

People's Alliance PAC 2018 Questionnaire for North Carolina Trial Division Judicial Candidates

Candidate's name: **James E. (Jim) Hardin, Jr.**

Judicial office sought: **Resident Superior Court Judge (District 14-B [Seat 1-Hardin Seat])**

Address: **107 Lewisham Drive, Hillsborough (Durham County), North Carolina 27278**

E-mail address: **judgejimhardin@gmail.com**

Phone: **unpublished**

1. Are you conservative or liberal? **My political philosophy is far more nuanced than these two labels imply, however, I consider myself to be liberal.**
2. Please describe how your religious and/or philosophical beliefs may affect your conduct and decision making if you are elected. **My religious and/or philosophical beliefs will not affect my conduct and decision making as a Superior Court Judge in any way.**
3. Have you ever been convicted of a criminal offense (other than a minor traffic or minor drug offense)? **No**
4. Have you personally ever been a party in a civil legal proceeding? **I have never personally been a party in a civil legal proceeding. However, while serving as the Elected District Attorney I responded to several suits filed against the office in my official capacity.**
5. Describe your current community involvement. **I have been involved in our community with membership in numerous civic organizations (past or present) to include: Member, Criminal Justice Partnership Advisory Board; Member, YMCA of Greater Durham Corporate Board; Member, Junior League of Durham and Orange County Community Advisor Board; Member, Durham Crime Cabinet; Member, Youth Coordinating Board; Member, Juvenile Crime Prevention Council; Vice Chairman Crime Prevention Committee, Durham Chamber of Commerce; Member, Durham Community Penalties Board; Member, Exchange Club of Greater Durham; Member, Duke/Durham Alumni Club; Phi Delta Theta, Duke University Chapter Advisor; Co-Chair, Governor's DWI Task Force. I also frequently lecture at the Duke University Citizens' Police Academy and the Duke University Law School.**
As a judge, do you envision any community involvement beyond the specific duties of the office? If yes, please describe that involvement. **As a judge, I envision continuing my community involvement as described above.**
6. Please describe your practice as a lawyer. **Almost thirty three years of my professional life as a lawyer has been in public service as a Superior Court Judge or member of the District Attorney's Office. Prior to the time I have spent in public service I was in private practice. As a solo practitioner early in my career I worked as a criminal defense lawyer in District and Superior Court representing indigent defendants. I also handled some real estate and estate planning matters during that time. Also, early in my career I worked in a moderately sized law firm in Durham primarily handling real estate transactions. While in private practice as a solo practitioner and while with the law firm I also represented people in criminal cases in District Court and in some estate matters on a *pro bono* basis.**

7. Please describe a case you have handled as an attorney or judge that best illustrates the abilities and temperament you would (or do) display as a judge. **One of the most difficult cases I have handled that represent my abilities and temperament serving as a presiding Superior Court Judge was the case of the State of North Carolina vs. Lawrence Lovette (the Durham County case involving the Duke Graduate student who was killed).**

Describe a case you handled where you did not exemplify, perhaps, the model temperament of a judicial figure. **I have a reputation for being a judge who is fair, who exercises a measured, appropriate judicial temperament, who is prepared, and who treats everyone with appropriate respect. With that said, I believe my behavior exemplifies the model temperament of a judicial figure in all cases I have handled.**

