



Judicial Performance Review Results

IOWA COURT OF APPEALS				
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)	Thomas Bower	David May	Julie A. Schumacher	Sharon Soorholtz-Greer
Knowledge and application of the law	4.41	4.36	4.46	4.55
Perception of factual issues	4.36	4.36	4.48	4.52
Attentiveness to evidence and arguments	4.46	4.52	4.55	4.62
Temperament and demeanor	4.55	4.54	4.61	4.57
Clarity and quality of written opinions	4.35	4.42	4.44	4.54
Promptness of rulings and decisions	4.44	4.51	4.49	4.63
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.	4.57	4.44	4.58	4.59
Decides cases on basis of applicable law and fact, not affected by outside influence.	4.48	4.36	4.54	4.52
Is courteous and patient with litigants, lawyers and court personnel.	4.63	4.59	4.64	4.66
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.	4.59	4.52	4.62	4.63
Retention percentage	96	93	97	95
Number of respondents	212	206	194	210