

**Colorado Supreme Court Advisory Committee
On the Practice of Law
2025 Initial Performance Review of
Presiding Disciplinary Judge Bryon M. Large
November 18, 2025**

On March 7, 2025, the Advisory Committee approved a plan to evaluate the Presiding Disciplinary Judge (“PDJ”) and appointed a subcommittee to begin that process. The subcommittee members include Advisory Committee members, the Honorable Adam J. Espinosa, as chair, Cynthia Covell, Henry Richard Reeve, and the Honorable Angela Arkin, and non-committee member, James C. Coyle.

This is the first evaluation of a PDJ, and the initial evaluation of Judge Large. The subcommittee, with guidance from Advisory Committee Chair David W. Stark, developed evaluation procedures and performance standards comparable to and consistent with the judicial performance evaluation process of state trial court judges. The procedures were approved by the Advisory Committee.

The subcommittee here reports the results of its initial review of Judge Large’s judicial performance.

Evaluation Process

The performance standards used include integrity, legal knowledge, communication skills, judicial temperament, administrative performance, and service to the legal profession and the public. The subcommittee:

- submitted a judicial performance survey, similar to the survey used by the Office of Judicial Performance Evaluation, to 247 attorneys (respondents, respondent counsel, attorney regulation counsel and witnesses) and non-attorneys (witnesses and staff) who appeared before Judge Large or worked with him as PDJ during the past 18 months. The subcommittee received and reviewed 42 survey responses. A survey report was generated by Market Decisions Research (the survey group used by the Colorado Office of Judicial Performance Evaluation) and provided to Judge Large. The survey results present a higher-than-average score for Judge Large in the areas surveyed;
- created and circulated a hearing board survey to 31 lawyers and non-lawyers who served on hearing boards with Judge Large during the past 18 months. The subcommittee received and reviewed 19 survey responses. All 19 survey responses indicated that Judge Large meets performance standards;
- read a selection of Judge Large’s legal opinions and recent Colorado Supreme Court disciplinary opinions;
- observed Judge Large in court as well as in other settings;

- studied Judge Large’s written self-evaluation, on the self-evaluation form used in the Colorado state judicial performance evaluation process, and interviewed Judge Large; and
- interviewed several participants in proceedings heard before Judge Large during the last 18 months, including attorney regulation counsel, counsel for respondents, and members of the PDJ staff.

Findings

This is the first evaluation of any PDJ and the first evaluation using this process. It is thus Judge Large’s initial evaluation as PDJ. Based on the subcommittee’s assessment of the information received, the subcommittee finds:

Work Ethic and Preparation. Judge Large has a strong work ethic. He comes prepared for conferences, hearings and trials, having read the pleadings, being familiar with the arguments and ready with questions. He is well-prepared in handling his caseload.

Case Management. Judge Large is able to handle complicated and time-consuming cases. He moves cases expeditiously and generally sets reasonable schedules for cases, although a few participants commented that the schedules were too rushed.

Courtroom Demeanor and Communication. Judge Large maintains appropriate control over his courtroom and displays a professional demeanor. He makes an effort to assure that all participants understand the proceedings. He listens carefully and displays sound communication skills in the courtroom. He is respectful of all participants, including witnesses.

Written Work Product. Judge Large’s written opinions and other written communications are clear, thorough, thoughtful, well-written, and well-reasoned. Decisions are timely issued.

Hearing Practice. Judge Large regularly conducts hearings he deems needed to better understand the parties’ positions or to explain his position to the parties.

Areas for Continued Development. There was a concern expressed about Judge Large’s approach to stipulations, particularly early in his tenure, perceiving that he strongly relied on the 1991 ABA Standards for Imposing Lawyer Sanctions and did not fully account for relevant Colorado Supreme Court direction when determining appropriate sanctions in particular cases. The subcommittee encourages Judge Large’s continued thoughtful consideration of the unique circumstances in each case. The subcommittee does not, however, by this observation, intend to direct his judicial independence and discretion.

Professional Growth and Learning. Judge Large makes proactive efforts to improve the lawyer disciplinary process through his development and regular use of bench bar meetings. He considers feedback from those meetings and demonstrates a willingness to learn from this feedback and from recent Colorado appellate court opinions.

Transparency Initiatives. Judge Large is committed to bringing more transparency to the lawyer disciplinary process, including: 1) use of standing civility and case management orders to state his courtroom expectations 2) development and implementation of a searchable database on the PDJ website, which gives parties and the public a tool to conduct legal research in lawyer discipline cases at no cost to the user, 3) efforts to increase the number of nonlawyer hearing board members in the hearing board pool, and 4) use of regular bench bar meetings.

Continuing Education. Judge Large participates in continuing legal and judicial education beyond the minimum requirements and is committed to remain current in the law and to share his knowledge and expertise to help others remain current on important legal ethics and professionalism issues, courtroom administration and law-office practice issues.

