the Dallas County Bar Association and the Iowa Judges Association.



**District Associate Judge Virginia Cobb**

Judge Virginia Cobb, Dallas Center, was appointed to serve as Dallas County Magistrate in 1995 and was appointed to serve as District Associate Judge in 2005. She attended Drake University, where she earned her undergraduate degree in 1978 and her law degree in 1982. She has served as assistant county attorney, instructed at Grand View College and was in the private practice of law. Judge Cobb is a member of the bar and achieved Order of the Barristers.



**District Associate Judge Kevin Parker**

Judge Parker, Indianola, was appointed as District Associate Judge in 2005. He received his bachelor's degree from Gannon University in 1977 and his Juris Doctor from Drake University Law School in 1979. Judge Parker served as law clerk to the Honorable James P. Denato in 1980. While in private practice, he served as Assistant Warren County Attorney from 1981 to 1989, then served as Warren County Attorney from 1989 to 2002. He practiced law with a firm from 2003 until his appointment to the bench. He is a member of The Iowa State Bar Association and the Warren County Bar Association. Judge Parker is married and has four children.





## District 5B



### **District Court Judge Patrick W. Greenwood**

Judge Greenwood, Lamoni, was appointed to the Iowa District Court in February 2016. He received his undergraduate degree from Iowa State University in 1992 and his law degree from Drake University Law School in 1998. Prior to his appointment to the district court, he was a judicial magistrate and a lawyer in private practice serving clients for more than 17 years as a general practitioner. Judge Greenwood taught Business Law at Graceland University for 13 years. He is a member of the Iowa Judges Association. Judge Greenwood is married and has three children.

## District 5C



### **District Court Judge Heather L. Lauber**

Judge Lauber, West Des Moines, was appointed to the Iowa District Court in December 2016. She attended Drake University, where she received her bachelor's degree in 2000 and her law degree in 2003. Judge Lauber was in private practice from 2003-2011. She was Assistant Public Defender from 2011-2015. Judge Lauber was appointed District Associate Judge in 2015. She is a member of The Iowa State Bar Association, Polk County Bar Association, Iowa Association of Women Attorneys, Polk County Woman Attorneys, and C. Edwin Moore Inn of Court.



### **District Court Judge Patrick D. Smith**

Judge Smith, Des Moines, was appointed to the Iowa District Court in 2023. He earned his undergraduate degree from Drake University in 1989 and his law degree from the University of Iowa College of Law in 1993. Prior to his appointment to the bench, Judge Smith was in private practice in Des Moines for 27 years and served as in-house counsel for an insurance company for three years. He is a member of The Iowa State Bar Association and Iowa Judges Association.



### **District Associate Judge Gregory Brandt**

Judge Brandt, Des Moines, was appointed District Associate Judge in March 1997. Born in Ottumwa, Iowa, he graduated from Drake University with a bachelor's degree in 1984 and earned his law degree from the same institution in 1987. After graduation, Judge Brandt worked as a law clerk for the Eighth Judicial District until 1988. He was Assistant Polk County Attorney from 1988-1995, at which time we worked as an associate at a law firm until his appointment to the bench.







**District 5C, cont'd**



**District Associate Judge Kristen Formanek**

Judge Formanek, Ankeny, was appointed as a District Associate Judge in March 2023. She received her undergraduate degree from the University of Iowa and her law degree from the University of Iowa College of Law. Prior to her appointment, Judge Formanek served as Assistant Polk County Attorney and as Assistant Story County Attorney.



**District Associate Judge Becky Goettsch**

Judge Goettsch, West Des Moines, was appointed as District Associate Judge in 2017. She received her undergraduate degree from Iowa State University and her law degree from the University of Iowa College of Law. Prior to her appointment as magistrate in 2012, Judge Goettsch was in private practice from 1994-1998 and served as a Deputy District Attorney in Las Vegas, Nevada, from 1998-2006. From 2006 until her appointment, she served as an Assistant Iowa Attorney General in the Area Prosecutions Division. She is a member of the Polk County Bar Association, Polk County Women Attorneys, and the Iowa Organization of Women Attorneys. Judge Goettsch is married with four children.



**District Associate Judge Erik Howe**

Judge Howe, Polk City, was appointed District Associate Judge in September 2022. He earned his undergraduate degree in Political Science from Iowa State University in 2009 and his law degree from Drake University Law School in 2012. Judge Howe, prior to taking the bench, was an assistant county attorney in Carroll and Calhoun counties from 2013-2014. He was an assistant county attorney in Polk County from 2015-2022. He is a member of the Iowa State Bar Association and C. Edwin Moore Inn of Court.



**District Associate Judge Rachael E. Seymour**

Judge Seymour, Des Moines, was appointed District Associate Judge in June 2010. She was born in Madrid, Iowa, and received her bachelor's degree from the University of Iowa in 1995. She earned a Masters of Public Administration and Juris Doctor with honors from Drake University in 1999. Judge Seymour represented both adults and children while working for the State Public Defender from 1999 until her appointment to the bench. She is a member of the American Bar Association, The Iowa State Bar Association, and the Iowa Judges Association. She has served on the Juveniles Rule Committee since her appointment in 2010.





*District 5C, cont'd*



**District Associate Probate Judge Katie Raney**

Judge Katie Raney, West Des Moines, was appointed District Associate Probate Judge in 2022. She earned her undergraduate degree from Roanoke College in Salem, Virginia, and her law degree from Drake University Law School in 2007. Prior to her appointment to the bench, Judge Raney was a Magistrate Judge in Polk County and worked in private practice.

**District 6**



**District Court Judge Andrew B. Chappell**

Judge Chappell, Iowa City, was appointed to the Iowa District Court in February 2017. He earned his Bachelor of Arts with high honors in Political Theory and Constitutional Democracies from James Madison College at Michigan State University in 1994 and his Juris Doctor with honors from the University of Iowa College of Law in 1997. Prior to being appointed, Judge Chappell was in private practice in Iowa City from 1997-2000 and was an Assistant Johnson County Attorney in the Civil Division from 2000-2017. He is a member of The Iowa State Bar Association and the Johnson County Bar Association and served on the Iowa Supreme Court Attorney Disciplinary Board and the ISBA Jury Instructions Committee prior to his appointment. Judge Chappell is married and has one child.



