

NATIONAL CENTER FOR STATE COURTS
PAULA L. HANNAFORD-AGOR
Director, Center for Jury Studies

EDUCATION

Juris Doctor, Marshall-Wythe School of Law, College of William and Mary, Williamsburg, Virginia, 1995.

Master of Public Policy, Thomas Jefferson Program in Public Policy, College of William and Mary, Williamsburg, Virginia, 1995.

Bachelor of Arts, George Mason University, Fairfax, Virginia, 1991.

EXPERIENCE

Director, Center for Jury Studies, National Center for State Courts, Williamsburg, Virginia (January 2006 to present)

Responsibilities include identifying and conducting methodologically appropriate research on emerging issues and problems of concern to the court community; providing direct technical assistance to state courts and NCSC constituents and affiliated agencies; and preparing written materials and presentations for a wide variety of court, scholarly, and public audiences. Associated responsibilities include supervising research project staff; managing data collection efforts; identifying funding sources for research initiatives; preparing grant applications for submission to funding agencies; and interpreting and ensuring compliance with grant requirements for funding agencies.

Primary areas of expertise are jury system management and jury trial procedure; civil litigation and civil justice reform, and complex litigation and business courts. Current research includes a study of the impact of an implicit bias jury instruction on juror decision-making; a broad-based study of civil litigation in state courts; and development of national technology standards for jury automation. Previous research efforts include directing a national survey of jury trial practices and operations; the 2001 *Civil Justice Survey of State Courts*, an examination of voir dire practices in the Superior Court of California; an assessment of financial hardship associated with jury service in California; and an examination of the frequency and causes of juror deadlock.

Previous Positions at the National Center for State Courts

Principal Court Research Consultant (July 2002 to December 2005)

Senior Research Associate (December 1999 to June 2002)

Research Associate (November 1997 to November 1999)

Senior Research Analyst (July 1997 to October 1997)

Research Analyst (May 1993 to June 1997)

Previous Professional Positions

Legal Intern, The Legal Center Serving Persons with Disabilities, Denver, Colorado (May to August 1992).

Loan Officer, CrossLand Mortgage Corporation, McLean, Virginia (April 1987 to April 1988).

OTHER PROFESSIONAL EXPERIENCE

Faculty, NCSC Institute for Court Management (April 2004 to present)

Workshop: Jury System Management

Online Workshop: The Promise and Challenges of Jury System Technology

Adjunct Faculty, College of William & Mary School of Law, (August 2001 to present)

Seminar: The American Jury (3 credit hours)

Seminar: Selected Issues in Judicial Administration (1 credit hour)

PROFESSIONAL LICENSURE, AFFILIATIONS AND MEMBERSHIP

Attorney, Virginia State Bar, admitted to practice Oct. 30, 1995.

Legal Services Corporation, Grant Reviewer, Technical Innovations Grants (2001-2004)

U.S. Department of Justice, National Institute of Justice, Technical Assistance Consultant

Virginia State Bar, Special Committee to Review the Virginia Code of Professional Responsibility (1993-1999)

Virginia Supreme Court Jury Reform Task Force (1998-1999)

PUBLICATIONS

In Progress or Under Review

William Caprahe, Paula Hannaford-Agor, Stephanie McCoy Loquvam & Shari S. Diamond, *Assessing and Achieving Jury Pool Representativeness* (forthcoming JUDGES' J.).

Books

PAULA L. HANNAFORD-AGOR, NICOLE L. WATERS, AMY M. MCDOWELL, SUSAN KEILITZ & CYNTHIA LEE, SHORT, SUMMARY & EXPEDITED: THE EVOLUTION OF CIVIL JURY TRIALS (NCSC 2012).

G. THOMAS MUNSTERMAN, PAULA L. HANNAFORD, AND G. MARC WHITEHEAD (eds.), JURY TRIAL INNOVATIONS (2nd ed., 2006).

G. THOMAS MUNSTERMAN & PAULA L. HANNAFORD-AGOR, THE PROMISE AND CHALLENGE OF JURY SYSTEM TECHNOLOGY (NCSC 2003).

TIMOTHY R. MURPHY, PAULA L. HANNAFORD, GENEVRA KAY LOVELAND AND G. THOMAS MUNSTERMAN, MANAGING NOTORIOUS TRIALS (rev. ed. 1998).

NATIONAL CENTER FOR STATE COURTS, *THROUGH THE EYES OF THE JUROR: A MANUAL FOR ADDRESSING JUROR STRESS* (1998)[with Pamela Casey, Hillery S. Efke, Ann M. Jones, and Meredith Peterson].

