

Application for Funding – Cover Page

Applicant

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Federal Employer Tax Id #	45-6002491	Unique Entity Identifier #	RSWNKK6J8CF3
Dates of Active Registration in System for Award Management			Expires Jan 7, 2026

Total Amount of Funding Request

\$79,796

Total Hours of Service

789

Project Period

January 1, 2026 - December 31, 2027

Signature

DocuSigned by:
Karen Katrinak
DD9BE15B081D4AA
Signature of the Person Submitting this Form

Name

Karen Katrinak
Name of the Person Submitting this Form (print)

Date of Signature

11/12/2025

Table of Contents

Program Narrative	1
a) Organizational Background and Experiences	1
b) Approach and Methodology	1
Community Engagement	1
Stakeholder Collaboration.....	3
Methods & Products	5
c) Deliverables and Timeline	5
d) Capacity and Staffing	6
Project Lead – Shanna Urban, MSW, LCSW.....	6
Co-Investigator – Meghan M. Mitchell, Ph.D.....	7
Juvenile Justice Advisor – Roni Mayzer, Ph.D.	7
Community Engagement & Systems Advisor – Wendelin Hume, Ph.D. 7	
Budget Detail Worksheet and Narrative	8
Curriculum Vitae	13
Shanna Urban	13
Meghan Mitchell	17
Roni Mayzer	38
Wendelin Hume	55
Hume – BIPOC membership statement.....	58
Hume – Impact statement.....	59
References	60
Appendices	61
Explanation for Appendices	61
Appendix B – Supreme Court Example	62
Appendix C – North Dakota Law Review Judges Survey	65
Appendix D – North Dakota Law Review Attorney Survey	92
Appendix E – ND Law Review Court Personnel Survey.....	124
Appendix F – ND Law Review Invitation.....	134

Program Narrative

a) Organizational Background and Experience

The University of North Dakota (UND) is a Carnegie R1 Doctoral Research Institution with a strong capacity to manage large-scale, externally funded projects in justice, behavioral health, and community well-being. UND's Office of Research and Sponsored Programs provides comprehensive pre- and post-award support, and established financial systems ensure accountability and compliance with federal requirements. Complementing UND's infrastructure, the team brings experience in juvenile justice, diversion, behavioral health, Indigenous community engagement, and community-based prevention. Team members have collaborated with North Dakota Juvenile Probation, Federal Probation, the former Lutheran Social Services, the Community Violence Intervention Center, and the North Dakota Department of Corrections and Rehabilitation. The team's ongoing evaluation projects, including work with the Office for Victims of Crime (OVC) and The Web Tribal Elder Justice Coalition, as well as Dr. Wendelin Hume's long-standing work in restorative practices and Indigenous-serving programs, further demonstrate a capacity to translate findings into culturally informed and actionable recommendations.

Team members have led interdisciplinary projects and have supported trauma-responsive and culturally informed programming. Team members bring demonstrated experience in community engagement and participatory planning, including facilitating cross-sector partnerships with tribal partners, courts, corrections, schools, and social service agencies. These collaborative efforts emphasize elevating community voice and participatory action research, strengthening service alignment, and advancing equitable, data-driven solutions. Aligned with UND's mission to "enrich the lives of North Dakotans," the team applies evidence-informed approaches to strengthen systems and support youth, families, and communities statewide.

b) Approach and Methodology

Community Engagement

The project will center trauma-informed, culturally responsive engagement with BIPOC youth, families, and Tribal communities (Ezell et al., 2018; Evans-Chase, 2014). Youth will be engaged in familiar community spaces and included in co-developing project goals and decisions. Guided by Two-Eyed Seeing, relationship-building will integrate Indigenous and Western knowledge systems to support shared interpretation and planning (Smith et al., 2023; Johnson et al., 2023). Storytelling, talking circles, and other culturally grounded practices will foster trust, contextualize lived experiences, and strengthen cultural continuity (Martell et al., 2025; Bird-Naytowhow et al., 2017). Community-driven consent processes and collaboration with families, elders, and cultural leaders will reinforce respect for Indigenous sovereignty and ethical practice (Peltier et al., 2024; Varcoe et al., 2010). Consistent with Indigenous research sovereignty and participatory frameworks, community members will be included throughout project design, interpretation, and dissemination (Johnson et al., 2023; Ruben et al., 2025; Dudgeon et al., 2023). This relationship-focused approach prioritizes youth autonomy, creates trauma-responsive environments, and elevates protective factors such as cultural identity, family strengths, and community belonging (Brockie et al., 2015).

In Burleigh County, the project will build upon partnerships with Tribal Nations, ND Juvenile Probation, ND DOCR, Bismarck Public Schools, Burleigh County Juvenile Court and Social Services, West Central Human Service Center, Youthworks Bismarck, United Tribes Technical College (UTTC), and other agencies to ensure that engagement reflects the experiences of Tribal and urban Native youth, immigrant youth, and rural families and aligns with local priorities.

Methods for Strategic Planning

Guided by a multisystemic framework (Jara, 2013), strategic planning will engage youth, families, schools, Tribal Nations, community agencies, and justice partners to reflect North Dakota's rural context, Tribal sovereignty, and strong interagency relationships. Consistent with the Missouri Model, the process will emphasize developmentally responsive, community-based alternatives over institutional placement and promote coordinated service delivery and shared accountability.

Because family engagement and protective factors reduce recidivism (Amani et al., 2018; Browne & Mishraky-Javier, 2021), planning will incorporate strategies that strengthen family participation and culturally grounded supports. Given high behavioral health needs among system-involved youth (Burke et al., 2015; Hoeve et al., 2013; Wasserman et al., 2010), workgroups will explore opportunities to expand culturally responsive screening, treatment access, and care coordination (Piper et al., 2024). Interdisciplinary teams, including probation, behavioral health, education, and Tribal partners will map key decision points to identify drivers of disparity and assess opportunities to reallocate resources from high-cost settings to preventive, community-embedded services (Leon-LeBec & Fondacaro, 2021). Planning will also address trauma, substance use, and socioeconomic adversity disproportionately affecting BIPOC youth (Teplin et al., 2002; Brockie et al., 2015).

Facilitated sessions will translate community priorities into actionable strategies. Culturally responsive communication and shared decision-making will help to ensure recommendations reflect lived experience (Leal et al., 2023) and align with the Missouri Model's focus on prevention, local capacity, and collaborative decision-making close to youth.

Surveys, Focus Groups, and Listening Sessions

To better understand the lived experiences of BIPOC youth who face disproportionate system contact (McCoy & Pearson, 2019; Leiber & Beaudry-Cyr, 2016), the project will conduct surveys, focus groups, and listening sessions co-designed with Tribal and rural partners. Activities will take place in accessible community locations (e.g., reservation schools, youth centers) with virtual options to reduce travel barriers. Youth and caregivers will receive a \$50 gift card for participating. Listening sessions will explore experiences with school discipline, law enforcement, and courts; perceptions of fairness; access to diversion; and barriers tied to trauma, mental health, cultural identity, and socioeconomic conditions (Leiber, 2010; Brockie et al., 2015). Focus groups will intentionally include marginalized youth identities (e.g., queer and transgender) as they intersect with BIPOC youth, who face heightened discrimination (Mountz, 2019). Questions will also examine trust in providers, acknowledging that cultural identity and

historical context shape engagement (Nicolaidis et al., 2010; Baidawi et al., 2016; Mendes et al., 2021).

Culturally grounded and Indigenous approaches, including talking circles, elder consultation, and Indigenous-informed frameworks will guide facilitation and interpretation (Varcoe et al., 2010; Mateo-Arriero et al., 2023). Recruitment will occur through schools, Tribal agencies, and community organizations (Hansen et al., 2023; Spittal et al., 2012).

All activities will be trauma-informed, prioritizing choice and emotional safety. Data will be thematically analyzed to identify barriers (e.g., limited behavioral health services, transportation) and opportunities for practice and policy change. Preliminary findings will be disseminated to communities in accessible formats to validate interpretations and ensure co-ownership (Ketchum & Peck, 2022).

Stakeholder Collaboration

Strategies for Engaging System Stakeholders

Consistent with a collective impact model, collaboration will include schools, law enforcement, courts, probation, behavioral health, and social services. Strong cross-sector partnerships improve outcomes for system-involved youth and help reduce disproportionate minority contact (Jain et al., 2018; Jain-Aghi et al., 2017). Facilitated interagency meetings will identify policy bottlenecks, data gaps, and opportunities for alignment (Baglivio et al., 2018) while emphasizing trust-building, transparency, and shared problem-solving (Honeycutt et al., 2021).

Work will prioritize integrated data-sharing to support coordinated care, consistent with evidence that cross-system exchange improves access to behavioral health and family services (Chuang & Wells, 2010). Because family involvement reduces recidivism (Amani et al., 2018; Burke et al., 2014), parents and caregivers will be engaged where appropriate. Additional supports such as mentoring, transition specialists, and restorative practices will mobilize community strengths and reduce re-offending (Unruh et al., 2008; Aisyah & Fahrudin, 2024).

A shared agenda will define equity goals, establish trauma-informed standards, and align diversion and community-based strategies. To promote statewide consistency, the team will coordinate with the Cass County consultant to align engagement, share findings, and tailor approaches to regional and cultural contexts. This partnership structure promotes mutual learning, collective accountability, and reduced duplication.

Data and Systems Analysis

The project begins with a systems-thinking analysis to identify structural drivers of BIPOC overrepresentation. This approach recognizes that disparities stem from interconnected social, economic, cultural, and institutional factors (Zane, 2024; Guynn et al., 2022). Systems mapping will document youth pathways through the justice continuum and surface root causes such as referral patterns, school discipline practices, mental health needs, neighborhood conditions, and access to supports (Peck et al., 2024; Evans-Chase, 2014).

Early activities will include:

- Reviewing referral and intake data to identify decision points with elevated disparity (Zane, 2024)

- Identifying policies shaping inequitable outcomes across police contact, charging, detention, and diversion.
- Conducting key informant interviews with law enforcement, schools, probation, behavioral health, and Tribal partners to understand decision drivers and system constraints (Wilson-McCoy & Peck, 2024)

Root-cause analysis will center community participation, which strengthens validity and yields actionable solutions (Guynn et al., 2022; Hambon, 2025). Attention will be given to trauma exposure, mental health needs, structural racism, and family challenges that shape youth trajectories (Hoeve et al., 2013; Brockie et al., 2015). The analysis will highlight opportunities to move from punitive responses toward restorative and diversion-based solutions (Pooja & Dixit, 2023; Abella et al., 2024).

This system-level diagnosis will guide evidence-based recommendations, including realigning resources toward community-embedded, family-driven supports to reduce inequities and improve outcomes for BIPOC youth.

Evaluation of Existing Services

We will conduct an environmental scan (systems review) and program evaluation to assess whether current diversion and prevention services are evidence-based, culturally responsive, and aligned with risk-need-responsivity principles for medium- and high-risk youth (Aalsma et al., 2014; Wilson & Hoge, 2012). Using the Standardized Program Evaluation Protocol (SPEP) and continuous quality improvement, we will examine program type, dosage, duration, delivery quality, fidelity, and links to recidivism outcomes (Lipsey, 2018; Baglivio et al., 2018; Hay, 2018).

The review will assess whether services incorporate family-driven care and protective/promotive factors (Amani et al., 2018; Browne & Mishraky-Javier, 2021; Piper et al., 2024), address mental health and co-occurring needs (Teplin et al., 2002; Hoeve et al., 2013; Wasserman et al., 2010), and include implementation supports for translating research to practice (Howell, 2003). We will also evaluate cross-system coordination and data sharing to improve access and continuity (Chuang & Wells, 2010) and examine restorative/diversion practices that address root causes and reduce system penetration (Aisyah & Fahrudin, 2024).

An equity audit will assess differential outcomes by race/ethnicity and Tribal affiliation, and youth/family and provider feedback will guide improvements and resource realignment toward high-impact, community-embedded services (Nunes et al., 2024). Findings will identify high-performing programs, fidelity issues, and service gaps, informing policy, practice, and funding recommendations (Jara, 2013; Underwood & Washington, 2016).

Gap and Barrier Analysis

We will conduct a structured gap and barrier analysis to identify where North Dakota's juvenile justice and youth-serving systems fall short for BIPOC youth and families. Using a Donabedian quality lens (structure–process–outcomes) and participatory methods, we will compare current vs. best practice and quantify equity gaps (Riley et al., 2023). A driver diagram will visualize primary and secondary drivers of disparity and identify actionable levers (Bailie et al., 2016). The analysis will consider regional access challenges—distance, transportation, staffing—and organizational hurdles common in

rural settings (Kubule & Raiena, 2023; Wang et al., 2022). A social-ecological framework will map barriers from individual to policy levels, including cultural safety and service coordination issues (Brosnan et al., 2021).

We will also evaluate data-sharing and cross-system coordination to improve continuity of behavioral-health and diversion services (Chuang & Wells, 2010) and use stakeholder mapping to clarify roles, influence, and resource flows (Nunes et al., 2024). Consistent with systems thinking, analysis will emphasize early decision points—referral, school discipline, police contact—to strengthen strategies for reducing disproportionate minority contact (Zane, 2024; Peck et al., 2024). Findings will include practical implementation supports, recognizing that barriers often undermine reform efforts (Fischer et al., 2016).

Methods & Products

- Mixed-data review: referral/intake, diversion use, service availability/outcomes disaggregated by race/ethnicity and Tribal affiliation; equity audit of recidivism and completion.
- Participatory input: focus groups/interviews with youth, families, providers, courts, schools, probation.
- Driver diagram + root-cause analysis: transportation, resource inequities, policy inconsistencies, cultural-competency gaps.
- Coordination assessment: interagency data-sharing, handoffs for behavioral-health access; stakeholder mapping.
- Implementation plan: quick wins and longer-term fixes with facilitation supports.

Findings will be member-checked with community and Tribal partners and translated into culturally grounded recommendations to strengthen prevention, diversion, and reentry support statewide.

c) Deliverables and Timeline

Year / Quarter	Months	Key Activities	Deliverables
Year 1 — Q1	1–3	Launch; convene Advisory Council; finalize consent/sovereignty protocols; MOUs + data-sharing; co-design instruments; adapt instruments for Tribal contexts; develop measurement & equity plan	Council charter; draft instruments; data agreements; Tribal-adapted materials; evaluation + engagement protocols
Year 1 — Q2	4–6	IRB submissions + approvals (university + Tribal); map system pathways; compile baseline data	IRB approvals & data-use agreements; Field-ready tools; systems map + driver diagram (v1); baseline disparities brief

Year 1 — Q3	7–9	Listening/talking sessions; surveys; initial service scan	Wave-1 summary; service inventory (v1)
Year 1 — Q4	10–12	Thematic + gap/barrier analysis CREA & SEM; initial SPEP/CQI; identify quick-wins	Interim Report; systems map (v2); SPEP summaries
Year 2 — Q5	13–15	Workgroups; resource mapping; identify priority solution pathways	Workgroup charters; pathway briefs
Year 2 — Q6	16–18	Build action plans; logic models; fidelity/CQI tools; RNR alignment	Implementation plans; logic models; CQI tools; draft equity dashboards
Year 2 — Q7	19–21	Cost modeling; resource/staff plans; policy needs; MOU updates	Cost plan; resource shift brief; policy options; updated MOUs
Year 2 — Q8	22–24	Integrate findings; implementation roadmap; community report-backs; sustainability planning	Final Report; implementation roadmap; toolkits; sustainability plan

d) Capacity and Staffing

This project will be carried out by a multidisciplinary team with complementary expertise in juvenile justice, social work, Tribal and BIPOC community engagement, evaluation, and systems analysis. All team members have experience collecting and analyzing data; facilitating community-engaged processes; and translating findings into actionable products for state partners, practitioners, and community members.

Project Lead — Shanna J. Urban, MSW, LCSW

Ms. Urban is a Clinical Assistant Professor of Social Work at the University of North Dakota and a licensed clinical social worker whose professional background spans correctional behavioral health, reentry services, and community supervision. Her practice experience includes direct clinical care and assessment within jail, prison, probation, and rural telehealth settings, in partnership with Tribal Nations, behavioral health agencies, and youth-serving organizations. She brings expertise in trauma-informed, culturally responsive engagement and has facilitated interviews, listening sessions, and program assessments with justice-involved individuals. Her teaching and applied scholarship focus on forensic social work, children’s mental health, and organizational well-being. She regularly develops and evaluates community-embedded learning projects and supervises graduate students partnering with Tribal and rural programs. Ms. Urban contributes mixed-methods data collection,

community facilitation, and report development and will coordinate day-to-day project activities, partner communication, and deliverables.

Co-Investigator — Meghan M. Mitchell, Ph.D.

Dr. Mitchell is an Assistant Professor of Criminal Justice at the University of North Dakota with more than 15 years of experience in justice system research, including evaluation, mixed-methods design, and cross-system collaboration. Her scholarship examines correctional culture, trauma, and reentry, with more than 20 peer-reviewed publications and 10 book chapters. She has secured over \$1.2M in external funding as PI or Co-I on state- and federally funded projects.

Dr. Mitchell has led system-level evaluations for corrections, reentry, and behavioral health, including projects focused on employee wellness, family engagement, and restorative practices. She serves on the Restorative Practices Advisory Committee through the Clay County Attorney's Office. Her experience designing surveys, focus groups, and longitudinal analyses supports the project's commitment to community voice, systems mapping, and equity-centered recommendations.

Juvenile Justice Advisor — Roni Mayzer, Ph.D.

Dr. Mayzer is an Associate Professor and Chair of the Department of Criminal Justice at the University of North Dakota. Trained in developmental psychology and criminal justice, her relevant scholarship focuses on pathways to delinquency and justice system involvement. She has worked as Co-PI on a National Institute of Justice-funded study and has collaborated with agencies including Domestic Violence Court, DOCR's Children of Incarcerated Parents Initiative, and U.S. Probation and Pretrial Services. She has taught courses in juvenile justice, adolescent development, corrections, and alternatives to incarceration. Dr. Mayzer provides expertise in adolescent development and system decision-making. She will support interpretation of system-level data, integration of developmentally responsive strategies, and stakeholder engagement across probation, courts, and youth-serving agencies.

Community Engagement & Systems Advisor — Wendelin Hume, Ph.D.

Dr. Hume is an Associate Professor of Criminal Justice at the University of North Dakota whose teaching and scholarship emphasize restorative practices, conflict transformation, community-engaged research, and justice reform. She has long-standing partnerships with Tribal Nations, schools, and youth-serving organizations across North Dakota and has experience convening culturally grounded dialogues, community forums, and participatory planning processes.

Her work integrates systems thinking, culturally responsive practice, and trauma-informed engagement, supporting youth and family participation in decision-making. Dr. Hume will advise on culturally anchored data collection strategies, facilitate community engagement sessions, and guide alignment of recommendations with community-identified priorities, particularly within Tribal and rural contexts.

Budget Detail Worksheet and Narrative

Applicant: University of North Dakota - Shanna Urban, MSW, L

Project Period: January 1, 2026 - December 31, 2027

Personnel				Total Grant Period		
Position	Name	Annual Salary	Grant Allocation %	Grant Request	Match	Total
PI	Shanna Urban	90,682	14%	\$25,823		\$25,823
Co-PI	Meghan Mitchell	116,221	2%	\$4,718		\$4,718
Co-PI	Roni Mayzer	133,551	1%	\$2,712		\$2,712
Co-PI	Wendelin Hume	145,815	2%	\$5,920		\$5,920
Total Personnel Costs				\$39,173	\$0	\$39,173

Personnel Narrative:

Shanna J. Urban, MSW, LCSW (Project Lead). Ms. Urban's time is necessary to coordinate all day-to-day project activities, partner communication, and deliverables. She leverages her expertise in trauma-informed, culturally responsive engagement and mixed-methods data collection to facilitate community engagement and report development.

Meghan M. Mitchell, Ph.D. (Co-Investigator) Dr. Mitchell's involvement ensures rigorous justice system research and system-level evaluation. She is responsible for designing instruments like surveys and focus groups, analyzing data, and directly supporting systems mapping and equity-centered recommendations.

Roni Mayzer, Ph.D. (Juvenile Justice Advisor) Dr. Mayzer provides expertise in adolescent development and system decision-making. This expertise is critical for interpreting system-level data and integrating developmentally responsive strategies into the project's recommendations.

Wendelin Hume, Ph.D. (Community Engagement & Systems Advisor) Dr. Hume is essential for advising on culturally anchored data collection strategies and facilitating community engagement sessions, drawing on her history with Tribal Nations. Her role ensures that all recommendations align with community-identified priorities, particularly within Tribal and rural contexts.

Salaries are calculated based on an effort percentage of each co-investigator's (Co-I) Institutional Base Salary (IBS) plus summer salary. The annual salaries reported reflect this sum. An annual salary 3% increase has been applied.

Fringe Benefits				Total Grant Period		
Position	Name	Annual Benefits	Grant Allocation %	Grant Request	Match	Total
PI	Shanna Urban	\$41,208	14.0%	\$11,711		\$11,711
Co-PI	Meghan Mitchell	\$49,975	2%	\$2,030		\$2,030
Co-PI	Wendelin Hume	\$49,577	2%	\$2,014		\$2,014
Co-PI	Roni Mayzer	\$53,420	1%	\$1,084		\$1,084
Total Fringe Benefits				\$16,839	\$0	\$16,839

Fringe Benefits Narrative:

Fringe benefit rates are estimates based on historical data for proposal evaluation. Actual fringe benefits for project staff will be charged to the grant once awarded. These rates may cover social security, health/life insurance, workers' compensation, unemployment insurance, retirement, disability insurance, and employee assistance programs. Paid absences like vacation, holiday, or sick leave are included in salaries and wages, with no separate charges for absences. An appropriate amount of salary and fringe benefits have been requested for all positions.

Travel			Total Grant Period		
Purpose	Location	Expense Type (Hotel/Mileage/Per Diem)	Grant Request	Match	Total
On-site surveys, focus groups, and listening sessions	Bismarck, ND	Mileage	\$2,256		\$2,256
		Per Diem	\$2,160		\$2,160
		Hotel	\$3,960		\$3,960
Total Travel Costs			\$8,376	\$0	\$8,376

Travel Costs Narrative:
 Two team members will travel to the Bismarck area three times a year, for a total of six trips, to conduct surveys, focus groups, and listening sessions. Anticipated locations visited include tribal nations, Bismarck Public Schools, Burleigh County Juvenile Court, Burleigh County Social Services, West Central Human Service Center, Youthworks Bismarck, and United Tribes Technical College. These community engagement activities will be the foundational contact points for better understanding the lived experiences of BIPOC facing disproportionate system contact in the North Dakota juvenile justice system. Travel is broken down on a per-trip basis. Mileage: Estimated 506 miles for round-trip travel between Grand Forks and Bismarck, plus approximately 30 miles of local travel within and around Bismarck to reach contact sites, totaling \$376 per trip and \$2256 for the award period. Per Diem: \$45 UND per diem rate/day X 2 people X 4 days, for a total of \$360 per trip and \$2160 for the award period. Hotel: \$110 state rate X 3 nights X 2 people, for a total of \$660 per trip and \$3960 for the award period.

Supplies			Total Grant Period		
Item	Quantity	Per Unit Cost	Grant Request	Match	Total
No supplies requested					
Total Supply Costs			\$0	\$0	\$0

Supply Costs Narrative:
 Not applicable

Subawards/Contracts		Total Grant Period		
Description/Purpose	Computation	Grant Request	Match	Total
Not applicable				
Total Subaward/Contractual Costs		\$0	\$0	\$0
<i>Subaward/Contractual Costs Narrative:</i>				
Not applicable				

Other Direct Costs		Total Grant Period		
Type	Computation	Grant Request	Match	Total
Participant Incentives	\$50 gift card X 50 participants/year X 2 years	\$5,000		\$5,000
Total Other Direct Costs		\$5,000	\$0	\$5,000
<i>Other Direct Costs Narrative:</i>				
<p>The \$50 gift card incentive will help facilitate authentic community engagement and the elevation of community voice from a specific population of BIPOC youth and caregivers. This compensation recognizes the sensitivity surrounding sharing lived experiences related to disproportionate juvenile justice system contact, trauma, and mental health barriers. Providing this incentive will encourage potentially reluctant participants, is a critical element of the project's strategy, and will help secure the development of actionable, measurable strategies for reform. The gift card budget is calculated as follows: \$50 gift cards X 50 participants/year X 2 years = \$5000.</p>				

Indirect Costs			Total Grant Period		
Description	Base	Rate	Grant Request	Match	Total
De minimus indirect cost rate	\$ 69,388	15%	\$10,408		\$10,408
Total Indirect Costs			\$10,408	\$0	\$10,408

Indirect Cost Narrative:
 Indirect costs are expenses that are not directly attributable to a specific project but are necessary for the general operation and administration of the organization, such as utilities, administrative salaries, and facility maintenance. Indirect Costs are budgeted as a percentage of Modified Total Direct Costs (MTDC). UND's Negotiated Indirect Cost Rate for applied sponsored projects is 35%. However, for this RFP, UND has approved a 15% de minimus indirect cost rate.

Budget Summary

Applicant: University of North Dakota - Shanna Urban, MSW

Project Period: January 1, 2026 - December 31, 2027

	Grant Request	Match	Total
Budget Categories:			
Personnel	39,173.00	-	39,173.00
Fringe Benefits	16,839.00	-	16,839.00
Travel	8,376.00	-	8,376.00
Supplies	-	-	-
Subaward/Contractual	-	-	-
Other Direct Costs	5,000.00	-	5,000.00
Indirect Costs	10,408.00	-	10,408.00
Total Grant Funds	79,796.00	-	79,796.00

Curriculum Vitae

Shanna J. Urban, MSW, LCSW

Grand Forks, ND | Shanna.Urban@und.edu | 701-290-6766

Education

North Dakota State University — *Ph.D. in Criminal Justice (Anticipated Dec 2026)*

- Dissertation in progress.
- Publication: *Understanding PTSD in Correctional Staff: Comparing the Impact of Lifetime and Work-Related Trauma, Organizational Commitment, and Cynicism Between Uniformed and Non-Uniformed Staff.*

University of North Dakota — *Master of Social Work, May 2015*

- Independent Study: Systematic Review of Domestic Violence Programs for Female Batterers.
- Honors: Phi Alpha Honor Society.

North Dakota State University — *Bachelor of Science in Criminal Justice, May 2008*

- Minor: Psychology.

Licensure & Certifications

- Licensed Clinical Social Worker (LCSW), North Dakota — #5214, Active through 2025.
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Academic Appointments

University of North Dakota — **Clinical Assistant Professor** (Jan 2020–Present)

- Teaching assignment: 67% graduate program, 33% undergraduate program.
- Developed curricula and course materials aligned with CSWE accreditation standards.
- Courses taught include:
 - **Undergraduate:** SWK 257 (Human Behavior and the Social Environment I), SWK 424, SWK 434, SWK 442 (*Lead Instructor*).
 - **Graduate:** SWK 503, SWK 516/518, SWK 527, SWK 530 (*Lead Instructor*), SWK 533, SWK 536, SWK 537, SWK 560 (Clinical Diagnosis & Treatment; Children's Mental Health; Forensic Social Work).

Clinical & Professional Practice

North Dakota Department of Corrections – James River Correctional Center

Human Relations Counselor, Jamestown, ND | Sept 2015 – Sept 2020

- Provided counseling (individual & group) for incarcerated individuals, including crisis intervention.
- Assessed and treated emotional/behavioral disorders (anger, aggression, domestic violence, substance abuse, sexual offending).
- Developed treatment plans and maintained clinical documentation.

ND Department of Corrections and Rehabilitation – Parole & Probation

Pre-Sentence Investigation Writer, Fargo, ND | Feb 2015 – Nov 2015

- Conducted client/family interviews and gathered collateral information.
- Verified risk factors using standardized risk assessment tools.
- Prepared sentencing recommendations for courts.

RESTORE, Inc. — Executive Director, Fargo, ND | Apr 2014 – Sept 2015

- Directed operations of a community corrections agency.
- Supervised staff, managed budgets, and secured grant funding.
- Monitored client caseloads to ensure compliance with court orders.

Prairie St. John’s — Therapist Intern, Fargo, ND | Aug 2014 – May 2015

- Provided counseling in Partial Hospitalization Program.
- Developed treatment plans and coordinated care with psychologists and psychiatrists.