8. Have you ever been publicly or privately disciplined by the North Carolina State Bar or any other professional or occupational licensing authority in North Carolina or any other state? "Disciplined" should be read to include reprimands, censures, and warnings in addition to license suspension, surrender, revocation, and disbarment. **NO** Is the State Bar or any governmental authority considering a complaint against you at the present time? **NO** Have you ever been found in contempt of court? **NO**
9. Please describe the nature and extent of any pro bono work you have done. **As stated in Question # 6, early in my career I did some *pro bono* work in various District Court criminal cases and in some estate planning matters.**
10. What is your position on the death penalty? **For a multitude of reasons, I believe the death penalty should no longer be sought as a punishment and its use be repealed by our Legislature. If, however, I am assigned to preside over a death penalty case, I will do my utmost to insure a fair and impartial proceeding to resolution that is compliant with the law.**
11. What, if anything, should be done to improve access to the courts for people with limited financial means? **When I think of access to the courts, as I assume this question inquires, I believe it refers to whether someone can afford to hire a lawyer or pay the required fees to "get into court". Whether someone has the resources to obtain a lawyer or pay the prescribed fees should not be a barrier to accessing our courts since our courts are a foundation to our democratic values and form of government. As the District Attorney I recognized that the issue of charged defendants who lacked financial resources was a huge problem. One of the first major policy changes I made in the office was to alter the paradigm which had previously required charged defendants to hire a lawyer to engage in negotiations with the DA's staff in routine traffic and District Court matters. As one of the first District Attorneys in the state to put in place a system which would allow defendants to negotiate directly with the DA's staff (and in so doing avoiding the expense of a lawyer) I created a great deal of conflict with local attorneys. I put this system in place because I believed, and still believe, it was the right thing to do. Now District Attorneys across the state have set up systems to allow this manner of resolving cases. As a judge I continue to see defendants who lack financial resources as a problem. As a matter of practice, I cannot recall an occasion when I denied a criminal defendant access to an appointed attorney when that person was representing himself to be indigent. Assigning counsel to a defendant who requests it should be treated as a cost of our society to have a functioning court system. Also, along these lines I routinely grant petitions to proceed *in forma pauperis* for litigants who wish to file a civil action and who are unable to avoid the requisite filing fees. I would support the enhancement of programs such as these.**
12. North Carolina incarcerates an extraordinary number of people, including persons convicted of non-violent crimes. Those who are incarcerated are disproportionately people of color. What would you (do you) do in your role as judge to address the issues of mass incarceration and racial bias in the administration of justice? **For more than thirty years, many members of the**

justice system community and N.C. Legislature have held the opinion that there is significant disparity in the incarceration of defendants convicted of non-violent offenses and in particular of persons of color. Recognizing this circumstance, the N.C. Legislature, led by a Democratic majority, enacted the Structured Sentencing Act (SSA) which became effective in 1994. This law was adopted and implemented in order to give judges a specific set of standards to follow when sentencing a person and to eliminate the disparate sentencing occurring around the state depending upon where one lives. The SSA was also enacted to effect needed change in the way that criminals were sentenced and intended to lower the prison population, ensure that the people that were spending time in prison were there for necessary reasons, and that they were serving active imprisonment based on their criminal history, and their current level of crime. In addition to the refinements that have been implemented over the years to SSA, the N.C. Legislature also enacted the Justice Reinvestment Act (JRA) which was intended to improve sentencing, supervision and treatment options for offenders. The JRA "expanded felony drug diversion, requires supervision of all felony offenders released from prison, allows short jail stays to be used for violations of community supervision, and focuses supervision and treatment resources on offenders who present the highest risks and needs." As a Superior Court Judge for more than thirteen years, I scrupulously follow the law and agree with the objectives of the SSA and JRA. In some measure, this question is better directed to the District Attorney, since that constitutionally elected officer of the court, determines who will be charged, what charge will be filed against them, and when charging will occur. Judges at no level of our courts make these decisions.

Regarding the aspect of this question that refers to racial bias I can state unequivocally, that I have never, and will never, make any decision based on a person's race, ethnicity, religion, gender, gender identification, or sexual orientation. In my view, making any decision on one of these characteristics is morally and legally wrong. If I were to see such in a case I was presiding over, I would immediately address the issue and take corrective action. Since this question implicates responsibilities of the District Attorney, as the former Durham District Attorney, I can also say that had I seen an Assistant District Attorney or administrative staff member of our office make any decision based on prejudice or bias I would have terminated that person's employment immediately.