Conclusion and Recommendation

The Colorado Supreme Court has mandated that the regulation of legal service providers, including the PDJ, must be done in a manner that promotes the public interest. The Court's objectives include:

- Increasing the public's understanding of and confidence in the rule of law, the administration of justice, and each individual's legal rights and duties; and
- Ensuring compliance with essential eligibility requirements, rules of professional conduct and other regulatory rules in a manner that is fair, efficient, effective, targeted and proportionate.

Judge Large's role as Colorado's Presiding Disciplinary Judge is essential to ensuring these objectives are met. Because Colorado is the first state in the United States to adopt these comprehensive and innovative regulatory objectives, the PDJ role can be challenging. Judge Large has effectively and enthusiastically risen to the challenge.

The subcommittee unanimously recommends that the Advisory Committee find that Judge Large **MEETS PERFORMANCE STANDARDS.**



CO L O R A D O

**Office of Judicial
Performance Evaluation**

The Honorable Judge Bryon M. Large
2025 Judicial Performance Survey Report

Conducted by:



511 Congress Street, Suite 801

Portland, ME 04101

www.marketdecisions.com

Contents

Summary of Results.....	3
Overall Score.....	4
Previous Years' Overall Scores	5
Performance Scores.....	6
Individual Category Scores.....	7
Detailed Report.....	8
Case Management.....	8
Application and Knowledge of Law	9
Communications.....	10
Demeanor	11
Diligence	12
Fairness	13

Summary of Results

For Judge Large, 42 individuals completed surveys with at least a single rating question answered. This report reflects these 42 responses.

Respondent Type	Invitation Sent	Number of Responses
Attorney Email Invite	57	18
Attorney Survey Website	N/A	2
Total Attorneys	-	20
Non-Attorneys		
Non-attorney Email Invite	190	17
Court Mail Invite	4	4
Non Attorney Survey Website	N/A	1
Total Non-Attorneys	N/A	22
Total		
	-	42

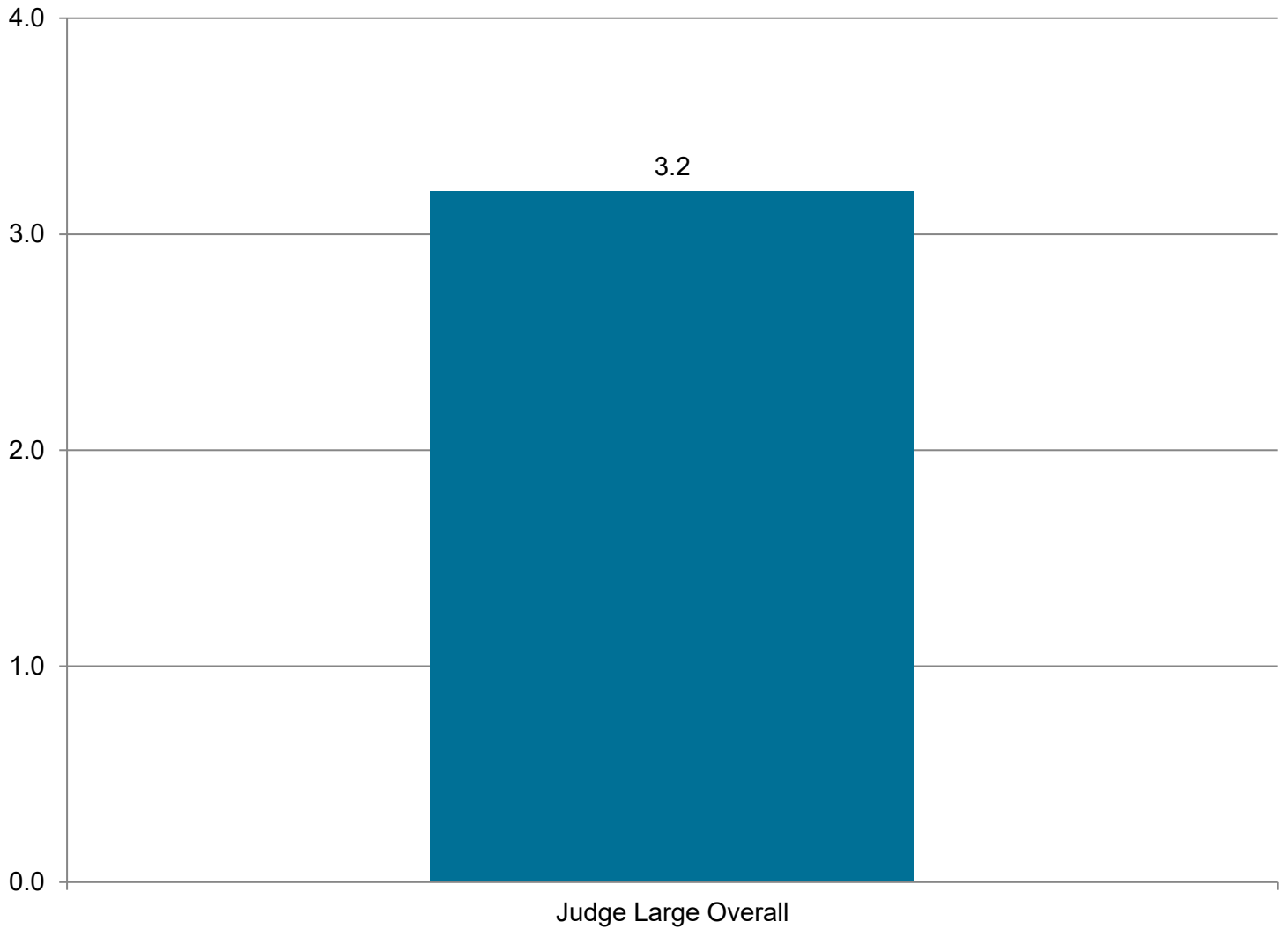
Respondents were asked to rate the judges on these aspects of judicial performance using the categories of Never or Almost Never, Once in a While, Some of the Time, Frequently, and Every or Almost Every Time.