Badlands Human Service Center — Serious Mental Illness Case Manager/Intern, Dickinson, ND | Aug 2012 – Apr 2014

- Screened for state hospital admission.
- Contributed to pilot Integrated Dual Disorder Treatment program.

Dakota Women’s Correctional and Rehabilitation Center — Case Manager / Human Relations Counselor, New England, ND | Apr 2012 – Apr 2014

- Coordinated post-release services and community referrals.
- Facilitated interventions promoting pro-social behavior and problem-solving.

Bismarck Transition Center — Case Manager, Bismarck, ND | Sept 2011 – Apr 2012

- Developed individualized transition plans for offender re-entry.
- Delivered re-entry programs covering employment, education, and family support.

Ruth Meiers Hospitality House — Single Point of Entry Program Coordinator, Bismarck, ND | Jul 2010 – Nov 2011

- Coordinated referrals and collaborated with agencies on homelessness services.
 - Developed outreach programs and initiated pilot pet-sheltering program.
-

Advising & Mentorship

- Advise ~20–25 BSSW students annually on course mapping, licensure, field readiness, and professional prep.
 - Mentor ~5–6 MSW students annually on independent projects (proposal development, literature mapping, ethics/IRB, milestone planning, dissemination).
 - Faculty Advisor, Student Social Work Association & Phi Alpha Honor Society (2022–present).
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Leadership & Committee Work

- **Behavioral Health Initiative Committee** — Member (Aug 2024–Present).
 - **University Assessment Subcommittee** — Member (Aug 2022–Aug 2024); Chairperson (Aug 2024–May 2025).
 - **University Senate** — Member at Large (Aug 2022–Dec 2024; Aug 2025–Sept 2027).
 - **BSSW Committee** — Member (Jan 2020–Present).
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Publications (Peer-Reviewed)

- Urban, S. J. (2025). *Understanding PTSD in correctional staff: Comparing the impact of lifetime and work-related trauma, organizational commitment, and cynicism between uniformed and nonuniformed staff*. *The Prison Journal*, 105(4), 472–494.
<https://doi.org/10.1177/00328855251355500>
-

Conference Presentations

- Urban, S. J. (2025). *Understanding PTSD in correctional staff* (Poster). National Organization of Forensic Social Work Annual Conference.
 - Urban, S. J. (2025). *Ethical social work practice with Native American women: Social determinants of prenatal substance use* (Contributor). Council on Social Work Education Annual Program Meeting.
-

Grants & Funding

- **Gamma Mu Foundation (2025–2026)**. *A Longitudinal Study of Intimate Partner Violence in Rural Lesbian and Bisexual Women*. Status: Submitted (Not funded). Role: Contributor.

MEGHAN M. MITCHELL

Assistant Professor

Department of Criminal Justice

University of North Dakota

Grand Forks, ND

Email: m.mitchell@und.edu

[Google Scholar](#) | [Research Gate](#) | [Website](#) | [Twitter](#)

EDUCATION

- 2018 Ph.D., *Criminal Justice*, Sam Houston State University
- 2011 M.S., *Criminal Justice Administration*, North Dakota State University
- 2009 B.S., *Criminal Justice and Psychology*, North Dakota State University

PROFESSIONAL APPOINTMENTS

- 2022-Present Assistant Professor
Department of Criminal Justice, University of North Dakota
- 2018-2022 Assistant Professor
Department of Criminal Justice, University of Central Florida
- 2020-2022 Research Coordinator
Florida Prison Education Project (FPEP)
- 2013-2018 Project Manager and Research Assistant
Department of Criminal Justice and Criminology, Sam Houston State University
- 2011-2013 Adjunct Faculty
Department of Social Science-Criminal Justice, Upper Iowa University-Madison
Wisconsin Campus

RESEARCH

Interests

- Climate and Culture
- Corrections
- Reentry
- Research Methodologies

Peer Reviewed Publications (** denotes author with lived experience; *denotes graduate or undergraduate student)

- 2025 Clark, K. *, **Mitchell, M.M.**, Fahmy, C., Pyrooz, D.C., & Decker, S.H. What if they are all high-risk? Correlates of retention in a longitudinal study of reentry from prison. *International Journal of Offender Therapy and Comparative Criminology*. [[article link](#)]
Role: Conceptualization/Design, Data Collection/Management, Analysis/Interpretation, Writing/Editing, Project Administration/Funding.
- 2023 Ricciardelli, R., **Mitchell, M.M.**, Taillieu, T., Siqueira Cassianoa, M., Afifi, T.O., & Carleton, R.N. Exposures to correctional specific potentially psychologically traumatic events among ontario provincial correctional workers. *Psychological Trauma: Theory, Research, Practice, and Policy*, 15(Suppl 2):S246-S258. [[article link](#)]
Role: Analysis/Interpretation, Writing/Editing.
- Zgoba, K.M. & **Mitchell, M.M.** The effectiveness of sex offender registration and notification: A meta-analysis of twenty-five years of findings. *Journal of Experimental Criminology*, 19, 71-96. [[article link](#)]
Role: Conceptualization/Design, Data Collection/Management, Analysis/Interpretation, Writing/Editing, Project Administration.
**Opinion editorial featured in the Tampa Bay Times [[article link](#)]
- 2022 **Mitchell, M.M.** McCullough, K., Wu, J., Pyrooz, D.C., & Decker, S.H. Survey research with gang and non-gang members in prison: Operational lessons from the LoneStar Project. *Trends in Organized Crime*, 25, 378–406. [[article link](#)]
Role: Conceptualization/Design, Data Collection/Management, Analysis/Interpretation, Writing/Editing, Project Administration/Funding.
- Fahmy, C., & **Mitchell, M.M.** Examining recidivism during reentry: Proposing a holistic model of health and wellbeing. *Journal of Criminal Justice*, 82, 1-13. [[article link](#)]
Role: Conceptualization/Design, Data Collection/Management, Analysis/Interpretation, Writing/Editing, Project Administration/Funding.
-Featured in The Criminology Academy podcast on Reentry, Recidivism, and a Holistic Model of Health [[podcast link](#)]
- Baker, T., **Mitchell, M.M.**, & Gordon, J.A. Prison visitation and concerns about reentry: Variations in frequency and quality of visits are associated with reentry concerns among people incarcerated in prison. *International Journal of Offender Therapy and Comparative Criminology*, 66 (12), 1263–1284. [[article link](#)]
Role: Conceptualization/Design, Analysis/Interpretation, Writing/Editing.
- Mitchell, M.M.**, Fahmy, C., Clark, K. *, & Pyrooz, D.C. Non-random study attrition: Assessing correction techniques and the magnitude of bias in a

longitudinal study of reentry from prison *Journal of Quantitative Criminology*, 38, 755–790. [[article link](#)]

Role: Conceptualization/Design, Data Collection/Management, Analysis/Interpretation, Writing/Editing, Project Administration/Funding.

Easterbrook B., Ricciardelli R., Sanger B., **Mitchell M.M.**, McKinnon M.C., Carleton R.N. Longitudinal study of Canadian correctional workers' well-being, organizations, roles and knowledge (CCWORK): Baseline demographics and prevalence of mental health disorders. *Frontiers in Psychiatry*, 13, 874997. [[article link](#)]

Role: Conceptualization/Design, Data Collection/Management, Analysis/Interpretation, Writing/Editing, Project Administration/Funding.

Fahmy, C., Clark, K.*, **Mitchell, M.M.**, Decker, S.H. & Pyrooz, D.C. Method to the madness: Tracking and interviewing respondents in a longitudinal study of prisoner reentry. *Sociological Methods & Research*, 51(3), 1282–1324. [[article link](#)]

Role: Conceptualization/Design, Data Collection/Management, Analysis/Interpretation, Writing/Editing, Project Administration/Funding.

Ricciardelli, R., **Mitchell, M.M.**, Carleton, R.N., Taillieu, T., Angehrn, A.*, & Afifi, T. Pervasive uncertainty under threat: Mental health disorders and experiences of uncertainty for correctional workers. *Criminal Justice and Behavior*, 49(7), 991–1009. [[article link](#)]

Role: Conceptualization/Design, Analysis/Interpretation, Writing/Editing.

Ricciardelli, R., Taillieu, T., **Mitchell, M.M.**, Groll, D., Afifi, T., & Carleton, R.N. Exposures to potentially traumatic events among provincial correctional workers in Ontario, Canada. *Violence and Victims*, 37(1), 77-100. [[article link](#)]

Role: Conceptualization/Design, Analysis/Interpretation, Writing/Editing.

2021

Ricciardelli, R., Andres, E., **Mitchell, M.M.**, Quirion, B., Groll, D. Adorjan, M., Siqueira Cassiano, M., Shewmake, J., McKinnon, M., Herzog-Evans, M., Czarnuch, S., Genest, C., Gacek, J., Cramm, H., Moran, D., Spencer, D., Maier, K., Phoenix, J., MacDermid, J., Weinrath, M., Haynes, S., Arnold, H., Turner, J., Eriksson, A., Heber, A., Anderson, G., MacPhee, R., & Carleton, R.N. CCWORK Protocol: The longitudinal study of Canadian Correctional Workers' Wellbeing, Organizations, Roles and Knowledge. *British Medical Journal Open*, 11(e052739), 1-17. [[article link](#)]

Role: Conceptualization/Design, Data Collection/Management, Analysis/Interpretation, Writing/Editing, Project Administration/Funding.

Pyrooz, D.C., **Mitchell, M.M.**, Moule, R., K., & Decker, S.H. Look who's talking: Status, prevalence, contingencies, and correlates of snitches and snitching. *British Journal of Criminology*, 61(4), 1145–1167. [[article link](#)]

Role: Conceptualization/Design, Data Collection/Management, Analysis/Interpretation, Writing/Editing, Project Administration/Funding.

Mitchell, M.M., Pyrooz, D.C., & Decker, S.H. Culture in prison and on the streets: Examining the overlap between the convict code and code of the street. *Journal of Crime and Justice*, 44(2), 145-164. [[article link](#)]

Role: Conceptualization/Design, Data Collection/Management, Analysis/Interpretation, Writing/Editing, Project Administration.

2020 Pyrooz, D.C., & **Mitchell, M.M.** The use of restrictive housing on gang and non-gang affiliated inmates in U.S. prisons: Findings from a national survey of correctional agencies. *Justice Quarterly*, 37(4), 590-615. [[article link](#)]

Role: Conceptualization/Design, Data Collection/Management, Analysis/Interpretation, Writing/Editing, Project Administration.

**Opinion editorial featured in the Wall Street Journal [[article link](#)]

Mitchell, M.M., Brinser, K., & Jai, D. Hope is around the corner: Determining the effect of neighborhood revitalization on crime through an evaluation of Houston HOPE. *Criminal Justice Policy Review*, 21(3), 356–373. [[article link](#)]

Role: Conceptualization/Design, Data Collection/Management, Analysis/Interpretation, Writing/Editing, Project Administration.

Carleton, R.N., Ricciardelli, R., Taillieu, T., **Mitchell, M.M.**, Andres, E., & Afifi, T.O. Provincial correctional service workers: The prevalence of mental disorders. *International Journal of Environmental Research and Public Health*, 17(7), 2203-2216. [[article link](#)]

Role: Writing/Editing.

2019 **Mitchell, M.M.**, Armstrong, G., & Armstrong, T. Disproportionate school disciplinary responses: An exploration of prisonization and minority threat hypothesis among black, Hispanic and Native American students. *Criminal Justice Policy Review*, 31(1), 80-102. [[article link](#)]

Role: Conceptualization/Design, Analysis/Interpretation, Writing/Editing, Project Administration.

Ricciardelli, R., Carleton, R.N., **Mitchell, M.M.**, Barnim, N., Bahji, A., & Groll, D. Correctional work, wellbeing, and mental health disorders. *Advancing Corrections*, 8, 51-67. [[article link](#)]

Role: Writing/Editing.

2018 Randa, R. & **Mitchell, M.M.** Vulnerability, context, and fear of victimization: Exploring race and ethnicity. *Journal of Ethnicity in Criminal Justice*, 16(1), 22–39. [[article link](#)]

Role: Conceptualization/Design, Analysis/Interpretation, Writing/Editing, Project Administration.

- 2017 **Mitchell, M.M.**, Fahmy, C., Pyrooz, D.C., & Decker, S.H. Criminal crews, codes, and contexts: Differences and similarities across the code of the street, convict code, street gangs, and prison gangs. *Deviant Behavior*, 38(10), 1197–1222. [[article link](#)]
 Role: Conceptualization/Design, Data Collection/Management, Analysis/Interpretation, Writing/Editing, Project Administration.
- 2016 **Mitchell, M.M.**, Spooner, K., Jia, D., & Zhang, Y. The effect of prison visitation on reentry success: A meta-analysis. *Journal of Criminal Justice*, 47, 74–83. [[article link](#)]
 Role: Conceptualization/Design, Data Collection/Management, Analysis/Interpretation, Writing/Editing, Project Administration.

Chapters in Edited Volumes

Forthcoming

- Truman, J.**, **Mitchell, M.M.**, Lewis, M.*, Neary, M.** Voices from Within: Using Lived Experience to Reform Laws, Policies, and Reentry Requirements for Individuals Convicted of a Sex Offense (ICSO). In C. Dunn, J. Faber, T. LeBel, & K. Wright (Eds), *Division on Corrections and Sentencing Handbook: Lessons from Lived Experience*, New York, NY: Routledge.
 Role: Conceptualization/Design, Writing/Editing, Project Administration.
- 2025 **Mitchell, M.M.** & Ricciardelli, R. A protective or risk factor: How “the code” in prison is associated with health and well-being outcomes. In N. Link, M. Novisky, & C. Fahmy (Eds), *Division on Corrections and Sentencing Handbook: Contemporary Issues in Health and Punishment*, New York, NY: Routledge. [[book link](#)]
 Role: Conceptualization/Design, Analysis/Interpretation, Writing/Editing, Project Administration.
- 2023 Novisky, M.A. & **Mitchell, M.M.** Incarceration: Rehabilitative Versus Iatrogenic Effects. In B. Fox & E. Verona (Eds), *Division on Corrections and Sentencing Handbook: Handbook of Evidence-Based Criminal Justice Practices*. New York, NY: Routledge. [[book link](#)]
 Role: Conceptualization/Design, Writing/Editing.
- 2022 **Mitchell, M.M.** Masculinity in Prison: Expression, Variation, and Implications for Violent Misconduct. In R. Ricciardelli & T. Bartlett (Eds.), *Prison masculinities: An International Scope*. England: Cambridge University Press. [[book link](#)]
 Role: Conceptualization/Design, Data Collection/Management, Analysis/Interpretation, Writing/Editing, Project Administration/Funding.

- 2019 Pyrooz, D.C., & **Mitchell, M.M.** Hard time: Gang members in total institutions. In B.M. Huebner & N.A. Frost (Eds.), *Division on Corrections and Sentencing: The collateral consequences of sentencing and punishment decisions*. New York, NY: Routledge. [[book link](#)]
Role: Conceptualization/Design, Data Collection/Management, Analysis/Interpretation, Writing/Editing, Project Administration/Funding.
- 2016 **Mitchell, M.M.**, & Pyrooz, D.C. Gang membership. In W. G. Jennings, G. E. Higgins, M.M. Maldonado-Molina, & D. N. Khey (Eds.), *The Encyclopedia of Crime and Punishment*. Hoboken, NJ: Wiley-Blackwell. [[article link](#)]
Role: Conceptualization/Design, Writing/Editing.
- 2015 Pyrooz, D.C., & **Mitchell, M.M.** Little gang research, big gang research. In S.H. Decker & D.C. Pyrooz (Eds.), *The Handbook of Gangs* (pp. 28–58). New York, NY: John Wiley & Sons Inc. [[book link](#)]
Role: Conceptualization/Design, Data Collection/Management, Analysis/Interpretation, Writing/Editing.
- 2015 Pyrooz, D.C., & **Mitchell, M.M.** Prison gangs and subculture. In R. Wright (Ed.), *Oxford Bibliographies*. New York, NY: Oxford University Press. [[article link](#)]
Role: Conceptualization/Design, Writing/Editing.

Technical Reports

- 2015 Randa, R., **Mitchell, M.M.**, & Brady, P. *Bullying and the fear of victimization*. Huntsville, TX: Crime Victims' Institute. [[article link](#)]
Role: Conceptualization/Design, Analysis/Interpretation, Writing/Editing.

Podcasts

- 2022 Fahmy, C., & **Mitchell, M.M.** Reentry, Recidivism, and a Holistic Model of Health. The Criminology Academy. [[podcast link](#)]
Role: Conceptualization/Design, Writing/Editing, Project Administration.

Book Reviews and Forums

- 2017 Fahmy, C. & **Mitchell, M.M.** From working on a grant to chasing grants: Graduate student experiences with funded research. *The Criminologist*, 42(5). [[article link](#)]
Role: Conceptualization/Design, Analysis/Interpretation, Writing/Editing, Project Administration.
- 2016 **Mitchell, M.M.** Book review: Community criminology: Fundamentals of spatial and temporal scaling, ecological indicators, and selectivity bias. *Criminal Justice Review*, 41(2), 236–238. [[article link](#)]
Role: Conceptualization/Design, Analysis/Interpretation, Writing/Editing, Project Administration.

Manuscripts Under Review

Rolfe, S.**, Truman, T.**, **Mitchell, M.M.**, Garlock, D.**, Dunn, W.**. *From Storytelling to Structural Change: Advancing Meaningful Collaboration with Lived Experience Experts in Academia*

Role: Conceptualization/Design, Writing/Editing, Project Administration.

Stefhon, E.*, **Mitchell, M.M.**, Cassiano, M., Ricciardelli, R. *The First Year Behind Bars: Trauma and Shifts in Correctional Officer Orientation.*

Role: Conceptualization/Design, Data Collection/Management, Analysis/Interpretation, Writing/Editing, Project Administration.

Mitchell, M.M., Truman, J.**, Rolfe, S.**, Garlock, D.**, Dunn, W.**, Neary, M.** *Centering the Voices of Lived Experience Experts (LEEs) in Collaborative Research.*

Role: Conceptualization/Design, Data Collection/Management, Analysis/Interpretation, Writing/Editing, Project Administration.

Siqueira Cassiano, M., **Mitchell, M.M.**, Stefhon, E.*, Spencer, D., & Ricciardelli, R. *Improving Job Performance in Canadian Federal Prisons: Insights from Correctional Officers to Optimize Correctional Training.*

Role: Conceptualization/Design, Analysis/Interpretation, Writing/Editing.

Mitchell, M.M., Wells, J., Crandall, K.L. *Gentrification and Crime: The Importance of Neighborhood Culture.*

Role: Conceptualization/Design, Data Collection/Management, Writing/Editing, Project Administration.

Manuscripts in Progress

Mitchell, M.M., Ahaise, G.*, Fissel, E., & Woerner, J. *Forecasting Attrition in Crowdsourced Longitudinal Studies: Integrating Predictors and Projection Indicators*

Role: Conceptualization/Design, Analysis/Interpretation, Writing/Editing, Project Administration.

Mitchell, M.M., Zgoba, K.M., Stafhon, E.*, Ahaise, G.* *The effectiveness of sex offender registration and notification for juveniles: A meta-analysis.*

Role: Conceptualization/Design, Data Collection/Management, Analysis/Interpretation, Writing/Editing, Project Administration.

Mitchell, M.M. *The convict code revisited: A quantitative examination and validation of prison culture.*

Role: Conceptualization/Design, Data Collection/Management, Analysis/Interpretation, Writing/Editing, Project Administration.

Mitchell, M.M., Moule, R., K., Pyrooz, D.C., Decker, S.H. *If these walls could talk: Examining the influences of legal socialization and prison culture on willingness to snitch.*

Role: Conceptualization/Design, Data Collection/Management, Analysis/Interpretation, Writing/Editing, Project Administration.

GRANTS AND SPONSORED RESEARCH

Funded

- 2023-2026 *Michigan Department of Corrections Employee Wellness Study.* PI: Ricciardelli, R.; **Co-PI's: Mitchell, M.M.**, Siqueira Cassiano, M. Submitted to the Michigan Department of Corrections \$714,223. UND Sub-Contract: \$229,777.
- 2021-2025 *A longitudinal study of Correctional Services Canada correctional officers' mental health and wellbeing: The role of prison work in shaping correctional staff health and self over time.* PI: Ricciardelli, R.; **Co-PI's Mitchell, M.M.**, Groll, D., Adorjan, M., Carleton, N., Czarnuch, S., Gacek, J., Evans, M., Genest, C., Heber, A., Hebert, W., Moran, D., MacDermid, J., Maier, K., Phoenix, J., Quirion, B., Spencer, D. Funded by the Canadian Institute of Health Research (CIHR) \$999,000. (Canadian) UND Sub-Contract: (USD) \$32,592/UCF Sub-Contract: \$58,446.¹
- 2021-2022 *A study of U.S. correctional workers' wellbeing, organizations, roles, and knowledge.* **PI: Mitchell, M.M.**; Co-PI's: Ricciardelli, R., Carleton, R.N. Funded by the University of Central Florida, Office of Research \$35,882.
- 2019-2020 *A longitudinal evaluation of correctional officer recruit's mental health in Canada.* **PI: Mitchell, M.M.** Funded by the Memorial University of Newfoundland \$5,706.
- 2019-2020 *Determining the influence of a global criminal culture on recidivism.* **PI: Mitchell, M.M.** Funded by the University of Central Florida, Vice President for Research (VPR) Advancement of Early Career Researchers (AECR) \$7,500.
- 2017-2018 *The evolution of the convict code throughout mass incarceration: The influence of subculture on misconduct, victimization, and offender attitudes.* **PI: Mitchell, M.M.**; Supervisor: Tasca, M. Funded by the Bureau of Justice Statistics Graduate Research Fellowship for Criminal Justice Statistics, Office of Justice Programs, U.S. Department of Justice (2016-R2-CX-0024) \$45,000.
- 2017-2018 *The evolution of the convict code throughout mass incarceration: The influence of subculture on misconduct, victimization, and offender attitudes.* **PI: Mitchell, M.M.**; Supervisor: Tasca, M. Funded by the Charles Koch Foundation, Dissertation Research Grant \$5,000.

Other Grant Experience

- 2019-2020 *A longitudinal study of Correctional Services Canada correctional officers' mental health and wellbeing: The role of prison work in shaping correctional staff health and self over time.* PI: Ricciardelli, R.; **Co-PI's: Mitchell, M.M.**, Carleton, R.N.,

¹This transdisciplinary project includes epidemiologists, psychiatrists, psychologists, sociologists, criminologists, electrical engineers, lawyers, health professionals, and geographers throughout Canada and the United States. This funding is specifically designed for team grants, consequently, numerous scientists are involved.

Czarnuch, S., Gacek, J., Groll, D., Heber, A., Moran, D., Quirion, B., Adorjan, M., Evans, M., Maier, K., Phoenix, J. Funded by the Canadian Institute of Health Research (CIHR) \$30,000. UCF Sub-Contract: \$0.²

2019 *Leaving gangs and desisting from crime using a multidisciplinary team approach: A randomized control trial evaluation of the Gang Reduction Initiative of Denver.* PI: Pyrooz, D.C.; **Role: Advisory Board Member.** Funded by the National Institute of Justice, Research on Gangs and Gang Violence (2018-75-CX-0028) \$600,797.

Unfunded

2025-2027 *Voices on the Front Line: Exploring the Wellness of Manitoba's 911 Operators, Dispatchers, and Tactical Radio Teams.* PI: Siqueira Cassiano, M, **CO-PI's: Mitchell, M.M.,** Maier, K., Afifi, T., Czarnuch, S., Greene, C., Hussain, A., Johnson, D., Ricciardelli, R., Urbanik, M., Williams, T., MacDonald, N., Stewart, R. Submitted to the Canadian Institute of Health Research \$970,000 (CAD). UND Sub-Contract: \$116,369 (CAD).

2025-2026 *Minnesota Community Supervision Workload Study.* PI: Matz, A.K.; **CO-PI's: Mitchell, M.M.,** Lowe, N.C. Submitted to the Minnesota Department of Corrections \$449,461.75. UND Sub-Contract: \$150,086.75.

2024-2027 *SWMCCC: Integrated Rural Community Program (iRCP).* PI: Southwest Multi-County Correction Center (SWMCCC); Evaluator: **Mitchell, M.M.** Submitted to the Bureau of Justice Assistance (BJA) \$825,000. UND Sub-contract: \$14,143.

2024-2025 *North Dakota Opioid Settlement Fund (OSF) Grant.* PI: Southwest Multi-County Correction Center (SWMCCC); Evaluator: **Mitchell, M.M.** Submitted to the State of North Dakota \$592,886. UND Sub-contract: \$27,224.

2023-2028 *Elevating Correctional Culture, Climate, and Workplace Outcomes: An Action Research Approach for Holistic and Sustainable Change.* **PI: Mitchell, M.M.;** Co-PI's: Russell, T., Matz, A., Ricciardelli, R., Lowe, N. Submitted to the National Institute of Justice (NIJ) \$2,322,305.

2023-2025 *Reaching Each Correctional Office to adVance and Enhance Recovery (RECOVER).* PI: Juntunen, C.; **Co-PI's Mitchell, M.M.,** Flinn, R., Matz, A., Mazer, R. Submitted to the Bureau of Justice Assistance (BJA) \$3,498,608.

² This transdisciplinary project included epidemiologists, psychiatrists, psychologists, sociologists, criminologists, electrical engineers, lawyers, health professionals, and geographers throughout Canada and the United States. This funding was specifically designed for team grants, consequently, numerous scientists are involved. This grant was seed funding for one year to develop a pilot for the larger grant that was awarded (see above). I did not receive any money from this grant though I helped write the grant application, worked on data collection procedures, and wrote progress reports.

- 2023-2028 *A Longitudinal Study of Correctional Services Canada's Correctional Workers Mental Health and Well-being: The Role of Prison Work and Prisons in Shaping Health, Organizations, Respect, and Knowledge.* PI: Ricciardelli, R.; **Co-PI's Mitchell, M.M.**, Adorjan, M., Arnold, H., Carleton, R.N., Cramm, H., Eriksson, A., Gacek, J., Genest, C., Groll, D., Hadden, K., Heber, A., Keown, L., MacDermid, J., Maier, K., McElheran, M., McKinnon, M., Moran, D., Quirion, B., Sinden, K., Siqueira Cassiano, M., Spencer, D. Robertson, G. Submitted to by the Canadian Institute of Health Research (CIHR) \$3,545,000 (Canadian). UND Sub-Contract: \$125,000.
- 2022 *Structured Segregation Units in Canadian Federal Prisons: The Impact of Intense Prisoner Surveillance on the Occupational Health and Safety of Correctional Officers.* PI: Ricciardelli, R.; **Co-PI's: Mitchell, M.M.**, Siqueira Cassiano, M., Hadden, K., Heber, A. Submitted to the Canadian Institute of Health Research (CIHR) \$945,000. UND Sub-Contract: \$38,135.
- 2020 *Florida Prison Education Project.* PI: Watson, K., Co-PI's: **Mitchell, M.M.**, Kinchen, E. Pabst-Steinmetz Foundation Arts & Wellness Innovation Award \$25,000.
- 2019 *Proposal to establish a rural jail research hub site at the University of Central Florida.* PI: Labrecque, R.M.; Co-PI's: **Mitchell, M.M.**, Caudy, M., Viglione, J., Baker, T. Submitted to the Vera Institute of Justice \$200,000.
- Review of the Harris County criminal justice system.* PI: Jacinta Gau; Co-PI's: **Mitchell, M.M.**, Peck, J., Caudy, M., Viglione, J., Ray, J., Kaukinen, C., Backes, B. Submitted to Harris County, Texas \$1,500,000.
- 2018 *Prisoner reentry, social inequality, and street and prison culture.* PI: Pyrooz, D.C., Co-PI's: **Mitchell, M.M.**, Moule Jr., R.K., Decker, S.H. Submitted to the Russell Sage Foundation: Social Inequality \$128,000.