**District Court Judge David M. Cox**

Judge Cox, Johnson County, was appointed to the Iowa District Court in February 2022. He earned his Bachelor of Arts in Political Science from the University of Iowa in 2004, and attended the University of Iowa College of Law, graduating with honors in 2007. After graduation from law school, Judge Cox served as a law clerk for District 2B from 2007-2008. Since clerking, Judge Cox has been in private practice with Bray and Klockau PLC from 2008-2022 in addition to being a Johnson County Magistrate, from 2018-2022. Judge Cox is a member of the Johnson County Bar Association and The Iowa State Bar Association. He was a member of the ISBA Family & Juvenile Law Section, Section Chair from 2015- 2017, Vice Chair of Section 2013-2015, and was former Chair of the CLE Committee from 2017-2022. Judge Cox is married and has one child.



**District Court Judge Elizabeth Dupuich**

Judge Dupuich, Johnson County, was appointed to the Iowa District Court in May 2023. She earned her Bachelor of Arts in Political Science and English with honors, from the University of Iowa in 1998 and her Juris Doctor from the University of Southern California School of Law in 2002. After graduating from law school, Judge Dupuich worked as a Deputy Attorney General for the California Department of Justice and as a Deputy District Attorney in Los Angeles County, California. Judge Dupuich also served as an Assistant Johnson County Attorney in Iowa City and as an Assistant United States Attorney for the Northern District of Iowa in Cedar Rapids. She is a member of the Linn County Bar Association, The Iowa State Bar Association, Iowa Judges Association, and Iowa Organization of Women Attorneys.





# 2024 Judicial Performance Review Judicial Biographies

## District 6, cont'd



### District Associate Judge Joan M. Black

Judge Black was appointed District Associate Judge in December 2021. Judge Black has an extensive background in child services. Prior to attending Drake University Law School in 2004, she was in the child services field for 20 years. She graduated from the University of Northern Iowa in 1984, obtained her Masters in Social Work at the University of Iowa in 1992, and graduated from Drake University Law School in 2006. After graduating from law school Judge Black went into private practice until she joined the Muscatine County Attorney’s Office in 2015. In June 2020 she joined the Johnson County Attorney’s Office where she remained until her appointment to the bench.



### District Associate Judge Brandon L. Schrock

Judge Schrock was appointed District Associate Judge in January 2023. Prior to his appointment he served as a staff attorney for the Linn County Advocate from 2005 to 2023. Judge Schrock earned his Bachelor of Arts in Political Science from the University of Iowa College of Liberal Arts in 2001. After that, he earned his Juris Doctor from the University of Iowa College of Law in 2005. Judge Schrock is a member of the American Bar Association, The Iowa State Bar Association, and the Linn County Bar Association.



### District Associate Judge Nicholas Scott

Judge Scott, Cedar Rapids, was appointed District Associate Judge in 2016. He graduated from the University of Iowa College of Law in 2001. When not working for the people of the great State of Iowa, he enjoys beekeeping, raising hens, tapping maple trees, gardening, running, and reading.

## District 7



### District Court Judge Thomas Reidel

Judge Reidel, Muscatine, was appointed to Iowa District Court in 2011. He received his undergraduate degree from Iowa State University in 1989 and his law degree from the University of Iowa College of Law in 1992 with high distinction. He was in private practice in Muscatine, Iowa, from 1992-2011. He served as Muscatine County Magistrate from 2009 until his appointment to the district court bench. He is a past recipient of the Iowa Golden Seal Award for his dedication to ending domestic violence. He has a long history of being active in his community and is past board member of multiple nonprofit organizations and the past Chairman of the Muscatine County Civil Service Commission. He is a member of the Muscatine County Bar Association, The Iowa State Bar Association, and the Iowa Judges Association. Judge Reidel is married and has four children.





# Judicial Biographies

## District 7, cont'd



### District Associate Judge Gary Patrick Strausser

Judge Strausser was appointed District Associate Judge in 2005. He earned his bachelor's degree from Towson State University and his Law Degree from Drake University Law School. He also earned his Master's Degree from the School of Journalism and Mass Communication at Drake University. After graduating from law school, he served as an Assistant Clinton County Attorney from 1992-2005 and was first assistant from 1999-2005. Judge Strausser is married and has one son.

## District 8A



### District Court Judge Michael Carpenter

Judge Michael O. Carpenter, Ottumwa, was appointed to the Iowa District Court in 2023. He earned his undergraduate degree from the University of Northern Iowa in 1999, a masters' degree from the University of Northern Iowa in 2001, and his law degree from the University of Iowa College of Law in 2004. He was previously employed as a partner in the law firm of Gaumer, Emanuel, Carpenter & Goldsmith, P.C. Judge Carpenter is married and has two children.



### District Court Judge Crystal S. Cronk

Judge Cronk, Jefferson County, was appointed to the Iowa District Court in November 2017. She attended Northeast Missouri State University and received her Doctor of Jurisprudence in 1996 from the University of Missouri-Columbia. She was in private practice from 1996 to 2010, serving as Assistant Van Buren County Attorney from 1996-1999 and as County Attorney from 1999-2006. She served as Van Buren County Judicial Magistrate from 2006-2010. She is a member of The Iowa State Bar Association, Iowa Judges Association, and the District 8 Public Outreach Committee. She previously served on the judicial technology committee and currently serves on the judicial education committee.





**District 8A, cont'd**



**Chief Judge Myron Gookin**

Chief Judge Gookin, Fairfield, was appointed to the Iowa District Court in August 2011. Judge Gookin received his bachelor’s degree with distinction from Iowa State University in 1980 and his Juris Doctor with honors from the Drake University Law School in 1983. Judge Gookin was in private practice with Foss, Kuiken, Gookin & Cochran P.C. in Fairfield, Iowa, from July 1983 until his appointment to the bench. He is a member of the Judicial Council, The Iowa State Bar Association, Iowa Judge’s Association, Iowa Supreme Court Criminal Rules Advisory Committee, Iowa Supreme Court Client Security Commission, Iowa Supreme Court CLE Commission (past), The Iowa State Bar Association Jury Instruction Committee, and the board of directors of the 8th Judicial District Department of Correctional Services. Judge Gookin is married and has three children.