JAMES G. APPLE, PAULA L. HANNAFORD, AND G. THOMAS MUNSTERMAN, *A MANUAL FOR COOPERATION BETWEEN STATE AND FEDERAL COURTS* (Federal Judicial Center, 1997).

THOMAS L. HAFEMEISTER AND PAULA L. HANNAFORD (WITH THE GREENWALL COORDINATING COUNCIL), *RESOLVING DISPUTES OVER LIFE-SUSTAINING TREATMENT: A HEALTH CARE PROVIDER'S GUIDE* (NCSC 1996).

Book Chapters

Paula Hannaford-Agor, *Jury System Management in the 21st Century: A Perfect Storm of Fiscal Necessity and Technological Opportunity*, in ABA *THE IMPROVEMENT OF THE ADMINISTRATION OF JUSTICE* 505-18 (8th ed. 2016).

Hannah E.M. Lieberman & Paula Hannaford-Agor, *Meeting the Challenge of High Volume Civil Dockets: New Tools and Perspectives*, in *TRENDS IN STATE COURTS* 89 (2016).

Nicole L. Waters & Paula L. Hannaford-Agor, *Jurors 24/7: the Impact of New Media on Jurors, Public Perceptions of the Jury System, and the American Criminal Justice System*, *ENCYCLOPEDIA OF CRIMINOLOGY AND CRIMINAL JUSTICE* (2014).

Paula L. Hannaford-Agor & Nicole L. Waters, *The Evolution of the Summary Jury Trial: A Flexible Tool to Meet a Variety of Needs*, in 2012 *TRENDS IN STATE COURTS* (NCSC).

Paula L. Hannaford-Agor, David Rottman & Nicole L. Waters, *Jurors and New Media: A Baseline Exploration*, in *PERSPECTIVES IN STATE COURT LEADERSHIP* (NCSC 2012).

Paula L. Hannaford-Agor, *Saving Money for Everyone: The Current Economic Crisis is an Opportunity to Get Serious About Improving Juror Utilization*, in *FUTURE TRENDS IN STATE COURTS*, 2009.

Paula L. Hannaford-Agor & G. Thomas Munsterman, *Ethical Reciprocity: the Obligations of Citizens and Courts to Promote Participation in Jury Service* in *JURY ETHICS: JUROR CONDUCT AND JURY DYNAMICS* (Paradigm Press 2005).

Paula L. Hannaford, G. Thomas Munsterman & B. Michael Dann, *Reshaping the Bedrock of Democracy: Administrative, Structural and Procedural Reforms of the American Jury in the Past 35 Years*, in ABA *HANDBOOK FOR IMPROVEMENTS IN JUDICIAL ADMINISTRATION* 145-56 (7th ed. 2001).

Articles

Jennifer K. Elek & Paula Hannaford-Agor, *Implicit Bias and the American Juror*, 51 *CT. REV.* 116 (2015).

Jennifer K. Elek & Paula Hannaford-Agor, *First, Do No Harm: On Addressing the Problem of Implicit Bias in Juror Decision-Making*, 49 *CT. REV.* 190 (2013).

Paula Hannaford-Agor, *Measuring the Cost of Civil Litigation: Findings from the NCSC Survey of ABOTA Members*, 20 *VOIR DIRE* 22 (Spring 2013).