INVITED PRESENTATIONS

- 2024 *Creating Inclusive and Empowering Educational Space for People Impacted by Mass Incarceration.* University of Central Florida: Corrections and Penology.
- 2024 *The Effectiveness of SORN Laws: A Meta-Analysis of Twenty-Five Years of Finding.* National Association for Rational Sex Offense Laws (NARSOL).
- 2023 *Twenty-five years of sex offender and notification policies.* Women Against the Registry.
- 2021 *Navigating the portfolio and dissertation.* Sam Houston State University: Doctoral Student Development.
- 2020 *Using widgets in Webcourses.* University of Central Florida: Faculty Center for Teaching and Learning: Technology Tuesday
- 2020 *Time management and balancing the demands of academia.* Sam Houston State University: Criminal Justice Graduate Student Organization.

- 2019 Preparing for the job market. University of Central Florida: Criminal Justice Graduate Student Association
- 2018 *The convict code revisited: An examination of inmate subculture and its association with violent misconduct and violent victimization.* Bureau of Justice Statistics.

CONFERENCE PARTICIPATION

(** denotes author with lived experience; *denotes graduate or undergraduate student)

National

- 2025 Camm, C.* Siqueira Cassiano, M., **Mitchell, M.M.**, Ricciardelli, R. *Child/Youth Sexual Offence Cases in Canada: Gender Discrepancy in Sentencing Outcomes.* Academy of Criminal Justice Sciences, Denver, CO.
- 2024 Cordero Treston, K.*, **Mitchell, M.M.**, Fissel, E., Woerner, J. *Predicting, Preventing, and Projecting Attrition in a Longitudinal and Crowdsourced-Recruited Sample.* American Society of Criminology, San Francisco, CA.
- Mitchell, M.M.**, Ricciardelli, R. Cassiano, M. *The Mental Health and Wellness of Correctional Officers in Canada: Programs and Practice.* Academy of Criminal Justice Sciences, Chicago, IL.
- 2022 Fahmy, C.F. & **Mitchell, M.M.** *Examining Recidivism During Reentry: Proposing a Holistic Model of Health and Wellbeing.* American Society of Criminology, Atlanta, GA.
- Mitchell, M.M. & Zgoba, K. *The Effectiveness of Sex Offender Registration and Notification (SORN): A Meta-Analysis of Twenty-Five Years of Findings,* Academy of Criminal Justice Sciences, Las Vegas, NV.
- 2021 **Mitchell, M.M.**, & Ricciardelli, R. *Canadian Correctional Workers' Wellbeing, Organizations, Roles and Knowledge (CCWORK): The Protocol.* American Society of Criminology, Chicago, IL. (did not attend due to COVID-19)
- Mitchell, M.M.**, Ricciardelli, R., Taillieu, T., Carleton, R.N., Afifi, T. O., Barnim, N., Bahji, A., & Groll, D. *Understanding the Prevalence of Mental Health Disorders in Provincial and Territorial Correctional Workers –A National Study.* Academy of Criminal Justice Sciences, Virtual.
- 2020 **Mitchell, M.M.**, Ricciardelli, R., Carleton, R.N., Taillieu, T., & Afifi, T. *Mental health disorders, diagnoses, and risk factors: Examining how prevalence estimates and risk factors for mental health vary across correctional workers.* American Society of Criminology, Washington, DC. (cancelled due to COVID-19)

Mitchell, M.M., Ricciardelli, R., Carleton, R.N., Barnim, N., Bahji, A., & Groll, D. *Correctional Work, Wellbeing, and Mental Health Disorders*. Academy of Criminal Justice Sciences, San Antonio, TX. (Cancelled due to COVID-19)

2019 **Mitchell, M.M.** & Pyrooz, D.C. *The use of restrictive housing on gang and non-gang affiliated inmates in U.S. prisons: Findings from a national survey of correctional agencies*. American Society of Criminology, San Francisco, CA.

Mitchell, M.M., Fahmy, C., Clark, K., Pyrooz, D.C., & Decker, S.H. *Predictors of recidivism: Estimating the effects of non-random study attrition for longitudinal research*. Academy of Criminal Justice Sciences, Baltimore, MD.

2018 **Mitchell, M.M.**, Pyrooz, D.C., & Decker, S.H. *Cultural implications on inmate experiences: Evaluating the association between the convict code and victimization in prison*. American Society of Criminology, Atlanta, GA.

Mitchell, M.M. *Cultural implications of inmate behavior: Evaluating the association between the convict code and inmate misconduct*. Academy of Criminal Justice Sciences, New Orleans, LA.

2017 **Mitchell, M.M.** *Measuring the convict code: Evaluating the construct using exploratory and confirmatory factor analysis*. American Society of Criminology, Philadelphia, PA.

Mitchell, M.M., Spooner, K., Wu, J., Pyrooz, D.C., & Decker, S.H. *Interviewing gang members in prison: Operational lessons from the LoneStar Project*. Academy of Criminal Justice Sciences, Kansas City, MO.

Fahmy, C., Clark, K., **Mitchell, M.M.**, Pyrooz, D.C., & Decker, S.H. *From the prison to the street: Finding gang and non-gang members in the free world*. Academy of Criminal Justice Sciences, Kansas City, MO.

2016 **Mitchell, M.M.**, Spooner, K., Jia, D., & Zhang, Y. *The effect of prison visitation on reentry success: A meta-analysis*. American Society of Criminology, New Orleans, LA.

**Also presented at Sam Houston State University 3MT (Minute Thesis)

Mitchell, M.M., Brinser, K., & Jia, D. *HOPE is around the corner: Determining the effect of neighborhood revitalization on crime*. Academy of Criminal Justice Sciences, Denver, CO.

Mitchell, M.M., Fahmy, C., Pyrooz, D.C., & Decker, S.H. *Code of the street, convict code, street gangs, and prison gangs: Differences and similarities in offender subcultures*. Academy of Criminal Justice Sciences, Denver, CO.

- 2015 **Mitchell, M.M.** *Gang life: More than drugs, violence, and crime.* American Society of Criminology, Washington, DC.
- Mitchell, M.M.** *Neighborhood crime and police calls for service in gentrifying areas.* Academy of Criminal Justice Sciences, Orlando, FL. **Also presented at Sam Houston State University Graduate Research Symposium.
- 2014 **Mitchell, M.M.,** Armstrong, G.S., & Armstrong, T. *Racial threat hypothesis and school discipline: Restorative or punitive treatment of Native American students.* American Society of Criminology, San Francisco, CA.
**Also presented at Sam Houston State University Graduate Research Symposium
- 2013 **Mitchell, M.M.,** & Browning, S. *Sobriety checkpoints and the university student.* American Society of Criminology, Atlanta, GA.
- 2012 Reece, K., & **Mitchell, M.M.** *Racial disparities in the criminal justice system.* Nehemiah Center for Justice and Reconciliation, Madison, WI.
- Mitchell, M.M.,** & Browning, S. *The effects of informal and formal labeling on later self-reported non-violent and violent delinquency.* American Society of Criminology, Washington, DC.

Regional

- 2024 Truman, J.**, **Mitchell, M.M.,** Lewis, M.*, Neary, M.** *Voices from Within: Using Lived Experience to Reform Laws, Policies, and Reentry Requirements for Individuals Convicted of a Sex Offense (ICSO).* Palm Beach County Reentry Summit, West Palm Beach, FL
- 2021 Cordero Treston, K. T.*, **Mitchell, M.M.,** & Riccardelli, R. *Punitive or Rehabilitation? Correctional Officer Perceptual Changes,* Southern Criminal Justice Association, Daytona, FL.

State

- 2021 **Mitchell, M.M.,** Cordero Treston, K. T. *Creating an Inclusive Educational Space for People Impacted by Mass Incarceration.* UCF Faculty Center for Teaching and Learning Summer Conference, Virtual.
- 2020 **Mitchell, M.M.** *TikToking and Tweeting: Using Social Media to Engage Students in Research Projects.* Florida Statewide Symposium on Undergraduate Research, Virtual.

Other Conference Participation

- 2019 **Mitchell, M.M.,** Ricciardelli, R., Groll, D., Quirion, B., Orrick, E., Niebuhr, N., Askew, L., & Griffin, A. *Correctional officer recruit's mental health, training, and*

retention concerns. Roundtable at the American Society of Criminology, San Francisco, CA.

2015 Gravel, J., Valasik, M., Pyrooz, D.C., & **Mitchell, M.M.** *The small world of gang research: "Gangs" of gang scholars in a co-authorship network.* American Society of Criminology, Washington, DC.

TEACHING

Courses Taught

Undergraduate Face-to-Face

University of North Dakota

- Introduction to Corrections
- Introduction to Courts

University of Central Florida

- Data Analysis for Criminal Justice
- Corrections and Penology

Upper Iowa University

- Senior Project Capstone
- Juvenile Justice
- Victimology
- Introduction to Criminal Justice
- Criminology

Undergraduate Synchronous Online

University of Central Florida

- Emergent Issues: Race, Ethnicity, Equity, and (In)justice

Undergraduate Asynchronous Online

University of North Dakota

- Introduction to Courts
- Introduction to Corrections

University of Central Florida

- Data Analysis for Criminal Justice
- Corrections and Penology
- Race, Ethnicity, Equity, and (In)justice

Graduate Asynchronous Online

University of Central Florida

- Data Analysis for Criminal Justice

Graduate Synchronous Online

University of North Dakota

- Scholarly Projects

Student Mentorship

Dissertations and Theses

- 2025-Current Kate McKinney, University of North Dakota: Counseling Psychology.
Dissertation Committee Member
- 2025-Current Kirsten Knodel, University of North Dakota: Criminal Justice, Thesis Chair
- 2023-Current Anthony Abshire, University of Alabama: School of Social Work. Dissertation
Committee Member
- 2023-Current Emily Stefhon, University of North Dakota: Clinical Psychology. Dissertation
Committee Member
- 2023-Current Laura Heller, University of North Dakota: Criminal Justice. Dissertation Chair
- 2023-2024 Kasey Treston, University of Central Florida: Criminal Justice. Dissertation
Committee Member
- 2022-2023 Ashley Appleby. *A mixed-methods approach to understanding higher education
in the non-traditional classroom: How pedagogy, policy, and technology
influence teaching in prison.* Rutgers University. Dissertation Committee Member

Master's Student Independent Research

- 2025 Kirsten Knodel
Andrea Johnson
- 2024 Andrea Johnson
Kirsten Knodel

Undergraduate Independent Research

- 2025 Dylan Kennedy
Kambrya Stephenson
Amana Quaye
Dana Conley
- 2024 Maddie Lewis
Angelise Khoury
Kambrya Stephenson
Amana Quaye
Dana Conley
Lauren Brenden
Kirsten Knodel
Michael Lien
- 2023 Michael Lien
- 2021 Isabella Bustamante
Sofia Colon
Xiomara Martinez
- 2020 Isabella Bustamante

Undergraduate Honors Thesis

2018-2019 Catarina Kaltenhauser. *Evaluating gendered responses to proposed Title IX changes on college campuses*. University of Central Florida. Thesis Chair

UCF: ADL5000 Mentor

2020-2021 Nicholas Paul

2019-2020 Christina Burton

SERVICE

Department Service

2023-Current Manager, University of North Dakota, Department of Criminal Justice, Criminal Justice Studies Social Media

2022-Current Member, University of North Dakota, Department of Criminal Justice Merit Review Committee

Member, University of North Dakota, Department of Criminal Justice Program Assessment Committee

Member, University of North Dakota, Department of Criminal Justice Undergraduate Program Curriculum Development Committee

Member, University of North Dakota, Department of Criminal Justice Bylaws Committee

Member, University of North Dakota, Department of Criminal Justice Diversity, Equity, and Inclusion Committee

Member, University of North Dakota, Department of Criminal Justice Graduate Program Curriculum Development Committee

Member, University of North Dakota, Department of Criminal Justice Graduate Program Admissions Committee

2022-2024 Co-Advisor, University of North Dakota, Department of Criminal Justice Criminal Justice Student Organization

2020-2022 Member, University of Central Florida, Department of Criminal Justice Racial Justice Committee

2019-2020 Member, University of Central Florida, Department of Criminal Justice Awards Committee

2018-2019 Member, University of Central Florida, Department of Criminal Justice, Promotion and Tenure Research Committee

2018 Presenter, University of Central Florida, Department of Criminal Justice, Graduate Student Association: Resources for students

College Service

2023-Current Co-Chair, University of North Dakota College of Arts and Sciences: UNDERgraduate Showcase

2021 Judge, University of Central Florida College of Community Innovation and Education-Office of Research: Annual Research Showcase

- 2020 Judge, University of Central Florida College of Community Innovation and Education-Office of Research: Annual Research Showcase
- 2019 Judge, University of Central Florida College of Community Innovation and Education-Office of Research: Annual Research Showcase

University Service

- 2024-Current Prisoner Representative, University of North Dakota Institutional Review Board
- 2023-Current Member, University of North Dakota Senate Faculty Instructional Development Committee (FIDC)
- 2019-2022 Hearing officer, University of Central Florida Office of Student Conduct
- 2019 Judge, University of Central Florida Office of Research: Graduate Research Forum

Professional

Committees

- 2025-Current Prisoner Representative, North Dakota State University Institutional Review Board
- 2024-Present Chair, American Society of Criminology, Division on Corrections & Sentencing: Edward J. Latessa Practitioner Research, Marguerite Q. Warren and Ted B. Palmer Differential Intervention, and Distinguished Service Awards Committee
- 2018-Present Member, American Society of Criminology, Division on Corrections & Sentencing: Dissertation Scholarship Committee
- 2019-2022 Mentor, American Society of Criminology, Division on Corrections & Sentencing: 20-for-20 Mentoring Campaign
- 2021-2022 Member, American Society of Criminology, Division on Corrections & Sentencing: Outreach Committee

Editorial Board Member

Journal of Criminal Justice
Journal of Crime & Justice

Manuscript and Book Reviewer

Criminology
Justice Quarterly
Journal of Research in Crime and Delinquency
Journal of Criminal Justice
Criminal Justice & Behavior
Journal of Development and Life Course Criminology
Criminal Justice Policy Review
Criminal Justice Review
International Journal of Offender Therapy and Comparative Criminology
Journal of School Violence
Race and Justice
Journal of Criminal Justice Education
Journal of Crime & Justice
American Journal of Criminal Justice
Homicide Studies

Theoretical Criminology
Journal of Restoration, Rehabilitation, and Reentry
Journal of Prisoners on Prisons
Kriminologie-Das Online-Journal
Sustainability
Journal of Forensic Psychology: Research and Practice
Sociology Compass
Sociological Forum
Routledge
Springer/Palgrave Macmillan

Conference Chair and Discussant

- 2019 Academy of Criminal Justice Sciences session chair/discussant: “Measurement and Validity Issues”
- 2018 American Society of Criminology session chair/discussant: “Resources & programs aiding reentry in prison”
American Society of Criminology session chair/discussant: “The role of community in the reentry process”
- 2016 American Society of Criminology session chair/discussant: “Individual and family impacts of incarceration”
- 2015 Academy of Criminal Justice Sciences session chair/discussant: “Policing: Calls for service and technology”
- 2014 American Society of Criminology session chair/discussant: “Disparities in treatment of youth”
- 2013 American Society of Criminology session chair/discussant: “Policing special populations”
- 2011 American Society of Criminology session chair/discussant: “Gender and class differences in juvenile delinquency and criminal behavior”

Community Service

- 2024-Current Member, Clay County Attorney’s Office: Restorative Practices Advisory Committees
- 2023-Current Grant and Empirical Advisor, F5 Project
- 2023-2024 Task Force Advisor, Fargo Moorhead West Fargo Chamber of Commerce: Good Jobs Challenge
- 2023-2024 Grant and Empirical Advisor, Southwest Multi-County Correction Center

PROFESSIONAL DEVELOPMENT

- 2025 The Ridge: Clinical Innovations in Recovery and Reentry
University of North Dakota: Teach Better and Publish More: The Scholarship of Teaching and Learning (SoTL)
- 2024 University of North Dakota: Fall 2024 Book Read: Co-Intelligence: Living and Working with AI
University of North Dakota: Designing AI Guidelines for Your Courses and Programs

- 2023 University of North Dakota: Blackboard Ultra: Getting Your Course Ready
 University of North Dakota: Build Your Social Media Presence
 University of North Dakota: Back to Basics: Teaching Information Literacy and
 Critical Thinking in the Age of AI [[conference assignment link](#)]
 National Institute of Corrections: Instilling Holistic Safety
 National Institute of Justice: Promoting Reentry for Young Adults: Perspectives
 from the Field
 SEICHE Center for Health and Justice at the Yale: What's Cash Got to Do with
 It? Guaranteed Income & the Health of People Returning from Incarceration
 Urban Institute of Justice: Prison Research Meets Practice: A Conversation on
 Correctional Staff Wellness
 The Academic Consortium for Criminal Justice Health (AC CJH): Introduction to
 Department of Justice Funding for Researchers
 University of North Dakota: Creating Renewable Assignments
 University of North Dakota: A Conversation About Racial Healing
 University of North Dakota: Collaborative Online International Learning (COIL)
 Platform
 University of North Dakota: Courseleaf SYL Platform
- 2022 University of North Dakota: Alice T. Clark Mentoring Program
 University of North Dakota: Diversity, Equity, and Inclusion in Higher Education
 and Beyond
 University of North Dakota: Alice T. Clark Mentoring Program
 University of North Dakota: LGBTQ+ 101
 University of North Dakota: Allyship
- 2021 University of Central Florida Faculty Center for Teaching and Learning Summer
 Conference: Prison Education Track
- 2020 University of Central Florida Office of Diversity and Inclusion: Safezone
 Advocates
- 2019 The International Instructor Training Institute of The Inside-Out Prison Exchange
 Program
 University of Central Florida: Green Dot Bystander Intervention
 University of Central Florida Office of Diversity and Inclusion: Inclusive
 Communication
 University of Central Florida Office of Diversity and Inclusion: LGBTQ+101
 University of Central Florida Faculty Center for Teaching and Learning: Teaching
 and Learning Day
 University of Central Florida Center for Distributed Learning: Webcourses New
 Gradebook

- 2018 University of Central Florida Center for Distributed Learning: Instructional Design for Online Teaching
University of Central Florida Office of Research: National Science Foundation Inside Scoop
University of Central Florida Office of Research: Introduction to Grants
Presenting Data and Information with Edward Tufte
- 2017 Sam Houston State University: Academic Teaching Conference
- 2016 Sam Houston State University: Academic Teaching Conference
ICPSR Workshop: Multi-Level Modeling for Longitudinal and Clustered Data
Sam Houston State University: Research and Statistics Workshop
- 2015 Sam Houston State University: LoneStar Project Blaise-CAPI
Sam Houston State University: LoneStar Project Interviewing Techniques of Special Populations
Sam Houston State University: Survival Analysis
Sam Houston State University: STATA Analysis
Sam Houston State University: Blackboard Training Certificate
Sam Houston State University: Graduate Studies Leadership Conference
Sam Houston State University: Online & Teaching Conference
- 2014 Sam Houston State University: Graduate Studies Leadership Conference
Sam Houston State University: Academic Teaching Conference
Sam Houston State University: Hierarchical Linear Modeling Training
- 2013 Sam Houston State University: Academic Teaching Conference
- 2012 YWCA: Racial Justice Summit
- 2010 American Society of Criminology: Propensity Score Matching Workshop
Minnesota State University Moorhead: Designing Online Instruction & Teaching Online Courses
North Dakota State University: Multi-Disciplinary Academic Writing
- 2009 North Dakota State University: Introduction to College Teaching
- 2008 North Dakota State University: Bullying Intervention: Adults Stepping In
Youth Intervention and Prevention Association: GLBTQ Youth in a System of Care
- 2007 North Dakota State University: Safe Zone Ally Training Step #2: Gender Identity
North Dakota State University: Social Justice Workshops: Racism, Classism, Sexual Orientation, and Gender Identity
- 2006 North Dakota State University: TOCAR (Training Our Campus Against Racism) Part 1
North Dakota State University: Safe Zone Ally Training

Statistical Program Proficiencies

- Stata
- SPSS
- AMOS
- CMA
- HLM
- SAS
- Esri ArcGis
- Geoda

HONORS, AWARDS, AND SCHOLARSHIPS

- 2024 American Society of Criminology: Division on Corrections & Sentencing-Distinguished Young Scholar
- 2020 University of Central Florida-Department of Criminal Justice: Criminal Justice Excellence in Research (\$500)
- 2017 Sam Houston State University: General Graduate Studies Scholarship (\$1,000)
- 2017 Sam Houston State University: Teaching Assistant Certification Series (TACS) (\$500)
- 2016 Association of Doctoral Programs in Criminology and Criminal Justice (ADPCCJ) Fellowship (\$2,700)
- 2016 Sam Houston State University Graduate Studies Scholarship (\$500)
- 2015 Association of Doctoral Programs in Criminology and Criminal Justice (ADPCCJ) Fellowship (\$2,700)
- 2015 Academy of Criminal Justice Sciences: Doctoral Summit Student Participant
- 2015 Sam Houston State University: Academic Success Center-Excellence in Writing
- 2015 Sam Houston State University Graduate Studies Scholarship (\$500)
- 2014 Association of Doctoral Programs in Criminology and Criminal Justice (ADPCCJ) Fellowship (\$2,025)
- 2014 Sam Houston State University Graduate Studies Scholarship (\$500)
- 2013 Association of Doctoral Programs in Criminology and Criminal Justice (ADPCCJ) Fellowship (\$675)
- 2013 University of Wisconsin-Madison: Honorary Fellow

PROFESSIONAL AFFILIATIONS

American Society of Criminology
Academy of Criminal Justice Sciences

RONI MAYZER

University of North Dakota
Department of Criminal Justice
O'Kelly Hall Room 268
221 Centennial Drive STOP 8050
Grand Forks, ND 58202

Phone: 701.777.2078
E-mail: roni.mayzer@UND.edu

EDUCATIONAL BACKGROUND

- Ph.D. Michigan State University
2004 East Lansing, MI
Dual Major: Social Science-Criminal Justice; Developmental Psychology
Dissertation: "First Alcohol Use and the Development of Antisocial Behavior Problems from Preschool through Early Adolescence"
- M.S. Northeastern University
1995 Boston, MA
Criminal Justice
- B.A. University of California, Los Angeles
1994 Los Angeles, CA
Psychology

PROFESSIONAL EXPERIENCE

- July 2019 – Present *Department Chair*, University of North Dakota
Department of Criminal Justice
- 2009 – Present *Associate Professor*, University of North Dakota
Department of Criminal Justice
- 2003 – 2009 *Assistant Professor*, University of North Dakota
Department of Criminal Justice
- 2001 – 2003 *Research Assistant*, Michigan State University
School of Criminal Justice and Julian Samora Research Institute
- 2000 – 2003 *Instructor*, Michigan State University
School of Criminal Justice and Department of Psychology
- 1998 – 2003 *Research Assistant*, UM-MSU Longitudinal Study
University of Michigan Addiction Research Center (UMARC) and
Michigan State University Department of Psychology
- 1997 – 1999 *Research/Teaching Assistant*, Michigan State University
School of Criminal Justice

1995 – 1996 *Assistant to the Editor*, Northeastern University
Journal of Quantitative Criminology

1995 – 1996 *Research Assistant*, Northeastern University
Center for Criminal Justice Policy Research

1994 – 1996 *Research/Teaching Assistant*, Northeastern University
College of Criminal Justice

COURSES TAUGHT

2009 – Present *Associate Professor*, UND, Department of Criminal Justice
2003 – 2009 *Assistant Professor*, UND, Department of Criminal Justice

Courses Taught

Corrections (SOC 351)
Introduction to Corrections (CJ 270)
Women, Crime, and Criminal Justice (CJ 302)
Criminological Theory (CJ 330)
Correctional Alternatives (CJ 350)
Juveniles and the Law (CJ 399)
Adolescent Development and Problem Behavior (CJ 399)
Developmental Perspectives on Adolescent Problem Behavior (CJ 430)
Readings in Criminal Justice (CJ 494)
Contemporary Perspectives in Criminology (CJ 511)
Seminar in Juvenile Justice (CJ 535)
Continuing Enrollment (CJ 996)
Dissertation (CJ 999)
Psychology of Adolescence (PSYC 299)

Advisees

Criminal Justice before 2013-2014: Typical load of 65-95 students; peak n=102
Criminal Justice after 2013-2014: Typical load of 20-50 students
University: Freshman Orientation, 2006-2014

Dissertations Directed

Elizabeth Hagensen (Criminal Justice; graduated August 2012)
Lisa Olson (Criminal Justice; graduated August 2014)
Andrea Sivanich (Criminal Justice; graduated December 2021)
Tami Jo Lieberg (Criminal Justice; graduated May 2024)

Theses Directed

Tami Jo Lieberg (Sociology; graduated May 2008)

Doctoral Advisory/Dissertation Committees Member

Chris Przemieniecki (Criminal Justice; graduated August 2012)
Michael McGrath (Criminal Justice; graduated August 2013)
Stacie Jergenson (Criminal Justice; graduated December 2014)
Fred Matthew Jones (Criminal Justice; graduated December 2016)

Ziwei Qi (Criminal Justice; graduated May 2018)
 Nicholas Lassi (Criminal Justice; graduated May 2018)
 Adrian Martinez (Criminal Justice; graduated August 2020)
 Isaac Mvula (Criminal Justice; graduated May 2023)
 Laura Heller (Criminal Justice)
 Nicole Johanneson Chesemore (Criminal Justice)
 Marisa Mango (Counseling Psychology; graduated August 2021)
 Erica Hoff (Psychology; graduated August 2010)
 Bridget Hanson (Psychology; graduated August 2010)
 Jessica Muge (Psychology; graduated August 2011)
 Holly Rusinko (Psychology; graduated August 2011)
 Mariah Laver Juanto (Psychology; graduated August 2013)
 Adam Austin (Psychology; graduated August 2014)
 Stephanie Parisien (Psychology; graduated December 2014)
 Darci Van Dyke (Psychology; graduated August 2015)
 Ani Mangold (Psychology; graduated August 2022)
 Melvina Brandau (Nursing; graduated May 2016)

Thesis Committee Member

Alex Feidler (Geography; graduated August 2006)
 Holly Rusinko (Psychology; graduated August 2008; Distinguished Thesis Award)
 Sierra Schartz (Criminal Justice)

2001 – 2003	<i>Co-Instructor</i>	Michigan State University, Department of Psychology and UM-MSU Longitudinal Study <u>Course:</u> Advanced-level undergraduate special project seminar Family Health and Child Development
Summer 2001/ Summer 2002	<i>Instructor</i>	Michigan State University, Department of Psychology <u>Course:</u> Developmental Psychology: Adolescence
Spring 2001	<i>Instructor</i>	Michigan State University, School of Criminal Justice <u>Course:</u> Methods of Criminal Justice Research
Fall 2000	<i>Instructor</i>	Michigan State University, School of Criminal Justice <u>Course:</u> Criminology
Fall 1997	<i>Teaching Assistant</i>	Michigan State University, School of Criminal Justice <u>Course:</u> Masters-level Pro-seminar in Criminal Justice
Spring 1995	<i>Teaching Assistant</i>	Northeastern University, College of Criminal Justice <u>Course:</u> Victims of Crime

INSTITUTIONAL SERVICE, UNIVERSITY OF NORTH DAKOTA

University

Faculty Instructional Development Committee Member (2006-2008; 2020-2021)
Colleges Against Cancer/Relay for Life – Faculty Advisor (2017-2020)
Nontraditional Student Scholarship Committee (2018)
Northern Plains Center for Behavioral Research Space Allocation Committee (2014-2017)
University Senate Arts & Sciences Representative (2005-2006; 2010-2011)
Welcome Weekend Faculty Ambassador (2005-2006, 2008, 2010-2011)
Alice Clark Mentor (2009-2010; 2010-2011)
Social Science Seed Grant Committee Member (2010)
Restorative Justice Symposium Planning Committee (2008-2009)
Faculty Instructional Development Committee Chair (2007-2008)
University Senate Member-At-Large (2006-2008)
Reviewer, Action Research Scholars Project proposals – College of Education (2006)
Graduate Faculty – Member