**District Court Judge Shawn R. Showers**

Judge Showers, Washington, was appointed to the Iowa District Court in November 2016. Judge Showers was born in Leon, Iowa, and grew up on farms in Lucas and Wayne counties. He graduated from Mormon Trail Community High School in 2000 and the University of Iowa in 2004. He received his law degree from Washburn University School of Law in 2008. In law school, Judge Showers was active in law clinic and elected Student Bar Association President. After being admitted to the Iowa bar, Judge Showers worked as an assistant county attorney in Cerro Gordo County and Washington County. He also worked as an assistant public defender in Ottumwa before being elected Washington County Attorney in November 2014. Judge Showers is a member of the Washington County Bar Association, The Iowa State Bar Association, and the Iowa Judge’s Association. Judge Showers and his wife, Megan, have two children.



**District Associate Judge Daniel Perry Kitchen**

Judge Daniel P. Kitchen, Washington, was appointed District Associate Judge in 2017. He earned his law degree with distinction from the University of Iowa College of Law in December 1994. Judge Kitchen was in private practice in Muscatine and Davenport before moving to Washington in 1997. He was in private practice in Washington and served as Washington County Magistrate starting in 2003 until his appointment as a District Associate Judge. Judge Kitchen is a member of the Iowa State and Washington County Bar Associations. Judge Kitchen lives with his family in Washington, Iowa.



**District Associate Judge Richelle Mahaffey**

Judge Mahaffey, Grinnell, was appointed District Associate Judge in 2023. She earned her undergraduate degree from Luther College in 2013, and her law degree from Drake University Law School in 2016. Judge Mahaffey was previously employed as an Assistant Marshall County Attorney and as an Assistant Public Defender in the Juvenile Public Defender’s Office in Des Moines. Judge Mahaffey is a member of The Iowa State Bar Association.





## District 8A, cont'd



### District Associate Judge Patrick J. McAvan

Judge Patrick McAvan, Fairfield, was appointed District Associate Judge in 2023. He earned his undergraduate degree from Loras College in 1996 and his law degree from the University of Kansas School of Law in 1999. Judge McAvan served as the Assistant Jefferson County Attorney from 1999-2023. He is a member of The Iowa State Bar Association and the Iowa Judges Association. Judge McAvan is married and has three children.

## District 8B



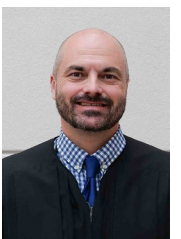
### District Court Judge Clinton R. Boddicker

Judge Boddicker, Keokuk, was appointed to the Iowa District Court in December 2021. Prior to that, he was appointed District Associate Judge in January 2018. He received his bachelor's degree in Political Science and History from the University of Northern Iowa in 1993 and his law degree from the University of Iowa College of Law in 1996. After graduation, he was in private practice in Keokuk and Cedar Rapids. In 2008, he began work as Assistant Lee County Attorney, eventually being named full-time First Assistant Lee County Attorney in 2011. He was elected Lee County Attorney in May 2017 and served in that capacity until his appointment to the bench. Judge Boddicker is a member of the Iowa Judges Association and the South Lee County Bar Association and is a former member of The Iowa State Bar Association, American Bar Association, Iowa County Attorneys Association, and the National District Attorneys Association. Judge Boddicker is married and has two adult children.



### District Court Judge Joshua P. Schier

Judge Schier, Burlington, was appointed to the Iowa District Court in January 2022. Judge Schier was born in Burlington, Iowa, and graduated from Burlington Notre Dame High School. He attended Western Illinois University where he received a Bachelor of Arts degree and a Master of Arts degree, both in American History. Judge Schier received his Juris Doctor from the University of Iowa College of Law in 2014 and entered private practice with the Cray Law Firm in Burlington, Iowa, where he was a partner until his appointment to the bench. Judge Schier is a member of the Des Moines County Bar Association, The Iowa State Bar Association, and the Iowa Judge's Association. Judge Schier and his wife have three children.



### District Court Judge Shane Wiley

Judge Wiley, Burlington, was appointed to the Iowa District Court in September 2023. A Muscatine native, he earned his bachelor's degree from the University of Iowa in 1999 and his law degree from the University of Iowa College of Law in 2002. Prior to his appointment, he practiced law at the West Burlington firm of Hirsch, Adams, Putnam, Cahill & Wiley, PLC. He is a member of The Iowa State Bar Association and the Des Moines County Bar Association.





**District 8B, cont'd**



**District Court Judge John M. Wright**

Judge Wright grew up in Fort Madison where he graduated in 1982. He attended the University of Iowa earning a Bachelor of Arts degree in political science in 1986. Judge Wright received his Juris Doctor degree from Drake University Law School in 1990 and entered private practice in Fort Madison. He has worked for the Executive Office of the United States Trustee and as Assistant Lee County Attorney.



**District Associate Judge Jennifer Slocum Bailey**

Judge Bailey, Burlington, was appointed District Associate Judge in 2016. She received her bachelor’s degree from the University of Northern Iowa, graduating summa cum laude in 2002. She received her Juris Doctor from the University of Iowa College of Law, graduating with distinction in 2005. After graduation, Judge Bailey entered private practice until 2007. She was an Assistant Des Moines County Attorney from 2007-2014. Judge Bailey worked as an Assistant Public Defender in Burlington from 2014-2016, when she was selected as a District Associate Judge.



**District Associate Judge Tyron T. Rogers**

Judge Rogers, Burlington, was appointed District Associate Judge in January 2017. He attended the University of Iowa College of Liberal Arts, where he received his Bachelor of Arts Degree with honors, majoring in sociology in 1997 and his Juris Doctor from the University of Iowa College of Law in 2000. After being admitted to the Iowa bar, Judge Rogers worked as First Assistant Des Moines County Attorney from 2000-2017. In 2012, Judge Rogers received the Iowa County Attorney’s Association Staff Attorney Award of Merit.



**District Associate Judge Jonathan Michael Stensvaag**

Judge Stensvaag, Mount Pleasant, was appointed District Associate Judge in February 2022. He received his undergraduate degree from the University of Maryland at College Park in 2007 and his Juris Doctor from the University of Iowa College of Law in 2010. Prior to his appointment, Judge Stensvaag worked in private practice from 2010-2011, as a public defender from 2011-2018, and as the First Assistant Lee County Attorney from 2018-2022. He is a member of the Iowa Judges Association, The Iowa State Bar Association, and the South Lee County Bar Association.