- Paula L. Hannaford-Agor & Nicole L. Waters, *Safe Harbors from Fair Cross Section Challenges? The Practical Limitations of Measuring Representation in the Jury Pool*, 8 J. EMPIRICAL LEG. ST. 762 (2011).
- Paula L. Hannaford-Agor, *Systematic Negligence in Jury Operations: Why the Definition of Systematic Exclusion in Fair Cross Section Claims Must Be Expanded*, 59 DRAKE L. REV. 101 (2011).
- Paula L. Hannaford-Agor, Cynthia Lee & Nicole L. Waters, *Practitioners Beware: the Dangerous Allure of Jury Verdict Reporters*, 16(1) VOIR DIRE 15 (2009).
- Gregory E. Mize & Paula L. Hannaford-Agor, *Jury Trial Innovations Across America: What We Are Teaching and Learning From Each Other*, 1 J. CT. INNOVATION 189 (2008).
- Paula L. Hannaford-Agor, *Judicial Nullification? Judicial Compliance and Non-Compliance in Jury Improvement Efforts*, 28 N.I.U. L. REV. 407 (2008).
- Gregory E. Mize & Paula L. Hannaford-Agor, *Toward a Better Voir Dire Process*, TRIAL 50 (March 2008).
- Paula L. Hannaford-Agor, *When All Eyes Are Watching: Trial Characteristics and Practices in Notorious Trials*, 91 JUDICATURE 197 (Jan.-Feb. 2008).
- Paula L. Hannaford-Agor & Chris Connelly, *Jury Innovation in Practice: the Experience in New York and Elsewhere*, 78(8) N.Y. ST. B. J. 19 (Oct. 2006).
- Theodore Eisenberg, Paula L. Hannaford-Agor, Michael Heise, Neil LaFountain, G. Thomas Munsterman, Brian Ostrom, and Martin T. Wells, *Juries, Judges, and Punitive Damages: Empirical Analyses Using the Civil Justice Survey of State Courts 1992, 1996, and 2001 Data*, 3 J. EMPIRICAL LEG. ST. 263 (2006).
- Theodore Eisenberg, Paula L. Hannaford-Agor, Valerie P. Hans, Nicole L. Mott, G. Thomas Munsterman & Martin T. Wells, *Judge-Jury Agreement in Criminal Cases: A Partial Replication of Kalven & Zeisel's The American Jury*, 2 J. EMPIRICAL LEG. ST. 171 (2005).
- G. Thomas Munsterman & Paula L. Hannaford-Agor, *Building on Bedrock: the Continued Evolution of Jury Reform*, JUDGES' J. 10 (Fall 2004), reprinted in VOIR DIRE 12 (Summer 2005).
- Brian J. Ostrom, Shauna M. Strickland & Paula L. Hannaford-Agor, *Examining Trial Trends in State Courts: 1976-2002*, 1 J. EMPIRICAL LEG. ST. 755 (2004).
- Steven P. Garvey, Paula Hannaford-Agor, Valerie P. Hans, Nicole Mott & G. Thomas Munsterman, *Juror First Votes in Criminal Trials*, 1 J. EMPIRICAL LEG. ST. 371 (2004).
- Paula L. Hannaford-Agor et al., *Why Do Juries Hang?* 251 NIJ J. 25 (2004)
- Paula L. Hannaford-Agor, *Helping the Pro Se Litigant: A Changing Landscape*, 39 CT. REV. 8 (Winter 2003).
- Paula Hannaford-Agor & Nicole L. Mott, *Research on Self-Represented Litigation: Preliminary Results and Methodological Considerations*, 24 JUST. SYS. J. 163 (2003).
- Paula L. Hannaford-Agor & Valerie P. Hans, *Nullification at Work? A Glimpse from the NCSC Study of Hung Juries*, 78 CHI. -KENT L. REV. 1249 (2003).

- Nicole L. Mott, Neal Kauder, Brian Ostrom, & Paula Hannaford-Agor, *A Profile of Hung Juries*, 9 Caseload Highlights 1 (2003).
- Valerie P. Hans, Paula L. Hannaford-Agor, Nicole L. Mott & G. Thomas Munsterman, "The Hung Jury: *The American Jury's* Insights and Contemporary Understanding" 39 CRIM. L. BULL. 33 (2003).
- Ronald Staudt & Paula L. Hannaford-Agor, "Access to Justice for the Self Represented: An Interdisciplinary Investigation by Designers and Lawyers" 52 SYRACUSE UNIV. L. REV. 1017 (2002).
- Paula Hannaford-Agor, *Book Review: A Trial by Jury*, by D. Graham Burnett", 86 JUDICATURE 169 (2002).
- Paula L. Hannaford, Valerie P. Hans, & G. Thomas Munsterman, '*Speaking Rights*': An Evaluation of Arizona's Rule Permitting Juror Discussions, 85 JUDICATURE 237 (March-April 2002).
- Paula L. Hannaford, *Safeguarding Juror Privacy: A New Framework for Court Policies and Procedures*, 85 JUDICATURE 18 (2001).
- Paula L. Hannaford, Valerie P. Hans, Nicole Mott, & G. Thomas Munsterman, *The Timing of Opinion Formation by Jurors in Civil Cases: An Empirical Examination*, 67 U. TENN. L. REV. 627 (2000).
- Paula L. Hannaford, Valerie P. Hans and G. Thomas Munsterman, *Permitting Jury Discussions During Trial: Impact of the Arizona Reform*, 24 LAW & HUMAN BEHAV. 359 (2000).
- Paula L. Hannaford, *The National Action Plan on Lawyer Conduct: A Role for the Judge in Improving Professionalism in the Legal System*, 36(3) JUDGES' J. 36 (Fall 1999).
- Paula L. Hannaford, Valerie P. Hans and G. Thomas Munsterman, *How Much Justice Hangs in the Balance? A New Look at Hung Jury Rates*, 83 JUDICATURE 59 (1999).
- Valerie P. Hans, Paula L. Hannaford and G. Thomas Munsterman, *The Arizona Jury Reform Permitting Civil Jury Trial Discussions: The Views of Trial Participants, Judges, and Jurors*, 32 U. MICH. J. L. REFORM 349 (1999).
- Charlene D. Daniel and Paula L. Hannaford, *Creating the 'Portable' Guardianship: Legal and Practical Implications of Probate Court Cooperation in Interstate Guardianship Cases*, 13 QUINNIPIAC PROBATE L. J. 351 (1999).
- Paula L. Hannaford, *Around the Nation*, 10 (2) PROF. LAWYER 24 (Winter 1999).
- Paula L. Hannaford, G. Thomas Munsterman and B. Michael Dann, *How Judges View Civil Juries*, 48 DEPAUL L. REV. 247 (1998).
- G. Thomas Munsterman and Paula L. Hannaford, *Reshaping the Bedrock of Democracy: American Jury Reform During the Past 30 Years*, 36 JUDGES' J. 5 (Fall 1997).
- Paula L. Hannaford and G. Thomas Munsterman, *Beyond Notetaking: Jury Reform Innovations*, TRIAL 48 (July 1997).
- Susan L. Keilitz, Paula L. Hannaford and Hillery S. Efke, *Civil Protection Orders: The Benefits and Limitations for Victims of Domestic Violence*, 20 ST. CT. J. 17 (Winter 1996-1997).