These categories were converted into a numeric scale from 0 to 4: Never or Almost Never – 0; Once in a While – 1; Some of the Time – 2; Frequently – 3; Every or Almost Every Time – 4.

For the following questions, the scales were reversed because these are behaviors judges should not demonstrate: Never or Almost Never – 4; Once in a While – 3; Some of the Time – 2; Frequently – 1; Every or Almost Every Time – 0.

Fails to provide a proper legal basis for a decision
When issuing a ruling, the judge fails to provide an explanation for the decision
Overreacts to an incident(s) in the courtroom
Addresses individuals (e.g. attorneys, court staff, litigants, public witnesses) disrespectfully in the courtroom.
Appears to decide the outcome of the case before all evidence
Unnecessarily restricts a party's presentation

Overall Score



	Judge Large Overall	Number of Responses
Overall Grade	3.2	42

Previous Years' Overall Scores

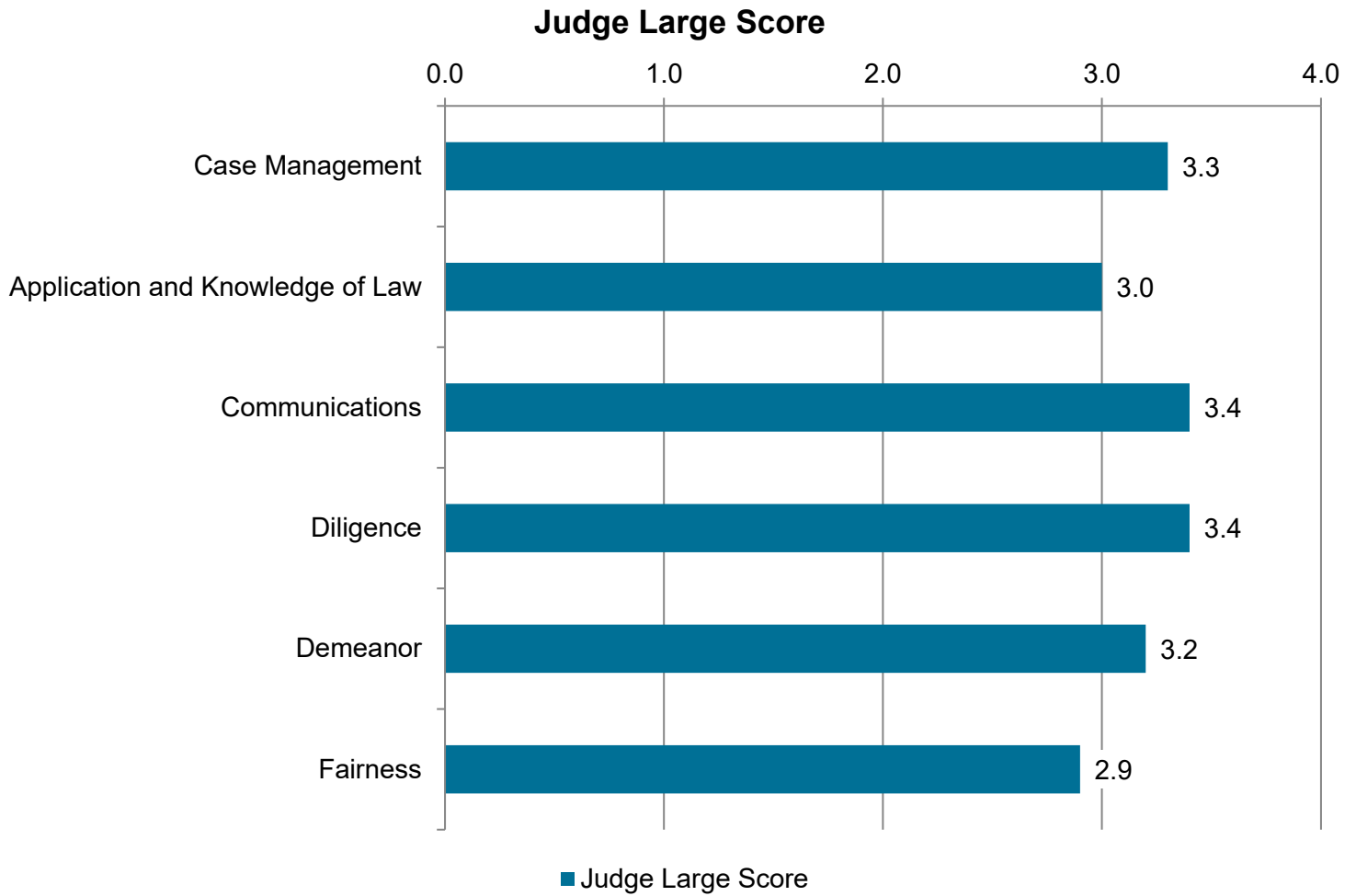
No overall scores from 2019 to 2024.