13. Would you (do you) assess or strike Failure-to-Appear fees in cases involving traffic offenses? Would you have a bright line rule? **The Superior Court does not handle traffic offenses except as misdemeanor appeals so this question does not apply to my position.**
14. What guidelines would you (do you) use to determine whether pre-trial confinement is appropriate for a defendant? **The issue of pre-trial confinement is first addressed at the Criminal Magistrate and District Court levels. Occasionally, as a Superior Court Judge, I will see motions to modify pre-trial release conditions for a confined accused. In the event that these matters are raised for my review, I rely upon my understanding of the United States Constitution, the Constitution of North Carolina, and Article 26 of Chapter 15A of the North Carolina General Statutes. With this said, I give deference to N.C. Gen. Stat. § 15A-534(c) which says that "[i]n determining which conditions of release to impose, the judicial official must, on the basis of available information, take into account the nature and circumstances of the offense charged; the weight of the evidence against the defendant; the defendant's family ties, employment, financial resources, character, and mental condition; whether the defendant is intoxicated to such a degree that he would be endangered by being released without supervision; the length of his residence in the community; his record of convictions; his history of flight to avoid prosecution or failure to appear at court proceedings; and any other evidence relevant to the issue of pretrial release." I also, consider the local pre-trial release guidelines which are issued by the Senior Resident Superior Court Judge of our district as they have been issued pursuant to N.C. Gen. Stat. § 15A-535(a).**

15. What is your position on bail? What, if any, changes need to be made to the current bond schedule? **My military training teaches me that for a system to be effective a cycle of system development, training/education of system requirements, implementation, and constant system efficacy assessments must be made to determine whether the system in places works properly. The current bond schedule and guidelines related to it are now more than seven years old. Things have changed and we now have more resources in place to allow for more pre-trial release options. I believe that it is time to re-assess the bond schedule in the context of these changes.**
16. What can be done to improve language access for defendants, victims, and witnesses during court proceedings? **Durham County has a very robust language access program for persons whose first language is not English and who become involved at all levels of our local criminal justice system. It is my impression that judges in our courts do not proceed until the person needing such services is allowed to avail themselves of the service. I certainly do not proceed in any case until these services are in place.**
17. What changes, if any, would you make to the local rules of court and why? **This has been addressed in the response to Question #15 regarding the local rules involving pre-trial release and the schedule of suggested bonds. The rules for Case Management for Criminal Superior Court are in their fourth edition and are based on the system Judge Orlando Hudson and I created in 1995 in consultation of the local defense bar. Our system has become the statutory model for the state as set out in N.C. Gen. Stat. § 7A-49.4. I believe the CMS construct continues to meet the objectives of the system as it was originally designed such that it provides notice, orderly calendaring, and certainty for parties involved in the criminal justice process in Superior Court. As for the local rules for Civil Court which were created by Judge Hudson, I believe they are also meeting the objectives of the original design and as a consequence, we dispose of cases in far less time than the state median case age or of the jurisdictions immediately surrounding us.**
18. Should judges be appointed or elected in North Carolina? If you believe judges should be appointed, who should appoint them? If you believe judges should be elected, what system should be employed to elect them? Should judicial elections be partisan? **Studies that I have seen clearly show that the quality of the bench is higher when judges are elected by popular vote of the electorate. Electing judges in our state has been a fundamental right afforded our citizenry for 150 years. I strongly believe that judges should be elected, not appointed, and that they be elected on a non-partisan basis. Being elected by the people is the most effective way to insure a diverse and independent bench. The people of North Carolina deserve nothing less!**
19. Should race bias training be mandatory for persons involved in the justice system? **YES**

What should this training consist of and for whom should it be required? **Generally, training that shows a person that we all have inherent biases which are based upon environmental factors as we have experienced them throughout our lives is a good starting point.**

Have you any special training in issues related to racial disparities and equities? **I have sought to learn more about these issues by obtaining training in multiple sessions of continuing legal education. I have received racial bias training at the Judicial College of the UNC School of Government during multiple training sessions over the years. I have also received training on these subjects while I sought and was awarded an LL.M. in Judicial Studies at the Duke University School of Law. Finally, while serving with the U.S. Army and Army Reserve for nearly twenty nine years, I received numerous blocks of instruction related to racial, gender, and sexual orientation bias, and the Department of Defense's approach to eliminating these forms of discrimination; and, how this form of discrimination would be dealt with if uncovered.**