College

Executive Committee (August 2025-Present)
DFW Rates Community of Practice (Fall 2024)
Gradescope Work Group (Spring 2024)
Search Committee for Geography Assistant Professor (2022-2023; 2024-2025)
Phi Beta Kappa General Member (2007-Present)
Phi Beta Kappa Executive Committee Member (2007-2013; 2015-2016; 2021-Present)
Phi Beta Kappa Chapter President (2009-2010; 2012-2013)
Phi Beta Kappa Chapter Vice President (2008-2009; 2011-2012)
Women and Gender Studies Member Relations Committee Member (2012-2017)
Women and Gender Studies Member Relations Committee Chair (2012-2013)
Women and Gender Studies Executive Council Member (2012-2013)
Communication Department Executive Committee – Arts & Sciences (Spring 2019)
Dean Search Committee – Arts & Sciences (2012-2013)
Student Appeals Committee – Arts & Sciences (2009-2012)
Department of English Program Review Committee Chair – Arts & Sciences (2010-2011)
Salaries Committee – Arts & Sciences (2005-2008)
Women and Gender Studies Program – Member/Affiliate

Department

Department of Criminal Justice Committees

- Annual Review/Reappointment Committee (2003-Present)
- Merit Review Committee (2003-Present)
- Program Assessment Committee (2003-Present)
- Undergraduate Program Curriculum Development Committee (2003-Present)
- Graduate Program Curriculum Development Committee (2003-Present)
- Graduate Program Admissions Committee (2003-Present)
- Bylaws Committee (2006-Present)
- Diversity, Equity, and Inclusion Committee (2021-Present)

- Criminological Theory Comprehensive Exam Committee (2006-2020)

Criminal Justice Pre-Law Coordinator (2019-Present)

Library Liaison (2022-Present)

Advisor for Alpha Phi Sigma national honor society chapter (2008-Present)

Analyst for Criminal Justice undergraduate program assessment data (2005-Present)

Liaison for prospective Criminal Justice students (2004-Present)

Co-Director of graduate program (2012-2013; 2014-2017)

Chair, Search Committee for Administrative Secretary (2025)

Search Committee for Forensic Science Assistant Professor (2024-2025)

Search Committee for Forensic Science Assistant Professor (2023-2024)

Search Committee for Forensic Science Assistant Teaching Professor (2023)

Chair, Search Committee for Criminal Justice Assistant Professor (2022)

Search Committee for Forensic Science Assistant Professor (2022)

Chair, Search Committee for Criminal Justice Assistant Professor (2021)

Search Committee for Forensic Science Assistant/Associate Professor (2021)

Search Committee for Forensic Science Assistant Professor (2020-2021)

Chair, Search Committee for Criminal Justice Assistant Professor (2019-2020)

Chair, Search Committee for Criminal Justice Full Time Instructor (2019-2020)

Search Committee for Forensic Science Full Time Instructor (2019-2020)

Search Committee for Criminal Justice Full Time Instructor (2018-2019)

Search Committee for Criminal Justice Assistant/Associate Professor (2015-2016)

Search Committee for Criminal Justice Full Time Instructor (2015-2016)

UND Open House Representative (January 2005; October 2005; February 2006; February 2007; February 2008; April 2009; April 2010; November 2010; March 2011; November 2011; March 2012; others from 2012-Present)

Organizer of LINK event for Criminal Justice student partnership with the Grand Forks Region Economic Development Corporation and UND Center for Community Engagement (Spring 2011)

PROFESSIONAL SERVICE

Consulting Editor, *Adversity and Resilience Science*. Publisher: Springer (January 2023-Present)

Committee Member, Domestic Violence Court (DVC) Steering Committee; Grand Forks, ND (Spring 2023-Present)

Committee Member, Children of Incarcerated Parents Initiative (COIPI); North Dakota Department of Corrections and Rehabilitation (ND DOCR) (Spring 2022-Present)

Conference Panel Chair: "Physical and Sexual Intimate Partner Violence: Predictors, Measurement and Consequences," Annual Meeting of the American Society of Criminology, New Orleans, LA (2016, November)

Conference Panel Chair: "Crime in Rural Settings," Annual Meeting of the Academy of Criminal Justice Sciences, Philadelphia, PA (2014, February)

Roundtable Participant: “Diversity in Science, Technology & the Media,” Red River Women’s Studies Conference, Grand Forks, ND (2010, September)

Roundtable Moderator: “Criminal Justice,” Red River Women’s Studies Conference, Grand Forks, ND (2007, November)

Roundtable Moderator: “Undergraduate Women Speak Out,” Red River Women Studies Conference, Grand Forks, ND (2005, November)

Conference Panel Chair: “Childhood Risk Factors for Antisocial Behavior,” Annual Meeting of the American Society of Criminology, Toronto, Canada (2005, November)

Conference Panel Chair: “Drinking and Crime,” Annual Meeting of the American Society of Criminology, Chicago, IL (2002, November)

PUBLICATIONS

Refereed Journal Articles

- Mayzer, R., Legerski, E., Jones, F. M., & Jayasundara, D. S. (OnlineFirst 2024). Examining interpersonal violence in the context of boomtowns: A case study from the Bakken oil fields. *Criminal Justice Review*.
- Jones, F. M., & Mayzer, R. (2021). A fifth wave? The changing nature of boomtown research. *The Extractive Industries and Society*, 8(2), 100893.
- Heitkamp, T., & Mayzer, R. (2018). Implications for practice: Risks to youth in boomtowns. *Child Welfare*, 96(4), 47-71.
- Ruddell, R., Jayasundara, D. S., Mayzer, R., & Heitkamp, T. (2014). Drilling down: An examination of the boom-crime relationship in resource-based boom counties. *Western Criminology Review*, 15(1), 3-17.
- Bradley, A. R., Mayzer, R., Schefter, M., Olufs, E., Miller, J., & Laver, M. (2012). Juvenile competency and responsibility: Public perceptions. *Journal of Applied Social Psychology*, 42(10), 2411-2432.
- Mayzer, R., Bradley, A. R., Rusinko, H., & Ertelt, T. W. (2009). Juvenile competency to stand trial in criminal court and brain function. *The Journal of Forensic Psychiatry & Psychology*, 20(6), 785-800.
- Mayzer, R., Fitzgerald, H. E., & Zucker, R. A. (2009). Anticipating problem drinking risk from preschoolers’ antisocial behavior: Evidence for a common delinquency-related diathesis model. *Journal of the American Academy of Child & Adolescent Psychiatry*, 48(8), 820-827.
- Feidler, A., Mayzer, R., Romig, K., & Munski, D. (2008). Spatial patterns of methamphetamine in North Dakota. *The Geographical Bulletin*, 49(1), 33-46.

- Mayzer, R., Gray, M. K., & Maxwell, S. R. (2004). Probation absconders: A unique risk group? *Journal of Criminal Justice*, 32(2), 137-150.
- von Eye, A., Lösel, F., & Mayzer, R. (2003). Is it all written in the stars? A methodological commentary on Sachs' astrology monograph and re-analyses of his data on crime statistics. *Psychology Science*, 45(1), 78-91.
- Mayzer, R., & DeJong, C. (2003). Student satisfaction with distance education in a criminal justice graduate course. *Journal of Criminal Justice Education*, 14(1), 37-52.

Book Chapters

- DiCristina, B., Gottschalk, M., & Mayzer, R. (2014). Four currents of criminological thought. In Arrigo, B., & Bersot, H. Y. (Eds.), *The Routledge handbook of international crime and justice studies* (pp. 9-32). New York: Routledge.
- Howard, G. J., Van Wieren, J., Gottschalk, M., Mayzer, R., & Smith, T. (2010). Evolution, development, and comparative criminology: An ode to Shoham. In H. L. Israeli (Ed.), *The fortitudes of creativity: In honor of Shlomo Giora Shoham* (Part 2, pp. 38-70). Kadima: Gala Kedem.

Reports and Other Publications

- Matz, A. K., Fansher, A., Mayzer, R., Archbold, J., Stephenson, K., & Schartz, S. (2025). *UND CONNECT: A preliminary overview of courtroom observations and interviews with GFDVC professionals and representatives*. Brief. <https://commons.und.edu/cj-fac/10>
- Matz, A. K., Mayzer, R., Archbold, J., Schartz, S., Buntrock, A. J., & Alarid, L. F. (2025). *Domestic violence court: A Grand Forks experiment*. University of North Dakota, College of Arts & Sciences, Department of Criminal Justice. Research Report. <https://commons.und.edu/cj-fac/9/>
- Matz, A. K., Archbold, J., Schartz, S., Mayzer, R., & Buntrock, A. J. (2024). *Results of a preliminary outcome evaluation for the Grand Forks Domestic Violence Court on subsequent intimate partner violence*. Internal Report.
- Matz, A. K., Mayzer, R., Ledahl, S., & Buntrock, A. J. (2023). *Measuring success: An evaluability assessment for the Grand Forks Domestic Violence Court*. Research Report. <https://commons.und.edu/cj-fac/7/>
- Quam, L., Matz, A. K., Mayzer, R., Korsmo, D., Kerzmann, M., & Hilzendeger, M. (2022). *Improving coordination for children of incarcerated parents*. Brief. <https://commons.und.edu/cj-fac/6/>
- Matz, A. K., Mayzer, R., & Herberholz, M. (2022). *Interventions pertinent to children of incarcerated parents*. Research Report. <https://commons.und.edu/cj-fac/5/>

- Jayasundara, D. S., Heitkamp, T., Mayzer, R., Legerski, E., & Evanson, T. A. (2016). *Exploratory research on the impact of the growing oil industry in North Dakota and Montana on domestic violence, dating violence, sexual assault, and stalking: A final summary overview*. <https://www.ncjrs.gov/pdffiles1/nij/grants/250378.pdf>
- Heitkamp, T., & Mayzer, R. (2014). *Williston after school and youth safety survey: Findings and recommendations*. White Paper.
- Gottschalk, M., & Mayzer, R. (2011). *Final report on the Manualized Cognitive Behavioral Therapy Program of the North Dakota District of United States Probation and Pretrial Services*. District of North Dakota. U.S. Probation and Pretrial Services.
- Mayzer, R., Puttler, L. I., Wong, M. M., Fitzgerald, H. E., & Zucker, R. A. (2003). Developmental constancy of social misbehavior from early childhood to adolescence as a predictor of early onset of alcohol use. *Alcoholism: Clinical and Experimental Research*, 27, 65A (Abstract).
- Mayzer, R., Puttler, L. I., Wong, M. M., Fitzgerald, H. E., & Zucker, R. A. (2002). Predicting early onset of first alcohol use from behavior problem indicators in early childhood. *Alcoholism: Clinical and Experimental Research*, 26, 124A (Abstract).
- Mayzer, R., Wong, M. M., Puttler, L. I., Fitzgerald, H. E., & Zucker, R. A. (2001). Childhood indicators and early onset of alcohol use. *Alcoholism: Clinical and Experimental Research*, 25, 44A (Abstract).
- Wong, M. M., Puttler, L. I., Zucker, R. A., Fitzgerald, H. E., & Mayzer, R. (2001). Depression and early onset of alcohol use. *Alcoholism: Clinical and Experimental Research*, 25, 44A (Abstract).
- Mayzer, R. (2001). Cognitive development: Piaget. In A. S. Honig, H. E. Fitzgerald, & H. Brophy Herb (Eds.). *Infancy in America: An encyclopedia* (pp. 141-148). Denver, CO: ABC-CLIO.
- Mayzer, R. (1996). *Strategic plan for neighborhood policing*. District D-4. Boston Police Department.
- Mayzer, R. (1996). *Strategic plan for neighborhood policing*. District E-5. Boston Police Department.

PROFESSIONAL PRESENTATIONS

National/International

- Matz, A. K., Mayzer, R., Fansher, A., Schartz, S., Archbold, J., Stephenson, K., Buntrock, A. J., & Alarid, L. F. (2025, March). *Evaluation of a newly formed domestic violence court in Grand Forks, North Dakota*. Paper presented at the annual meeting of the Academy of Criminal Justice Sciences, Denver, CO.

- Matz, A. K., Mayzer, R., & Herberholz, M. (2022, March). *Interventions for children of incarcerated parents: A preliminary review of systematic reviews*. Paper presented at the annual meeting of the Academy of Criminal Justice Sciences, Las Vegas, NV.
- Jones, F. M., & Mayzer, R. (2018, November). *Calling on the Imagination: Using Mills and Young to reclaim the rural narrative*. Paper presented at the annual meeting of the American Society of Criminology, Atlanta, GA.
- Mayzer, R., & Jones, F. M. (2017, November). *Challenges with quantitative data in rural settings: Lessons learned in the Northern Plains*. Paper presented at the annual meeting of the American Society of Criminology, Philadelphia, PA.
- Martinez, A., & Mayzer, R. (2017, January). *Acceptance of women in a male-dominated occupation: An examination of college students' perceptions about female police officers*. Lecture presentation at the annual conference of the American Association of Behavioral and Social Sciences, Las Vegas, NV.
- Martinez, A., & Mayzer, R. (2016, November). *Women in policing: Changes in college students' attitudes*. Paper presented at the annual meeting of the American Society of Criminology, New Orleans, LA.
- Mayzer, R., Jones, F. M., & Ruddell, R. (2016, November). *Interpersonal violence in the Bakken: Quantitative findings from an exploratory study*. Paper presented at the annual meeting of the American Society of Criminology, New Orleans, LA.
- Mayzer, R., & Heitkamp, T. (2015, November). *Afterschool programs and youth safety in a boomtown community*. Paper presented at the annual meeting of the American Society of Criminology, Washington, DC.
- Ruddell, R., Heitkamp, T., & Mayzer, R. (2015, November). *Traffic enforcement, dangerous driving, and fatalities in boom counties*. Paper presented at the annual meeting of the American Society of Criminology, Washington, DC.
- Evanson, T. A., Jayasundara, D., Heitkamp, T., Mayzer, R., & Legerski, E. (2015, April). *Big city problems in rural communities: Violence against women in the Bakken*. Paper presented at the 20th conference of the Nursing Network on Violence Against Women International, Atlanta, GA. A version of this paper was also presented regionally at the annual conference of the Midwest Nursing Research Society, Indianapolis, IN (2015, April).
- Crossland, C., Rosay, A. B., Myrstol, B. A., Melton, A. P., & Mayzer, R. (2014, November). *A roundtable: The National Institute of Justice's program of research examining violence against Indian women*. Roundtable presented at the annual meeting of the American Society of Criminology, San Francisco, CA.
- Mayzer, R., & Ruddell, R. (2014, February). *Oil booms and crime: An examination of recent trends in the Bakken*. Paper presented at the annual meeting of the Academy of Criminal Justice Sciences, Philadelphia, PA.

- Bradley, A. R., & Mayzer, R. (2012, November). *Memory, reasoning, and decision-making skills across childhood and adolescence*. Workshop presented at the 10th Symposium on Child Custody Evaluations, Association of Family and Conciliation Courts, Phoenix, AZ.
- Mayzer, R., Bradley, A. R., Olufs, E., Laver, M., Ertelt, T., Bushaw, B., Lippert, K., Norton, C. (2009, August). *The relationship between adjudicative competency and neuropsychological functioning in a juvenile court sample*. Poster presented at the American Psychological Association Annual Convention, Toronto, Canada.
- Bradley, A. R., Mayzer, R., Schefter, M., Olufs, E., Laver, M., Bushaw, B., Holm, J., & Azure, J. (2009, August). *Public perception of juvenile culpability and competency to stand trial in criminal court*. Poster presented at the American Psychological Association Annual Convention, Toronto, Canada.
- Laver, M.D., Bradley, A. R., Mayzer, R., Olufs, E., Brossart, A., Lavoy, A., Holm, J., & Azure, J. (2009, May). *Neuropsychological factors related to unruly versus delinquent status in juvenile offenders*. Poster presented at the annual meeting of the Association for Psychological Science, San Francisco, CA.
- Meyer, M. E., & Mayzer, R. (2007, April). *A comparison of American criminal justice and South African policing student attitudes toward women in policing*. Paper presented at the annual meeting of the Academy of Criminal Justice Sciences, Seattle, WA.
- Mayzer, R., Fitzgerald, H. E., & Zucker, R. A. (2006, November). *Does middle childhood matter? Risk models for adolescent aggression and delinquent behavior*. Paper presented at the annual meeting of the American Society of Criminology, Los Angeles, CA.
- Gottschalk, M., Mayzer, R., & Howard, G. J. (2006, November). *Developmental criminology from a biosocial perspective*. Paper presented at the annual meeting of the American Society of Criminology, Los Angeles, CA.
- Feidler, A., Romig, K., & Mayzer, R. (2006, November). *The geography of methamphetamine arrests and laboratory seizures in North Dakota*. Poster presented at the annual meeting of the American Society of Criminology, Los Angeles, CA.
- Romig, K., Feidler, A., & Mayzer, R. (2006, March). *Geographies of methamphetamine abuse in North Dakota*. Paper presented at the NIDA/AAG Geography and Drug Addiction Symposium, Chicago, IL.
- Mayzer, R., Fitzgerald, H. E., & Zucker, R. A. (2005, November). *Developmental patterns of antisocial behavior from preschool to early adolescence: Profiling continuity versus change*. Paper presented at the annual meeting of the American Society of Criminology, Toronto, Canada.
- Montañez, M., & Mayzer, R. (2005, November). *Differences and similarities among Latino and White adolescents: Structural equation models of social control*. Paper presented at the annual meeting of the American Society of Criminology, Toronto, Canada.

- McCluskey, C. P., Mayzer, R., & White, C. (2003, November). *Early childhood predictors of antisocial behavior: A multiethnic assessment of pathways to child psychopathology*. Paper presented at the annual meeting of the American Society of Criminology, Denver, CO.
- Mayzer, R., Puttler, L. I., Wong, M. M., Fitzgerald, H. E., & Zucker, R. A. (2003, June). *Developmental constancy of social misbehavior from early childhood to adolescence as a predictor of early onset of alcohol use*. Poster presented at the annual meeting of the Research Society on Alcoholism, Fort Lauderdale, FL.
- Mayzer, R., Montañez, M., Wong, M. M., Puttler, L. I., Fitzgerald, H. E., & Zucker, R. A. (2002, November). *Onset of alcohol use: A comparison between early drinkers and non-drinkers in the continuity of aggression and delinquency from preschool to adolescence*. Paper presented at the annual meeting of the American Society of Criminology, Chicago, IL.
- McCluskey, C. P., & Mayzer, R. (2002, November). *The causes and consequences of child psychopathology: An assessment by race/ethnicity*. Paper presented at the annual meeting of the American Society of Criminology, Chicago, IL.
- Gray, M. K., & Mayzer, R. (2002, November). *Probation violations and social bonds*. Paper presented at the annual meeting of the American Society of Criminology, Chicago, IL.
- Mayzer, R., Puttler, L. I., Wong, M. M., Fitzgerald, H. E., & Zucker, R. A. (2002, June). *Predicting early onset of first alcohol use from behavior problem indicators in early childhood*. Poster presented at the joint annual meeting of the Research Society on Alcoholism and International Society for Biomedical Research on Alcoholism, San Francisco, CA.
- Mayzer, R., Wong, M. M., Puttler, L. I., Fitzgerald, H. E., & Zucker, R. A. (2001, November). *Onset of alcohol use: Profiling adolescents characterized as 'early drinkers'*. Paper presented at the annual meeting of the American Society of Criminology, Atlanta, GA.
- Mayzer, R., Wong, M. M., Puttler, L. I., Fitzgerald, H. E., & Zucker, R. A. (2001, June). *Childhood indicators and early onset of alcohol use*. Poster presented at the annual meeting of the Research Society on Alcoholism, Montreal, Canada.
- Wong, M. M., Puttler, L. I., Zucker, R. A., Fitzgerald, H. E., & Mayzer, R. (2001, June). *Depression and early onset of alcohol use*. Poster presented at the annual meeting of the Research Society on Alcoholism, Montreal, Canada.
- Mayzer, R. (2001, June). *Public attitudes about juvenile justice: Implicit support for the restorative justice model?* Paper presented at the annual meeting of the Justice Studies Association, Norton, MA.
- Mayzer, R., & Gray, M. K. (2000, November). *Probation absconders*. Paper presented at the annual meeting of the American Society of Criminology, San Francisco, CA.
- Mayzer, R. (2000, June). *Restorative justice and criminological theory: On common ground?* Paper presented at the annual meeting of the Justice Studies Association, Albany,

NY.

- Mayzer, R. (1999, November). *Fear of crime from a psychosocial perspective: Investigating the role of life satisfaction and psychological vulnerability*. Paper presented at the annual meeting of the American Society of Criminology, Toronto, Canada.

Regional

- Bradley, A. & Mayzer, R. (2014, April). *Child forensic interviewing: The do's and don'ts*. Workshop presented at the 18th annual conference of the Minnesota Chapter of the Association for the Treatment of Sexual Abusers, Minneapolis, MN.
- Bradley, A. & Mayzer, R. (2013, April). *Child development and juvenile sex offender treatment*. Workshop presented at the 17th annual conference of the Minnesota Chapter of the Association for the Treatment of Sexual Abusers, Minneapolis, MN.
- Mayzer, R., Gottschalk, M., & McGrath, M. (2011, September). *A first look at the effectiveness of a manualized cognitive behavioral therapy program for probationers*. Paper presented at the annual meeting of the Midwestern Criminal Justice Association, Chicago, IL.
- Bradley, A. R., Mayzer, R., Laver, M., & Olufs, E. (2009, September). *Biopsychosocial risk profiles of unruly versus delinquent youth*. Paper presented at the annual meeting of the Midwestern Criminal Justice Association, Chicago, IL.
- Mayzer, R. Fitzgerald, H. E., & Zucker, R. A. (2008, September). *Looking forward: Using preschool delinquent behavior to distinguish children at high risk for later delinquent behaviors and psychosocial problems*. Paper presented at the annual meeting of the Midwestern Criminal Justice Association, Chicago, IL.
- Mayzer, R., Montañez, M., & Devall, E. (2007, September). *Parenting attitudes of fathers in prison*. Paper presented at the annual meeting of the Midwestern Criminal Justice Association, Chicago, IL.
- Meyer, M. E., & Mayzer, R. (2006, September). *Acceptance of women in policing: Is there progress?* Paper presented at the annual meeting of the Midwestern Criminal Justice Association, Chicago, IL.
- Meyer, M. E., Mayzer, R., & Gottschalk, M. (2005, September). *Attitudes toward women in policing among South African university students in a policing program*. Paper presented at the annual meeting of the Midwestern Criminal Justice Association, Chicago, IL.
- Meyer, M. E., Gottschalk, M., & Mayzer, R. (2005, September). *Support for a death penalty among a sample of South African policing students*. Paper presented at the annual meeting of the Midwestern Criminal Justice Association, Chicago, IL.
- Mayzer, R., & DeJong, C. (1999, April). *A preliminary evaluation of distance education in criminal justice education*. Paper presented at the 2nd Annual Interdisciplinary Conference at the University of Southern California: Broadening Our Scope for a New Millennium, Los

Angeles, CA.

Local

- Archbold, J., Schartz, S., Buntrock, A. J., Matz, A. K., & Mayzer, R. (2024, May). *A preliminary evaluation of the Grand Forks Domestic Violence Court*. Poster presented at the UNDERgraduate Showcase, College of Arts & Sciences, University of North Dakota, Grand Forks, ND.
- Legerski, E., Evanson, T., Heitkamp, T., Jayasundara, J., & Mayzer, R. (2017, March). *Impact of oil activity in ND and MT on domestic violence, dating violence, sexual assault and stalking: Findings from NIJ Grant No. 2013-ZD-CX-0072*. Presentation to the Sidney, Montana, Coordinated Community Response Team.
- Heitkamp, T., Legerski, E., Evanson, T., Jayasundara, J., & Mayzer, R. (2017, February). *Impact of oil activity in ND and MT on domestic violence, dating violence, sexual assault and stalking*. Presentation to stakeholders on a DHHS funded project, Assessment of the Impact of Energy Development on the Behavioral Health of Women in Eastern Montana and Western North Dakota.
- Evanson, T., Jayasundara, J., Heitkamp, T., Legerski, E., & Mayzer, R. (2016, December). *Impact of oil activity in ND and MT on domestic violence, dating violence, sexual assault and stalking*. Community presentation, Vision West, Dickinson, ND.
- Jayasundara, J., Legerski, E., Heitkamp, T., Mayzer, R., & Evanson, T. (2016, November). *Impact of oil activity in ND and MT on domestic violence, dating violence, sexual assault and stalking*. Community presentation, Board of Directors of North Dakota Council on Abused Women's Services, Bismarck, ND.
- Heitkamp, T., Legerski, E., Jayasundara, J., Mayzer, R., & Evanson, T. (2016, October). *Impact of oil activity in ND and MT on domestic violence, dating violence, sexual assault and stalking*. Community presentation, Association of Oil and Gas Producing Counties, Watford City, ND.
- Heitkamp, T., Legerski, E., Jayasundara, J., Mayzer, R., & Evanson, T. (2016, October). *Impact of oil activity in ND and MT on domestic violence, dating violence, sexual assault and stalking*. Community presentation, Williams County Corrections, Williston, ND.
- Heitkamp, T., Legerski, E., Jayasundara, J., Mayzer, R., & Evanson, T. (2016, October). *Impact of oil activity in ND and MT on domestic violence, dating violence, sexual assault and stalking*. Community presentation, Williston Basin Resource Coalition, Williston, ND.
- Jayasundara, J., Legerski, E., Heitkamp, T., Mayzer, R., & Evanson, T. (2016, October). *Impact of oil activity in ND and MT on domestic violence, dating violence, sexual assault and stalking*. Community presentation, Bakken Victim Assistance Agencies, Watford City, ND.
- Jayasundara, J., Heitkamp, T., Mayzer, R., Legerski, E., & Evanson, T. (2016, October). *Impact of oil activity in ND and MT on domestic violence, dating violence, sexual assault and*

stalking. Presentation by WebEx to the National Institute of Justice and Invited Federal Employees, Grand Forks, ND.

- Jayasundara, J., Heitkamp, T., Mayzer, R., Legerski, E., & Evanson, T. (2013, October). *An interdisciplinary team approach to the study of domestic violence, sexual assault, and stalking in the North Dakota and Montana oil patch*. Presentation for the College of Nursing & Professional Disciplines, University of North Dakota, Grand Forks, ND.
- Laver, M., Mayzer, R., & Bradley, A., (2010, October). *Perceptions about adolescent development and attitudes toward juvenile justice by survey respondent age and gender*. Paper presented at the Northern Lights Psychology Conference, Grand Forks, ND.
- Laver, M., Bradley, A., Mayzer, R., & Olufs, E. (2009, October). *The relationship between MacCAT-CA scores and adjudicative competency*. Paper presented at the Northern Lights Psychology Conference, Grand Forks, ND.
- Olufs, O., Mayzer, R., Bradley, A., & Laver, M. (2009, October). *Comparing unruly versus delinquent juvenile offenders*. Paper presented at the Northern Lights Psychology Conference, Grand Forks, ND.
- Bradley, A. R., Schefter, M., & Mayzer, R. (2008, October). *Public perception of juvenile culpability and competency to stand trial in criminal court*. Paper presented at the Northern Lights Psychology Conference, Grand Forks, ND.