Performance Scores

	Percentage		Number of Responses	
	Attorneys	Non-Attorneys	Attorneys	Non-Attorneys
Yes, meets performance standards	78%	57%	14	12
No, does not meet performance standards	6%	29%	1	6
No opinion	17%	14%	3	3

Note: All percentages in this report are rounded to the nearest percentage point.

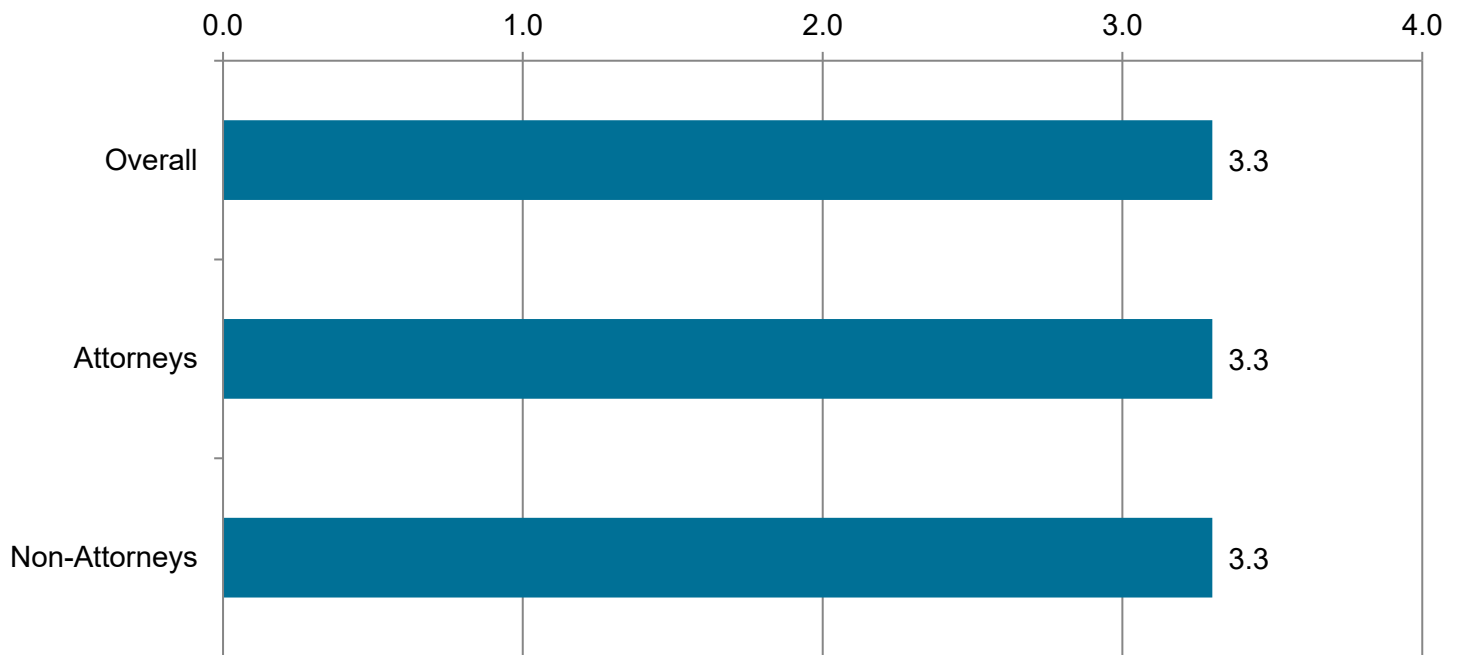
Individual Category Scores



	Judge Large Score	Number of Responses
Case Management	3.3	41
Application and Knowledge of Law	3.0	38
Communications	3.4	41
Diligence	3.4	38
Demeanor	3.2	39
Fairness	2.9	37