# Judicial Performance Review Results

IOWA SUPREME COURT	
<p>5 - Excellent (performance is outstanding)</p> <p>4 - Good (performance is above average)</p> <p>3 - Satisfactory (performance is adequate)</p> <p>2 - Deficient (performance is below average)</p> <p>1 - Very Poor (performance is well below average and unacceptable)</p>	David May
Knowledge and application of the law	3.6
Perception of factual issues	3.8
Attentiveness to arguments and testimony	4.0
Temperament and demeanor	4.1
Clarity and quality of written opinions	3.7
Promptness of rulings and decisions	4.0
<p>5 - Strongly Agree    4 - Agree    3 - Neither    2 - Disagree    1 - Strongly Disagree</p>	
Avoids undue personal observations or criticisms of litigants, judges and lawyers from bench or in written opinions.	4.0
Decides cases on basis of applicable law and fact, not affected by outside influence.	3.2
Is courteous and patient with litigants, lawyers and court personnel.	4.2
Treats people equally regardless of race, gender, age, national origin, religion, sexual orientation, socio-economic status or disability and demonstrates an awareness of the influence of implicit bias.	3.8
Retention percentage	64.7%
Number of respondents	278







# Judicial Performance Review Results

IOWA COURT OF APPEALS				
5 - Excellent (performance is outstanding)	Tyler J. Buller	Mary Elizabeth Chicchelly	Samuel Langholz	Mary Ellen Tabor
4 - Good (performance is above average)				
3 - Satisfactory (performance is adequate)				
2 - Deficient (performance is below average)				
1 - Very Poor (performance is well below average and unacceptable)				
Knowledge and application of the law				
Perception of factual issues	4.0	4.3	3.6	4.5
Attentiveness to arguments and testimony	4.1	4.3	3.8	4.6
Temperament and demeanor	3.9	4.4	3.7	4.6
Clarity and quality of written opinions	4.0	4.2	3.7	4.5
Promptness of rulings and decisions	4.1	4.3	3.8	4.5
<p style="text-align: center;"> <b>5 - Strongly Agree      4 - Agree      3 - Neither      2 - Disagree      1 - Strongly Disagree</b> </p>				
Avoids undue personal observations or criticisms of litigants, judges and lawyers from bench or in written opinions.	4.0	4.4	3.6	4.6
Decides cases on basis of applicable law and fact, not affected by outside influence.	4.0	4.4	3.2	4.5
Is courteous and patient with litigants, lawyers and court personnel.	3.9	4.4	3.8	4.6
Treats people equally regardless of race, gender, age, national origin, religion, sexual orientation, socio-economic status or disability and demonstrates an awareness of the influence of implicit bias.	4.1	4.4	3.6	4.6
Retention percentage	83.8%	94.5%	64.0%	94.0%
Number of respondents	173	183	186	216





# Judicial Performance Review Results

DISTRICT 1A			
5 - Excellent (performance is outstanding) 4 - Good (performance is above average) 3 - Satisfactory (performance is adequate) 2 - Deficient (performance is below average) 1 - Very Poor (performance is well below average and unacceptable)	Monica Ackley	Thomas A. Bitter	Robert James Richter
Knowledge and application of the law	3.1	4.5	4.3
Perception of factual issues	3.0	4.6	4.2
Punctuality for court proceedings	3.8	4.7	4.2
Attentiveness to arguments and testimony	3.4	4.6	4.3
Management and control of the courtroom	3.7	4.6	4.3
Temperament and demeanor	3.2	4.8	3.8
Clarity and quality of written opinions	3.1	4.4	4.1
Promptness of rulings and decisions	3.4	4.4	4.0
Demonstrates appropriate innovation in using technology to improve the administration of justice	3.7	4.4	4.2
5 - Strongly Agree    4 - Agree    3 - Neither    2 - Disagree    1 - Strongly Disagree			
Avoids undue personal observations or criticisms of litigants, judges and lawyers from bench or in written opinions.	3.1	4.7	4.0
Decides cases on basis of applicable law and fact, not affected by outside influence.	3.0	4.6	4.3
Is courteous and patient with litigants, lawyers and court personnel.	3.5	4.7	4.2
Treats people equally regardless of race, gender, age, national origin, religion, sexual orientation, socio-economic status or disability and demonstrates an awareness of the influence of implicit bias.	3.8	4.8	4.3
Deals with pro se litigants and pro se litigation fairly and effectively.	3.7	4.6	4.2
Retention percentage	52.2%	98.3%	97.3%
Number of respondents	69	60	37





# Judicial Performance Review Results

DISTRICT 1B						
5 - Excellent (performance is outstanding) 4 - Good (performance is above average) 3 - Satisfactory (performance is adequate) 2 - Deficient (performance is below average) 1 - Very Poor (performance is well below average and unacceptable)	Andrea J. Dryer	Brook K. Jacobsen	Kellyann Lekar	David F. Staudt	John James Sullivan	Patrick Wegman
Knowledge and application of the law	4.3	4.2	4.4	4.1	3.8	3.8
Perception of factual issues	4.3	4.3	4.4	4.2	3.8	3.9
Punctuality for court proceedings	4.4	4.3	4.2	4.0	4.1	3.9
Attentiveness to arguments and testimony	4.4	4.2	4.4	4.1	4.0	4.0
Management and control of the courtroom	4.4	4.2	4.6	4.2	4.0	4.0
Temperament and demeanor	4.1	4.1	4.3	4.2	4.0	4.1
Clarity and quality of written opinions	4.2	4.2	4.4	3.9	3.7	3.9
Promptness of rulings and decisions	3.9	4.2	4.2	3.9	3.7	4.0
Demonstrates appropriate innovation in using technology to improve the administration of justice	4.0	4.2	4.4	4.0	3.8	4.0
5 - Strongly Agree      4 - Agree      3 - Neither      2 - Disagree      1 - Strongly Disagree						
Avoids undue personal observations or criticisms of litigants, judges and lawyers from bench or in written opinions.	4.4	4.2	4.5	4.3	4.2	4.0
Decides cases on basis of applicable law and fact, not affected by outside influence.	4.5	4.2	4.3	4.3	4.1	4.0
Is courteous and patient with litigants, lawyers and court personnel.	4.1	4.3	4.4	4.4	4.2	4.2
Treats people equally regardless of race, gender, age, national origin, religion, sexual orientation, socio-economic status or disability and demonstrates an awareness of the influence of implicit bias.	4.5	4.3	4.5	4.4	4.3	4.1
Deals with pro se litigants and pro se litigation fairly and effectively.	4.3	4.2	4.5	4.4	4.0	4.0
Retention percentage	93.0%	96.3%	92.2%	87.9%	91.9%	90.3%
Number of respondents	57	27	64	58	37	31