20. How have (or will) you address legislation that requires notice to be given to all impacted governmental agencies before a judge waives costs and fines for a criminal defendant? Under what circumstances should a court waive costs and fines? **Obviously, the N.C. Legislature has tried to tie the hands of judges at both trial levels from exercising their independent judgement about when it is appropriate, in their discretion, to remit or waive various types of court costs, fees, and fines. The Administrative Office of the Courts (AOC) has in place a system to notify governmental agencies which would be affected and would be entitled to notice of a judge's intention to waive or remit these types of financial obligations which can be utilized effectively by the court. As a general matter of judicial philosophy, I do not impose a fine upon a convicted defendant unless it is specifically mandated by statute (such as in drug trafficking offenses where we have no discretion). Also, I routinely remit fees for things such as probation supervision and community service. I do not want to set a defendant up for failure simply because that person lacks financial resources and who have limited ways to lawfully acquire these funds. The only financial obligation that I typically will not waive or remit is restitution to a victim.**
21. Should data of prosecutors' individual and office-wide juror challenges be collected and published as a method of identifying and neutralizing bias during the peremptory challenge process? **Collecting this data would be useful in showing the public that the justice system is working to alleviate bias in our trial process.**
22. What are the risks and benefits of pre-trial diversion in criminal cases? For what offenses and for which offenders is diversion appropriate? Are their program models you favor? **While serving as the Elected District Attorney I implemented numerous diversion programs because I recognized the benefits of such programs based on various types of alternate disposition options. Generally, the benefits of such programs revolve around being able to hold an offender accountable while sparing them the effects of a conviction and linking them with services (such as drug counselling/treatment, education/vocational training) they might need, while also doing all that is possible to make a victim whole. In many cases this had the residual benefit of allowing a much quicker disposition of the case and saved resources that could be used on other cases. Although there were several diversion programs in place which were initiated by my predecessor, I enhanced these and implemented other such programs to expand the opportunities for people where an alternate disposition might be appropriate. Some of these programs included: hiring Marcia Morey as a full-time Juvenile Court Prosecutor to focus on juvenile offenders and with whom I created Teen Court (a peer justice juvenile diversion program brought to Durham, which was the first in the state and which is being replicated by other jurisdictions); the Worthless Check Diversion Program (a diversion program for offenders who passed bad checks, when people used checks); Community Life Court (a Zoning and Code violation diversion court) and Drug Treatment Court (I played a prominent role in its creation and the policy which was the underpinning of the court when first started). Generally, I believe diversion/deferred prosecution programs should be considered in first offender drug and theft related cases. This was a routine practice when I was the District Attorney. As a Superior Court Judge I believe such programs and should be continued and expanded where appropriate.**
23. Yes or No Questions – please indicate your answer the following questions by underlining “YES” or “NO.” If you wish to explain or elaborate your answer to any question, please use no more than 100 words to do so.
- a. Do you support legislation designed to protect gay, lesbian, and transgender people from discrimination in housing, employment, public accommodation, and access to government processes, benefits, and services?
While I am aware that the rules of conduct promulgated by the Chief Justice of the North Carolina Supreme Court and as administered by the Judicial Standards Commission allows judges and judicial candidates some latitude in expressing

their personal opinions, I believe it is inappropriate to take a public advocacy position on potential legislation which may ultimately be the subject of litigation before that judge. If one were to do that, it would likely result in a motion for the judge involved to recuse himself/herself from considering the case.

However, as I stated in my response, by implication, in Question #12, I do not believe that any decision made by a member of a government entity should be based on a person's race, ethnicity, religion, gender, gender identification, or sexual orientation.

