



**COLORADO**

**Office of Judicial  
Performance Evaluation**

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The Honorable Judge Neeti V. Pawar  
2021 Judicial Performance Survey Report  
Appellate Court

Conducted by:



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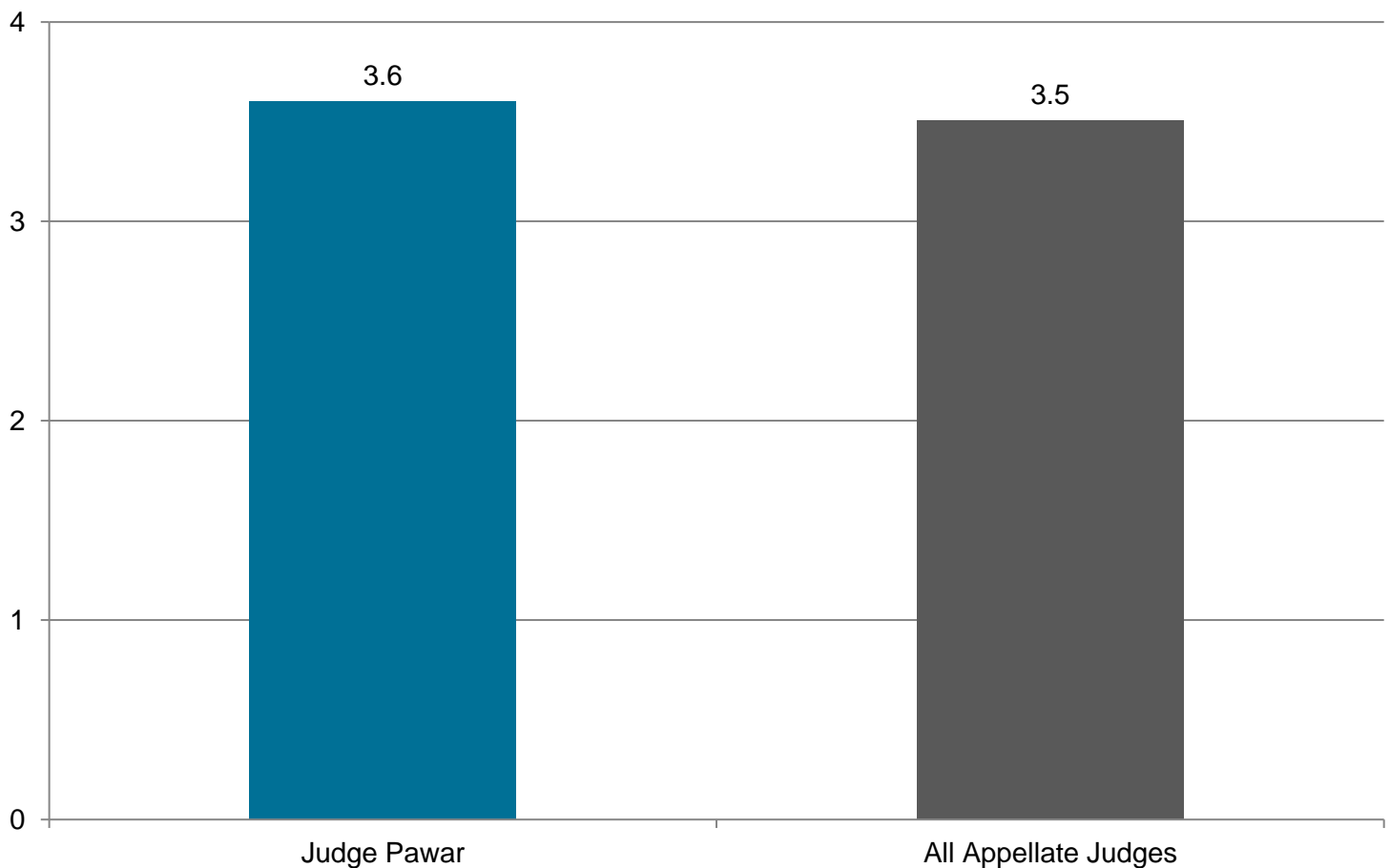
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# Summary of Results

For Judge Pawar, 29 individuals completed surveys with at least a single rating question answered. This report reflects these 29 responses.