GRANTS AND CONTRACTS

Funded

External

- North Dakota Supreme Court, Court Administrator's Office, Northeast Central Judicial District, 2023 (Funded; \$6,000 to A. Matz, PI; with R. Mayzer, key personnel; project title: *Grand Forks Domestic Violence Court Preliminary Outcome Evaluation*)
- Community Violence Intervention Center (CVIC) in Grand Forks, ND, 2023 (Funded; \$10,000 to A. Matz, PI; other key personnel include R. Mayzer & S. Ledahl; contracted for *Evaluability Assessment* by the CVIC with funding from the Office on Violence Against Women to prepare for an outcome evaluation of the Grand Forks Domestic Violence Court – Northeast Central Judicial District)
- National Institute of Justice, 2014-2016 (Funded; \$498,418 to PI D. Jayasundara, and Co-PIs T. Heitkamp, R. Mayzer, E. Legerski, & T. Evanson; project title: *Exploratory Research on the Impact of the Growing Oil Industry in North Dakota and Montana on Domestic Violence, Dating Violence, Sexual Assault, and Stalking*)
- US Probation and Pretrial Services Office – District of North Dakota, 2010 (Funded; \$12,500 to M. Gottschalk & R. Mayzer; project title: *Manualized Cognitive Behavioral Therapy Evaluation Study*)

- Blue Cross Blue Shield of Michigan Foundation, 2002-2003 (Funded; \$3,000 to R. Mayzer for dissertation-related research; project title: *Onset of Alcohol Use Among Adolescents in a High Risk Sample: A Longitudinal Profile of Early Drinkers Across Biopsychosocial Domains*)

Internal

- UND CONNECT Program – University of North Dakota, 2024-2025 (Funded; \$5,000 to A. Matz; other key personnel include R. Mayzer, A. Fansher, J. Archbold, S. Schartz, & A. J. Buntrock; project title: *Advancing Student Engagement in Criminal Justice Research: In Partnership with the Community Violence Intervention Center and the Grand Forks Domestic Violence Court*)
- Arts, Humanities, and Social Sciences – University of North Dakota, 2014 (Funded; \$2,045 to R. Mayzer; project title: *Acquiring Training in Advanced Quantitative EEG*)
- Faculty Research Seed Money Program – University of North Dakota, 2008 (Funded; \$24,000 to A. Bradley & R. Mayzer; project title: *Biopsychosocial Differences Between Unruly and Delinquent Youth*)
- Senate Scholarly Activities Committee – University of North Dakota, 2007 (Funded; \$2,485 to R. Mayzer & A. Bradley; project title: *Neuropsychological Functioning and Juveniles' Competency to Stand Trial*)
- Arts, Humanities, and Social Sciences – University of North Dakota, 2005 (Funded; \$2,330 to M. Meyer, R. Mayzer, & M. Gottschalk; project title: *Comparison of South African Policing and American Criminal Justice Students on Attitudes toward Crime and Justice*)
- Arts, Humanities, and Social Sciences – University of North Dakota, 2005 (Funded; \$892 to K. Romig & R. Mayzer; project title: *Using GIS to Analyze and Predict Spaces of Methamphetamine Abuse in North Dakota*)

Submitted but Not Funded

- Bureau of Justice Assistance, 2023 (Not Funded; \$3.5M requested by C. Juntunen, PI; with other faculty as key personnel – R. Flinn from Counseling Psychology & A. Matz, R. Mayzer, M. Mitchell from Criminal Justice; project title: *RECOVER: Reaching Each Correctional Office to adVance and Enhance Recovery*). Proposal for BJA FY 2023 Comprehensive Opioid, Stimulant, and Substance Use Program Training and Technical Assistance (O-BJA-2023-171622).
- Charles Koch Foundation, 2023 (Not Funded; \$4.5M requested by L. Iancu, R. Mayzer, & A. Matz; project title: *University of North Dakota Proposal to Support the Department of Criminal Justice and Forensic Science Program in the Establishment of a Koch Foundation Mock Crime Scene House*)
- National Institute of Justice, 2018 (Not Funded; \$718,447 requested by E. Legerski, PI; Nikki Berg Burin, Co-PI; R. Mayzer, Co-PI; and other key personnel from Criminal Justice,

Nursing, & Law; project title: *Legal System Responses to Human Trafficking in North Dakota*)

- Bureau of Justice Statistics, 2017 (Not Funded; \$150,677 requested by R. Mayzer; *2017 BJS Visiting Fellows: Criminal Justice Statistics Programs*; project title: *A Developmental and Statistical Analysis of Data on Youth in Adult Prisons and Jails*)
- National Institutes of Health, 2008 (Not Funded; \$1.3M requested by A. Bradley & R. Mayzer; RO1; project title: *Juvenile Competency and Brain Function*)
- National Center for Research Resources of the National Institutes of Health, 2007 (Not Funded; \$1.2M requested by A. Bradley & R. Mayzer for RO1 titled *Juvenile Competence and Brain Function* as part of larger, multiple-RO1 \$9.6M Center of Biomedical Research Excellence [COBRE] grant proposal by Department of Psychology and collaborators; pre-proposal chosen by University of North Dakota from among others for entry); Note: Individual RO1 rated 'Excellent' by NIH
- National Institute of Justice, 2006 (Not Funded; \$39,458 requested by K. Romig & R. Mayzer; project title: *The Geography of Methamphetamine Use in North Dakota*)

PROFESSIONAL ASSOCIATIONS

American Society of Criminology
Academy of Criminal Justice Sciences
Midwestern Criminal Justice Association
Society for Research on Adolescence

HONORS/AWARDS

- UND North Dakota Spirit Faculty Achievement Award (2013)
- Nominated as part of the Department of Criminal Justice for the UND Outstanding Departmental Teaching Award (2010)
- Who's Who in America, 63rd Edition (2009)
- Nominated for UND Outstanding Teaching Award (2008)
- Nominated for College of Arts & Sciences Outstanding Teaching Award (2008)
- Student Merit Award – Research Society on Alcoholism, National Institute on Alcohol Abuse and Alcoholism (NIAAA) and the Alcoholic Beverage Medical Research Foundation (ABMRF) (2003)
- Warren & Mary Frances Huff Professional Development Award – School of Criminal Justice, Michigan State University (1999, 2000, 2001, 2002)
- Michigan State University Distinguished Fellowship (1996-2000)

- Summa Cum Laude, with Departmental & College Honors from UCLA
- National Honor Societies: Alpha Phi Sigma (University of North Dakota); Phi Kappa Phi (Northeastern University); Phi Beta Kappa, Psi Chi, Pi Gamma Mu, Golden Key, Alpha Lambda Delta, Phi Eta Sigma (UCLA)

PROFESSIONAL RESEARCH AND CONSULTANT ACTIVITIES

- 2024 **Principal Peer Reviewer and Panel Reviewer** for OJP : Research and Evaluation of Services for Victims of Crime
- 2024 **Principal Peer Reviewer and Panel Reviewer** for NIJ : Research on the Abuse, Neglect, and Financial Exploitation of Older Adults
- 2018 **Principal Peer Reviewer and Panel Reviewer** for OJP & Mentoring Opportunities for Youth initiative Category
- 1990-1991 **Survey Researcher and Analyst** for the Center for Legal Studies, Sam Houston State University in cooperation with Texas Juvenile Parole and Probation and Texas Youth Commission.

PEER REVIEWED PUBLICATIONS : BOOKS

Hassan, Shereen and **Wendelin Hume** editor (2025). Criminology Research Methods: Integrating Western Approaches and Indigenous Perspectives. A Canadian Open Education Resource.

Hume, Wendelin (2023) "The Circle Process and the Potential for Positive Peace: A Focus on the Native American Experience in the United States" *Security and Society*.

REFEERED PUBLICATIONS

Hume, Wendelin and et. al. (2022) "Cultural Sensitivity" National Indigenous Elder Justice Initiative: Grand Forks, ND.

Hume, Wendelin (2019) "Native American Female Victimization and Female Offending" Encyclopedia of Women and Crime, edited by Frances Bernat, Kelly Friling, John Wiley and Sons: Hoboken, NJ.

INVITED AND REFEREED PUBLICATIONS

Hume, Wendelin and et. al. (2025) "Missing or Murdered Indigenous Women (MMIW)" The Routledge Companion to Gender and Crime: Routledge. UK.

DelCarmen, Rolando et. al. (1991) Texas Juvenile Law and Practice. Sam Houston Press: Huntsville, TX.

NATIONAL AND INTERNATIONAL PRESENTATIONS

Gray, Jacque & Wendelin, Hume (2025) "Engaging In & Partnering With American Indian/Alaskan Native Groups" National Center for State and Tribal Elder Justice Coalitions (NSTEJC), Zoom.

Hume, Wendelin. (2022) "A Discussion of Restorative Justice in Tribal Communities and its Potential to Empower" Issue of the Invisibility of Native American people" at the OVC, Palm Springs, CA.

RESEARCH AND TRAVEL GRANTS

Hume, Wendelin (2023) “The Web” submitted to submitted to National Center of State and Tribal Elder Justice Coalitions/ OVC (Funded \$327,997) (10/01/2023-Present)

Hume, Wendelin (2023) “BeSEENN: Be Students Empowering and Encouraging Native Nations” submitted to submitted to Department of Homeland Security: DHS (Funded \$386,682.78) (10/01/2023-07/21/2025)

Hume, Wendelin (2023) “Project BeSEENN: Lessening Acts of Violence While Promoting Understanding of Indigenous Culture as Seen Through an Indigenous Lens” submitted to submitted to University of North Dakota Arts and Science: Joyce and Aqueil Ahmad Endowment for the Promotion of Peace and Nonviolence (Funded- \$5,000) (2/28/23-12/31/23)

Hume, Wendelin (2021) “Lessening Violence by Promoting Community Conversations and Awareness about Race and Peaceful Policies): Promoting Peace and Non-Violence Through Research and Community Conversations” submitted to submitted to University of North Dakota Arts and Science: Joyce and Aqueil Ahmad Endowment for the Promotion of Peace and Nonviolence (Funded- \$1,500) (1/1/21-12/31/21)

Hsieh, Yi-Ping & Wendelin Hume (2019) “Smart and Connected Refugee Communities: A Response to Rural Health and Communities” submitted to University of North Dakota Rural Health and Communities Grand Challenge (Funded- \$7,500) (5/3/19-6/30/19)

HONORS AND AWARDS

U.S. Department of State Exchange Alumni	2025
Who’s Who Lifetime Achievement Award	2024
Invited Speaker for International Criminology Conference	2024
Recognized as Council Heritage Award at Girl Scouts Dakota Horizons	2024
Recognized UND Faculty Scholarship and Creative Works Celebration	2024
Keynote for 12th Annual Taking A Stand Against Elder Abuse	2024

Since the way we ask questions and the way we interpret the answers are often influenced by our own unique social lenses, we would like to share our social perspectives with the reader before delving into the discussion of research methods.

I—Wendelin Hume—was born in northwestern Minnesota but grew up in northwestern Ontario on land that is part of the Whitefish Bay Reserve/Naotkamegwaning Nation where I and my dad are enrolled. We have no idea of my mother's ancestry as she was adopted as an infant and no records have been located. I experienced both the horrors of repeated violence and victimization in my youth as well as wonderful traditional teachings under Baptiste, a respected spiritual elder who has since journeyed on.

I experienced the Father Moss boarding school briefly, and then from grade 6 onwards I completed my schooling at home on my own with lessons provided by the provincial government. Later, my family moved back to the United States, and eventually, I attended high school for a year and a half before I graduated. I got married and had children while very young. Later, to better support my family, I completed a college degree at Black Hills State College in Spearfish, South Dakota. To try to correct some of the inequities in our justice system and put my woundedness into service for others, I earned my master's and doctorate degrees in Criminal Justice and Criminology with an emphasis in victimology and statistics at Sam Houston State University in Huntsville, Texas.

I accepted a faculty position in North Dakota to be back up north and closer to family. I missed the trees and the snow. I missed the people and the land I am familiar with. Being Anishinaabe, I relate with the cultural background of Turtle Mountain tribal people more than the other tribes in my state, though I have worked with and developed friendships with members of all the North Dakota tribes. Part of my research interest is to study problems and successes in remote rural areas I can still access with some 'windshield time' from the University of North Dakota (UND). It should be noted that today, UND rests on the ancestral lands of the Pembina and Red Lake Bands of Ojibwe and the Dakota Oyate—presently existing as composite parts of the Red Lake, Turtle Mountain, White Earth Bands, and Dakota Tribes of Minnesota and North Dakota. We acknowledge the people who resided here for generations and recognize that the spirit of the Ojibwe and Oyate people permeates this land. As a university community, we will continue to build upon our relations with the First Nations of the state of North Dakota—the Mandan, Hidatsa, and Arikara Nation; Sisseton-Wahpeton Oyate Nation; Spirit Lake Nation; Standing Rock Sioux Tribe; and Turtle Mountain Band of Chippewa Indians.

Personally, as a member of the Bear Clan, protecting others and trying to improve justice are important to me. In my research, I try to follow the 3Rs: Respect, Responsibility and Reciprocity. I demonstrate Respect as I am committed to the wisdom of the elders and others, and I try to be a good listener. I attempt to show Responsibility as an experienced and passionate researcher who is looking to improve the world of the next seven generations through research. I also believe in Reciprocity, and I think both the researcher and the participants involved in research should benefit from the research enterprise and any resulting improvements should benefit future generations.

Impact Statement of Dr. Wendelin Hume Department of Criminal Justice in Support of the Service Award

It is with great enthusiasm and deep appreciation that I highlight the vital contributions of my colleague, **Dr. Wendelin Hume**, in the Department of Criminal Justice, which is nominated for a Service Award. I would like to acknowledge Dr. Hume's leadership in the success of four nationally competitive grant projects over the past three years, serving as principal investigator (PI). She has demonstrated unwavering commitment, leadership, and a community-centered approach that have directly advanced the shared mission of improving equity, justice, safety, and inclusion for underserved, Tribal, and rural communities. Dr. Hume founded the National Indigenous Justice Information and Inclusion (NIJII) and assembled a team dedicated to developing essential resources and training materials for Tribal professionals and community members. The [NIJII.org](https://www.nijii.org) website acts as a central hub, featuring grant-funded project information, training sessions, videos, podcasts, and numerous resources, attracting over 1,000 visitors per quarter. Dr. Hume's leadership as PI also played a significant role in the FCC-funded project **"Increasing Awareness of and Participation in the Affordable Connectivity Program (ACP) in North Dakota."** This initiative provided vital internet access resources to populations often left behind in the digital divide. Through a statewide outreach campaign targeting rural, Tribal, and low-income residents, we successfully engaged over 3,400 individuals, empowering families and elders to utilize the ACP benefit. Dr. Hume's outreach planning and public engagement strategies were key to this success. Her role as PI in **"Project BeSEENN: Be Students Empowering and Encouraging Native Nations,"** a DHS-funded initiative, focused on raising awareness of Native American culture to reduce targeted domestic violence extremism and address cultural invisibility. Dr. Hume incorporated culturally responsive educational messaging on campus and within Tribal communities nationwide and internationally. Her deep understanding of culturally grounded communication, combined with her ability to engage diverse audiences, ensured the message resonated and reached broad audiences. Dr. Hume's dedication to justice was further demonstrated through her founding of "A New Tribal Elder Justice Coalition: The Web," funded by the DOJ's Office for Victims of Crime and managed by the National Center for State and Tribal Elder Justice Coalitions. She envisioned and established the first-ever national Tribal Elder Justice Coalition. Her outreach and coalition-building efforts have been impressive and highly effective. To date, more than seven Tribal Nations are involved, and this work was recognized in the 2024 Department of Justice Report to Congress. Dr. Hume has played a vital role in coordinating across jurisdictions and amplifying Tribal voices, creating a lasting and meaningful impact. Lastly, her contributions were essential to **"RePEATNN: Respect, Prevention, Education, Awareness, Training for Native Nations,"** a project funded by the Office of Justice Programs. This initiative aims to reduce injuries and deaths among individuals with dementia or developmental disabilities who wander. In collaboration with three Tribal communities, Dr. Hume led the development of culturally appropriate prevention strategies and implemented public education campaigns. Dr. Hume is a dedicated visionary leader and advocate for justice, education, and inclusion, whose outstanding work on these four projects has set a high standard. Her accomplishments showcase not only academic excellence but also a deep commitment to meaningful service. I am proud to work with her and to acknowledge the transformative impact she has made.

Kathy Smart. Ed.D
Associate Professor

References

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Explanation for Appendices

Statewide examples of finished products are provided in the appendices.

Appendix B

State of North Dakota

SUPREME COURT
BISMARCK

Chambers of
Gerald W. VandeWalle
Chief Justice

February 4, 1994

The Honorable Gerald H. Rustad
District Court Judge
PO Box 2047
Williston, ND 58802-2047

Dear Judge Rustad:

Nearly six years ago, a subcommittee of the Supreme Judicial Planning Committee completed a preliminary assessment of whether there is full gender fairness in the North Dakota Judicial System.

Following nearly a year of path-breaking work in reviewing court records and collecting and analyzing additional data, the Subcommittee concluded that available anecdotal and statistical information pointed to the existence of gender inequities in North Dakota which affect both men and women, but negatively affect women more often than men. The Subcommittee unanimously recommended the formation of a commission to conduct an in-depth study of gender fairness in the courts. Although convinced of the importance and worth of such an undertaking, the Supreme Court was prevented by fiscal constraints from pursuing the Subcommittee's recommendation. I am gratified, however, that after far too long a wait, the way has finally been prepared for the establishment of a Supreme Court Commission on Gender Fairness in the Courts. The Commission Co-Chairs will be Justice Beryl J. Levine and

Sarah Andrews Herman. Over the next year, through a series of public hearings and working meetings, the Commission will examine the status and experience of women and men in our judicial system to determine whether or what inequities exist and will make recommendations concerning any changes considered necessary to ensure that women and men receive equal treatment in North Dakota's judicial system. It is perhaps an understatement to say that the work of this Commission will have a profound importance for the well-being of our judicial system.

I am, therefore, asking you to accept appointment as a member of the Supreme Court's Commission on Gender Fairness in the Courts. I think you will find the Commission's work invigorating, challenging, and rewarding. I emphasize, however, that the Commission, if it is to be effective in its work, will require a commitment of time and effort on your part. A great deal of thought was given to potential Commission members. Consequently, this offer of appointment was not casually undertaken. It is a reflection of the interest and integrity that I and the members of the planning group believe you will bring to this project. I sincerely hope that your schedule will permit you to accept this appointment.

On May 31, 1984, when Lawrence H. Cooke, Chief Judge of the State of New York, announced the formation of the New York Task Force on Women in the Courts, he said:

"Distinctions grounded on improper concerns have no place whatsoever in the operation of our legal system and every reasonable effort should be made to guarantee that the scales of justice are balanced evenly for every person who comes before the courts. They expect no less and, certainly, are entitled to no less. There must be no corridors of special privilege, high hurdles for some, or bans on any. There must be no institutional hypocrisy."

What is true for New York is no less true for North Dakota. Decisions made or actions taken based on preconceived notions about the nature, roles, and abilities of women and men rather than upon evaluation of each individual situation strike at the heart of a judicial system that promises fairness and impartiality. Gender inequities frustrate and impugn the struggle by judges, lawyers, and litigants alike to achieve justice. For these reasons, I ask that you seriously consider this offer of appointment and I hope that you can join in the Commission's work.

The first meeting of the Supreme Court's Commission on Gender Fairness in the Courts is scheduled for Monday, March 21, 1994, in

1996]

APPENDIX B

1259

Bismarck. Please notify me in writing, no later than February 11, 1994, concerning whether you are able to accept this appointment. If you accept, please also indicate your availability for the March 21 meeting. I look forward to hearing from you very soon.

Sincerely,

Gerald W. VandeWalle

GWV/cs

Appendix C

NORTH DAKOTA COMMISSION ON GENDER FAIRNESS IN THE COURTS SURVEY OF NORTH DAKOTA JUDGES

Thank you for helping the North Dakota Supreme Court's Commission on Gender Fairness in the Courts by answering this survey.

The items will ask how you are treated and about your observations of the way men and women are treated in courtroom proceedings and in the court system generally. Please respond based on your own experiences and observations of the court system as a judge. Although most questions ask you just to circle a response, please feel free to add comments in the margins, at the end of each section, or wherever you think they would clarify your answer. You may include additional pages if necessary.

I. GENERAL BACKGROUND	pp 1-2
II. COURTROOM INTERACTION	pp 2-6
III. COURTROOM STYLES	pp 7-8
IV. FAMILY LAW	pp 8-11
V. DOMESTIC VIOLENCE	pp 11-13
VI. CRIMINAL LAW	pp 14-15
VII. CRIMINAL SEXUAL CONDUCT	p 16

It is important for us to obtain this information from you, whether or not you believe there are gender-related problems in the court system. We are interested in your thoughts on these issues. All responses will be confidential and no individuals will be specifically identified in any reports of the research. Please return the completed questionnaire within one week of its receipt. If you have any questions about the survey please call me, Professor Wendelin M. Hume—Project Coordinator, at (701)777-4001. Thank you.

I. GENERAL BACKGROUND

Please circle the appropriate response or fill in the information in the space provided.

- Gender: _____ 1. Male _____ 2. Female
- Race: _____ 1. White _____ 2. Native American
 _____ 3. African American _____ 4. Asian
 _____ 5. Hispanic _____ 6. Other

3. ____ Year of birth
4. ____ Year in which you were first admitted to practice law in any state.
5. ____ Year in which you first became a judge.
6. Current court level:
 ____1. Appellate (including Surrogates) ____2. District
 ____3. Municipal ____4. Other
7. Your employment during the last five years is described best as (check only one):
 1. Private Practice - Solo Practitioner
 2. Private Practice - Law Firm
 3. Legal Services / Legal Aid
 4. Academic
 5. Corporate
 6. Prosecutor
 7. Public Defender
 8. Judge
 9. Government / Public Sector
 10. Other Employment (Please Specify) _____
8. Before you became a judge, in which area(s) of specialty did you regularly practice? (Circle all that apply).
 1. General Practice 2. Appellate
 3. Family Law 4. Civil Litigation
 5. Labor/Employment 6. Criminal Prosecution
 7. Criminal Defense 8. Juvenile Law
 9. Corporate Law 10. Real Estate Law
 11. Government Law 12. Other (Please Specify)_____
9. In the past five years, approximately what percentage of your judicial assignment has been spent in each of the following areas?
 ____1. Criminal ____2. Civil ____3. Family
 ____4. Juvenile ____5. Probate
10. In which of the following areas do you prefer to work?
 (please rank: 1= most preferred)
 ____1. Criminal ____2. Civil ____3. Family
 ____4. Juvenile ____5. Probate

11. Please briefly explain the reason(s) why you sought a judicial position.
12. Do you have any comments about the effect of gender in the judicial selection process? (Add additional pages if needed)

II. COURTROOM INTERACTION

The following questions ask how often you personally have observed specific types of behavior in the North Dakota state or local courts in the last five years. Some of the questions also ask your opinion about certain types of behavior. Please circle the response that comes closest to your own observations or opinions. If a question refers to an area in which you have no experience, circle "N/A" - Not Applicable, No Basis for Judgment. Please feel free to add written comments in the margins or wherever appropriate. You might wish to comment for several reasons such as to provide an example, clarify a point, or describe an incident within or before the stated five year time frame (please state the year in which the incident took place). Please note that in the scales which follow: A=Always (90% of the time or more), O=Often (75%-89% of the time), S=Sometimes (26%-74% of the time), R=Rarely (11%-25% of the time), N=Never (10% of the time or less), and N/A=Not Applicable or No Basis for Judgment.

1. In the last five years, approximately how many times did women attorneys appear before you in court or chambers?
 _____ approximate number of times

A O S R N N/A

2. Women attorneys are addressed by first names or terms of endearment when men attorneys are not.

- by counsel	1	2	3	4	5	8
- by court personnel	1	2	3	4	5	8
- by bailiffs	1	2	3	4	5	8

3. Women litigants or witnesses are addressed by their first names or terms of endearment when men litigants or witnesses are not.

- by counsel	1	2	3	4	5	8
- by court personnel	1	2	3	4	5	8
- by bailiffs	1	2	3	4	5	8

A O S R N N/A

4. Women attorneys are asked if they are attorneys when men are not asked.
- | | | | | | | |
|----------------------|---|---|---|---|---|---|
| - by counsel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by court personnel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by bailiffs | 1 | 2 | 3 | 4 | 5 | 8 |
5. Comments are made about the physical appearance or apparel of women attorneys in court, when no such comments are made about men.
- | | | | | | | |
|----------------------|---|---|---|---|---|---|
| - by counsel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by court personnel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by bailiffs | 1 | 2 | 3 | 4 | 5 | 8 |
6. Comments are made about the physical appearance/apparel of women litigants or witnesses when no such comments are made about men.
- | | | | | | | |
|----------------------|---|---|---|---|---|---|
| - by counsel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by court personnel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by bailiffs | 1 | 2 | 3 | 4 | 5 | 8 |
7. Remarks or jokes demeaning to women are made in court or in chambers.
- | | | | | | | |
|----------------------|---|---|---|---|---|---|
| - by counsel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by court personnel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by bailiffs | 1 | 2 | 3 | 4 | 5 | 8 |
8. Women attorneys are subjected to physical sexual harassment.
- | | | | | | | |
|----------------------|---|---|---|---|---|---|
| - by counsel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by court personnel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by bailiffs | 1 | 2 | 3 | 4 | 5 | 8 |
9. Women attorneys are subjected to verbal sexual harassment.
- | | | | | | | |
|----------------------|---|---|---|---|---|---|
| - by counsel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by court personnel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by bailiffs | 1 | 2 | 3 | 4 | 5 | 8 |

People often have different opinions about what is appropriate behavior in a particular setting. The following questions offer various hypothetical situations and ask you two things: first, whether you would rate the behavior described as objectionable or not objectionable; and second, what you think is the appropriate response for a judge when confronted with this situation. There are no "right" answers to these

questions. You are asked only for your opinions about the behavior and the appropriate reaction by a judge in these circumstances.

10. Suppose during a jury trial, an attorney addresses a female witness by her first name (while addressing male witnesses by their titles and last names). No objection is made by counsel.

- a) Using this scale ranging from "NOT OBJECTIONABLE" to "HIGHLY OBJECTIONABLE," how would you rate this behavior? (Circle the number that best fits your opinion).

NOT		SOMEWHAT		HIGHLY
OBJECTIONABLE		OBJECTIONABLE		OBJECTIONABLE
1	2	3	4	5

- b) What do you think would be the appropriate response for the judge?

1. Admonish the attorney immediately in open court
2. Ask counsel to approach the bench and issue a reprimand
3. Admonish the attorney later in chambers
4. Ignore it

11. Suppose a male attorney makes a comment in chambers about the "great legs" of a female attorney who is present.

- a) Using this scale, how would you rate this behavior?

NOT		SOMEWHAT		HIGHLY
OBJECTIONABLE		OBJECTIONABLE		OBJECTIONABLE
1	2	3	4	5

- b) What do you think would be the appropriate response for the judge?

1. Admonish the attorney
2. Admonish the attorney only if the female attorney objects
3. Ignore it

12. Suppose a male attorney addresses an opposing attorney as "honey" during a jury trial. No objection is made by counsel.

- a) Using this scale, how would you rate this behavior?

NOT		SOMEWHAT		HIGHLY
OBJECTIONABLE		OBJECTIONABLE		OBJECTIONABLE
1	2	3	4	5

b) What do you think would be the appropriate response for the judge?

1. Admonish the attorney immediately in open court
2. Ask counsel to approach the bench and issue a reprimand
3. Admonish the attorney later in chambers
4. Ignore it

13. Suppose an attorney makes a comment about "bitchy women" in court during a jury trial. No objection is made by counsel.

a) Using this scale, how would you rate this behavior?

NOT		SOMEWHAT		HIGHLY
OBJECTIONABLE		OBJECTIONABLE		OBJECTIONABLE
1	2	3	4	5

b) What do you think would be the appropriate response for the judge?

1. Admonish the attorney immediately in open court
2. Ask counsel to approach the bench and issue a reprimand
3. Admonish the attorney later in chambers
4. Ignore it

14. Suppose an attorney tells a joke demeaning to women in chambers.

a) Using this scale, how would you rate this behavior?

NOT		SOMEWHAT		HIGHLY
OBJECTIONABLE		OBJECTIONABLE		OBJECTIONABLE
1	2	3	4	5

b) What do you think would be the appropriate response for the judge?

1. Tell the attorney such a joke is not appropriate
2. Tell the attorney it is not appropriate only if women are present
3. Laugh if it is funny
4. Ignore it

15. Suppose a female court reporter is the subject of repeated unwanted sexual advances from a male attorney.

a) Using this scale, how would you rate this behavior?

NOT		SOMEWHAT		HIGHLY
OBJECTIONABLE		OBJECTIONABLE		OBJECTIONABLE
1	2	3	4	5

- b) If a judge were aware of this, what do you think would be the appropriate response for the judge?
 - 1. Admonish the attorney
 - 2. Admonish the attorney only if the court reporter asks for assistance
 - 3. Ignore it

16. Suppose a male bailiff makes repeated unwanted sexual advances toward a woman attorney in the courtroom when court is not in session.

a) Using this scale, how would you rate this behavior?

NOT OBJECTIONABLE	SOMEWHAT OBJECTIONABLE	HIGHLY OBJECTIONABLE
1	2	3
		4
		5

- b) If a judge were aware of this, what do you think would be the appropriate response for the judge?
 - 1. Admonish the bailiff
 - 2. Admonish the bailiff only if the attorney asks for assistance
 - 3. Ignore it

17. Suppose a male attorney addresses a 45 year-old female attorney as "young lady" during a jury trial. No objection is made by counsel.

a) Using this scale, how would you rate this behavior?

