

# Federal Judicial Center

## Enhancing Efforts to Coordinate Best Workplace Practices Across the Judiciary

**Background:** The Federal Judicial Center (FJC or the Center) is the research and education agency of the judicial branch of the United States Government. The Center supports the efficient, effective administration of justice and judicial independence. Its status as a separate agency within the judicial branch, its specific missions, and its specialized expertise enable it to pursue and encourage critical and careful examination of ways to improve judicial administration. The Center has no policy-making or enforcement authority; its role is to provide accurate, objective information and education and to encourage thorough and candid analysis of policies, practices, and procedures.



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### Project Description

Pursuant to Congressional directive, the FJC partnered with the Academy for assistance with four FJC research efforts and to coordinate best workplace practices across the judiciary. This study tasks included:

- Assess how the Model Employment Dispute Resolution (EDR) plans have been implemented in the courts and employing units.
- Assess how informal advice, assisted resolution, and formal complaint processes are working, and consider what type of information about their use ought to be collected and reported, balancing concerns about program effectiveness, confidentiality, and assessment.
- Assess the nature and level of educational and outreach efforts.
- Assess use of [uscourts.gov](http://uscourts.gov) and local court of appeals, district, and bankruptcy court websites to provide workplace information to the public and to employees; assess if the provided information is complete, helpful, and accessible.

The report includes a series of options for judicial consideration to improve the employee dispute resolution plan implementation and mechanisms for effective communication regarding resolution resources.

The Academy appointed a five-member Panel of Fellows to oversee and guide its work on this study. Information on the Panel of Fellows and Study Team is provided on the next page. This study was completed July 1, 2024.

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## **Panel of Fellows**

**James Baker (Panel Chair)**, Professor and Director Institute for National Security and Counterterrorism, College of Law and The Maxwell School of Citizenship and Public Affairs, Syracuse University; Member, Vice Chair, Acting Chair, Public Interest Declassification Board; Robert E. Wilhelm Fellow, Center for International Studies, MIT; Consultant, Intelligence Advanced Projects Activity; Visiting Professor, Georgetown Law School; Chief Judge, United States Court of Appeals for the Armed Forces; Adjunct Professor, Georgetown Law School; Adjunct Professor, Iowa University College of Law; Adjunct Professor, Washington University College of Law; Adjunct Professor, University of Pittsburgh School of Law; Associate Judge, United States Court of Appeals for the Armed Forces; Visiting Lecturer, Yale Law School; Special Assistant to the President and Legal Adviser, The National Security Council; Marine Corps Reserve, Deputy Legal Adviser, The National Security Council; Counsel, The President's Foreign Intelligence Advisory Board and Intelligence Oversight Board; Attorney Adviser, Law Enforcement and Intelligence; Oceans Environment and Science, The Department of State; Aide and Acting Chief of Staff, Office of Senator Daniel Patrick Moynihan; Aide-de-Camp, Platoon Leader, Weapons Platoon Leader, Company XO, United States Marine Corps

**Lisa Blomgren Amsler**, Keller-Runden Professor of Public Service and Professor of Public and Environmental Affairs, School of Public and Environmental Affairs, Indiana University. Former positions with Indiana University: Director, Indiana Conflict Resolution Institute; Associate Professor of Public and Environmental Affairs; Assistant Professor. Former Visiting Professor of Law, University of California at Hastings; Adjunct Professor of Public Administration, Maxwell School of Citizenship and Public Affairs, Syracuse University; Lecturer, Indiana University School of Law; Adjunct Professor of Law, School of Law, Western New England College.

**Richard Hoffman**, Victims' Rights Compliance Coordinator, Governor's Office of Crime Control and Prevention; Victims' Rights Compliance Coordinator, Maryland Crime Victims Resource Center; Research Associate Professor; Justice Programs Office, American University, School of Public Affairs; Executive Director, National Prison Rape Elimination Commission; Principal Court Management Consultant; International Programs Division, National Center for State Courts; Director, Washington Office, The Justice Management Institute; Senior Counsel; Long Range Planning Office, Administrative Office of the U.S. Courts; Clerk of the Court, D.C. Court of Appeals; Chief Deputy Clerk, D.C. Court of Appeals; Trial Attorney; Executive Office for U.S. Trustees, U.S. Dept. of Justice; Attorney-Advisor; Office for Improvements in the Admin. of Justice, U.S. Dept. of Justice; Senior Staff Attorney; Washington and Boston offices, National Center for State Courts; Associate Attorney, Reavis & McGrath (now Norton Rose & Fulbright); President, Justice Strategies; Staff Attorney, Crim. Injuries Comp., Md Crime Victims Resource Ctr

**Tom Ross**, Distinguished Fellow of Public Policy, Duke University; President, Volcker Alliance; President, University of North Carolina System; President, Davidson College; Executive Director, Z. Smith Reynolds Foundation; NC Superior Court Judge, State of North Carolina; NC Director of the Administrative Office of the Courts, State of North Carolina; Chief of Staff, Congressman Robin Britt; Attorney at Law, Smith Patterson Law Firm; Assistant Professor of Public Law and Government, University of North Carolina at Chapel Hill School of Government

**Ron Sanders**, Staff Director, Florida Center for Cybersecurity; Director, School of Public Affairs, University of South Florida. Former Vice President and Fellow, Booz, Allen, Hamilton; Associate Director, National Intelligence for Human Capital, Office of the Director of National Intelligence; Chief Human Capital Officer, Office of the Director of National Intelligence; Associate Director, Strategic Human Resource Policy, U.S. Office of Personnel Management; Chief Human Resources Officer, Internal Revenue Service, U.S. Department of the Treasury; Director of Civilian Personnel, U.S. Department of Defense.

## **PROJECT STAFF**

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**Kelly Spear**, *Senior Advisor*

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