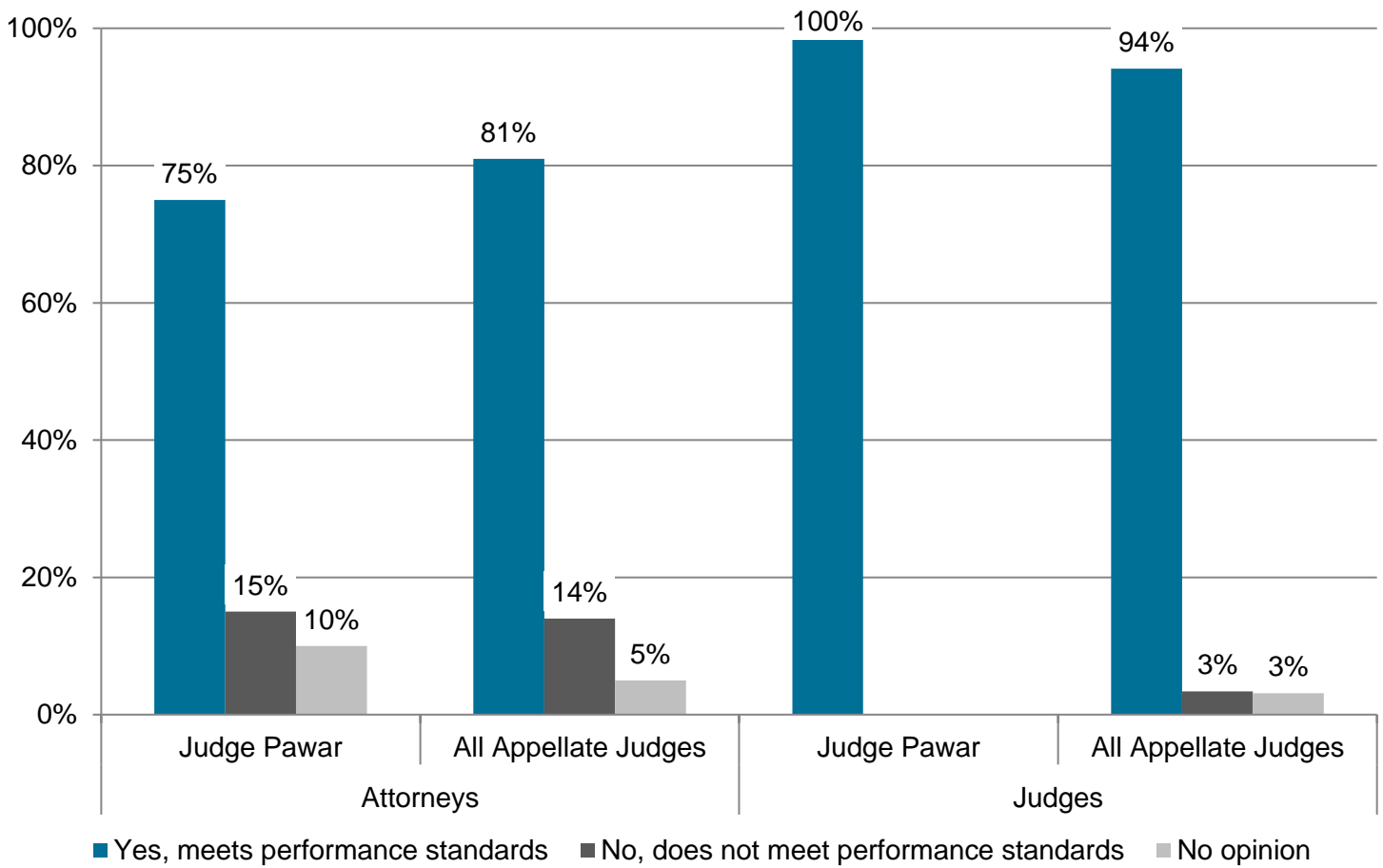
Respondents rated judges on various questions using an A to F scale, in which the grades were then converted to the following numerical scores: A= 4, B=3, C=2, D=1 and Fail=0. An average score of 4.0 is the highest possible score and a 0.0 is the lowest possible score.