- b. Do you support legislation which excuses magistrates, judges, and other government officials from performing their duties because of their religious beliefs?
Again, while I am aware that the rules of conduct promulgated by the Chief Justice of the North Carolina Supreme Court and as administered by the Judicial Standards Commission allows judges and judicial candidates some latitude in expressing their personal opinions, I believe it is inappropriate to take a public advocacy position on potential legislation which may ultimately be the subject of litigation before that judge. If one were to do that, it would likely result in a motion for the judge involved to recuse himself/herself from considering the case.

Please also refer to my stated responses in Questions #12 and 23(a) for insight into my perspective on this subject.

- c. Do you support the continuation and expansion of local funding that addresses substance abuse and mental health treatment, including a Drug Treatment Court and Mental Health Court? **YES**
Having been involved in the initial creation and implementation our local Drug Treatment Court I am a firm believer in its value to our justice system and strongly support its continuation. Although I have had no direct involvement in Mental Health Court, since it is a District Court resource, I believe that this would also be a valuable asset to our Superior Court and should be expanded.
- e. Do you support the expanded use of restorative justice practices in shaping outcomes in criminal cases? **YES**
- f. In questions of pre-trial release, do you support the use of a screening instrument, calibrated to prevent discrimination, to determine substantial risk of flight and danger to the community, as recommended by the Pretrial Justice Institute? **YES**
I believe it is appropriate to consider alternatives to what we are currently using to make pre-trial release determinations and would appreciate any mechanism that helps inform this, sometime difficult, decision. The bias neutral pretrial release assessment tool proposed by the Pretrial Justice Institute is designed to inform judicial decision-making on this question and, I believe, would be welcomed by most judges who have to make these determinations.
24. How are you registered to vote? Have you ever changed your registration? If you have changed your voter registration, please explain why. **I have been a registered Democrat since 1976 when I became old enough to vote. I have never changed my registration, have been elected as a Democrat four times previous to this election cycle.**
25. Who did you vote for in the 2012 and 2016 presidential and gubernatorial elections? Who did you vote for in the 2014 U. S. Senate election? **The first candidate I worked for in a Presidential Election was George McGovern (before I could even vote) while I was in high school. As stated in Question # 24, I have been a life-long Democrat with a consistent, faithful voting record for Democrats at ALL levels of government.**

26. How will you vote if the November ballot contains constitutional amendment referenda in favor of "Marsy's Law" and the filling of judicial vacancies? **The legislation proposing a constitutional amendment (HB 551)(S.L. 2018-110) based on "Marsy's Law" is an extension of Section 37 of Article I of the Constitution of North Carolina and some enabling legislation related to it that requires the court system, primarily through the District Attorney to provide notice, an opportunity to be heard, and access to process and consultation rights for victims of A-E felonies and F-I felonies which involve some form of assaultive conduct. Among other things, the proposed amendment extends these rights to (i) crimes and delinquent acts "against or involving the person of the victim" and (ii) crimes and delinquent acts "equivalent to a felony property crime". While I cannot speak to how the office handles the requirements of the current law at this time, when I served as the District Attorney, we took the additional steps needed to comply with what would now be contemplated by the amendment. Although I believe that victims should be afforded these rights as we provided them, I also believe that the constitutional amendment is unnecessary and that legislation to do exactly what is contemplated by the proposal is the right approach.**

With regard to the selection process used to fill judicial vacancies I have a unique, first-hand perspective. Having been initially appointed as a Special Superior Court Judge by Governor Mike Easley thirteen years ago, being appointed as Interim District Attorney and then as a Special Superior Court Judge by Governor Easley, followed by an appointment as a Resident Superior Court Judge by Governor Bev Perdue I believe that a Governor, not the Legislature, should appoint judicial vacancies. A Governor of our state is in the best singular position to assess who is most qualified to meet the needs of an individual community when a vacancy occurs. This process and the appointment power of the Governor should not be changed. I oppose the proposed Judicial Vacancy Sunshine Amendment (SB 814)(S.L. 2018-118).