NOT OBJECTIONABLE	SOMEWHAT OBJECTIONABLE	HIGHLY OBJECTIONABLE
1	2	3
		4
		5

- b) What do you think would be the appropriate response for the judge?
 - 1. Admonish the attorney immediately in open court
 - 2. Ask counsel to approach the bench and issue a reprimand
 - 3. Admonish the attorney later in chambers
 - 4. Ignore it

18. During voir dire, an attorney addresses jurors of one gender by their first names, jurors of the other gender by their last names. No objection is made by counsel.

a) Using this scale, how would you rate this behavior?

NOT OBJECTIONABLE	SOMEWHAT OBJECTIONABLE	HIGHLY OBJECTIONABLE
1	2	3
		4
		5

- b) What do you think would be the appropriate response for the judge?
 1. Admonish the attorney immediately in open court
 2. Ask counsel to approach the bench and issue a reprimand
 3. Admonish the attorney later in chambers
 4. Ignore it

19. Suppose a male judge in your district makes the following comment to a male attorney regarding a woman attorney who is present in the courtroom: "I may not like her arguments but I sure like her body."

a) Using this scale, how would you rate this behavior?

NOT		SOMEWHAT		HIGHLY
OBJECTIONABLE		OBJECTIONABLE		OBJECTIONABLE
1	2	3	4	5

- b) What do you think would be the appropriate response for a judge who hears about the incident?
 1. Ask the judge about what happened and express disapproval to him
 2. Ask the judge about it only if the judge is a personal friend
 3. Mention the incident to the Presiding Judge in the district and ask that something be done about it
 4. Ignore it

20. If you have observed any gender-based discrimination in your courtroom or in chambers during the last five years, please briefly describe the most serious such incident.

21. In the incident described in question 20, did you intervene? If so, in what way? If not, what considerations influenced you not to intervene?

22. The necessity of occasionally traveling with courtroom personnel makes me reluctant to choose a law clerk or court reporter of the opposite sex.

- 1. Strongly Agree 2. Agree 3. Disagree
- 4. Strongly Disagree 5. No Opinion

23. Which of the following statements best describes your overall perception of gender bias against women in the North Dakota state or local courts at the present time?
1. There is no gender bias against women in the North Dakota courts.
 2. Gender bias against women exists, but only in a few areas and with certain individuals.
 3. Gender bias against women is widespread, but subtle and hard to detect.
 4. Gender bias against women is widespread and readily apparent.
24. Which of the following statements best describes your overall perception of gender bias against men in the North Dakota state or local courts at the present time?
1. There is no gender bias against men in the North Dakota courts.
 2. Gender bias against men exists, but only in a few areas and with certain individuals.
 3. Gender bias against men is widespread, but subtle and hard to detect.
 4. Gender bias against men is widespread and readily apparent.
25. In your opinion, how has gender bias in the North Dakota state or local courts changed over the past few years?
1. There is less gender bias now than in the past.
 2. There is more gender bias now than in the past.
 3. There is the same amount of gender bias now as in the past.
 4. There is a different kind of gender bias now than in the past.
 5. There has never been any gender bias, now or in the past.
26. Are there any topics related to courtroom interaction that you would like to see addressed in judicial education programs? If so, please describe.

III. COURTROOM STYLES

The following questions ask how often you personally have observed or experienced specific types of behavior in the North Dakota state or local courts in the last five years. Some of the questions also ask your opinion about certain types of behavior. Please circle the response that comes closest to your own observations or opinions.

A O S R N N/A

1. Male lawyers make disparaging remarks in open court about female lawyers' litigating styles. 1 2 3 4 5 8
2. Female lawyers make disparaging remarks in open court about male lawyers' litigating styles. 1 2 3 4 5 8
3. I have heard lawyers make disparaging remarks about a female judge's style of handling the courtroom or the case. 1 2 3 4 5 8
4. I have heard lawyers make disparaging remarks about a male judge's style of handling the courtroom or the case. 1 2 3 4 5 8
5. I have heard lawyers make disparaging remarks about a female judge's ability in handling the courtroom or the case. 1 2 3 4 5 8
6. I have heard lawyers make disparaging remarks about a male judge's ability in handling the courtroom or the case. 1 2 3 4 5 8
7. In court, if you ever encountered what you considered to be soft-spoken female lawyers, did you (select best response):
 1. View her/them as ineffectual
 2. View her/them as lacking confidence
 3. View her/them as demonstrating quiet confidence
 4. Think nothing of this style one way or the other
 5. Other _____
 6. I have not encountered a soft-spoken female lawyer
8. In court, if you ever encountered what you considered to be soft-spoken male lawyers, did you (select best response):
 1. View him/them as ineffectual
 2. View him/them as lacking confidence
 3. View him/them as demonstrating quiet confidence
 4. Think nothing of this style one way or the other
 5. Other _____
 6. I have not encountered a soft-spoken male lawyer

9. In court, if you ever encountered what you considered to be aggressive female lawyers, did you (select best response):
1. View her/them as in control and effective
 2. View her/them as acting in an unflattering manner
 3. View her/them as demonstrating assertive confidence
 4. Think nothing of this style one way or the other
 5. Other _____
 6. I have not encountered an aggressive female lawyer
10. In court, if you ever encountered what you considered to be aggressive male lawyers, did you (select best response):
1. View him/them as in control and effective
 2. View him/them as acting in an unflattering manner
 3. View him/them as demonstrating assertive confidence
 4. Think nothing of this style one way or the other
 5. Other _____
 6. I have not encountered an aggressive male lawyer
11. In your courtroom if you ever encountered a female courtroom lawyer that you perceived to be ineffective or lacking confidence, did you (select best response):
1. Make excuses for her
 2. Bend over backwards to assist her
 3. Silently penalize her for not measuring up
 4. Openly criticize her
 5. Say nothing one way or another
 6. I have not encountered an ineffective female lawyer
12. In your courtroom if you ever encountered a male courtroom lawyer that you perceived to be ineffective or lacking confidence, did you (select best response):
1. Make excuses for him
 2. Bend over backwards to assist him
 3. Silently penalize him for not measuring up
 4. Openly criticize him
 5. Say nothing one way or another
 6. I have not encountered an ineffective male lawyer

A O S R N N/A

13. The presence of female lawyers in the courtroom makes it more difficult for male lawyers to litigate their cases.

Why? 1 2 3 4 5 8

14. The presence of female judges in the courtroom makes it more difficult for male lawyers to litigate their cases.

Why? 1 2 3 4 5 8

15. Considering the gender of the judge is an important part of a lawyers' courtroom strategy. 1 2 3 4 5 8

IV. FAMILY LAW

1. Approximately how many family law cases in North Dakota state or local courts (temporary hearings, motions, final hearings, post-decree modifications) have you presided over during the last five years? _____ (IF NONE, PLEASE SKIP TO SECTION V. DOMESTIC VIOLENCE)

Please circle the response that comes closest to your own experiences or observations in the North Dakota state or local courts during the last five years. This section of the questionnaire addresses five areas: (1) marital property, (2) spousal maintenance, (3) child support, (4) custody and visitation, and (5) attorney fees and litigation.

A O S R N N/A

2. Courts grant expeditious hearings in family law cases.

1 2 3 4 5 8

3. Mediation is an effective method for resolving disputed issues in family law cases.

1 2 3 4 5 8

4. Justice would be improved by the establishment of a family court with jurisdiction over family law, juvenile law and domestic violence.

1 2 3 4 5 8

MARITAL PROPERTY

A O S R N N/A

5. When one spouse's primary role has been as a homemaker, I award a larger share of the marital property to the income-producing spouse. 1 2 3 4 5 8
6. When a privately-owned business is at issue, I consider the contribution of a homemaker spouse as a contribution to the business. 1 2 3 4 5 8
7. When the family business is a farm, I give preference to the husband in the distribution of marital property, including the farm. 1 2 3 4 5 8
8. When physical custody of children is awarded to one spouse, I award the family home or the right to live therein to the custodial spouse. 1 2 3 4 5 8
9. In dividing marital property, I weigh more negatively extramarital affairs by a spouse if the spouse is:
1 (MALE) 2 (FEMALE) 3 (No Difference) 4 (N/A)
10. In dividing marital property, I weigh more negatively alcohol or drug abuse by a spouse if the spouse is:
1 (MALE) 2 (FEMALE) 3 (No Difference) 4 (N/A)
11. In dividing marital property, I weigh more negatively financial misconduct or irresponsibility by a spouse if the spouse is:
1 (MALE) 2 (FEMALE) 3 (No Difference) 4 (N/A)

SPOUSAL SUPPORT

12. _____ % In approximately what percentage of your divorce trials is spousal support a contested issue?
13. _____ % In approximately what percentage of your divorce cases settled by default is support awarded?
14. _____ % In approximately what percentage of your divorce cases settled by stipulation is support agreed to?
15. _____ % In approximately what percentage of your divorce cases do males request spousal support?

16. When a homemaker spouse in a long-term marriage seeks an award of support, courts most often award:

- _____ 1. Periodic support of unlimited duration
- _____ 2. Limited duration support
- _____ 3. Lump sum support or support in gross
- _____ 4. No support
- _____ 5. No basis to judge

A O S R N N/A

17. I have a realistic understanding of the likely future earnings of a homemaker who has been out of the labor force for a long period of time.

1 2 3 4 5 8

18. I have a realistic understanding of the likelihood of the economically dependent spouse being able to support him/herself through appropriate employment.

1 2 3 4 5 8

19. Limited duration spousal support awards are sufficient to allow the economically-dependent spouse to obtain education and/or retraining.

1 2 3 4 5 8

20. When courts award or modify support, the award:

- is ordered retroactive to the date of filing
1 2 3 4 5 8

- is excessive in amount or duration
1 2 3 4 5 8

- is inadequate in amount or duration
1 2 3 4 5 8

- equalizes the future standards of living for the two spouses
1 2 3 4 5 8

- has an adverse impact on the post-divorce standard of living of the economically dependent spouse
1 2 3 4 5 8

- has an adverse impact on the post-divorce standard of living of the economically dominant spouse
1 2 3 4 5 8

21. What minimum definition of a "long-term marriage" do you usually use in deciding to award permanent support?
 _____1. under 10 years _____2. 10-15 years
 _____3. 16-20 years _____4. 21-25 years
 _____5. more than 25 years _____6. no basis for judgment
22. Suppose a rehabilitative maintenance is being awarded to a 42 year-old homemaker holding a non-specialized BA degree (earned 20 years ago) who has never held a job outside the home. What length of time would you consider sufficient to allow for retraining? What other factors would you consider in making this award?
23. Suppose permanent support is being awarded to a 50-year-old homemaker with a high school education who has been out of the labor market for 25 years. What would you consider to be the likely future annual earning capacity for such a person? What factors would you consider in making this award?

CHILD SUPPORT

24. In the last five years, in approximately what percentage of cases have you deviated upward from the child support guidelines? _____% of cases
25. In the last five years, in approximately what percentage of cases have you deviated downward from the child support guidelines? _____% of cases

A O S R N N/A

26. I require evidence that stipulated amounts of child support is within the guidelines or evidence of the reason that justifies going outside the guidelines. 1 2 3 4 5 8
27. I exercise the court's civil contempt powers to enforce child support orders. 1 2 3 4 5 8
28. I jail non-payers of child support as a final step in the civil contempt process. 1 2 3 4 5 8

29. In the last five years, approximately how many non-payers of child support have you jailed? _____ out of approximately _____ who were found in contempt.

CUSTODY AND VISITATION

- | | A | O | S | R | N | N/A |
|--|---|---|---|---|---|-----|
| 30. Other things being equal, I believe mothers will take better care of young children. | 1 | 2 | 3 | 4 | 5 | 8 |
| 31. Other things being equal, I believe the parent in the stronger financial position will take better care of young children. | 1 | 2 | 3 | 4 | 5 | 8 |
| 32. Other things being equal, I believe the parent who has been the primary caregiver will take better care of young children. | 1 | 2 | 3 | 4 | 5 | 8 |
| 33. Joint legal custody is appropriate even if one parent objects. | 1 | 2 | 3 | 4 | 5 | 8 |
| 34. Joint legal custody is appropriate even if both parents object. | 1 | 2 | 3 | 4 | 5 | 8 |
| 35. Joint physical custody is appropriate even if one parent objects. | 1 | 2 | 3 | 4 | 5 | 8 |
| 36. Joint physical custody is appropriate even if both parents object. | 1 | 2 | 3 | 4 | 5 | 8 |
| 37. I give fair and individualized consideration to fathers who seek custody of their children. | 1 | 2 | 3 | 4 | 5 | 8 |
| 38. Court-awarded visitation is sufficient to allow meaningful participation in children's lives by the noncustodial parent. | 1 | 2 | 3 | 4 | 5 | 8 |
| 39. Other things being equal, noncustodial mothers should have more visitation privileges than noncustodial fathers. | 1 | 2 | 3 | 4 | 5 | 8 |

A O S R N N/A

40. Other things being equal, noncustodial fathers should have more visitation privileges than noncustodial mothers.
1 2 3 4 5 8
41. Custody mediation is appropriate even in cases where there is a history of family violence. 1 2 3 4 5 8
42. Women use allegations of child sexual abuse as a weapon in custody disputes. 1 2 3 4 5 8
43. In deciding custody, I weigh more negatively alcohol or drug abuse by a parent if the parent is:
1 (MALE) 2 (FEMALE)
3 (No Difference) 4 (No Basis for Judgment)
44. In deciding custody, I weigh more negatively extramarital affairs by a parent if the parent is:
1 (MALE) 2 (FEMALE)
3 (No Difference) 4 (No Basis for Judgment)
45. In deciding custody, I weigh more negatively depressions by a parent if the parent is:
1 (MALE) 2 (FEMALE)
3 (No Difference) 4 (No Basis for Judgment)
46. In deciding custody, I weigh more negatively non-caretaking activities, such as substantial focus on career development, if the parent is: 1 (MALE) 2 (FEMALE)
3 (No Difference) 4 (No Basis for Judgment)
47. I am more likely to grant the request of a custodial parent to relocate the children's residence outside the state if the parent is:
1 (MALE) 2 (FEMALE)
3 (No Difference) 4 (No Basis for Judgment)
48. In making custody determinations, are there any factors that you weigh differently depending on whether the parent is a mother or a father? If so, please describe.

ATTORNEY FEES AND LITIGATION

- 49. In approximately what percentage of your cases do you award temporary attorney fees and litigation expenses?
_____ % of cases
- 50. In approximately what percentage of your cases do you award temporary attorney fees and litigation expenses as part of the final judgement? _____ % of cases

V. DOMESTIC VIOLENCE

- 1. In approximately how many Protection Order proceedings in North Dakota courts have you been involved as a judge during the last five years? _____ approximate number of cases (IF NONE, PLEASE SKIP TO QUESTION #21) _____ % of petitioners who are male

For the purposes of this questionnaire, please address domestic violence involving spouses or adult partners—NOT child abuse. Please circle the response that comes closest to your own experience or observations in the North Dakota state or local courts during the last five years.

- 2. I award the following when warranted: (mark all that apply)
 _____ 1. Child Support _____ 2. Spousal Support
 _____ 3. Supervised Visitation
 _____ 4. Treatment and/or educational programs
 _____ 5. The family home to the petitioner
 _____ 6. Temporary use of personal property, including motor vehicles

A O S R N N/A
- 3. I grant requests for supervised visitation during Domestic Violence proceedings. 1 2 3 4 5 8
- 4. Petitioners receive assistance from court personnel in understanding how to seek a Protection Order. 1 2 3 4 5 8
- 5. Respondents get assistance from court personnel in understanding the nature of the proceedings against them. 1 2 3 4 5 8

A O S R N N/A

6. Respondents get assistance from an advocate in understanding the nature of the proceedings against them. 1 2 3 4 5 8
7. Petitioners are represented by counsel during proceedings for Protection Orders. 1 2 3 4 5 8
8. Respondents are represented by counsel during proceedings for Protection Orders. 1 2 3 4 5 8
9. I would like to grant mutual Protection Orders when only one party has petitioned for the order. 1 2 3 4 5 8
10. Under what circumstances would you proceed as in question 9?
11. Forced, non-consensual sexual intercourse between spouses justifies issuance of a Protection Order. 1 2 3 4 5 8
12. I sentence convicted misdemeanor violators of Protection Orders to jail. 1 2 3 4 5 8
13. Court personnel discourage potential Petitioners from seeking Protection Orders. 1 2 3 4 5 8
14. I give a full hearing of all evidence in Protection Order proceedings. 1 2 3 4 5 8
15. I give equal consideration to the testimony of Petitioners and Respondents in Protection Order proceedings. 1 2 3 4 5 8
16. I give equal consideration to the testimony of unrepresented Petitioners and represented Petitioners in Protection Order proceedings. 1 2 3 4 5 8
17. I grant Protection Orders when Petitioners are in fear of serious bodily harm without requiring evidence of physical abuse. 1 2 3 4 5 8

18. Have you presided over an adult abuse proceeding when a Protection Order has been used for a purpose other than that stated in the statute? 1 (YES) 2 (NO)
19. Do you have any examples or illustrations of gender bias or gender-related problems in the use and enforcement of Protection Orders? If so, please describe. (Use additional pages if needed.)
20. Are there any topics related to Protection Order proceedings that you would like to see addressed in judicial education programs? If so, please describe.
21. In approximately how many criminal domestic violence proceedings in North Dakota state or local courts have you presided over in the last five years?
- _____ approximate number of proceedings (IF NONE, PLEASE SKIP TO SECTION VI)
- _____ % approximate percentage of male defendants
- _____ % approximate percentage of female defendants

A O S R N N/A

22. Mandatory arrest policies result in police charging defendants with domestic assault without probable cause.
- 1 2 3 4 5 8
23. Police find probable cause to arrest based on the victim's statement.
- 1 2 3 4 5 8
24. I require a statement of reasons by the prosecutor for dismissal of a domestic assault charge prior to trial.
- 1 2 3 4 5 8
25. The victim's testimony alone is regarded by prosecutors as a sufficient basis for prosecution of a domestic assault charge.
- 1 2 3 4 5 8
26. Prosecutorial offices commit adequate resources to the prosecution of domestic assault cases.
- 1 2 3 4 5 8
27. Victim advocate programs, such as domestic abuse intervention projects, decrease the rate of dismissals in domestic assault prosecutions.
- 1 2 3 4 5 8

A O S R N N/A

28. Prosecutors notify victims of domestic assault prior to dismissing criminal charges against the alleged assailant.

1 2 3 4 5 8

29. I consider the ongoing safety needs of the victim in setting bail.

1 2 3 4 5 8

30. I consider the ongoing safety needs of the victim in setting conditions of release.

1 2 3 4 5 8

31. I am reluctant to use criminal sanctions as a remedy for domestic violence.

1 2 3 4 5 8

32. Bail is set lower in domestic violence cases than in other assault offenses.

1 2 3 4 5 8

33. On balance, do you think victim advocate programs have been helpful or harmful in criminal domestic violence proceedings?

- 1. Very helpful
- 2. Somewhat helpful
- 3. Somewhat harmful
- 4. Very harmful
- 5. No Opinion

Why do you feel this way?

34. Do you have any examples or illustrations of gender bias or gender-related problems in domestic violence prosecutions? If so, please describe.

VI. CRIMINAL LAW

1. In approximately how many criminal cases in North Dakota state or local courts have you been involved as a judge during the last five years?

_____ approximate number of cases (IF NONE, PLEASE SKIP TO SECTION VII)

_____ % of female offenders involved

Please circle the response that comes closest to your own experience or observations in the North Dakota state or local courts during the last five years.

PROSECUTION/SENTENCING

- 2. In making the decision to prosecute similarly situated offenders for misdemeanors, prosecutors are more likely to prosecute if the offender is: 1 (MALE) 2 (FEMALE)
3 (No Difference) 4 (No Basis for Judgment)
- 3. In making the decision to prosecute similarly situated offenders for assault prosecutors are more likely to prosecute if the offender is:
1 (MALE) 2 (FEMALE)
3 (No Difference) 4 (No Basis for Judgment)
- 4. In making the decision to sentence similarly situated offenders for similar crimes, I am likely to impose a harsher sentence if the defendant is: 1 (MALE) 2 (FEMALE)
3 (No Difference) 4 (No Basis for Judgment)
- 5. Full-time employment outside of the home weighs more heavily in favor of a lenient sentence if the offender is:
1 (MALE) 2 (FEMALE)
3 (No Difference) 4 (No Basis for Judgment)
- 6. In similarly situated cases of child abuse, a defendant is more likely to receive probation or a shorter sentence if the defendant is:
1 (MALE) 2 (FEMALE)
3 (No Difference) 4 (No Basis for Judgment)

A O S R N N/A

- 7. Offenders convicted of domestic assaults receive shorter sentences than offenders convicted of other assaults.
1 2 3 4 5 8
- 8. Presentence investigations include gender-based considerations as factors in recommendations for sentencing.
1 2 3 4 5 8
- 9. Gender is considered at sentencing because women recidivate less often.
1 2 3 4 5 8

17. Incarceration is more effective for reducing recidivism among offenders who are:

1 (MALE) 2 (FEMALE)
 3 (No Difference) 4 (No Basis for Judgment)

DETENTION AND INCARCERATION

18. The dangers associated with prison are more serious for inmates who are:

1 (MALE) 2 (FEMALE)
 3 (No Difference) 4 (No Basis for Judgment)

19. Inmates who receive comparable length sentences actually serve shorter sentences if they are:

1 (MALE) 2 (FEMALE)
 3 (No Difference) 4 (No Basis for Judgment)

20. Community corrections alternatives to prison are more available to offenders who are:

1 (MALE) 2 (FEMALE)
 3 (No Difference) 4 (No Basis for Judgment)

SEXUAL ASSAULT/RAPE

A O S R N N/A

21. Victims of sexual assault are treated with sensitivity by myself and court personnel.

1 2 3 4 5 8

22. Expert testimony concerning rape trauma syndrome is admitted as evidence to explain a victim's behavior.

1 2 3 4 5 8

23. Victim advocacy programs improve the rate of prosecution.

1 2 3 4 5 8

24. When a husband is the alleged offender, prosecutors are less likely to pursue a sexual assault.

1 2 3 4 5 8

25. The amount of bond in sexual assault cases is lower when the victim and defendant know one another prior to the alleged assault.

1 2 3 4 5 8

A O S R N N/A

26. Juries are less likely to convict a defendant charged with rape when the victim has been sexually active.
1 2 3 4 5 8
27. Alleged rape victims fabricate complaints against defendants.
1 2 3 4 5 8
28. The sentence received by sexual assault offenders is shorter when the offender and victim have had a prior relationship.
1 2 3 4 5 8
29. I exercise appropriate control during trial proceedings to protect the complaining witness from improper questioning.
1 2 3 4 5 8
30. I interpret the Rape Shield Law strictly, excluding evidence of a victim's prior sexual conduct.
1 2 3 4 5 8
31. Prosecutors are less likely to proceed on "date" or "acquaintance" rape charges.
1 2 3 4 5 8
32. In homicide cases, expert testimony regarding the battered spouse syndrome is accorded credibility when admitted as evidence in court.
1 2 3 4 5 8
33. Do you have any examples of gender-related problems in the area of criminal law? If so, please describe.

VII. CRIMINAL SEXUAL CONDUCT

1. In approximately how many criminal sexual conduct cases in North Dakota courts have you served as a judge during the last five years?
_____ approximate number of cases (IF NONE, PLEASE SKIP TO QUESTION 10)

The following questions refer to judicial decisions at the trial court level in criminal sexual conduct cases. Please circle the response that comes closest to your own experience or observations in the North Dakota state or local trial courts during the last five years.

A O S R N N/A

- 2. Other factors being equal, bail in criminal sexual conduct cases where the parties know one another is set lower than in cases where the parties are strangers. 1 2 3 4 5 8
- 3. When there is improper questioning about a complainant’s prior sexual conduct, I intervene if the prosecutor does not. 1 2 3 4 5 8
- 4. Cross-examination of the complainant in “date rape” cases goes beyond what is necessary to present a consent defense. 1 2 3 4 5 8
- 5. Other factors being equal, I give more lenient sentences in “date rape” cases than in “stranger rape” cases. 1 2 3 4 5 8
- 6. Defense attorneys appeal to gender stereotypes (for example, “women say no when they mean yes”; “provocative dress is an invitation”) in order to discredit the victim in criminal sexual conduct cases. 1 2 3 4 5 8
- 7. In criminal sexual conduct cases, when the perpetrator is an adult male and the victim is a juvenile, the sentence is more severe if the victim is: 1 (MALE) 2 (FEMALE)
 3 (No Difference) 4 (No Basis for Judgment)
- 8. Questioning about the past sexual conduct of the victim in criminal sexual conduct cases is more likely to be limited when the defense counsel is: 1 (MALE) 2 (FEMALE)
 3 (No Difference) 4 (No Basis for Judgment)
- 9. Do you have an example or illustration of gender bias or gender-related problems in judicial decision-making in criminal sexual conduct cases? If so, please describe. (Use additional pages if needed.)
- 10. Please make any comments you would like about gender-related problems in the area of juvenile law.

11. Do you believe that people tend to “over-react” or become “hyper-sensitive” to the issue of gender fairness in the courts?
Please share your views.

THANK YOU very much for your help. Please feel free to attach additional pages of comments concerning gender fairness in the courts that you might have. The completed questionnaire and any extra pages of comments can be returned by placing them in the enclosed pre-addressed postage paid envelope.

Appendix D

NORTH DAKOTA COMMISSION ON GENDER FAIRNESS IN THE COURTS ATTORNEY SURVEY

Thank you for helping the North Dakota Supreme Court's Commission on Gender Fairness in the Courts by answering this survey.

You will need to answer only selected parts of the questionnaire. For example, most attorneys who do not regularly appear in court will answer only Part I (Background) and Part II (Professionalism). Attorneys who do regularly appear in court will answer Part I-VI and other parts related to substantive areas of law in which they are involved. As you go through the questionnaire, directions will indicate which parts you should complete and which to skip.

I.	GENERAL BACKGROUND	pp 1-2
II.	PROFESSIONALISM	p 2
III.	COURTROOM INTERACTION	pp 3-5
IV.	COURTROOM STYLES	pp 6-7
V.	JUDICIAL INTERVENTION	pp 8-9
VI.	ACCESS TO REPRESENTATION	pp 9-10
VII.	FAMILY LAW	pp 10-13
VIII.	DOMESTIC VIOLENCE	pp 14-15
IX.	CRIMINAL LAW	pp 16-17
X.	CRIMINAL SEXUAL CONDUCT	pp 18-19

Questions at the beginning of several sections ask how many times you have "represented a party" in specific types of cases. Please interpret "represented a party" broadly to include first chair, second chair, advised, represented the state, and so on.

Although most questions ask you just to circle a response, please feel free to add comments in the margins, at the end of each section, or wherever you think they would clarify your answer. Feel free to include additional sheets of paper if necessary.

It is important for us to obtain this information from you, whether or not you believe there are gender related problems in the court system. We are interested in your thoughts on these issues. All responses will be confidential and no individuals will be specifically identified in any reports of the research. Please return the completed questionnaire within one week of its receipt. If you have any questions about the survey

please call me, Professor Wendelin M. Hume-Project Coordinator, at (701) 777-4001. Thank you.

I. GENERAL BACKGROUND

Everyone should complete Part 1. Please check or circle the appropriate response or fill in the information in the space provided.

1. Gender: ___ 1. Male ___ 2. Female
2. Race: ___ 1. White ___ 2. Native American
 ___ 3. African American ___ 4. Asian
 ___ 5. Hispanic ___ 6. Other
3. ___ Year of birth
4. ___ Year in which you were first admitted to practice (in any state).
5. ___ Number of years you have actively engaged in the practice of law.
6. ___ Number of years you have been employed in your current position.
7. ___ Number of different jobs you have held in the legal profession (including clerkships and paralegal positions).
8. ___ Number of attorneys in your immediate office.
9. ___ Approximately what percentage of your clients are women? (if no individual clients state "N/A")
10. Which of the following best describes your current employment?
 1. Private Practice-Solo Practitioner
 2. Private Practice-Law Firm
 3. Legal Services / Legal Aid
 4. Academic
 5. Corporate
 6. Prosecutor
 7. Public Defender
 8. Government / Public Sector
 9. Other Employment (Please Specify)_____

11. In which area(s) of specialty do you regularly practice? (Circle all that apply).

- 1. General Practice
- 2. Criminal
- 3. Family Law
- 4. Corporate
- 5. Civil Litigation
- 6. Real Estate
- 7. Labor/Employment
- 8. Appellate
- 9. Other (Please Specify)_____

12. If you have not sought a judicial position within the last five years, please briefly explain why.

13. Do you have any comments about the effect of gender in the judicial selection process? (Add additional pages if needed).