## Overall Score (Attorneys and Judges)



	Judge Pawar	All Appellate Judges
Overall Grade	3.6	3.5

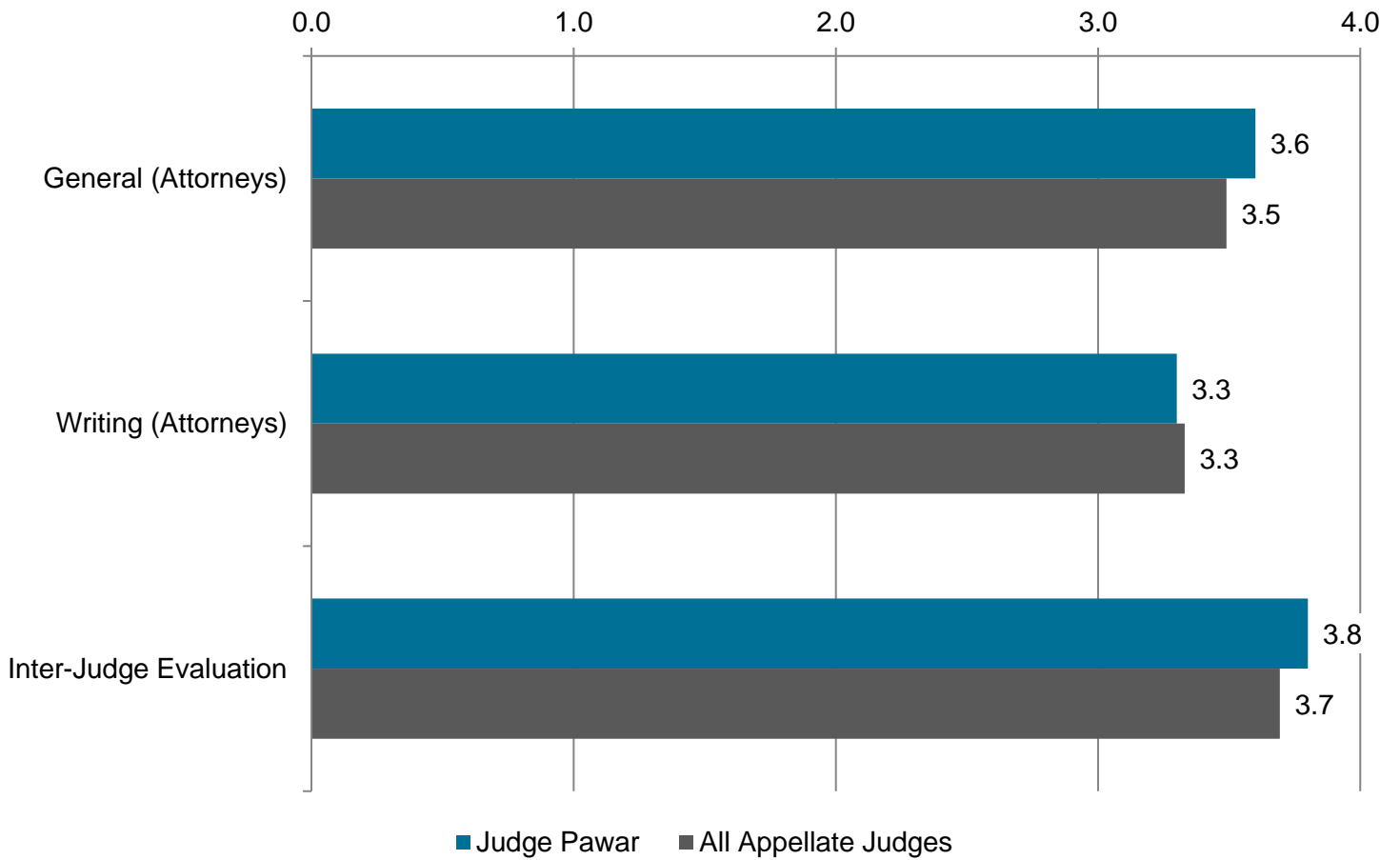
## Performance Scores (Attorneys and Judges)



	Attorneys		Judges	
	Judge Pawar	All Appellate Judges	Judge Pawar	All Appellate Judges
Yes, meets performance standards	75%	81%	100%	94%
No, does not meet performance standards	15%	14%	0%	3%
No opinion	10%	5%	0%	3%

Note: All percentages in this report are rounded to the nearest percentage point.