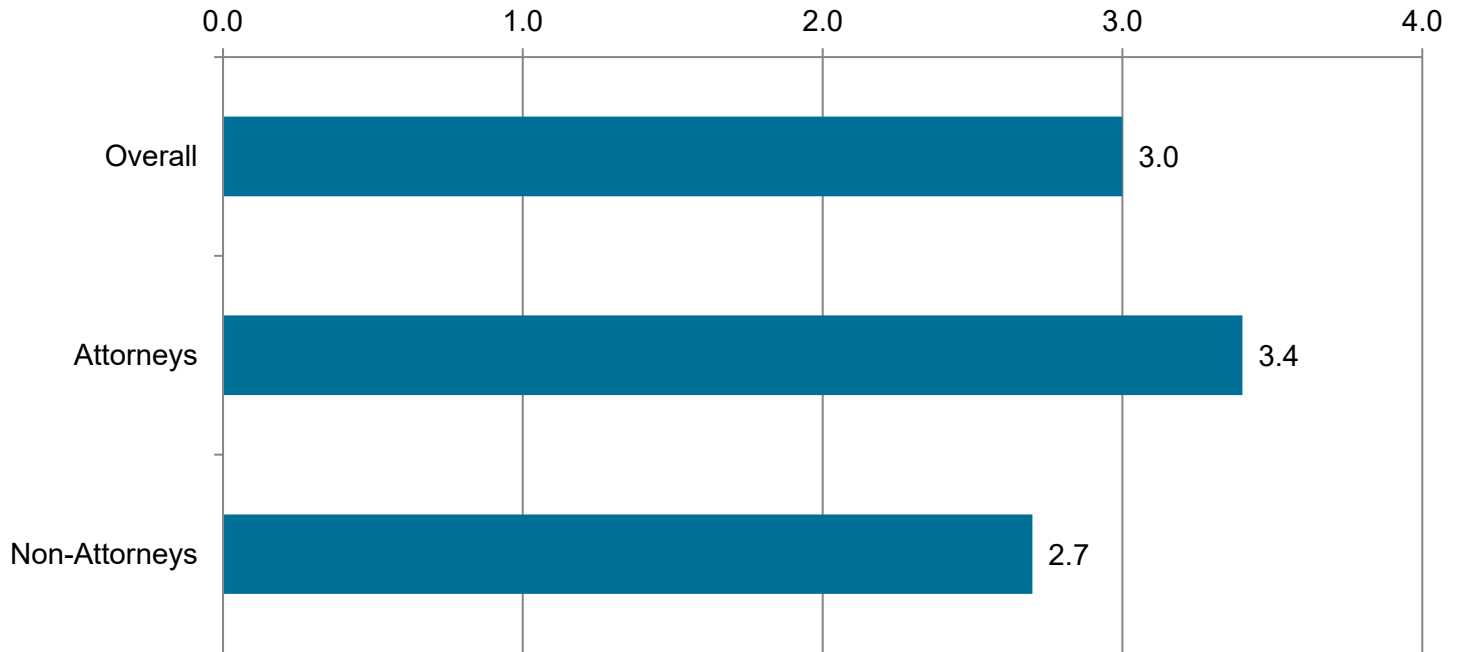
Detailed Report

Case Management



	Overall	Attorneys	Non-Attorneys	Number of Responses
Promptly issues a decision on the case after trial.	3.4	3.4	3.3	35
Maintains appropriate control over proceedings.	3.4	3.6	3.2	39
Promptly rules on pre-trial motions.	3.0	3.0	2.9	33
Sets reasonable schedules for cases.	3.1	3.0	3.2	37
Provides an alternative to in-person hearings when appropriate.	3.5	3.6	3.3	32