# Judicial Performance Review Results

DISTRICT 2A			
5 - Excellent (performance is outstanding)	Elizabeth Batey	Rustin Davenport	Blake H. Norman
4 - Good (performance is above average)			
3 - Satisfactory (performance is adequate)			
2 - Deficient (performance is below average)			
1 - Very Poor (performance is well below average and unacceptable)			
Knowledge and application of the law	4.5	4.7	4.1
Perception of factual issues	4.4	4.6	4.1
Punctuality for court proceedings	4.6	4.7	4.6
Attentiveness to arguments and testimony	4.7	4.7	4.5
Management and control of the courtroom	4.6	4.7	4.5
Temperament and demeanor	4.4	4.6	4.5
Clarity and quality of written opinions	4.5	4.6	4.3
Promptness of rulings and decisions	4.4	4.6	4.5
Demonstrates appropriate innovation in using technology to improve the administration of justice	4.5	4.4	4.5
<b>5 - Strongly Agree    4 - Agree    3 - Neither    2 - Disagree    1 - Strongly Disagree</b>			
Avoids undue personal observations or criticisms of litigants, judges and lawyers from bench or in written opinions.	4.6	4.6	4.6
Decides cases on basis of applicable law and fact, not affected by outside influence.	4.5	4.6	4.5
Is courteous and patient with litigants, lawyers and court personnel.	4.6	4.7	4.6
Treats people equally regardless of race, gender, age, national origin, religion, sexual orientation, socio-economic status or disability and demonstrates an awareness of the influence of implicit bias.	4.7	4.7	4.6
Deals with pro se litigants and pro se litigation fairly and effectively.	4.5	4.5	4.4
Retention percentage	100%	92.3%	89.5%
Number of respondents	28	52	38





# Judicial Performance Review Results

DISTRICT 2B					
5 - Excellent (performance is outstanding) 4 - Good (performance is above average) 3 - Satisfactory (performance is adequate) 2 - Deficient (performance is below average) 1 - Very Poor (performance is well below average and unacceptable)	Kathryn E. Austin	Hans Becker	Ashley Beisch	Paul G. Crawford	Derek Johnson
Knowledge and application of the law	4.1	4.6	4.4	4.4	4.5
Perception of factual issues	4.1	4.6	4.4	4.4	4.5
Punctuality for court proceedings	4.3	4.6	4.4	4.2	4.5
Attentiveness to arguments and testimony	4.3	4.6	4.4	4.4	4.6
Management and control of the courtroom	4.2	4.6	4.3	4.2	4.6
Temperament and demeanor	4.1	4.6	4.5	4.5	4.5
Clarity and quality of written opinions	4.1	4.5	4.2	4.1	4.5
Promptness of rulings and decisions	4.2	4.6	4.4	3.8	4.5
Demonstrates appropriate innovation in using technology to improve the administration of justice	4.3	4.5	4.4	4.2	4.5
<b>5 - Strongly Agree      4 - Agree      3 - Neither      2 - Disagree      1 - Strongly Disagree</b>					
Avoids undue personal observations or criticisms of litigants, judges and lawyers from bench or in written opinions.	3.9	4.6	4.5	4.5	4.6
Decides cases on basis of applicable law and fact, not affected by outside influence.	4.2	4.6	4.5	4.4	4.6
Is courteous and patient with litigants, lawyers and court personnel.	4.2	4.6	4.6	4.5	4.6
Treats people equally regardless of race, gender, age, national origin, religion, sexual orientation, socio-economic status or disability and demonstrates an awareness of the influence of implicit bias.	4.3	4.6	4.4	4.5	4.6
Deals with pro se litigants and pro se litigation fairly and effectively.	4.1	4.6	4.4	4.4	4.8
Retention percentage	88.5%	96.6%	93.8%	96.9%	95.3%
Number of respondents	26	29	32	32	43





# Judicial Performance Review Results

DISTRICT 2B, <i>cont'd</i>				
5 - Excellent (performance is outstanding)				
4 - Good (performance is above average)				
3 - Satisfactory (performance is adequate)				
2 - Deficient (performance is below average)				
1 - Very Poor (performance is well below average and unacceptable)				
	Adria Kester	Joseph B. McCarville	Kurt John Stoebe	Hunter Thorpe
Knowledge and application of the law	4.3	4.0	4.3	4.1
Perception of factual issues	4.2	4.0	4.4	4.1
Punctuality for court proceedings	4.5	4.3	4.4	4.4
Attentiveness to arguments and testimony	4.3	4.2	4.3	4.3
Management and control of the courtroom	4.3	4.2	4.4	4.1
Temperament and demeanor	4.0	4.2	4.2	4.3
Clarity and quality of written opinions	4.3	3.9	4.2	4.2
Promptness of rulings and decisions	4.4	4.4	4.3	4.4
Demonstrates appropriate innovation in using technology to improve the administration of justice	4.4	4.1	4.3	4.5
<p style="text-align: center;">5 - Strongly Agree      4 - Agree      3 - Neither      2 - Disagree      1 - Strongly Disagree</p>				
Avoids undue personal observations or criticisms of litigants, judges and lawyers from bench or in written opinions.	4.1	4.3	4.2	4.5
Decides cases on basis of applicable law and fact, not affected by outside influence.	4.3	4.2	4.3	4.3
Is courteous and patient with litigants, lawyers and court personnel.	4.1	4.3	4.4	4.6
Treats people equally regardless of race, gender, age, national origin, religion, sexual orientation, socio-economic status or disability and demonstrates an awareness of the influence of implicit bias.	4.3	4.3	4.4	4.5
Deals with pro se litigants and pro se litigation fairly and effectively.	4.4	4.3	4.4	4.5
Retention percentage	82.3%	91.9%	88.7%	84.2%
Number of respondents	62	37	62	19