## Individual Category Scores



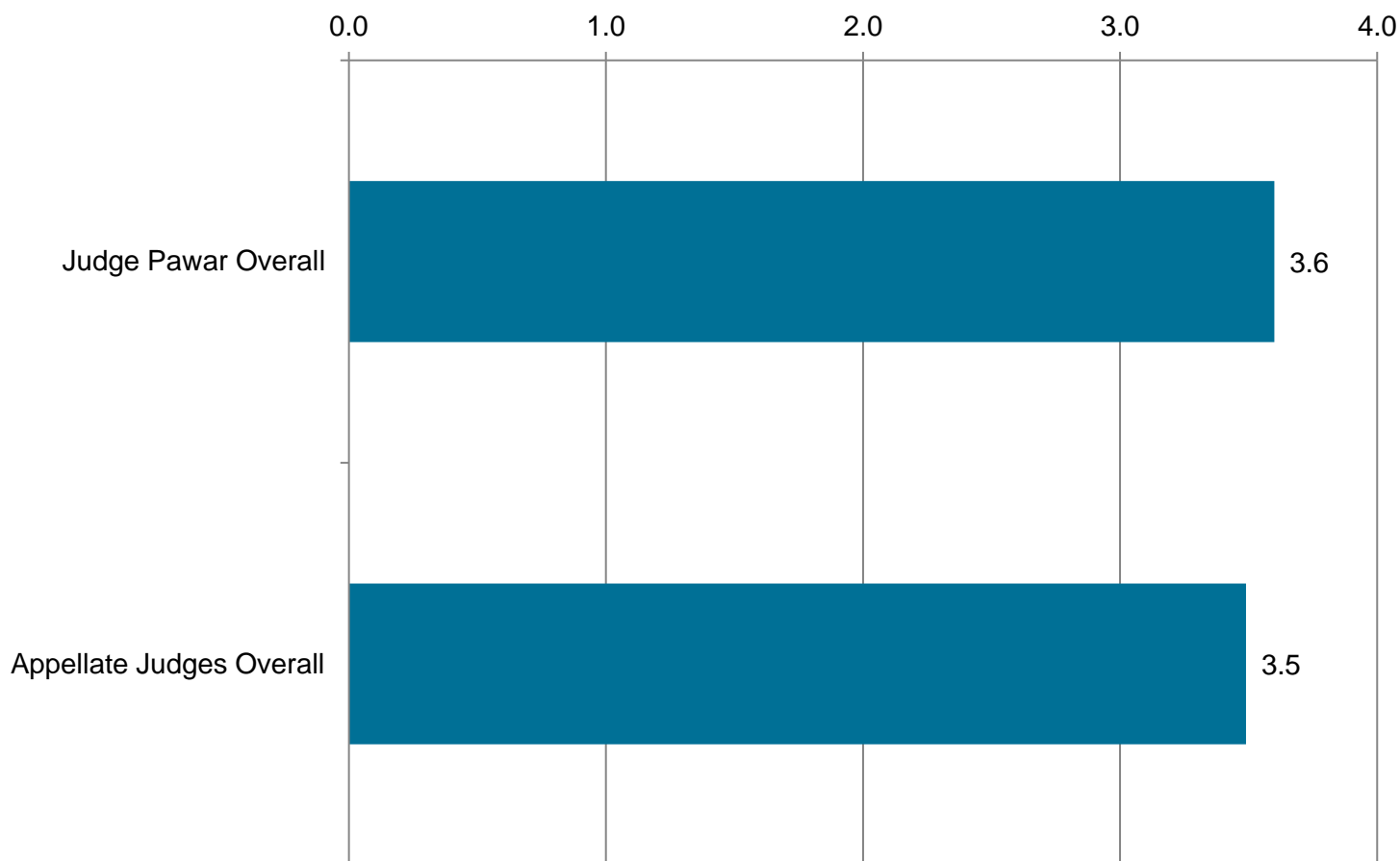
	Judge Pawar	All Appellate Judges
General (Attorneys)	3.6	3.5
Writing (Attorneys)	3.3	3.3
Inter-Judge Evaluation	3.8	3.7

## Summary of Responses

Group	Responses	Response Rate	Percent with Sufficient Knowledge	Number with Sufficient Knowledge
Attorneys	87	23%	23%	20
Judges	9	4%	-	9