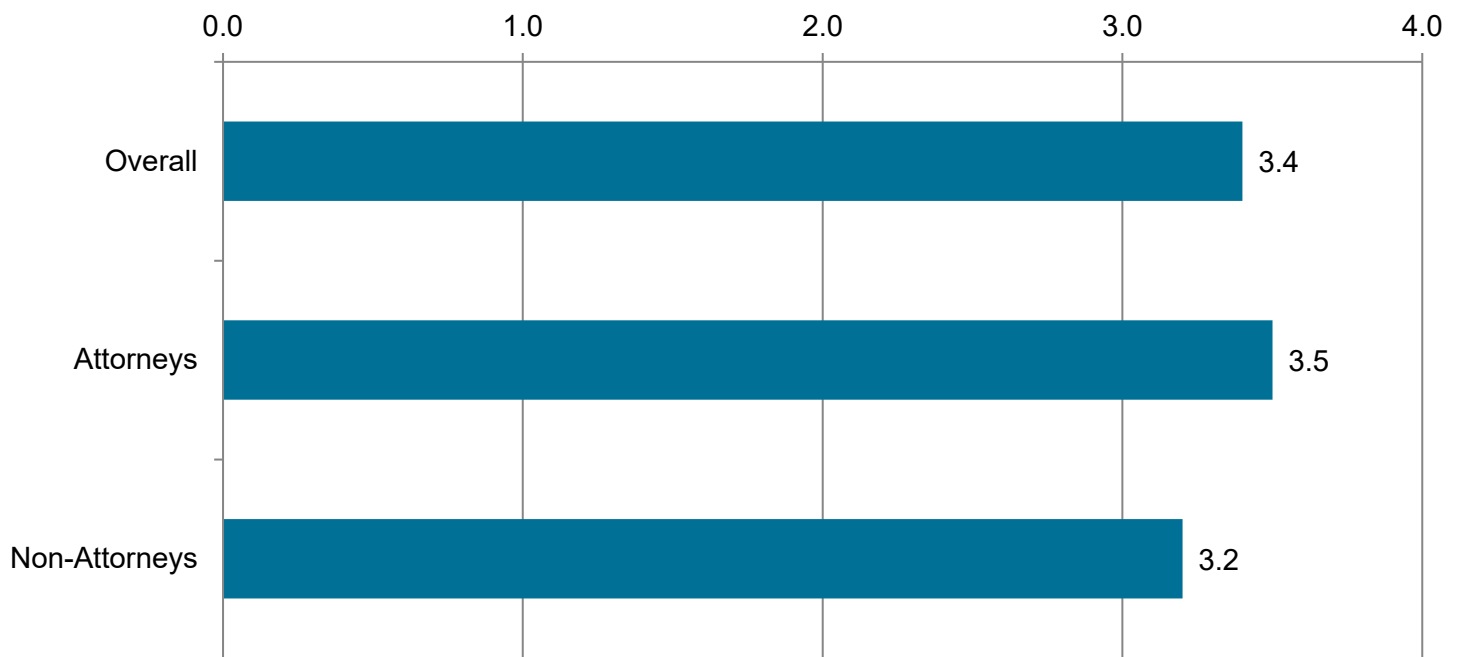
Application and Knowledge of Law



	Overall	Attorneys	Non-Attorneys	Number of Responses
Is able to identify and analyze relevant facts.	3.1	3.5	2.6	38
Bases decisions on evidence and arguments.	3.3	3.3	N/A	19
Issues consistent decisions when the circumstances are similar.	3.3	3.3	N/A	19
Rulings cite the applicable substantive law.	3.6	3.6	N/A	19
Consistently applies laws and rules.	3.3	3.3	N/A	19
Fails to provide a proper legal basis for a decision. *	3.3	3.3	N/A	19
Gives reasons for rulings.	2.8	N/A	2.8	19
Willing to make decisions without regard to possible outside pressure.	2.4	N/A	2.4	15

* Since this represents negative behavior, the score was reversed.