# Judicial Performance Review Results

DISTRICT 3B			
5 - Excellent (performance is outstanding) 4 - Good (performance is above average) 3 - Satisfactory (performance is adequate) 2 - Deficient (performance is below average) 1 - Very Poor (performance is well below average and unacceptable)	Stephanie S. Forker Parry	Jessica R. Noll	Robert D. Tiefenthaler
Knowledge and application of the law	4.3	4.2	4.4
Perception of factual issues	4.2	4.5	4.6
Punctuality for court proceedings	4.5	4.5	4.5
Attentiveness to arguments and testimony	4.6	4.8	4.7
Management and control of the courtroom	4.5	4.5	4.6
Temperament and demeanor	4.4	4.8	4.6
Clarity and quality of written opinions	4.3	4.5	4.5
Promptness of rulings and decisions	4.4	4.0	4.5
Demonstrates appropriate innovation in using technology to improve the administration of justice	4.5	4.6	4.7
5 - Strongly Agree    4 - Agree    3 - Neither    2 - Disagree    1 - Strongly Disagree			
Avoids undue personal observations or criticisms of litigants, judges and lawyers from bench or in written opinions.	4.5	4.8	4.7
Decides cases on basis of applicable law and fact, not affected by outside influence.	4.4	4.7	4.6
Is courteous and patient with litigants, lawyers and court personnel.	4.4	4.8	4.7
Treats people equally regardless of race, gender, age, national origin, religion, sexual orientation, socio-economic status or disability and demonstrates an awareness of the influence of implicit bias.	4.5	4.8	4.8
Deals with pro se litigants and pro se litigation fairly and effectively.	4.5	4.8	4.7
Retention percentage	94.4%	95.8%	100.0%
Number of respondents	18	24	33





# Judicial Performance Review Results

DISTRICT 4			
5 - Excellent (performance is outstanding)	Jennifer Benson Bahr	David W. Brooks	Eric John Nelson
4 - Good (performance is above average)			
3 - Satisfactory (performance is adequate)			
2 - Deficient (performance is below average)			
1 - Very Poor (performance is well below average and unacceptable)			
Knowledge and application of the law			
Perception of factual issues	4.3	3.8	4.4
Punctuality for court proceedings	4.6	4.3	4.6
Attentiveness to arguments and testimony	4.4	4.3	4.5
Management and control of the courtroom	4.4	3.9	4.3
Temperament and demeanor	4.5	3.9	4.3
Clarity and quality of written opinions	4.4	3.8	4.5
Promptness of rulings and decisions	4.3	4.0	4.4
Demonstrates appropriate innovation in using technology to improve the administration of justice	4.4	4.1	4.4
<b>5 - Strongly Agree    4 - Agree    3 - Neither    2 - Disagree    1 - Strongly Disagree</b>			
Avoids undue personal observations or criticisms of litigants, judges and lawyers from bench or in written opinions.	4.4	4.1	4.4
Decides cases on basis of applicable law and fact, not affected by outside influence.	4.4	4.1	4.4
Is courteous and patient with litigants, lawyers and court personnel.	4.4	4.2	4.4
Treats people equally regardless of race, gender, age, national origin, religion, sexual orientation, socio-economic status or disability and demonstrates an awareness of the influence of implicit bias.	4.6	4.3	4.4
Deals with pro se litigants and pro se litigation fairly and effectively.	4.4	4.2	4.4
Retention percentage	91.2%	84.0%	96.4%
Number of respondents	34	25	28







# Judicial Performance Review Results

DISTRICT 5A						
5 - Excellent (performance is outstanding) 4 - Good (performance is above average) 3 - Satisfactory (performance is adequate) 2 - Deficient (performance is below average) 1 - Very Poor (performance is well below average and unacceptable)	Virginia Cobb	David Faith	Bradley McCall	Kevin Parker	Terry R. Rickers	Charles Sinnard
Knowledge and application of the law	4.2	4.0	4.3	4.3	4.6	4.5
Perception of factual issues	4.2	4.0	4.2	4.3	4.6	4.5
Punctuality for court proceedings	4.0	4.4	4.4	4.6	4.6	4.6
Attentiveness to arguments and testimony	4.1	4.4	4.3	4.4	4.7	4.5
Management and control of the courtroom	4.1	4.3	4.4	4.6	4.7	4.5
Temperament and demeanor	4.3	4.3	4.4	4.6	4.5	4.6
Clarity and quality of written opinions	4.0	4.2	4.3	4.3	4.6	4.5
Promptness of rulings and decisions	3.7	4.2	4.3	4.4	4.4	4.5
Demonstrates appropriate innovation in using technology to improve the administration of justice	4.0	4.3	4.4	4.4	4.5	4.7
5 - Strongly Agree      4 - Agree      3 - Neither      2 - Disagree      1 - Strongly Disagree						
Avoids undue personal observations or criticisms of litigants, judges and lawyers from bench or in written opinions.	4.4	4.3	4.4	4.5	4.5	4.6
Decides cases on basis of applicable law and fact, not affected by outside influence.	4.2	4.2	4.2	4.3	4.7	4.5
Is courteous and patient with litigants, lawyers and court personnel.	4.5	4.4	4.4	4.6	4.5	4.6
Treats people equally regardless of race, gender, age, national origin, religion, sexual orientation, socio-economic status or disability and demonstrates an awareness of the influence of implicit bias.	4.5	4.4	4.5	4.6	4.7	4.6
Deals with pro se litigants and pro se litigation fairly and effectively.	4.4	4.3	4.5	4.6	4.6	4.6
Retention percentage	87.7%	91.3%	88.5%	92.7%	96.6%	94.7%
Number of respondents	65	46	104	55	89	57





# Judicial Performance Review Results

DISTRICT 5B	
<p>5 - Excellent (performance is outstanding)</p> <p>4 - Good (performance is above average)</p> <p>3 - Satisfactory (performance is adequate)</p> <p>2 - Deficient (performance is below average)</p> <p>1 - Very Poor (performance is well below average and unacceptable)</p>	Patrick W. Greenwood
Knowledge and application of the law	4.7
Perception of factual issues	4.6
Punctuality for court proceedings	4.7
Attentiveness to arguments and testimony	4.8
Management and control of the courtroom	4.7
Temperament and demeanor	4.6
Clarity and quality of written opinions	4.6
Promptness of rulings and decisions	4.7
Demonstrates appropriate innovation in using technology to improve the administration of justice	4.7
<p>5 - Strongly Agree    4 - Agree    3 - Neither    2 - Disagree    1 - Strongly Disagree</p>	
Avoids undue personal observations or criticisms of litigants, judges and lawyers from bench or in written opinions.	4.7
Decides cases on basis of applicable law and fact, not affected by outside influence.	4.7
Is courteous and patient with litigants, lawyers and court personnel.	4.7
Treats people equally regardless of race, gender, age, national origin, religion, sexual orientation, socio-economic status or disability and demonstrates an awareness of the influence of implicit bias.	4.7
Deals with pro se litigants and pro se litigation fairly and effectively.	4.6
Retention percentage	94.6%
Number of respondents	74