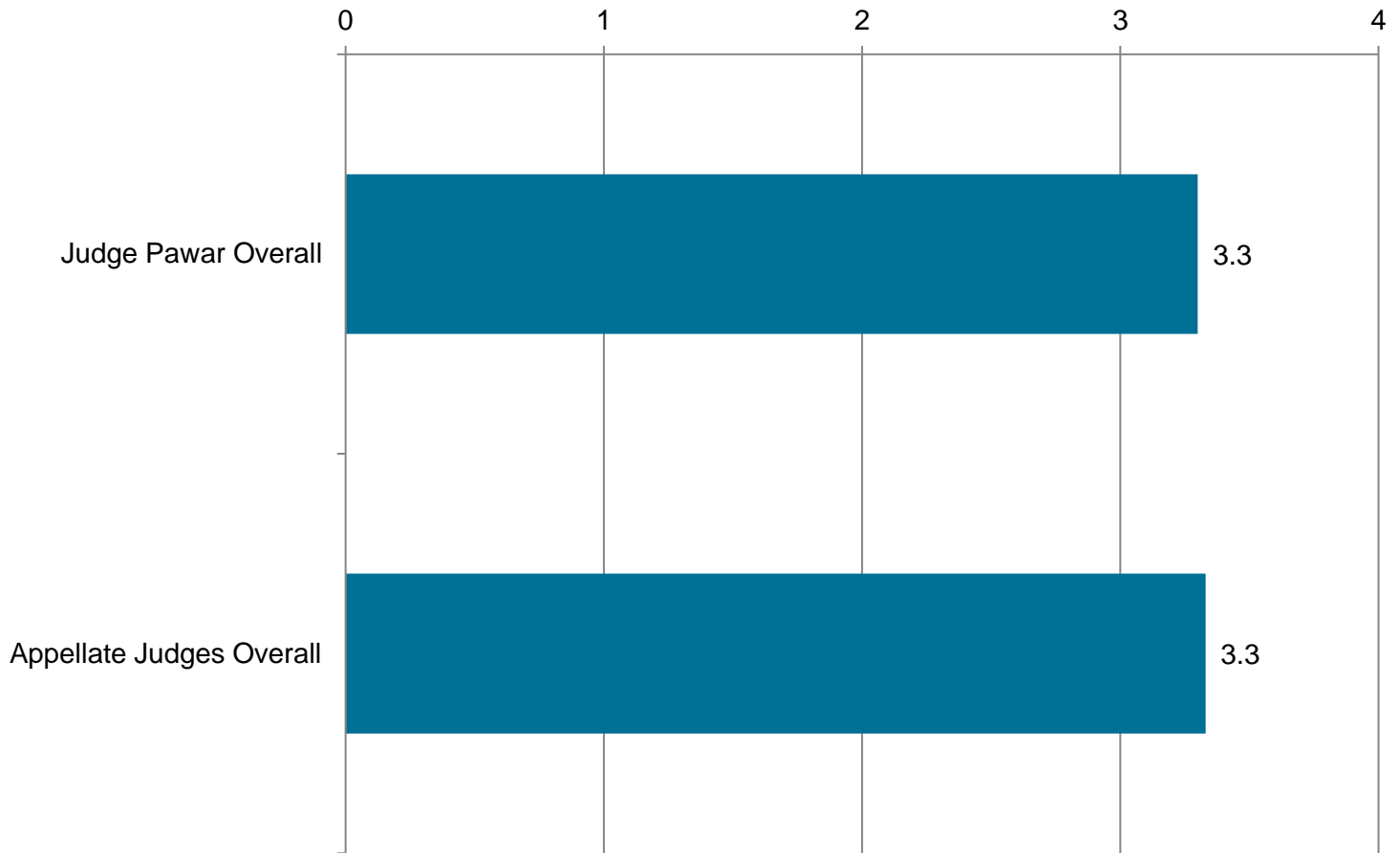
# Detailed Report

## General Evaluation Questions (Attorneys)



	Judge Pawar Overall	Appellate Judges Overall	Number of Responses
Being fair and impartial toward each side of the case	3.4	3.3	18
Allowing parties to present their arguments and answer questions	3.8	3.5	17
Treating parties equally regardless of race, sex, or economic status	3.7	3.6	17
Being courteous toward attorneys	3.9	3.5	17
Not engaging in ex parte communications	4.0	4.0	9
Being prepared for oral argument	3.5	3.6	15