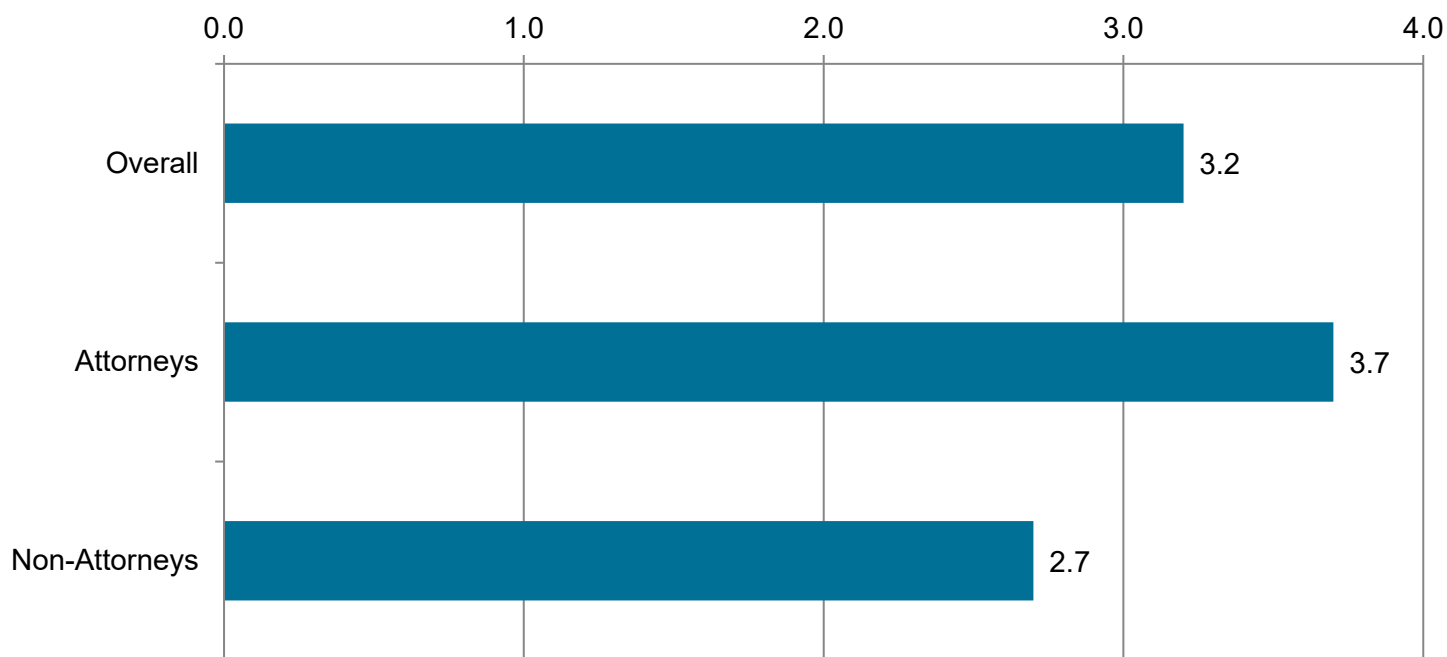
Communications



	Overall	Attorneys	Non-Attorneys	Number of Responses
Makes sure all participants understand the proceedings.	3.6	3.8	3.4	39
When issuing a ruling, the judge fails to provide an explanation for the decision. *	3.2	3.2	N/A	20
Provides written communications that are clear, thorough, and well- reasoned.	3.5	3.5	N/A	19
Listens carefully during court proceedings.	3.6	3.6	N/A	18
Uses language that everyone can understand.	3.2	N/A	3.2	20
Speaks clearly so everyone in the courtroom can understand what's being said.	3.3	N/A	3.3	20
Gives reasons for a ruling when needed.	2.8	N/A	2.8	18

* Since this represents negative behavior, the score was reversed.

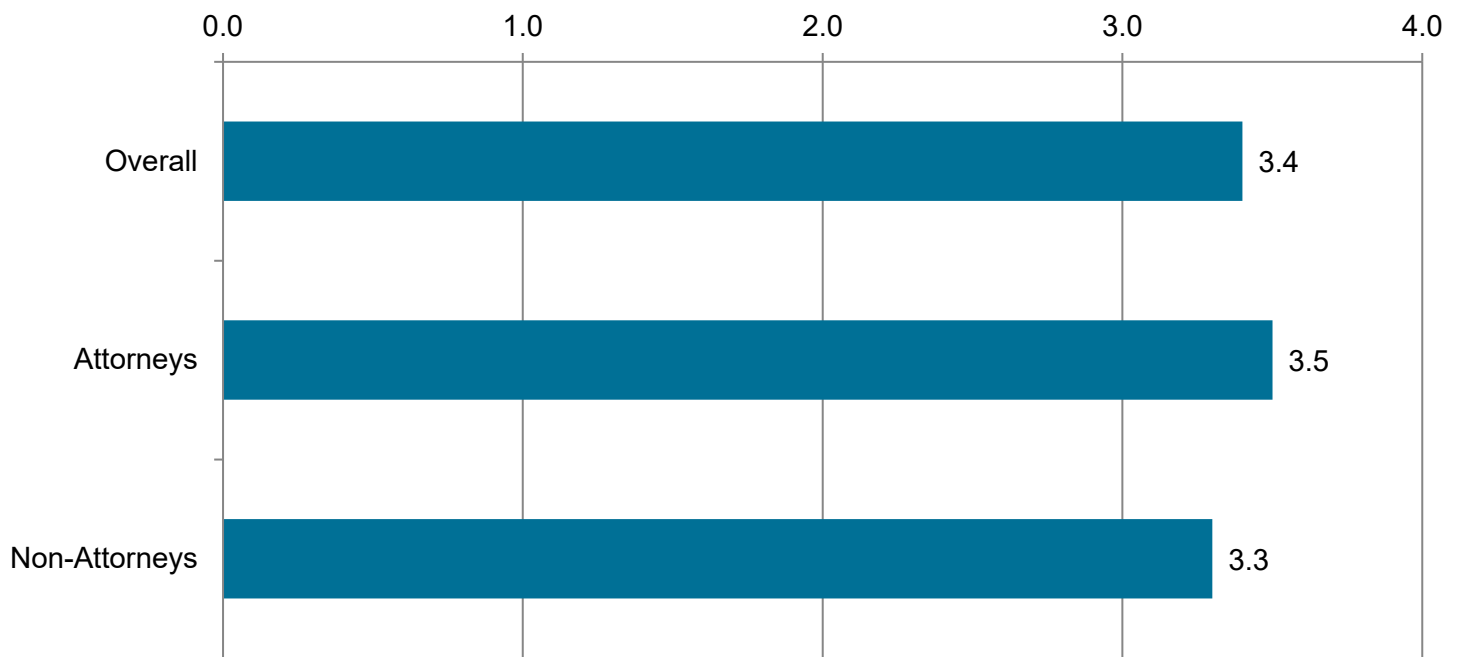
Demeanor



	Overall	Attorneys	Non-Attorneys	Number of Responses
Gives proceedings a sense of dignity.	3.4	3.9	2.9	39
Treats participants with respect.	3.3	3.8	2.8	38
Overreacts to an incident(s) in the courtroom. *	3.7	3.7	N/A	18
Addresses individuals (e.g. attorneys, court staff, litigants, public witnesses) disrespectfully in the courtroom. *	3.6	3.6	N/A	18
Maintains a professional demeanor in the courtroom.	3.8	3.8	N/A	18
Has a sense of compassion and human understanding for those who appear in court.	2.4	N/A	2.4	20