# Judicial Performance Review Results

DISTRICT 5C				
5 - Excellent (performance is outstanding)				
4 - Good (performance is above average)				
3 - Satisfactory (performance is adequate)				
2 - Deficient (performance is below average)				
1 - Very Poor (performance is well below average and unacceptable)				
	Gregory Brandt	Kristen Formanek	Becky Goettsch	Erik Howe
Knowledge and application of the law	4.1	4.2	4.3	4.4
Perception of factual issues	4.0	4.1	4.3	4.4
Punctuality for court proceedings	4.2	4.5	4.4	4.3
Attentiveness to arguments and testimony	4.0	4.4	4.3	4.4
Management and control of the courtroom	3.9	4.3	4.3	4.3
Temperament and demeanor	3.4	4.4	4.2	4.3
Clarity and quality of written opinions	4.1	4.1	4.3	4.3
Promptness of rulings and decisions	4.0	4.4	4.3	4.4
Demonstrates appropriate innovation in using technology to improve the administration of justice	4.1	4.4	4.2	4.4
<p style="text-align: center;">5 - Strongly Agree    4 - Agree    3 - Neither    2 - Disagree    1 - Strongly Disagree</p>				
Avoids undue personal observations or criticisms of litigants, judges and lawyers from bench or in written opinions.	3.5	4.3	4.3	4.5
Decides cases on basis of applicable law and fact, not affected by outside influence.	4.0	4.2	4.2	4.5
Is courteous and patient with litigants, lawyers and court personnel.	3.4	4.4	4.3	4.4
Treats people equally regardless of race, gender, age, national origin, religion, sexual orientation, socio-economic status or disability and demonstrates an awareness of the influence of implicit bias.	4.0	4.3	4.3	4.5
Deals with pro se litigants and pro se litigation fairly and effectively.	3.8	4.3	4.3	4.5
Retention percentage	84.0%	92.5%	94.5%	94.1%
Number of respondents	75	40	55	34





# Judicial Performance Review Results

## DISTRICT 5C, *cont'd*

5 - Excellent (performance is outstanding) 4 - Good (performance is above average) 3 - Satisfactory (performance is adequate) 2 - Deficient (performance is below average) 1 - Very Poor (performance is well below average and unacceptable)	Heather L. Lauber	Katie Ranes	Rachael E. Seymour	Patrick D. Smith
Knowledge and application of the law	4.2	4.4	3.5	4.3
Perception of factual issues	4.3	4.5	3.4	4.3
Punctuality for court proceedings	4.1	4.7	3.1	4.5
Attentiveness to arguments and testimony	4.2	4.7	3.3	4.4
Management and control of the courtroom	4.2	4.6	3.4	4.5
Temperament and demeanor	4.3	4.6	2.5	4.5
Clarity and quality of written opinions	4.2	4.5	3.3	4.4
Promptness of rulings and decisions	3.8	4.4	2.8	4.4
Demonstrates appropriate innovation in using technology to improve the administration of justice	4.3	4.6	3.7	4.4
<b>5 - Strongly Agree    4 - Agree    3 - Neither    2 - Disagree    1 - Strongly Disagree</b>				
Avoids undue personal observations or criticisms of litigants, judges and lawyers from bench or in written opinions.	4.5	4.5	2.7	4.5
Decides cases on basis of applicable law and fact, not affected by outside influence.	4.3	4.5	3.1	4.3
Is courteous and patient with litigants, lawyers and court personnel.	4.4	4.6	2.5	4.5
Treats people equally regardless of race, gender, age, national origin, religion, sexual orientation, socio-economic status or disability and demonstrates an awareness of the influence of implicit bias.	4.5	4.7	3.3	4.3
Deals with pro se litigants and pro se litigation fairly and effectively.	4.5	4.7	3.1	4.4
Retention percentage	85.9%	93.2%	46.8%	94.6%
Number of respondents	64	59	47	56





# Judicial Performance Review Results

DISTRICT 6						
5 - Excellent (performance is outstanding) 4 - Good (performance is above average) 3 - Satisfactory (performance is adequate) 2 - Deficient (performance is below average) 1 - Very Poor (performance is well below average and unacceptable)	Joan M. Black	Andrew B. Chappell	David M. Cox	Elizabeth Dupuich	Brandon L. Schrock	Nicholas Scott
Knowledge and application of the law	4.4	4.5	4.4	4.0	4.3	4.4
Perception of factual issues	4.5	4.5	4.4	4.2	4.3	4.4
Punctuality for court proceedings	4.6	4.6	4.5	4.3	4.3	4.5
Attentiveness to arguments and testimony	4.5	4.6	4.5	4.3	4.4	4.5
Management and control of the courtroom	4.5	4.6	4.5	4.2	4.3	4.4
Temperament and demeanor	4.4	4.2	4.3	4.1	4.3	4.4
Clarity and quality of written opinions	4.3	4.5	4.4	4.2	4.3	4.4
Promptness of rulings and decisions	4.5	4.4	4.4	4.2	4.3	4.5
Demonstrates appropriate innovation in using technology to improve the administration of justice	4.3	4.5	4.5	4.3	4.3	4.3
5 - Strongly Agree      4 - Agree      3 - Neither      2 - Disagree      1 - Strongly Disagree						
Avoids undue personal observations or criticisms of litigants, judges and lawyers from bench or in written opinions.	4.3	4.3	4.4	4.3	4.5	4.5
Decides cases on basis of applicable law and fact, not affected by outside influence.	4.3	4.5	4.5	4.4	4.4	4.6
Is courteous and patient with litigants, lawyers and court personnel.	4.4	4.3	4.4	4.3	4.6	4.4
Treats people equally regardless of race, gender, age, national origin, religion, sexual orientation, socio-economic status or disability and demonstrates an awareness of the influence of implicit bias.	4.4	4.4	4.5	4.4	4.5	4.5
Deals with pro se litigants and pro se litigation fairly and effectively.	4.5	4.3	4.5	4.3	4.5	4.5
Retention percentage	93.9%	95.5%	93.6%	95.2%	93.5%	93.8%
Number of respondents	33	67	47	42	31	32