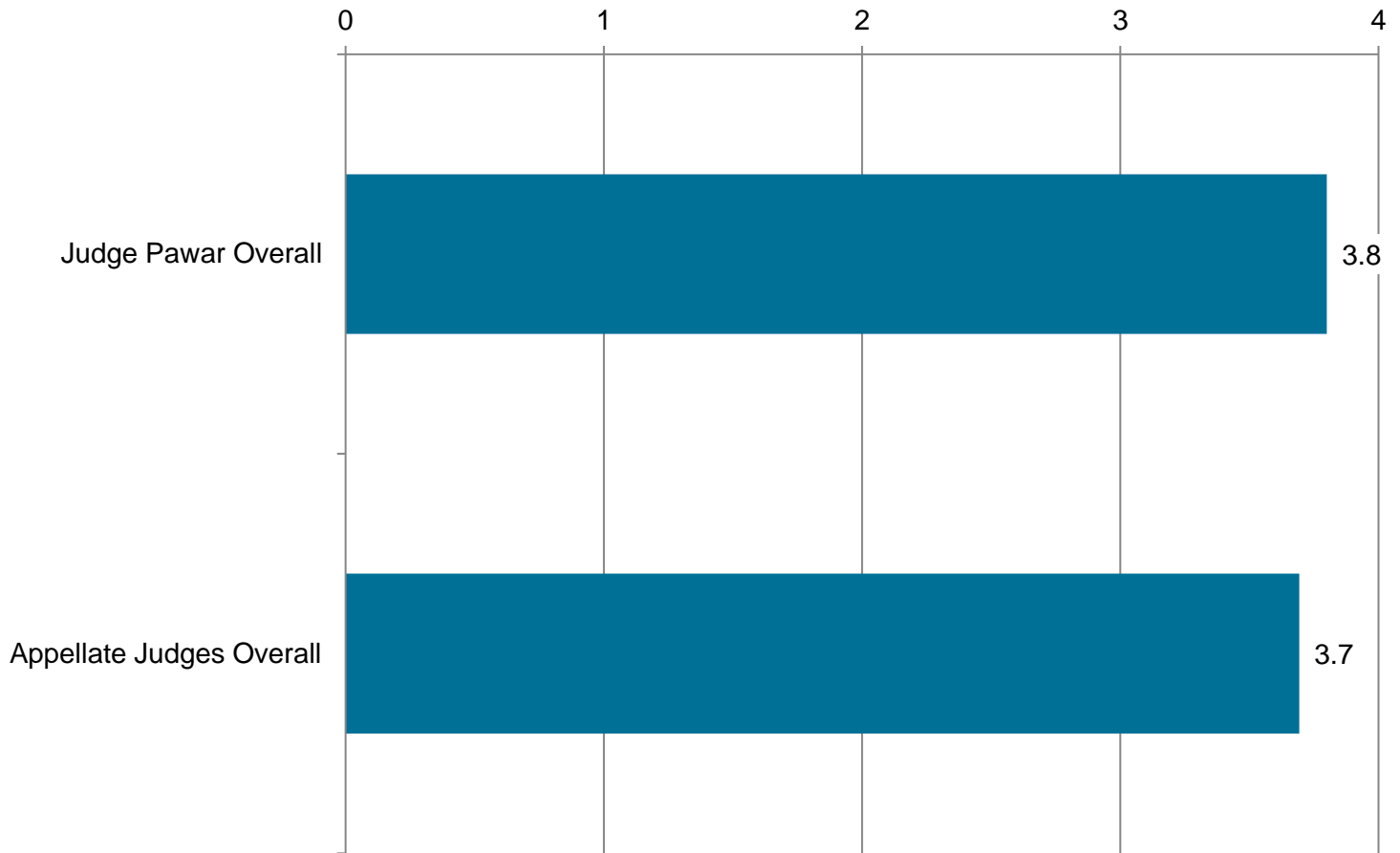
## Appellate Writing (Attorneys)



	Judge Pawar Overall	Appellate Judges Overall	Number of Responses
Writing opinions that are clear	3.5	3.4	15
Writing opinions that adequately explain the basis of the Court's decision	3.1	3.3	15
Issuing opinions in a timely manner	3.6	3.6	16
Making decisions without regard to possible criticism	3.3	3.5	19
Making reasoned decisions based upon the law and facts	3	3.0	20
Refraining from reaching issues that need not be decided	3.3	3.3	19



## Inter-Judge Survey Questions



	Judge Pawar Overall	Appellate Judges Overall	Number of Responses
Writing opinions that are clear	3.6	3.7	9
Writing opinions that adequately explain the basis of the Court's decision	3.7	3.7	9
Issuing opinions in a timely manner	3.8	3.7	8
Making decisions without regard to possible criticism	3.7	3.7	9
Making reasoned decisions based upon the law and facts	3.8	3.7	9
Refraining from reaching issues that need not be decided	3.6	3.6	8
Being fair and impartial toward each side of the case	4	3.8	9
Treating parties equally regardless of race, sex, or economic status	3.9	3.8	9

# Appendix 1. Survey Methods – Attorney

## Methodology and How to Read Results

For Judge Pawar, 29 individuals completed surveys with at least a single rating question answered. This report reflects these 29 responses. The survey results are divided into eight sections: Interim, Case Management, Application and Knowledge of Law, Communications, Demeanor, Diligence, Fairness, Strengths, and Weaknesses.