Everyone should complete Part II.

II. PROFESSIONALISM

The following questions ask your opinion about certain types of behavior. If a question refers to an area in which you have no opinion, circle "N/A"-Not Applicable, No Basis for Judgment. Please feel free to add written comments in the margins or wherever appropriate. You might wish to comment for several reasons such as to provide an example, clarify a point, or describe an incident within or before the stated five year time frame (please state the year in which the incident took place). Please note that in the scales which follow: A=Always (90% of the time or more), O=Often (75%-89% of the time), S-Sometimes (26%-74% of the time), R=Rarely (11%-25% of the time), N-Never (10% of the time or less), and N/A-Not Applicable or No Basis for Judgment.

A O S R N N/A

1. It is unprofessional for a lawyer to use gender-biased conduct as a means to frustrate or disadvantage the adversary in the courtroom.

1 2 3 4 5 8

2. Zealous advocacy requires a lawyer to use gender stereotypes of all actors to the client's advantage.

1 2 3 4 5 8

3. Zealous advocacy requires male lawyers to use their gender to the clients advantage.

1 2 3 4 5 8 94

A O S R N N/A

4. Zealous advocacy requires female lawyers to use their gender to the client s advantage. 1 2 3 4 5 8

5. A lawyer who personally abhors gender stereotypes, but recognizes that using them at trial might work to the client’s advantage in the jury’s eyes, should use them anyway. 1 2 3 4 5 8

6. A lawyer who personally abhors gender stereotypes, but recognizes that using them at trial might workto the clients advantage in the judge’s eyes, should use them anyway. 1 2 3 4 5 8

7. How often were you present in North Dakota state or local courts or in chambers in the last five years?
1. Daily 2. Weekly 3. Once or twice a month
4. Less than once a month
5. Never If “Never”, then please skip to question 13 on the last page of the survey and answer it. It will not be necessary for you to fill out the remainder of the questionnaire.

PART III through PART VI should be answered by all attorneys who appear in court or chambers.

III. COURTROOM INTERACTION

The following questions ask how often you personally have observed or experienced specific types of behavior in the North Dakota state or local courts in the last five years. Please circle the response that comes closest to your own observation.

- 1. If you do civil trial work, approximately what percentage of all your work is the following?
___% 1. Domestic Relations ___% 2. Personal Injury
___% 3. Commercial
___% 4. Other (please specify)_____
___ 5. No Civil Trial Work

2. If you do civil trial work, approximately what percentage of your civil trial work is the following?
 ___% 1. First Chair ___% 2. Second Chair
 ___% 3. Brief Writing ___ 4. No Civil Trial Work
3. If you do criminal trial work, approximately what percentage of your criminal trial work is the following?
 ___% 1. First Chair
 ___% 2. Second Chair
 ___% 3. Charging and Plea Work
 ___% 4. Other (please specify) _____
 ___ 5. No Criminal Trial Work
4. In the last five years, in approximately what percentage of your court appearances were other counsel women? ___%

A O S R N N/A

5. Women attorneys are addressed by first names or terms of endearment when men attorneys are not.
- | | | | | | | |
|----------------------|---|---|---|---|---|---|
| - by judges | 1 | 2 | 3 | 4 | 5 | 8 |
| - by counsel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by court personnel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by bailiffs | 1 | 2 | 3 | 4 | 5 | 8 |
6. Women litigants or witnesses are addressed by their first names or terms of endearment when men litigants or witnesses are not.
- | | | | | | | |
|----------------------|---|---|---|---|---|---|
| - by judges | 1 | 2 | 3 | 4 | 5 | 8 |
| - by counsel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by court personnel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by bailiffs | 1 | 2 | 3 | 4 | 5 | 8 |
7. Women attorneys are asked if they are attorneys when men are not asked.
- | | | | | | | |
|----------------------|---|---|---|---|---|---|
| - by judges | 1 | 2 | 3 | 4 | 5 | 8 |
| - by counsel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by court personnel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by bailiffs | 1 | 2 | 3 | 4 | 5 | 8 |

A O S R N N/A

8. Comments are made about the physical appearance or apparel of women attorneys in court, when no such comments are made about men.

- by judges	1	2	3	4	5	8
- by counsel	1	2	3	4	5	8
- by court personnel	1	2	3	4	5	8
- by bailiffs	1	2	3	4	5	8

9. Comments are made about the physical appearance or apparel of women litigants or witnesses when no such comments are made about men.

- by judges	1	2	3	4	5	8
- by counsel	1	2	3	4	5	8
- by court personnel	1	2	3	4	5	8
- by bailiffs	1	2	3	4	5	8

10. Remarks or jokes demeaning to women are made in court or in chambers.

- by judges	1	2	3	4	5	8
- by counsel	1	2	3	4	5	8
- by court personnel	1	2	3	4	5	8
- by bailiffs	1	2	3	4	5	8

11. Women attorneys are subjected to physical sexual harassment.

- by judges	1	2	3	4	5	8
- by counsel	1	2	3	4	5	8
- by court personnel	1	2	3	4	5	8
- by bailiffs	1	2	3	4	5	8

12. Women attorneys are subjected to verbal sexual harassment.

- by judges	1	2	3	4	5	8
- by counsel	1	2	3	4	5	8
- by court personnel	1	2	3	4	5	8
- by bailiffs	1	2	3	4	5	8

13. Women litigants or witnesses are subjected to physical sexual harassment.
- | | | | | | | |
|----------------------|---|---|---|---|---|---|
| - by judges | 1 | 2 | 3 | 4 | 5 | 8 |
| - by counsel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by court personnel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by bailiffs | 1 | 2 | 3 | 4 | 5 | 8 |
14. Women litigants or witnesses are subjected to verbal sexual harassment.
- | | | | | | | |
|----------------------|---|---|---|---|---|---|
| - by judges | 1 | 2 | 3 | 4 | 5 | 8 |
| - by counsel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by court personnel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by bailiffs | 1 | 2 | 3 | 4 | 5 | 8 |
15. Women court personnel are subjected to physical sexual harassment.
- | | | | | | | |
|----------------------|---|---|---|---|---|---|
| - by judges | 1 | 2 | 3 | 4 | 5 | 8 |
| - by counsel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by court personnel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by bailiffs | 1 | 2 | 3 | 4 | 5 | 8 |
16. Women court personnel are subjected to verbal sexual harassment.
- | | | | | | | |
|----------------------|---|---|---|---|---|---|
| - by judges | 1 | 2 | 3 | 4 | 5 | 8 |
| - by counsel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by court personnel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by bailiffs | 1 | 2 | 3 | 4 | 5 | 8 |
17. When gender bias occurs in the courtroom, the judge intervenes to stop it.
- | | | | | | | |
|--|---|---|---|---|---|---|
| | 1 | 2 | 3 | 4 | 5 | 8 |
|--|---|---|---|---|---|---|
18. In my opinion, judges assign more credibility to the arguments of attorneys who are: 1 (MALE) 2 (FEMALE) 3 (Neither)
19. In my opinion, judges assign more credibility to the opinions of experts who are: 1 (MALE) 2 (FEMALE) 3 (Neither)
20. In my opinion, judges assign more credibility to the testimony of witnesses who are: 1 (MALE) 2 (FEMALE) 3 (Neither)

A O S R N N/A

21. Gender bias is encountered in the courtroom.
1 2 3 4 5 8
22. Gender bias is encountered in chambers.
1 2 3 4 5 8
23. Gender bias is encountered outside the courtroom during depositions, negotiations, etc.
1 2 3 4 5 8
24. Jurors decide cases based on preconceived or stereotypical ideas of the gender roles that men and women play in society.
1 2 3 4 5 8
25. Which of the following statements best describes your overall perception of gender bias against women in the North Dakota state or local courts at the present time?
1. There is no gender bias against women in the North Dakota courts.
 2. Gender bias against women exists, but only in a few areas and with certain individuals.
 3. Gender bias against women is widespread, but subtle and hard to detect.
 4. Gender bias against women is widespread and readily apparent.
26. Which of the following statements best describes your overall perception of gender bias against men in the North Dakota state or local courts at the present time?
1. There is no gender bias against men in the North Dakota courts.
 2. Gender bias against men exists, but only in a few areas and with certain individuals.
 3. Gender bias against men is widespread, but subtle and hard to detect.
 4. Gender bias against men is widespread and readily apparent.

- 27. In your opinion, how has gender bias in the North Dakota state or local courts changed over the past few years?
 - 1. There is less gender bias now than in the past.
 - 2. There is more gender bias now than in the past
 - 3. There is the same amount of gender bias now as in the past.
 - 4. There is a different kind of gender bias now than in the past.
 - 5. There has never been any gender bias, now or in the past.

- 28. In the last five years, have you experienced or personally observed any incidents of sexual harassment or discrimination based on gender in the North Dakota state or local courts? If so, please describe the incident(s), without naming specific individuals. (Use additional pages if necessary.)

- 29. Did anyone intervene to correct the behavior described in question #28?
 - 1 (YES) _____ who? (counsel, judge, other)
If "YES," how?
 - 2 (NO)

- 30. In your opinion, did the behavior described in question #28 affect the outcome of the case?
 - 1 (YES) If "YES," how?
 - 2 (NO)

IV. COURTROOM STYLES

The following questions ask how often you personally have observed or experienced specific types of behavior in the North Dakota state or local courts in the last five years. Some of the questions also ask your opinion about certain types of behavior. Please circle the response that comes closest to your own observations or opinions.

A O S R N N/A

- 1. Male lawyers make disparaging remarks in open court about female lawyers' litigating styles. 1 2 3 4 5 8

- 2. Female lawyers make disparaging remarks in open court about male lawyers' litigating styles. 1 2 3 4 5 8

- 3. Judges make disparaging remarks in open court about female lawyers' litigating styles. 1 2 3 4 5 8

A O S R N N/A

4. Judges make disparaging remarks in open court about male lawyers' litigating styles. 1 2 3 4 5 8
5. I have heard lawyers make disparaging remarks about a female judge's style of handling the courtroom or the case. 1 2 3 4 5 8
6. I have heard lawyers make disparaging remarks about a male judge's style of handling the courtroom or the case. 1 2 3 4 5 8
7. I have heard lawyers make disparaging remarks about a female judge's ability in handling the courtroom or the case. 1 2 3 4 5 8
8. I have heard lawyers make disparaging remarks about a male judge's ability in handling the courtroom or the case. 1 2 3 4 5 8
9. In court, if you ever encountered what you considered to be soft-spoken female lawyers, did you (select best response):
1. View her/them as ineffectual
 2. View her/them as lacking confidence
 3. View her/them as demonstrating quiet confidence
 4. Think nothing of this style one way or the other
 5. Other _____
 6. I have not encountered a soft-spoken female lawyer
10. In court, if you ever encountered what you considered to be soft-spoken male lawyers, did you (select best response):
1. View him/them as ineffectual
 2. View him/them as lacking confidence
 3. View him/them as demonstrating quiet confidence
 4. Think nothing of this style one way or the other
 5. Other _____
 6. I have not encountered a soft-spoken male lawyer

11. In court, if you ever encountered what you considered to be aggressive female lawyers, did you (select best response):
 1. View her/them as in control and effective
 2. View her/them as acting in an unflattering manner
 3. View her/them as demonstrating assertive confidence
 4. Think nothing of this style one way or the other
 5. Other _____
 6. I have not encountered an aggressive female lawyer

12. In court, if you ever encountered what you considered to be aggressive male lawyers, did you (select best response):
 1. View him/them as in control and effective
 2. View him/them as acting in an unflattering manner
 3. View him/them as demonstrating assertive confidence
 4. Think nothing of this style one way or the other
 5. Other _____
 6. I have not encountered an aggressive male lawyer

13. If you ever litigated against a female courtroom lawyer that you perceived to be ineffective or lacking confidence, did the judge (select best response):
 1. Make excuses for her
 2. Bend over backwards to assist her
 3. Silently penalize her for not measuring up
 4. Openly criticize her
 5. Say nothing one way or another
 6. I have not litigated against an ineffective female lawyer

14. If you ever litigated against a male courtroom lawyer that you perceived to be ineffective or lacking confidence, did the judge (select best response):
 1. Make excuses for him
 2. Bend over backwards to assist him
 3. Silently penalize him for not measuring up
 4. Openly criticize him
 5. Say nothing one way or another
 6. I have not litigated against an ineffective male lawyer

A O S R N N/A

15. The presence of female lawyers in the courtroom makes it more difficult for male lawyers to litigate their cases.

1 2 3 4 5 8

Why?

16. The presence of female judges in the courtroom makes it more difficult for male lawyers to litigate their cases.

1 2 3 4 5 8

Why?

17. Considering the gender of the judge is an important part of courtroom strategy.

1 2 3 4 5 8

18. If the gender of the judge is considered (to whatever degree), why (select all appropriate responses)?

- 1. Male judges sometimes favor male lawyers just because they are male lawyers
- 2. Female judges sometimes favor female lawyers just because they are female lawyers
- 3. Male judges sometimes favor female lawyers just because they are female lawyers
- 4. Female judges sometimes favor male lawyers just because they are male lawyers
- 5. Male judges are more hostile/receptive to certain types of claims
- 6. Female judges are more hostile/receptive to certain types of claims
- 7. The judges' gender will influence the lawyer's litigation style
- 8. Other (please specify)_____

V. JUDICIAL INTERVENTION

The following questions ask how often you have observed or experienced specific types of behavior in the North Dakota state or local courts in the last five years. Some of the questions also ask your opinion about certain types of behavior. Please circle the response in the left column that comes closest to your own actual observations. Please circle the response in the right column that comes closest to your opinions even if you have had no actual observations of such incidents.

1. During a jury trial, a male lawyer addresses a female lawyer or witness by her first name (but addresses other male lawyers or witnesses by their last names).

<u>DID</u>		<u>SHOULD</u>	
THE JUDGE		THE JUDGE	
A O S R N N/A		A O S R N N/A	
1 2 3 4 5 8	(1) Suggest that more formal address for the women is appropriate	1 2 3 4 5 8	
1 2 3 4 5 8	(2) Ask counsel to approach the bench and give the same suggestion	1 2 3 4 5 8	
1 2 3 4 5 8	(3) Admonish the lawyer immediately in open court	1 2 3 4 5 8	
1 2 3 4 5 8	(4) Ignore the issue unless raised by the woman/women	1 2 3 4 5 8	
1 2 3 4 5 8	(5) Do nothing	1 2 3 4 5 8	

2. During a bench trial a male lawyer addresses a female lawyer or witness by her first name (but addresses other male lawyers or witnesses by their last names).

<u>DID</u>		<u>SHOULD</u>	
THE JUDGE		THE JUDGE	
A O S R N N/A		A O S R N N/A	
1 2 3 4 5 8	(1) Suggest that more formal address for the women is appropriate	1 2 3 4 5 8	
1 2 3 4 5 8	(2) Ask counsel to approach the bench and give the same suggestion	1 2 3 4 5 8	
1 2 3 4 5 8	(3) Admonish the lawyer immediately in open court	1 2 3 4 5 8	
1 2 3 4 5 8	(4) Ignore the issue unless raised by the woman/women	1 2 3 4 5 8	
1 2 3 4 5 8	(5) Do nothing	1 2 3 4 5 8	

3. During a jury trial, a male lawyer addresses a female lawyer or witness with the term “young lady” or “dear” or similar term of endearment.

<u>DID</u>		<u>SHOULD</u>	
THE JUDGE		THE JUDGE	
A O S R N N/A		A O S R N N/A	
1 2 3 4 5 8	(1) Suggest that those terms were inappropriate	1 2 3 4 5 8	
1 2 3 4 5 8	(2) Ask counsel to approach the bench and give the same suggestion	1 2 3 4 5 8	
1 2 3 4 5 8	(3) Admonish the lawyer immediately in open court	1 2 3 4 5 8	
1 2 3 4 5 8	(4) Ignore the issue unless raised by the woman/women	1 2 3 4 5 8	
1 2 3 4 5 8	(5) Do nothing	1 2 3 4 5 8	

4. During a bench trial, a male lawyer addresses a female lawyer or witness with the term “young lady” or “dear” or similar term of endearment.

<u>DID</u>		<u>SHOULD</u>	
THE JUDGE		THE JUDGE	
A O S R N N/A		A O S R N N/A	
1 2 3 4 5 8	(1) Suggest that those terms were inappropriate	1 2 3 4 5 8	
1 2 3 4 5 8	(2) Ask counsel to approach the bench and give the same suggestion	1 2 3 4 5 8	
1 2 3 4 5 8	(3) Admonish the lawyer immediately in open court	1 2 3 4 5 8	
1 2 3 4 5 8	(4) Ignore the issue unless raised by the woman/women	1 2 3 4 5 8	
1 2 3 4 5 8	(5) Do nothing	1 2 3 4 5 8	

5. A male lawyer tells a joke demeaning to female lawyers in chambers.

<u>DID</u>		<u>SHOULD</u>
THE JUDGE		THE JUDGE
A O S R N N/A		A O S R N N/A
1 2 3 4 5 8	(1) Suggest that those terms were inappropriate	1 2 3 4 5 8
1 2 3 4 5 8	(2) Admonish the lawyer immediately in open court	1 2 3 4 5 8
1 2 3 4 5 8	(3) Ignore the issue unless raised by the woman/women	1 2 3 4 5 8
1 2 3 4 5 8	(4) Do nothing	1 2 3 4 5 8

6. A female lawyer tells a joke demeaning to male lawyers in chambers.

<u>DID</u>		<u>SHOULD</u>
THE JUDGE		THE JUDGE
A O S R N N/A		A O S R N N/A
1 2 3 4 5 8	(1) Suggest that those terms were inappropriate	1 2 3 4 5 8
1 2 3 4 5 8	(2) Admonish the lawyer immediately in open court	1 2 3 4 5 8
1 2 3 4 5 8	(3) Ignore the issue unless raised by the man/men	1 2 3 4 5 8
1 2 3 4 5 8	(4) Do nothing	1 2 3 4 5 8

VI. ACCESS TO REPRESENTATION

The following questions refer to possible problems some clients may encounter in gaining access to representation in the North Dakota state or local courts in any area of law. Please circle the response that come closest to your own experience, observation or opinion about access to representation in the North Dakota state or local courts during the last five years.

1. Attorney fee awards are higher if the client is:
 1 (MALE) 2 (FEMALE) 3 (NO DIFFERENCE) 8 (N/A)

2. Attorney fee awards are higher if the attorney is:
 1 (MALE) 2 (FEMALE) 3 (NO DIFFERENCE) 8 (N/A)

A O S R N N/A

3. Attorney fee awards in gender-based employment discrimination cases are high enough to encourage attorneys to take these cases.
 1 2 3 4 5 8

4. In divorce proceedings Orders for temporary attorney's fees and litigation expenses are sufficient to allow the economically-dependent spouse to pursue litigation.
 1 2 3 4 5 8

A O S R N N/A

5. When awards for temporary attorney's fees and litigation expenses are insufficient in divorce proceedings, courts grant such expenses in adequate amounts in the final judgment.
1 2 3 4 5 8
6. Wives do not appeal promising claims due to lack of financial resources.
1 2 3 4 5 8
7. Husbands do not appeal promising claims due to lack of financial resources.
1 2 3 4 5 8
8. The reluctance of courts to award temporary attorney fees in family law cases precludes me from taking such cases.
1 2 3 4 5 8
9. The reluctance of courts to award attorney fees in litigation to modify child support awards precludes me from taking such cases.
1 2 3 4 5 8
10. In my practice, a retainer fee is required for family law cases.
1 2 3 4 5 8
11. Family law cases benefit by more continuity on the bench (eg., one judge handling the case from start to finish).
1 2 3 4 5 8
12. Judges have negative attitudes toward family law.
1 2 3 4 5 8
13. Approximately what percentage of your potential clients are you unable to represent because of their inability to pay a retainer?
 ___% of women clients ___% of men clients
 ___N/A-no private clients ___N/A-all clients on contingency basis
14. Approximately what percentage of cases do you take pro bono or with little expectation of being paid?
 ___% of women clients ___% of men clients
 ___N/A-no private clients ___N/A-all clients on contingency basis

15. Do you have any examples or illustrations of gender bias or gender-related problems that affect access to representation in the North Dakota courts? If so, please describe.

VII. FAMILY LAW

1. In approximately how many family law cases in North Dakota have you represented a party in the last five years?
 ____ (IF NONE, PLEASE SKIP TO SECTION VIII. DOMESTIC VIOLENCE)

Please circle the response that come closest to your own experiences or observations in the North Dakota state or local courts during the last five years. This section of the questionnaire addresses five areas: (1) marital property, (2) spousal maintenance, (3) child support, (4) custody and visitations, and (5) negotiation/settlement.

2. Based on the family law cases in which you represented a party in the last five years, please estimate the following:
 ____% of clients who are male
 ____% of clients who are female
 ____% of cases in which you had a trial of contested issues
 ____% of cases settled by negotiation
 ____% of cases settled by mediation
 ____% of cases settled by default

A O S R N N/A

3. Courts grant expeditious hearings in family law cases.
 1 2 3 4 5 8
4. Mediation is an effective method for resolving disputed issues in family law cases.
 1 2 3 4 5 8
5. Justice would be improved by the establishment of a family court with jurisdiction over family law, juvenile law and domestic violence.
 1 2 3 4 5 8

MARITAL PROPERTY

6. When one spouse's primary role has been as a homemaker, judges award a larger share of the marital property to the income-producing spouse.
 1 2 3 4 5 8

A O S R N N/A

7. When a privately-owned business is at issue, judges consider the contribution of a homemaker spouse as a contribution to the business. 1 2 3 4 5 8
8. When the family business is a farm, judges give preference to the husband in the distribution of marital property, including the farm. 1 2 3 4 5 8
9. When physical custody of children is awarded to one spouse, judges award the family home or the right to live therein to the custodial spouse. 1 2 3 4 5 8
10. In dividing marital property, judges are likely to weigh more negatively extramarital affairs by a spouse if the spouse is:
1 (MALE) 2 (FEMALE) 3 (No Difference) 4 (N/A)
11. In dividing marital property, judges are likely to weigh more negatively alcohol or drug abuse by a spouse if the spouse is:
1 (MALE) 2 (FEMALE) 3 (No Difference) 4 (N/A)
12. In dividing marital property, judges are likely to weigh more negatively financial misconduct or irresponsibility by a spouse if the spouse is:
1 (MALE) 2 (FEMALE) 3 (No Difference) 4 (N/A)

SPOUSAL SUPPORT

13. In approximately what percentage of your cases is spousal support a contested issue?
____% of cases requested ____% of cases awarded or agreed to
14. ____% In approximately what percentage of your cases do males request spousal support?
15. ____% In approximately what percentage of your trials is support a contested issue?
16. ____% In approximately what percentage of your cases is support decided by negotiation?

17. ___% In approximately what percentage of your cases is support decided by mediation?
18. When a homemaker spouse in a long-term marriage seeks an award of support, courts most often award:
 ___1. Periodic support of unlimited duration
 ___2. Limited duration support
 ___3. Lump sum support or support in gross
 ___4. No support
 ___5. No basis to judge
- A O S R N N/A
19. Judges have a realistic understanding of the likely future earnings of a homemaker who has been out of the labor force for a long period of time. 1 2 3 4 5 8
20. Judges have a realistic understanding of the likelihood of the economically dependent spouse being able to support him/herself through appropriate employment. 1 2 3 4 5 8
21. Limited duration support awards are sufficient to allow the economically-dependent spouse to obtain education and/or retraining. 1 2 3 4 5 8
22. The courts use contempt proceedings to enforce payment of support. 1 2 3 4 5 8
23. When courts award or modify spousal support the award:
- is ordered retroactive to the date of filing 1 2 3 4 5 8
 - is excessive in amount or duration 1 2 3 4 5 8
 - is inadequate in amount or duration 1 2 3 4 5 8
 - equalizes the future standards of living for the two spouses 1 2 3 4 5 8
 - has an adverse impact on the post-divorce standard of living of the economically dependent spouse 1 2 3 4 5 8
 - has an adverse impact on the post-divorce standard of living of the economically dominant spouse 1 2 3 4 5 8

A O S R N N/A

24. The courts adequately enforce spousal support awards.
1 2 3 4 5 8
25. What minimum definition of a "long-term marriage" do judges usually use in deciding to award permanent support?
 ___1. under 10 years ___2. 10-15 years
 ___3. 16-20 years ___4. 21-25 years
 ___5. more than 25 years ___6. no basis for judgment
26. In deciding the size of spousal support awards, judges are more likely to sacrifice the current life-style of the:
 ___1. husband ___2. wife ___3. both equally
 ___4. no basis for judgment

CHILD SUPPORT

A O S R N N/A

27. Child support awards accurately reflect the costs of rearing the individual child. 1 2 3 4 5 8
28. Judges deviate upward from the child support guidelines when the ability to pay of the non-custodial parent warrants it.
1 2 3 4 5 8
29. Judges deviate upward from the child support guidelines when special needs of the child warrant it. 1 2 3 4 5 8
30. Judges are willing to grant post-judgment increases in child support when such increases are warranted. 1 2 3 4 5 8
31. When noncustodial mothers are required to pay child support, the amount awarded is within the child support guidelines.
1 2 3 4 5 8
32. Judges are willing to jail non-payers of child support as a final step in the civil contempt process. 1 2 3 4 5 8

A O S R N N/A

33. When parents stipulate the amount of child support, judges require evidence that the amount is within the guidelines or that there is a reason for going outside the guidelines.
- 1 2 3 4 5 8

CUSTODY AND VISITATION

34. Approximate number of child custody cases you have handled in the past five years. ____ (If NONE, skip to question #55)
35. Judges give fair and individualized consideration to fathers who seek custody of their children. 1 2 3 4 5 8
36. In awarding custody, judges indicate, by statement or action, that young children belong with their mother. 1 2 3 4 5 8
37. In awarding custody, judges favor the parent in the stronger financial position. 1 2 3 4 5 8
38. In awarding custody, judges favor the primary caregiving parent. 1 2 3 4 5 8
39. In awarding custody, judges take into account the father's violence against the mother. 1 2 3 4 5 8
40. In awarding custody, judges take into account the mother's violence against the father. 1 2 3 4 5 8
41. Joint legal custody is ordered over the objections of one parent. 1 2 3 4 5 8
42. Joint legal custody is ordered over the objections of both parents. 1 2 3 4 5 8
43. Joint physical custody is ordered over the objections of one parent. 1 2 3 4 5 8
44. Joint physical custody is ordered over the objections of both parents. 1 2 3 4 5 8

A O S R N N/A

45. Court-awarded visitation is sufficient to allow meaningful participation in children's lives by the noncustodial parent.
1 2 3 4 5 8
46. Noncustodial mothers get more visitation privileges than noncustodial fathers.
1 2 3 4 5 8
47. Noncustodial fathers get more visitation privileges than noncustodial mothers.
1 2 3 4 5 8
48. Judges give more credit to fathers for carrying out direct care activities than they give to mothers.
1 2 3 4 5 8
49. Judges use contempt proceedings to enforce child visitation rights.
1 2 3 4 5 8
50. In deciding custody, judges are likely to weigh more negatively alcohol or drug abuse by a parent if the parent is:
1 (MALE) 2 (FEMALE)
3 (No Difference) 4 (No Basis for Judgment)
51. In deciding custody, judges are likely to weigh more negatively extramarital affairs by a parent if the parent is:
1 (MALE) 2 (FEMALE)
3 (No Difference) 4 (No Basis for Judgment)
52. In deciding custody, judges are likely to weigh more negatively depressions by a parent if the parent is:
1 (MALE) 2 (FEMALE)
3 (No Difference) 4 (No Basis for Judgment)
53. In deciding custody, judges are likely to weigh more negatively non-caretaking activities, such as substantial focus on career development, if the parent is:
1 (MALE) 2 (FEMALE)
3 (No Difference) 4 (No Basis for Judgment)

54. Judges are more likely to grant the request of a custodial parent to relocate the children's residence outside the state if the parent is:
- | | |
|-------------------|---------------------------|
| 1 (MALE) | 2 (FEMALE) |
| 3 (No Difference) | 4 (No Basis for Judgment) |

NEGOTIATION/SETTLEMENT

A O S R N N/A

55. Attorneys dissuade fathers from seeking custody because they believe that judges will not give fair and individualized consideration to a father's request for custody. 1 2 3 4 5 8
56. Mothers agree to accept less child support than would be required by the child support guidelines in exchange for fathers' agreements not to contest custody. 1 2 3 4 5 8
57. Fathers agree to accept less property or spousal support in exchange for mothers' agreements not to contest custody. 1 2 3 4 5 8
58. Fathers agree to accept less child support than would be required by the child support guidelines in exchange for mothers' agreements not to contest custody. 1 2 3 4 5 8
59. Mothers agree to accept less property or spousal support in exchange for fathers' agreements not to contest custody. 1 2 3 4 5 8
60. Wives yield on promising claims in family law cases due to lack of financial resources. 1 2 3 4 5 8
61. Husbands yield on promising claims in family law cases due to lack of financial resources. 1 2 3 4 5 8
62. Do you have any examples or illustrations of gender bias or gender-related problems in the handling of family law cases. If so, please describe. (Use additional pages if needed.)
63. Are there any topics in the area of family law that you would like to see addressed in judicial education programs. If so, please describe.