# Judicial Performance Review Results

DISTRICT 7		
<b>5</b> - Excellent (performance is outstanding) <b>4</b> - Good (performance is above average) <b>3</b> - Satisfactory (performance is adequate) <b>2</b> - Deficient (performance is below average) <b>1</b> - Very Poor (performance is well below average and unacceptable)	Thomas Reidel	Gary Patrick Strausser
Knowledge and application of the law	4.5	4.1
Perception of factual issues	4.5	4.1
Punctuality for court proceedings	4.6	3.7
Attentiveness to arguments and testimony	4.5	4.0
Management and control of the courtroom	4.6	4.0
Temperament and demeanor	4.6	4.1
Clarity and quality of written opinions	4.6	4.0
Promptness of rulings and decisions	4.5	3.1
Demonstrates appropriate innovation in using technology to improve the administration of justice	4.5	4.0
<b>5</b> - Strongly Agree <b>4</b> - Agree <b>3</b> - Neither <b>2</b> - Disagree <b>1</b> - Strongly Disagree		
Avoids undue personal observations or criticisms of litigants, judges and lawyers from bench or in written opinions.	4.4	4.1
Decides cases on basis of applicable law and fact, not affected by outside influence.	4.4	4.1
Is courteous and patient with litigants, lawyers and court personnel.	4.5	4.1
Treats people equally regardless of race, gender, age, national origin, religion, sexual orientation, socio-economic status or disability and demonstrates an awareness of the influence of implicit bias.	4.6	4.3
Deals with pro se litigants and pro se litigation fairly and effectively.	4.6	4.2
Retention percentage	90.9%	86.4%
Number of respondents	77	44





# Judicial Performance Review Results

DISTRICT 8A							
5 - Excellent (performance is outstanding) 4 - Good (performance is above average) 3 - Satisfactory (performance is adequate) 2 - Deficient (performance is below average) 1 - Very Poor (performance is well below average and unacceptable)	Michael Carpenter	Crystal S. Cronk	Myron Gookin	Daniel Perry Kitchen	Richelle Mahaffey	Patrick J. McAvan	Shawn R. Showers
Knowledge and application of the law	4.1	4.1	4.6	4.1	4.4	4.6	4.3
Perception of factual issues	4.2	4.2	4.6	4.0	4.5	4.7	4.5
Punctuality for court proceedings	4.3	4.3	4.7	4.1	4.4	4.7	4.7
Attentiveness to arguments and testimony	4.3	4.3	4.7	4.1	4.5	4.6	4.6
Management and control of the courtroom	4.2	4.3	4.7	4.0	4.5	4.7	4.5
Temperament and demeanor	4.3	4.1	4.7	4.2	4.5	4.6	4.6
Clarity and quality of written opinions	4.2	4.2	4.6	4.0	4.5	4.8	4.3
Promptness of rulings and decisions	4.2	4.0	4.6	3.5	4.5	4.6	4.6
Demonstrates appropriate innovation in using technology to improve the administration of justice	4.2	4.2	4.6	4.1	4.5	4.6	4.5
<b>5 - Strongly Agree    4 - Agree    3 - Neither    2 - Disagree    1 - Strongly Disagree</b>							
Avoids undue personal observations or criticisms of litigants, judges and lawyers from bench or in written opinions.	4.3	4.1	4.7	4.2	4.5	4.6	4.6
Decides cases on basis of applicable law and fact, not affected by outside influence.	4.2	4.3	4.6	4.2	4.4	4.5	4.5
Is courteous and patient with litigants, lawyers and court personnel.	4.3	4.2	4.6	4.3	4.4	4.6	4.7
Treats people equally regardless of race, gender, age, national origin, religion, sexual orientation, socio-economic status or disability and demonstrates an awareness of the influence of implicit bias.	4.4	4.4	4.7	4.3	4.4	4.6	4.7
Deals with pro se litigants and pro se litigation fairly and effectively.	4.2	4.3	4.6	4.1	4.3	4.7	4.6
Retention percentage	92.3%	84.4%	96.7%	90.6%	92.9%	100%	92.5%
Number of respondents	39	45	61	32	28	30	53





# Judicial Performance Review Results

DISTRICT 8B							
5 - Excellent (performance is outstanding) 4 - Good (performance is above average) 3 - Satisfactory (performance is adequate) 2 - Deficient (performance is below average) 1 - Very Poor (performance is well below average and unacceptable)	Jennifer Slocum Bailey	Clinton R. Boddicker	Tyron T. Rogers	Joshua P. Schier	Jonathan Michael Stensvaag	Shane Wiley	John M. Wright
Knowledge and application of the law	4.1	4.3	3.9	3.9	4.3	4.5	4.0
Perception of factual issues	4.0	4.4	3.9	3.9	4.4	4.6	4.0
Punctuality for court proceedings	4.1	4.5	4.2	4.2	4.4	4.6	4.3
Attentiveness to arguments and testimony	4.1	4.4	4.1	3.8	4.5	4.6	3.9
Management and control of the courtroom	4.1	4.4	4.1	3.6	4.3	4.6	4.1
Temperament and demeanor	3.9	4.5	3.9	3.5	4.5	4.7	3.0
Clarity and quality of written opinions	4.2	4.3	4.0	4.0	4.5	4.5	3.8
Promptness of rulings and decisions	4.2	4.3	3.7	3.8	4.5	4.5	3.8
Demonstrates appropriate innovation in using technology to improve the administration of justice	4.4	4.2	4.0	3.9	4.5	4.7	4.0
<b>5 - Strongly Agree    4 - Agree    3 - Neither    2 - Disagree    1 - Strongly Disagree</b>							
Avoids undue personal observations or criticisms of litigants, judges and lawyers from bench or in written opinions.	3.8	4.3	4.0	3.8	4.5	4.6	3.0
Decides cases on basis of applicable law and fact, not affected by outside influence.	4.1	4.3	4.1	4.0	4.4	4.6	3.8
Is courteous and patient with litigants, lawyers and court personnel.	4.1	4.5	3.9	3.6	4.5	4.6	3.0
Treats people equally regardless of race, gender, age, national origin, religion, sexual orientation, socio-economic status or disability and demonstrates an awareness of the influence of implicit bias.	4.4	4.4	4.2	4.0	4.6	4.6	3.9
Deals with pro se litigants and pro se litigation fairly and effectively.	4.2	4.4	4.2	3.8	4.4	4.6	3.9
Retention percentage	80%	95.5%	84.2%	82.6%	91.3%	100%	65.5%
Number of respondents	20	22	19	23	23	18	29





The Iowa State Bar Association  
625 East Court Avenue  
Des Moines, Iowa 50309  
(515) 243-3179  
[www.iowabar.org](http://www.iowabar.org)