### a. Response rates

#### Attorneys

During the 2021 administration, a total of 62,982 survey invitations were sent to 10,316 attorneys inviting them to evaluate judges and justices receiving interim reports in 2021. On average, each attorney was asked to evaluate 6.1 judges. In total 9,605 surveys were completed with an additional 7,234 responses where the attorney indicated that they did not have enough experience with the judge to be comfortable evaluating him or her. The response rate for the survey was 15% and the survey completion rate (the number of those familiar indicating they did not have sufficient familiarity to evaluate the judge) was 27%.

#### Non-attorneys

The 2021 administration expanded on contacting non-attorneys electronically. More non-attorney email addresses became available due to administrative changes in the courts. In total 34,758 non-attorneys were invited via email. Some non-attorney groups could self-select which judges they would like to evaluate. Court staff members were emailed a link that allowed them to self-select the judges wished to evaluate in their county or district. Jurors, in addition to email, could similarly self-select via publicly posted links. The public was also allowed to self-select via a separate public link.

These methods allowed us to gather more data than previous cycles, however the inclusion of self-selected evaluations makes it impossible to calculate a response rate. In total 4,018 surveys were completed with an additional 1,590 responses where the respondent indicated that they did not have enough experience with the judge to be comfortable providing an evaluation.

### b. Methodology

The 2021 attorney survey was conducted in 4 cycles online beginning on May 28th, 2020. Attorneys with appearances in front of judges in each quarter were sent a series of email invitations. Invitations were emailed to attorneys with appearances during the first quarter of 2020 on May 28th, 2020. Reminders were sent on June 15<sup>th</sup> and July 8th, 2020.

This process was repeated among attorneys with appearances in the second quarter of 2020 with email invitations sent on August 6th, 2020 and reminders was sent on August 25th, 2020.

Invitations were emailed to attorneys with appearances during the third quarter of 2020 on November 9th, 2020. Reminders sent on November 19<sup>th</sup> and December 16<sup>th</sup>, 2020. The final data collection took place in January 2021. Invitations were emailed to attorneys with appearances during the 4th quarter of 2020 on January 21st, 2021. Reminders were sent on February 4<sup>th</sup> and 11<sup>th</sup>, 2021. Invitations were sent out on request throughout the data collection process.

Data collection for non-attorneys began on January 1st, 2020 and ran through the response deadline of February 15<sup>th</sup>, 2021. Survey invitations were sent via email to most non-attorneys in quarterly batches mirroring the process used for attorneys. Court staff members were also invited via email, but using a different process.

To help reduce administrative burden, the way that court staff were invited was changed for this cycle. Rather than be invited to evaluate specific judges, staff are now brought to a screen showing list of all judges in their district our county and allowed to choose which to evaluate.

Jurors, in addition to email, were allowed to similarly self-select via publicly posted links. The general public was also allowed to self-select via a separate public link. This survey was open for the entire data collection period and data was downloaded for analysis on February 15<sup>th</sup>, 2021. During this period 61 valid responses were received. The survey remained open and any responses received after February 15<sup>th</sup> or for judges not receiving an evaluation in 2021 were held over for the 2022 evaluation cycle.

Details on the responses from each group are detailed in the table below.

**Table 1: Non-Attorney completes by invitation method**

<b>Invitation Method</b>	<b>Invites Sent</b>	<b>Completes</b>	<b>Response Rate</b>
Non-attorney email	34,758	4,018	12%
Court Staff Email Invite (Self-select)	3,141	1,779	N/A
Citizen Feedback	Unknown	61	N/A
Juror Survey	Unknown	597	N/A

### **c. Questions**

In the core of the survey, attorneys evaluated district and county judges on 17 aspects of judicial performance and appellate judges on 12 aspects of judicial performance using a grade scale of A, B, C, D, or F. These aspects were grouped by topic into different categories, five for district and county judges and two for appellate judges. The district and county categories were: Case Management, Application and Knowledge of Law, Communications, Demeanor, and Diligence. Questions regarding appellate judges were divided into two categories, one for general questions and one specific to their writing (only asked of those who indicated they had experience with the judge or justice’s written opinions).