James Edward Hardin, Jr. (Jim)

BORN: Durham, North Carolina, 1957

CAMPAIGN ADDRESS: 714 Ninth Street, Durham, North Carolina 27705

EMAIL ADDRESSES: judgejimhardin@gmail.com

FAMILY: Married 36 years to Lori Thomas Hardin; they have 3 adult children

EDUCATION: Durham Public Schools; Northern High School, Class of 1975
Duke University, B.A. - Political Science, 1979
Mercer University School of Law, J.D. - Juris Doctor, 1983
Duke University School of Law, LL.M. – Judicial Studies, 2014

PROFESSIONAL: Resident Superior Court Judge, State of North Carolina (9/19/09-Present)
Special Superior Court Judge, State of North Carolina (04/27/05-6/20/07) & (9/07/07-9/19/09)
District Attorney (Durham County) (1/15/94-4/27/05) & (6/20/07-9/07/07)
Assistant District Attorney (Durham County)
Special Narcotics Prosecutor (one of two specially selected Prosecutors for the State of N.C.)
Investigatorial Assistant to the District Attorney (Durham County)
Administrative Assistant to the District Attorney (Durham County)
Private Practice of Law

PROFESSIONAL ORGANIZATIONS: Membership in professional organizations (past or present) to include:
North Carolina Conference of Superior Court Judges, National District Attorneys Association,
North Carolina Conference of District Attorneys, Durham County Bar Association, N.C. State
Bar Association.

CIVIC ORGANIZATIONS: Membership in numerous civic organizations (past or present) to include:
Member, Criminal Justice Partnership Advisory Board; Member, YMCA of Greater Durham
Corporate Board; Member, Junior League of Durham and Orange County Community Advisor
Board; Member, Durham Crime Cabinet; Member, Youth Coordinating Board; Member,
Juvenile Crime Prevention Council; Vice Chairman Crime Prevention Committee, Durham
Chamber of Commerce; Member, Durham Community Penalties Board; Member, Exchange
Club of Greater Durham; Member, Duke/Durham Alumni Club; Phi Delta Theta,
Duke University Chapter Advisor; Co-Chair, Governor's DWI Task Force

GUEST SPEAKER/LECTURER: Duke University (Undergraduate and Law School), UNC-CH (Undergraduate and Law School),
NCCU (Undergraduate and Law School), Durham Public Schools, and Numerous Civic Clubs,
North Carolina Conference of District Attorneys and Law Enforcement Training Seminars

CIVILIAN AWARDS Lawyers Weekly USA Top Ten Lawyers of 2003, Durham Jaycees Distinguished Service Award
1996, N.C. Jaycees Five Outstanding Young North Carolinians 1996, Durham County Veterans
of Foreign Wars Post #2740 Dedicated Service Award 1996

MILITARY SERVICE: U.S. Army Reserve, Colonel (Retired), Judge Advocate General's Corps, final assignment
was as Chief Trial Judge, USAR and Commander, 150th Legal Operations Detachment.
Mobilized/deployed with XVIII Airborne Corps during Desert Shield/Desert Storm and with
Third Army/U.S. Central Command during Operation Iraqi Freedom

MILITARY AWARDS: Legion of Merit (1 OLC), Meritorious Service Medal (3 OLC),
Army Commendation Medal (8 OLC), Global War on Terrorism Expeditionary Medal,
Basic Parachutist Badge

RESUME OF MILITARY SERVICE CAREER

HARDIN, James Edward, Jr.

Rank: Colonel, Judge Advocate General's Corps, USAR (Retired)

Place of Birth: Durham, North Carolina

Mandatory Retirement Date: 28 February 2017

Final Reserve Assignment: Chief Trial Judge, USAR
Commander, 150th Legal Operations Detachment
6901 Telegraph Road, Alexandria, VA

Civilian Occupation: Resident Superior Court Judge, General Court of Justice, State of North Carolina

Source and Date of Commission: Appointed Direct Commission, 20 September 1988

Years of Active Commissioned Service: 28 years, 6 months

Military Schools Attended:

	Year Completed
The Judge Advocate General's School	
Judge Advocate Officer Basic Course	1989
Judge Advocate Officer Advanced Course	1995
54 th Military Judges' Course	2011
U.S. Army Infantry School, Basic Paratrooper Course	1991
U.S. Army Command and General Staff Officer's Course (graduate)	2000