Paula L. Hannaford, *What Complainants Really Expect of Bar Disciplinary Agencies: Lessons From the Virginia State Bar Complainant Satisfaction Survey*, 7 PROF. LAW. 1 (May 1996).

Paula L. Hannaford, John M. Levy and Thomas E. Spahn, *The Model Rules of Professional Conduct: The 'Pro' and the 'Con'*, 44 VA. LAW. 40 (April 1996).

Thomas L. Hafemeister and Paula L. Hannaford, *The Evolution of American Probate Courts and Emerging Standards to Guide Their Progress*, 12 PROB. L. J. 120 (1995).

Paula L. Hannaford and Thomas L. Hafemeister, *The National Probate Court Standards: The Role of the Courts in Guardianship and Conservatorship Proceedings*, 2 ELDER L. J. 501 (1994).

Technical Reports

PAULA HANNAFORD-AGOR & SCOTT GRAVES, TEXAS: IMPACT OF THE EXPEDITED ACTIONS RULES ON THE TEXAS COUNTY COURTS AT LAW (Sept. 1, 2016).

PAULA HANNAFORD-AGOR, SCOTT GRAVES & SHELLEY SPACEK MILLER, THE LANDSCAPE OF CIVIL LITIGATION IN STATE COURTS (Oct. 2015).

PAULA HANNAFORD-AGOR & CYNTHIA G. LEE, UTAH: IMPACT OF THE REVISIONS TO RULE 26 ON DISCOVERY PRACTICE IN THE UTAH DISTRICT COURTS (April 2015).

Jennifer K. Elek & Paula Hannaford-Agor, *Can Explicit Instructions Reduce Expressions of Implicit Bias? New Questions Following a Test of a Specialized Jury Instruction* (April 2014).

PAULA HANNAFORD-AGOR ET AL., NEW HAMPSHIRE: IMPACT OF THE PROPORTIONAL DISCOVERY/AUTOMATIC DISCLOSURE (PAD) PILOT RULES (Aug. 2013).

Paula Hannaford-Agor & Nicole L. Waters, *Estimating the Cost of Civil Litigation*, in 20(1) CASELOAD HIGHLIGHTS (Jan. 2013).

PAULA L. HANNAFORD-AGOR, ASSESSMENT OF THE JURY SYSTEM FOR THE NINTH JUDICIAL CIRCUIT COURT, MICHIGAN (Final Report Jan. 23, 2012).

PAULA L. HANNAFORD-AGOR, NICOLE L. WATERS & THERESA JONES, ASSESSMENT OF JUROR UTILIZATION IN THE SUPERIOR COURTS OF CALIFORNIA: FINAL REPORT (May 3, 2011).

PAULA HANNAFORD-AGOR, REVIEW OF THE JURY SELECTION PLAN FOR THE U.S. DISTRICT COURT, EASTERN DISTRICT OF MICHIGAN (Dec. 20, 2010).

Paula L. Hannaford-Agor & Nicole L. Waters, *National Jury Improvement Efforts*, in 15(1) CASELOAD HIGHLIGHTS (Feb. 2008).

PAULA L. HANNAFORD-AGOR, JURY MANAGEMENT FOR THE SUPERIOR COURT OF MARICOPA COUNTY (November 2007).