64. Do you have any examples or illustrations of gender bias or gender-related problems in judicial decision-making in the area of family law? If so, please describe.

VIII. DOMESTIC VIOLENCE

1. In approximately how many Protection Order proceedings in North Dakota courts have you represented a party during the last five years? _____ approximate number of cases (IF NONE, PLEASE SKIP TO QUESTION #15)
 _____% of petitioners who are male

For the purposes of this questionnaire, please address domestic violence involving spouses or adult partners—NOT child abuse. Please circle the response that comes closest to your own experience or observations in the North Dakota state or local courts during the last five years.

A O S R N N/A

2. Petitioners receive assistance from court personnel in understanding how to seek a Protection Order. 1 2 3 4 5 8
3. Respondents get assistance from court personnel in understanding the nature of the proceedings against them. 1 2 3 4 5 8
4. Petitioners are represented by counsel during proceedings for Protection Orders. 1 2 3 4 5 8
5. Respondents are represented by counsel during proceedings for Protection Orders. 1 2 3 4 5 8
6. Mutual Protection Orders are ordered even when only one party had petitioned for the order. 1 2 3 4 5 8
7. Respondents are given the opportunity to contest ex parte Protection Orders at their initial court appearance. 1 2 3 4 5 8
8. Judges sentence convicted misdemeanor violators of Protection Orders to jail. 1 2 3 4 5 8

A O S R N N/A

9. Judges give a full hearing of all evidence in Protection Order proceedings. 1 2 3 4 5 8

10. Judges give equal consideration to the testimony of Petitioners and Respondents in Protection Order proceedings. 1 2 3 4 5 8

11. Judges give equal consideration to the testimony of unrepresented Petitioners and represented Petitioners in Protection Order proceedings. 1 2 3 4 5 8

12. Judges grant Protection Orders when Petitioners are in fear of serious bodily harm without requiring evidence of physical abuse. 1 2 3 4 5 8

13. Protection Orders are used for purposes other than those stated in the statute. 1 2 3 4 5 8

14. Do you have any examples or illustrations of gender bias or gender-related problems in the use and enforcement of Protection Orders? If so, please describe. (Use additional pages if needed.)

15. In approximately how many criminal domestic violence proceedings in North Dakota state or local courts have you represented a party in the last five years?

___ approximate number of cases ((IF NONE, PLEASE SKIP TO SECTION IX)

___ approximate number where served as Prosecutor

___ # with male victim ___ # with female victim

___ approximate number where served as Defense

___ # with male client ___ # with female client

A O S R N N/A

16. The victim's testimony alone is regarded by prosecutors as a sufficient basis for prosecution of a domestic assault charge.

1 2 3 4 5 8

A O S R N N/A

17. Mandatory arrest policies result in police charging defendants with domestic assault without probable cause.
1 2 3 4 5 8
18. Judges require a statement of reasons by the prosecutor for dismissal of a domestic assault charge prior to trial.
1 2 3 4 5 8
19. Crime victim's right legislation interferes with the sound exercise of prosecutorial discretion in domestic violence cases.
1 2 3 4 5 8
20. Prosecutors notify victims of domestic assault prior to dismissing criminal charges against the alleged assailant.
1 2 3 4 5 8
21. Judges sentence convicted misdemeanor violators of Orders for Protection to jail.
1 2 3 4 5 8
22. In setting bail, judges take account of the ongoing safety requirements of the victim.
1 2 3 4 5 8
23. In setting conditions of release judges take account of the ongoing safety requirements of the victim.
1 2 3 4 5 8
24. In sentencing those convicted of domestic assault, judges take account of the ongoing safety requirements of the victim.
1 2 3 4 5 8
25. The attitudes of law enforcement personnel discourage victim cooperation in domestic assault cases. 1 2 3 4 5 8
26. The attitude of prosecutors discourages victim cooperation in domestic assault cases. 1 2 3 4 5 8
27. The attitudes of judges discourage victim cooperation in domestic assault cases. 1 2 3 4 5 8

A O S R N N/A

28. Prosecutorial offices commit adequate resources to the prosecution of domestic assault cases. 1 2 3 4 5 8
29. Victim advocate programs, such as domestic abuse intervention projects, decrease the rate of dismissals in domestic assault prosecutions. 1 2 3 4 5 8
30. Judges are reluctant to use criminal sanctions as a remedy for domestic violence. 1 2 3 4 5 8
31. Domestic assault cases are more likely to be charged if the prosecutor is: 1 (MALE) 2 (FEMALE)
3 (No Difference) 4 (No Basis for Judgment)
32. Domestic assault prosecutions are more likely to be successful if the judge is: 1 (MALE) 2 (FEMALE)
3 (No Difference) 4 (No Basis for Judgment)
33. Domestic assault prosecutions are more likely to be successful if the prosecutor is: 1(MALE) 2 (FEMALE)
3 (No Difference) 4 (No Basis for Judgment)
34. Do you have any example or illustration of gender bias or gender-related problems in domestic violence prosecutions? If so, please describe.

IX. CRIMINAL LAW

1. In approximately how many criminal cases in North Dakota courts have you been involved as a lawyer during the last five years?
 ___ approximate number of cases (IF NONE, PLEASE SKIP TO SECTION X)
 ___ % of female offenders involved

Please circle the response that comes closest to your own experience or observations in the North Dakota state or local courts during the last five years.

PROSECUTION/SENTENCING

2. In making the decision to prosecute similarly situated offenders for misdemeanors, prosecutors are more likely to prosecute if the offender is:

1 (MALE)	2 (FEMALE)
3 (No Difference)	4 (No Basis for Judgment)

3. In making the decision to prosecute similarly situated offenders for assault prosecutors are more likely to prosecute if the offender is:

1 (MALE)	2 (FEMALE)
3 (No Difference)	4 (No Basis for Judgment)

4. In making the decision to sentence similarly situated offenders for similar crimes, judges are likely to impose a harsher sentence if the defendant is:

1 (MALE)	2 (FEMALE)
3 (No Difference)	4 (No Basis for Judgment)

5. Full-time employment outside of the home weighs more heavily in favor of a lenient sentence if the offender is:

1 (MALE)	2 (FEMALE)
3 (No Difference)	4 (No Basis for Judgment)

6. In similarly situated cases of child abuse, a defendant is more likely to receive probation or a shorter sentence if the defendant is:

1 (MALE)	2 (FEMALE)
3 (No Difference)	4 (No Basis for Judgment)

- A O S R N N/A

7. Offenders convicted of domestic assaults receive shorter sentences than offenders convicted of other assaults.

1	2	3	4	5	8
---	---	---	---	---	---

8. Presentence investigations include gender-based considerations as factors in recommendations for sentencing.

1	2	3	4	5	8
---	---	---	---	---	---

9. Gender is considered at sentencing because women recidivate less often.

1	2	3	4	5	8
---	---	---	---	---	---

A O S R N N/A

10. In sentencing pregnant defendants, courts order probation rather than send a pregnant offender to prison.
1 2 3 4 5 8
11. Women who are violent offenders receive longer sentences than violent male offenders.
1 2 3 4 5 8
12. In sentencing offenders who have primary financial responsibility in two-parent households, who is more likely to receive a lenient sentence or probation?
1 (MALE offender)
2 (FEMALE offender)
3 (equal consideration is given to financial responsibility)
4 (fiscal responsibility is not a factor in sentencing decisions)
5 (No Basis for Judgment)
13. In sentencing offenders who are the primary care givers in two-parent households with young children, who is more likely to receive a lenient sentence or probation?
1 (MALE offender)
2 (FEMALE offender)
3 (equal consideration is given to parental responsibility)
4 (parental responsibility is not a factor in sentencing decisions)
5 (No Basis for Judgment)
14. In sentencing offenders who are primary care givers in single-parent households with young children, who is more likely to receive a lenient sentence or probation?
1 (MALE offender)
2 (FEMALE offender)
3 (equal consideration is given to parental responsibility)
4 parental responsibility is not a factor in sentencing decisions)
5 (No Basis for Judgment)
15. Probation is more effective in reducing recidivism among offenders who are:
1 (MALE) 2 (FEMALE)
3 (No Difference) 4 (No Basis for Judgment)

DETENTION AND INCARCERATION

- 16. Defendants are more likely to be released on their own recognizance at a pretrial hearing if they are:

1 (MALE)	2 (FEMALE)
3 (No Difference)	4 (No Basis for Judgment)

- 17. Incarceration is more effective for reducing recidivism among offenders who are:

1 (MALE)	2 (FEMALE)
3 (No Difference)	4 (No Basis for Judgment)

- 18. The dangers associated with prison are more serious for inmates who are:

1 (MALE)	2 (FEMALE)
3 (No Difference)	4 (No Basis for Judgment)

- 19. Inmates who receive comparable length sentences actually serve shorter sentences if they are:

1 (MALE)	2 (FEMALE)
3 (No Difference)	4 (No Basis for Judgment)

- 20. Community corrections alternatives to prison are more available to offenders who are:

1 (MALE)	2 (FEMALE)
3 (No Difference)	4 (No Basis for Judgment)

SEXUAL ASSAULT/RAPE

A O S R N N/A

- 21. Victims of sexual assault are treated with sensitivity by judges and court personnel.

1	2	3	4	5	8
---	---	---	---	---	---

- 22. Expert testimony concerning rape trauma syndrome is admitted as evidence to explain a victim's behavior.

1	2	3	4	5	8
---	---	---	---	---	---

- 23. Victim advocacy programs improve the rate of prosecution.

1	2	3	4	5	8
---	---	---	---	---	---

- 24. When a husband is the alleged offender, prosecutors are less likely to pursue a sexual assault.

1	2	3	4	5	8
---	---	---	---	---	---

A O S R N N/A

25. The amount of bond in sexual assault cases is lower when the victim and defendant know one another prior to the alleged assault.
1 2 3 4 5 8
26. Juries are less likely to convict a defendant charged with rape when the victim has been sexually active. 1 2 3 4 5 8
27. Alleged rape victims fabricate complaints against defendants.
1 2 3 4 5 8
28. The sentence received by sexual assault offenders is shorter when the offender and victim have had a prior relationship.
1 2 3 4 5 8
29. Judges exercise appropriate control during trial proceedings to protect the complaining witness from improper questioning.
1 2 3 4 5 8
30. Judges interpret the Rape Shield Law strictly, excluding evidence of a victim's prior sexual conduct. 1 2 3 4 5 8
31. Prosecutors are less likely to proceed on "date" or "acquaintance" rape charges. 1 2 3 4 5 8
32. In homicide cases, expert testimony regarding the battered spouse syndrome is accorded credibility when admitted as evidence in court. 1 2 3 4 5 8
33. Do you have any examples of gender-related problems in the area of criminal law? If so, please describe.

X. CRIMINAL SEXUAL CONDUCT

1. In approximately how many criminal sexual conduct cases in North Dakota courts have you represented a party during the last five years?

___ approximate number of cases (IF NONE, PLEASE SKIP TO QUESTION 12)

___% served as prosecutor ___% served as defense counsel

___% cases heard by male judge ___% heard by female judge

10. Sentences for criminal sexual conduct convictions are likely to be more lenient if the judge is:
- | | |
|-------------------|---------------------------|
| 1 (MALE) | 2 (FEMALE) |
| 3 (No Difference) | 4 (No Basis for Judgment) |
11. Do you have an example or illustration of gender bias or gender-related problems in judicial decision-making in criminal sexual conduct cases? If so, please describe. (Use additional pages if needed.)
12. Please make any comments you would like about gender-related problems in the area of juvenile law.
13. Do you believe that people tend to “over-react” or become “hypersensitive” to the issue of gender fairness in the courts? Please share your views.

Please feel free to use this space for any additional comments concerning gender fairness in the courts that you might have.

THANK YOU very much for your help. The completed questionnaire and any extra pages of comments can be returned by placing them in the enclosed pre-addressed postage paid envelope.

Appendix E

NORTH DAKOTA COMMISSION ON GENDER FAIRNESS IN THE COURTS COURT PERSONNEL SURVEY

Thank you for helping the North Dakota Supreme Court's Commission on Gender Fairness in the Courts by answering this survey.

As a person who is frequently in the courtroom, in chambers, or dealing with members of the judiciary, you are in a unique position to help us evaluate how people are treated by the court system. The items will ask how you are treated and about your observations of the way men and women are treated in courtroom proceedings and in the court system generally. Please respond based on your own experiences and observations of the court system.

Although most questions ask you just to circle a response, please feel free to add comments in the margins, at the end of each section, or wherever you think they would clarify your answer. You may include additional pages if necessary.

I. BACKGROUND INFORMATION	p 1
II. COURTROOM INTERACTION	pp 2-3
III. SPECIFIC TREATMENT OF COURT PERSONNEL	pp 3-5
IV. OVERALL PERCEPTION OF GENDER BIAS	pp 5-6

It is important for us to obtain this information from you, whether or not you believe there are gender-related problems in the court system. We are interested in your thoughts on these issues. All responses will be confidential and no individuals will be specifically identified in any reports of the research. Please return the completed questionnaire within one week of its receipt. If you have any questions about the survey please call me, Professor Wendelin M. Hume-Project Coordinator, at (701) 777-4001. Thank you.

I. BACKGROUND INFORMATION

Please check or circle the appropriate response or fill in the information in the space provided.

1. Gender: ____1. Male ____2. Female

2. Race: ___ 1. White ___ 2. Native American
 ___ 3. African American ___ 4. Asian
 ___ 5. Hispanic ___ 6. Other
3. ___ Year of birth
4. ___ Number of years with the court system.
5. Are you a:
1. Court Administrator or Administrative Assistant
 2. Clerk or Deputy Clerk
 3. Law Clerk
 4. Court Reporter
 5. Secretary
 6. Juvenile Personnel
 7. Bailiff
 8. Other (please indicate position) _____
6. On the average, how many hours per week are you in court?
- ___ 0 hrs/wk ___ 1-10 hrs/wk ___ 11-20 hrs/wk
___ 21-30 hrs/wk ___ 31-40 hrs/wk
7. On the average, how many hours per week are you in chambers during official proceedings?
- ___ 0 hrs/wk ___ 1-10 hrs/wk ___ 11-20 hrs/wk
___ 21-30 hrs/wk ___ 31-40 hrs/wk

If you answered "0 hrs/wk" to both questions 6 and 7, then it is not necessary for you to fill out the next section of the questionnaire. Please skip to Section III Specific Treatment of Court Personnel and answer all remaining questions.

PART II THROUGH PART IV SHOULD BE ANSWERED BY ALL PERSONNEL WHO ARE IN COURT OR CHAMBERS.

II. COURTROOM INTERACTION

The following questions ask how often you personally have observed or experienced specific types of behavior in the North Dakota state or local courts in the last five years. Please circle the response that comes closest to your own observations or experiences. Please feel free to add written comments in the margins or wherever appropriate. You might wish to comment for several reasons such as to provide an

example, clarify a point, or describe an incident within or before the stated five year time frame (please state the year in which the incident took place). Please note that in the scales which follow: A=Always (90% of the time or more), O=Often (75-89% of the time), S=Sometimes (26-74% of the time), R=Rarely (11-25% of the time), N=Never (10% of the time or less), and N/A=Not Applicable or No Basis for Judgment.

	A	O	S	R	N	N/A
1. Women <u>attorneys</u> are addressed by first names or terms of endearment when men attorneys are not.						
- by judges	1	2	3	4	5	8
- by counsel	1	2	3	4	5	8
- by court personnel	1	2	3	4	5	8
- by bailiffs	1	2	3	4	5	8
2. Women <u>litigants or witnesses</u> are addressed by their first names or terms of endearment when men litigants or witnesses are not.						
- by judges	1	2	3	4	5	8
- by counsel	1	2	3	4	5	8
- by court personnel	1	2	3	4	5	8
- by bailiffs	1	2	3	4	5	8
3. Women attorneys are asked if they are attorneys when men are not asked.						
- by judges	1	2	3	4	5	8
- by counsel	1	2	3	4	5	8
- by court personnel	1	2	3	4	5	8
- by bailiffs	1	2	3	4	5	8
4. Comments are made about the physical appearance or apparel of women <u>attorneys</u> in court, when no such comments are made about men.						
- by judges	1	2	3	4	5	8
- by counsel	1	2	3	4	5	8
- by court personnel	1	2	3	4	5	8
- by bailiffs	1	2	3	4	5	8

A O S R N N/A

5. Comments are made about the physical appearance or apparel of women litigants or witnesses when no such comments are made about men.
- | | | | | | | |
|----------------------|---|---|---|---|---|---|
| - by judges | 1 | 2 | 3 | 4 | 5 | 8 |
| - by counsel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by court personnel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by bailiffs | 1 | 2 | 3 | 4 | 5 | 8 |
6. Women attorneys are subjected to physical sexual harassment.
- | | | | | | | |
|----------------------|---|---|---|---|---|---|
| - by judges | 1 | 2 | 3 | 4 | 5 | 8 |
| - by counsel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by court personnel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by bailiffs | 1 | 2 | 3 | 4 | 5 | 8 |
7. Women attorneys are subjected to verbal sexual harassment.
- | | | | | | | |
|----------------------|---|---|---|---|---|---|
| - by judges | 1 | 2 | 3 | 4 | 5 | 8 |
| - by counsel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by court personnel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by bailiffs | 1 | 2 | 3 | 4 | 5 | 8 |
8. Women litigants or witnesses are subjected to physical sexual harassment.
- | | | | | | | |
|----------------------|---|---|---|---|---|---|
| - by judges | 1 | 2 | 3 | 4 | 5 | 8 |
| - by counsel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by court personnel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by bailiffs | 1 | 2 | 3 | 4 | 5 | 8 |
9. Women litigants or witnesses are subjected to verbal sexual harassment.
- | | | | | | | |
|----------------------|---|---|---|---|---|---|
| - by judges | 1 | 2 | 3 | 4 | 5 | 8 |
| - by counsel | 1 | 2 | 3 | 4 | | 8 |
| - by court personnel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by bailiffs | 1 | 2 | 3 | 4 | 5 | 8 |
10. Women court personnel are subjected to physical sexual harassment.
- | | | | | | | |
|----------------------|---|---|---|---|---|---|
| - by judges | 1 | 2 | 3 | 4 | 5 | 8 |
| - by counsel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by court personnel | 1 | 2 | 3 | 4 | 5 | 8 |
| - by bailiffs | 1 | 2 | 3 | 4 | 5 | 8 |

	A	O	S	R	N	N/A
11. Women <u>court personnel</u> are subjected to <u>verbal</u> sexual harassment.						
- by judges	1	2	3	4	5	8
- by counsel	1	2	3	4	5	8
- by court personnel	1	2	3	4	5	8
- by bailiffs	1	2	3	4	5	8
12. Remarks or jokes demeaning to women are made in court or in chambers.						
- by judges	1	2	3	4	5	8
- by counsel	1	2	3	4	5	8
- by court personnel	1	2	3	4	5	8
- by bailiffs	1	2	3	4	5	8
13. When gender bias occurs in the courtroom, the judge intervenes to stop it.	1	2	3	4	5	8
14. In my opinion, judges assign more credibility to the arguments of <u>attorneys</u> who are:	1 (Male)	2 (Female)	3 (Neither)			
15. In my opinion, judges assign more credibility to the opinions of <u>experts</u> who are:	1 (Male)	2 (Female)	3 (Neither)			
16. In my opinion, judges assign more credibility to the testimony of <u>witnesses</u> who are:	1 (Male)	2 (Female)	3 (Neither)			

III. SPECIFIC TREATMENT OF COURT PERSONNEL

The following questions ask you about your experiences as an employee of the state or local North Dakota court system. Please mark the response that comes closest to your own experiences during the past five years.

	A	O	S	R	N	N/A
1. I feel I am asked to perform duties that would not be asked of the opposite sex.	1	2	3	4	5	8
2. I feel that there are duties that I am <u>not</u> allowed to perform because of my gender.	1	2	3	4	5	8
3. <u>Men's</u> opportunities for job advancement in the court system are limited because of gender.	1	2	3	4	5	8

A O S R N N/A

4. Women's opportunities for job advancement in the court system are limited because of gender. 1 2 3 4 5 8
5. In my district, men are given preference in appointments to supervisory positions in court administration. 1 2 3 4 5 8
6. In my district, women are given preference in appointments to supervisory positions in court administration. 1 2 3 4 5 8
7. In my district, salary and other forms of compensation are on the average higher for men than women with similar qualifications. 1 2 3 4 5 8
8. In my district, salary and other forms of compensation are on the average higher for woman than men with similar qualifications. 1 2 3 4 5 8
9. My opinions on work-related matters are given less weight than those of a person with the same qualifications but of the opposite gender. 1 2 3 4 5 8
10. Grievance procedures within the court system are adequate for resolving sexual harassment, maternity/paternity leave, pay inequity, or gender-based problems at work. 1 2 3 4 5 8
11. As an employee of the courts, have you ever been subjected to unwanted verbal sexual advances or harassment?
1. (YES) 2. (NO)
12. As an employee of the courts, have you ever been subjected to unwanted physical sexual advances or harassment?
1. (YES) 2. (NO)
13. As an employee of the courts, have you ever been discriminated against on the basis of your gender.
1. (YES) 2. (NO)

14. If you answered "YES" to either item 11, 12 or 13, did you make a formal complaint as a result of the harassment or discrimination?
 1. YES
 2. NO, the incident was minor
 3. NO, I believed nothing would be done about it
 4. NO, I was afraid of the negative consequences
 5. N/A, I did not answer "YES" to 11, 12 or 13

15. Does your judicial district have an adequate maternity, paternity, or family leave policy for court employees?
 1. (YES)
 2. (NO)

16. Is there a need for a day-care facility for children of employees, litigants, witnesses or jurors in your judicial district?
 1. (YES)
 2. (NO)

17. Does your judicial district have an effective sexual harassment policy pertaining to court employees?
 1. (YES)
 2. (NO)

18. Does your judicial district have an effective nondiscrimination policy?
 1. (YES)
 2. (NO)

19. In your judicial district, is there a need for more frequent performance evaluations or salary reviews?
 1. NO, current policies are fine.
 2. YES, performance evaluations.
 3. YES, salary reviews.
 4. YES, both performance evaluations and salary reviews.

20. Which of the following statements best describes your overall perception of the treatment of female court employees in the North Dakota state or local courts at the present time:
 1. There is no gender bias against female court employees at the present time.
 2. Gender bias against female court employees exists, but only in a few areas and with certain individuals.
 3. Gender bias against female court employees is widespread, but subtle and hard to detect.
 4. Gender bias against female court employees is widespread and readily apparent.

21. Which of the following statements best describes your overall perception of the treatment of male court employees in the North Dakota state or local courts at the present time:

1. There is no gender bias against male court employees at the present time.
2. Gender bias against male court employees exists, but only in a few areas and with certain individuals.
3. Gender bias against male court employees is widespread, but subtle and hard to detect.
4. Gender bias against male court employees is widespread and readily apparent.

IV. OVERALL PERCEPTION OF GENDER BIAS

The following questions ask you about your perceptions regarding bias in the North Dakota state or local court systems. Please circle the response that comes closest to your own perceptions. Please feel free to add written comments in the margins or wherever appropriate.

1. Gender bias is most often encountered:
 1. In the courtroom
 2. In chambers
 3. Same amount in both settings
 4. Other setting (please specify) _____
 5. Have seen no instances of gender bias in any setting

2. Which of the following statements best describes your overall perception of gender bias against women in the North Dakota state or local courts at the present time?
 1. There is no gender bias against women in the North Dakota courts.
 2. Gender bias against women exists, but only in a few areas and with certain individuals.
 3. Gender bias against women is widespread, but subtle and hard to detect.
 4. Gender bias against women is widespread and readily apparent.

3. Which of the following statements best describes your overall perception of gender bias against men in the North Dakota state or local courts at the present time?
 1. There is no gender bias against men in the North Dakota courts.
 2. Gender bias against men exists, but only in a few areas and with certain individuals.
 3. Gender bias against men is widespread, but subtle and hard to detect.
 4. Gender bias against men is widespread and readily apparent.
4. In your opinion, how has gender bias in the North Dakota state or local courts changed over the past few years?
 1. There is less gender bias now than in the past.
 2. There is more gender bias now than in the past.
 3. There is the same amount of gender bias now as in the past.
 4. There is a different kind of gender bias now than in the past.
 5. There has never been any gender bias, now or in the past.
5. If you have observed any gender-biased discrimination in the courtroom or in chambers during the last five years, please briefly describe, without naming any specific individuals, the most serious such incident.
6. In your opinion, did the behavior described in #5 affect the outcome of a case?
 1. Not applicable-did not observe the behavior described in #5
 2. NO-it did not affect case outcome
 3. YES-If "YES," how?
7. Did anyone intervene to correct the behavior described in 5?
 1. Not applicable-did not observe the behavior described in 5
 2. NO-intervention did not take place
 3. YES-If "YES," who (Judge, opposing counsel, etc.) and in what way?
8. In your opinion, did this intervention affect the outcome of a case?
 1. Not applicable-did not observe the behavior described in #5
 2. NO-intervention did not affect case outcome
 3. YES-If "YES," how?

9. Do you believe that people tend to “over-react” or become “hyper-sensitive” to the issue of gender fairness in the courts? Please share your views.

Please feel free to use this space and the space on the back page for any additional comments concerning gender fairness in the courts that you might have.

THANK YOU very much for your help. The completed questionnaire and any extra pages of comments can be returned by placing them in the enclosed pre-addressed postage paid envelope.

Appendix F

NOTICE OF PUBLIC MEETING
ON GENDER FAIRNESS IN THE COURTS

YOU ARE INVITED TO ATTEND

Public meetings sponsored by the Supreme Court Commission on Gender Fairness in the Courts. The Commission encourages all citizens to relate experiences of gender bias in the courts. Your views are welcome, whether you are a woman or a man, and whether you feel your experience was fair or unfair.

What is gender bias? Gender bias is the making of unjustified or unsupported assumptions about individual capabilities, interests, goals, and social roles solely on the basis of sex differences.

ALL MEETINGS BEGIN AT 7:00 P.M., LOCAL TIME

Williston High School Library Reference Room Wednesday, September 6	Minot Municipal Auditorium, Room 201 Wednesday, September 20	Bismarck Heritage Center Lecture Room B Thursday, September 21	Devils Lake Heritage Hall UND Lake Region Monday, October 16
Jamestown Dakota Room Dakota Inn Tuesday, October 17	Fargo Holiday Inn Wednesday, November 1	Grand Forks Holiday Inn Thursday, November 2	Dickinson Hospitality Inn Remington Room Wednesday, November 8

ALL LOCATIONS WHEELCHAIR ACCESSIBLE

For more information please contact: Mary Hoberg, Commission on Gender Fairness in the Courts, State Court Administrator's Office, 600 East Boulevard Avenue, Bismarck, ND 58505-0530 or call (701) 328-4216.

On request, the Commission will arrange for receipt of confidential or written comments.

ATTENTION ATTORNEYS

There will be a CLE seminar offered in some locations prior to the public meeting. Watch for the brochure.