Civilian Education:

	Degrees Received/Years Attended
Duke University, Durham, North Carolina	BA, Political Science 1975-1979
Mercer University School of Law, Macon, Georgia	JD, Juris Doctor 1980-1983
Duke University School of Law, Durham, North Carolina	LL.M. – Judicial Studies, 2014

U. S. Decorations/Badges:

	Year Awarded
Army Service Ribbon	1989
Army Achievement Medal	1991, 2006
Army Commendation Medal (8 Oak Leaf Clusters)	1992, 1993, 1998, 2000(2), 2002, 2006(2), 2007
National Defense Service Medal	1991
Army Reserve Component Achievement Medal	1993, 1996, 1999
Armed Forces Reserve Medal	1998
Meritorious Service Medal (3 Oak Leaf Clusters)	2004(2), 2005, 2011
Global War on Terrorism Expeditionary Medal	2006
Legion of Merit (1 Oak Leaf Cluster)	2011, 2017

Chronological List of Appointments:

		Effective Date
1LT	USAR	09/20/1988
CPT	USAR	09/20/1992
MAJ	USAR	08/27/1997
LTC	USAR	04/11/2002
COL	USAR	06/30/2007

Chronological Record of Major Duty Assignments:	Effective Date:
USAR - Not on Active Duty	
USAR Control Group (Reinforcement)	09/20/1988
USAR Control Group (Reinforcement)	11/03/1988
Individual Mobilization Augmentee	
Administrative Law/Legal Assistance Officer	02/02/1989
205th JAG Det., Garner, N.C.	
USAR - Active Duty	
Trial Defense Counsel	08/20/1990
XVIII Airborne Corps, Ft. Bragg, N.C.	
USAR - Not on Active Duty	
Administrative Law/Legal Assistance Officer	09/01/1990
205th JAG Det., Garner, N.C.	
USAR - Active Duty	
Legal Assistance Officer	11/15/1990
XVIII Airborne Corps, Ft. Bragg, N.C.	
USAR - Not on Active Duty	
Administrative Law/Legal Assistance Officer	07/02/1991
205th JAG Det., Garner, N.C.	
Military Justice Officer	07/15/1991
12th JAG Det., Ft. Jackson, S.C.	
Defense Counsel	12/15/1991
204th JAG Det., Greensboro, N.C.	
Defense Counsel	08/11/1993
12th JAG Det., Greensboro, N.C.	
Administrative Law/Legal Assistance Officer	03/05/1994
12th JAG Det., Garner N.C.	
Deputy Staff Judge Advocate	07/01/1994
United States Army Civil Affairs and	
Psychological Operations Command (Airborne)	
Ft. Bragg, N.C.	
Brigade Judge Advocate	06/10/1998
HQ, 2nd Brigade (BCT), 108th Division (IT)	
Garner, N.C.	
Deputy Staff Judge Advocate	05/23/1999
HQ, 108th Division (IT), Charlotte, N.C.	
Staff Judge Advocate (Acting)	12/12/2004
HQ, 108th Division (IT), Charlotte, N.C.	
Deputy Commander, 12 th Legal Support Organization (LSO)	07/01/2005
Ft. Jackson, S.C.	
USAR - Active Duty	
Command Judge Advocate/Chief of Administrative Law,	01/08/2006
Area Support Group-Qatar, USCENTCOM (Kuwait)	
USAR - Not on Active Duty	
Deputy Commander, 12 th Legal Support Organization (LSO)	06/27/2006
Ft. Jackson, S.C.	
Staff Judge Advocate, 81 st Regional Readiness Command	06/30/2007
Birmingham, AL	
Commander, 12 th Legal Support Organization (LSO)	05/31/2008
Ft. Jackson, S.C.	
Military Judge, 150 th Legal Operations Detachment	07/01/2011
Alexandria, VA	
Chief Trial Judge, USAR and Commander, 150 th LOD	05/01/2014
Alexandria, VA	