In a final question, respondents were asked if they thought whether the judge met judicial performance standards

The question wording for the core of the survey was carried over from the 2020 administration. The questions were originally developed in 1998 to meet the criteria outlined in statute 13-5.5-101 et seq.

Non-attorney respondents evaluated judges on 19 aspects of judicial performance using the same grade scale of A, B, C, D, or Fail. In a final question, respondents were asked if they thought whether the judge met judicial performance standards. The overall structure of the survey was similar to the attorney survey, but the individual rating questions were tailored to aspects that could be rated by those without specific legal experience.

### **d. Analysis and Reporting**

Letter grades were converted to a numerical score where A = 4, B = 3, C = 2, D = 1 and Fail = 0 for analysis. The results include an overall grade, a grade for each category, as well as a grade for each question. The overall score is calculated by averaging the responses to all questions answered by the attorneys. This score will have the same numerical range as the individual questions from zero to four.

Each category score is calculated by averaging the responses to all questions answered by the attorney within each category. This score will have the same zero to four numerical range as the individual questions. Similarly, an average score is calculated for each individual question with the exception of the final question on meeting performance standards.

The overall average and category scores will be reported for each judge along with the average scores for the judge’s peers. The average score (with the exception noted above) will also be reported for each question along

with the peer group score. In addition, the report will include the distribution of responses for each question, i.e. the percentage of attorneys that assigned a rating of A, B, C, D, and F. The distribution of responses is also reported for the question on interim.

**e. Comments**

At the end of each group of questions respondents had the option of leaving comments about the judge's performance in that area. By statute, these comments are confidential and only provided to the judge and the District Commission on Judicial Performance. They are not released to the public when the rest of the report is released.

# Appendix 2. Survey Methodology – Inter Judge Evaluations

## Methodology and How to Read Results

### a. Response rates

This portion of data collection consisted of two parts. The first involved district judges being invited to evaluate the appellate judges and justices receiving retention reports in 2020. All 192 district judges were invited via email to evaluate each of the 17 Supreme Court justices and Court of Appeals judges receiving retention reports. A total of 85 responses were received for a response rate of 44%.

The second phase of data collection was the inter-appellate evaluation where appellate judges and justices were invited to evaluate their peers receiving reports in 2021. Appellate judges and justices were invited to evaluate their peers receiving reports with the exception that no judge was invited to evaluate themselves for a total of 29 survey invitations sent. A total of 7 responses were received for a response rate of 24%.

### b. Methodology

The evaluation of appellate judges and justices by district judges was conducted online using the Voxco research suite. Invitations were sent to district judges via email on February 1st, 2021 and a reminder was sent on February 8<sup>th</sup>. The survey was closed and data was downloaded on February 15<sup>th</sup>, 2021.

The inter-appellate evaluation was also conducted online using the Voxco research suite. A single email invitation was sent on February 1st, 2021. The survey was closed and data was downloaded on February 15<sup>th</sup>, 2021.

### c. Questions

In the core of the survey, appellate judges were rated on 8 aspects of judicial performance using a grade scale of A, B, C, D, or F. In a final question, respondents were asked if they thought whether the judge met judicial performance standards.

The question wording for the core of the survey was carried over from the 2019 administration. The questions were originally developed in 1998 to meet the criteria outlined in statute 13-5.5-101 et seq.

### d. Analysis and Reporting

Letter grades were then converted to a numerical score where A = 4, B = 3, C = 2, D = 1 and Fail = 0 for analysis. The overall score is calculated by averaging the responses to all questions answered. This score will have the same numerical range as the individual questions from zero to four.

The overall average will be reported for each judge along with the average scores for the judge's peers. In addition, the report will include the distribution of responses for each question. That is, the percentage of respondents that assigned a rating of A, B, C, D, and F.

### e. Comments

Respondents were given the option to leave supporting comments in a box next to where they graded each judge. By statute, these comments are confidential and only provided to the judge and the District Commission on Judicial Performance. They are not released to the public when the rest of the report is released.

## Appendix 3: Judge Response Counts by Type of Respondent

Respondent Type	Total Sent	Number of Responses	Undeliverable/ Not Applicable	Completes*	Cooperation Rate
Attorney	371	87	0	20	23%
Judges	221	9	0	9	-

\*Completed surveys include respondents who said that they had sufficient experience to evaluate the judge.