PAULA L. HANNAFORD-AGOR & G. THOMAS MUNSTERMAN, ASSESSMENT OF JUROR UTILIZATION IN THE MASSACHUSETTS TRIAL COURTS (June 22, 2007).

GREGORY E. MIZE, PAULA L. HANNAFORD-AGOR & NICOLE L. WATERS, STATE-OF-THE-STATES SURVEY OF JURY IMPROVEMENT EFFORTS: A COMPENDIUM REPORT (April 2007).

PAULA L. HANNAFORD-AGOR, YORK COUNTY COURT OF COMMON PLEAS, JURY UTILIZATION AND REPRESENTATION ASSESSMENT (Final Report, October 17, 2006).

PAULA L. HANNAFORD-AGOR & G. THOMAS MUNSTERMAN, ASSESSMENT OF THE PWS SYSTEM EFFECTS ON THE RANDOM SELECTION OF JURORS AND THE DEMOGRAPHIC CHARACTERISTICS OF THE JURY POOL IN THE SUPERIOR COURT OF ARIZONA, MARICOPA COUNTY (Final Report, October 6, 2006).

PAULA L. HANNAFORD-AGOR & G. THOMAS MUNSTERMAN, THIRD JUDICIAL CIRCUIT OF MICHIGAN JURY SYSTEM ASSESSMENT (Final Report, August 2, 2006).

PAULA L. HANNAFORD-AGOR & G. THOMAS MUNSTERMAN, THIRD JUDICIAL CIRCUIT OF MICHIGAN JURY SYSTEM ASSESSMENT (Final Report, August 2, 2006).

Paula L. Hannaford-Agor, Robert C. LaFountain & Shauna Strickland, *Trial Trends and Implications for the Civil Justice System* in 11(3) CASELOAD HIGHLIGHTS (June 2005).

PAULA L. HANNAFORD-AGOR, INCREASING THE JURY POOL: IMPACT OF THE EMPLOYER TAX CREDIT (Final Report, August 2004).

PAULA L. HANNAFORD-AGOR & NICOLE L. WATERS, EXAMINING VOIR DIRE IN CALIFORNIA (Final Report, August 2004).

Paula Hannaford-Agor, *Complex Litigation: Key Findings from the California Pilot Program*, 3 (1) CIV. ACTION (Winter 2004).

PAULA L. HANNAFORD-AGOR, NICOLE L. MOTT & TIMOTHY F. FAUTSKO, EVALUATION OF THE CENTERS FOR COMPLEX CIVIL LITIGATION PILOT PROGRAM: FINAL REPORT TO THE JUDICIAL COUNCIL OF CALIFORNIA (June 30, 2003).

Paula Hannaford-Agor, G. Thomas Munsterman & Barbara Kelly, *Mass Torts: Lessons in Competing Strategies and Unintended Consequences*, 2 (1) CIV. ACTION 1 (Spring 2003).

PAULA L. HANNAFORD-AGOR, VALERIE P. HANS, NICOLE L. MOTT & G. THOMAS MUNSTERMAN, "ARE HUNG JURIES A PROBLEM?" FINAL REPORT TO THE NATIONAL INSTITUTE OF JUSTICE, U.S. DEPARTMENT OF JUSTICE (September 30, 2002).

Paula Hannaford-Agor, *Access to Justice: Meeting the Needs of Self-Represented Litigants*, 1(3) CIV. ACTION 1 (National Center for State Courts, Fall 2002).

Paula Hannaford, David Rottman and Roxana Gonzalez, Focus on Business and Complex Litigation Courts," 1 CIV. ACTION 1 (National Center for State Courts, August 2000).

COURT INTERPRETING SERVICES IN STATE AND FEDERAL COURTS: REASONS AND OPTIONS FOR INTER-COURT COORDINATION: FINAL REPORT (October 30, 1998) [with William E. Hewitt, Catherine Gill, Catina Burrell, and Melissa Cantrell].

SUSAN L. KEILITZ, PAULA L. HANNAFORD AND HILLERY S. EFKEMAN, "THE EFFECTIVENESS OF CIVIL PROTECTION ORDERS IN DETERRING DOMESTIC VIOLENCE," FINAL REPORT TO THE NATIONAL INSTITUTE OF JUSTICE, UNITED STATES DEPARTMENT OF JUSTICE (August 2, 1996).

PAULA L. HANNAFORD, VIRGINIA STATE BAR COMPLAINANT SATISFACTION SURVEY PROJECT, FINAL REPORT TO THE VIRGINIA STATE BAR STANDING COMMITTEE ON LAWYER DISCIPLINE (April 18, 1995).