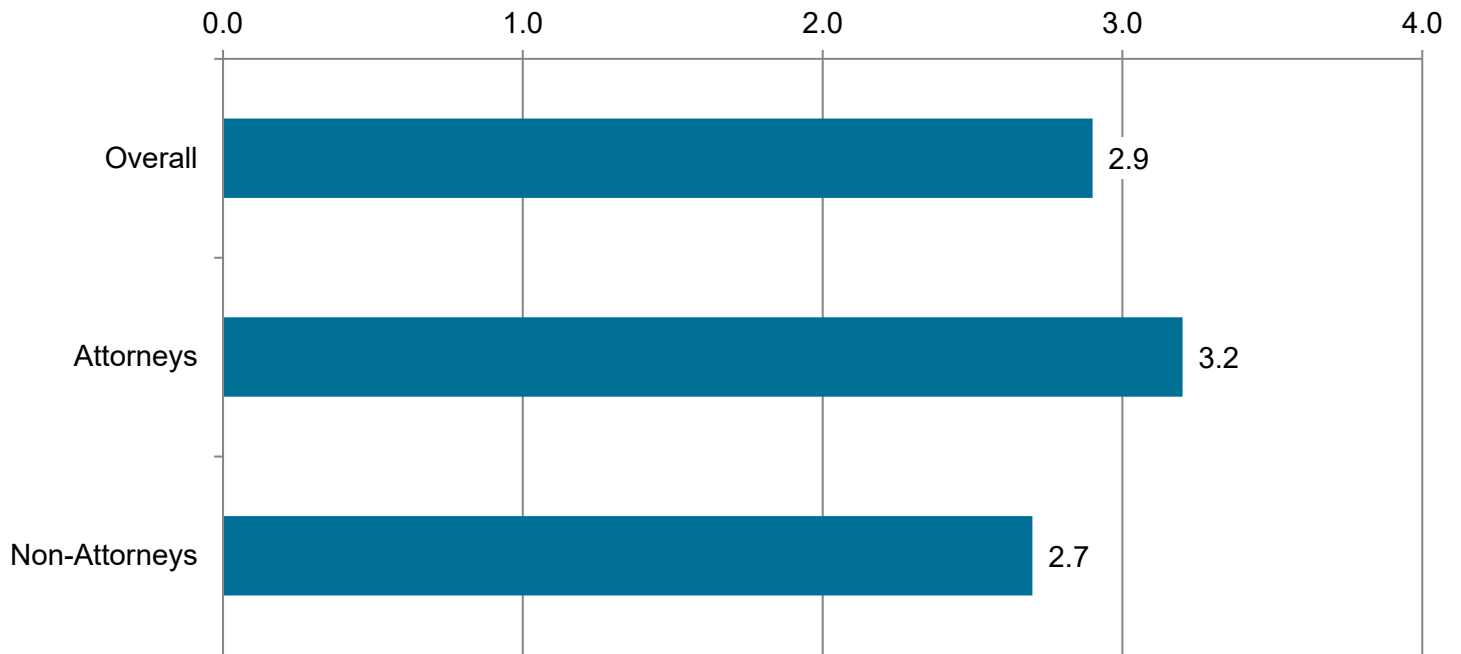
* Since this represents negative behavior, the score was reversed.

Diligence



	Overall	Attorneys	Non-Attorneys	Number of Responses
Uses good judgment in application of relevant law and rules.	3.1	3.1	N/A	18
Is willing to handle cases on the docket even when they are complicated and time consuming.	3.7	3.7	N/A	18
Does the necessary "homework" and is prepared for cases.	3.7	3.7	N/A	18
Begins court on time.	3.5	N/A	3.5	17
Maintains appropriate control over proceedings.	3.4	N/A	3.4	20
Sets reasonable schedules for cases.	3.1	N/A	3.1	18
Is prepared for cases	3.2	N/A	3.2	19
Manages court proceedings so there is little wasted time.	3.2	N/A	3.2	19

Fairness



	Overall	Attorneys	Non-Attorneys	Number of Responses
Gives participants an opportunity to be heard.	2.8	N/A	2.8	20
Treats those involved in the case without bias.	2.5	N/A	2.5	19
Treats people fairly who represent themselves.	2.5	N/A	2.5	14
Gives each side enough time to present their case.	2.6	N/A	2.6	18
Conducts their courtroom in a neutral manner.	3.4	3.4	N/A	16
Is fair and impartial to both sides.	3.1	3.1	N/A	17
Appears to decide the outcome of the case before all evidence. *	3.1	3.1	N/A	17
Unnecessarily restricts a party's presentation. *	3.6	3.6	N/A	16

* Since this represents negative behavior, the score was reversed.