

Inside This Issue:

Tribute to Judge Bowber	1
Celebrating Judge Thorson	1
State of the District Address	2
Bankruptcy Clerk's Corner	2
Introducing Jackie Bailey	5
Clerk's Corner	5
White Collar Committee Happy Hour	6
Luncheon with U.S. Attorney Luger	7
Luncheon on Unseen Disability	7
Federal Criminal Practice Panel	10



Bar Talk

A Tribute to Magistrate Judge Hildy Bowbeer from Her Law Clerks, Honoring Her Preparedness, Mentorship, and Compassion

By Current and Former Law Clerks



The Honorable Hildy Bowbeer served as a U.S. Magistrate Judge for the District of Minnesota from June 2014 until her retirement in June 2022. In addition to her service on the bench and an impressive career in both private and in-house practice, Judge Bowbeer has a long history of service to the legal community and our Chapter—one that continues today, even during retirement. Several of her law clerks share their memories about Judge Bowbeer here.

Michael Arin

During a clerkship with Judge Loken, I realized I wanted to clerk again, and through a series of very fortunate events, my resume wound its way to Judge Bowbeer, who was looking for someone to fill some very big shoes for the final year of her tenure. Over a delicious brunch at Hen House Eatery, we discussed her chambers and mixed metaphors to find an apt description of the clerkship, ultimately landing on “learning to make sausage in the trenches.” With such an enticing description, I readily accepted the position she offered with the utmost confidence it would be an exhilarating experience. It did not disappoint.

Working with Judge Bowbeer in her final year was a sprint. Rather than coast to retirement, Judge Bowbeer looked at her caseload as a to-do list with a hard deadline. If the motion could be resolved or the case could be settled, she was going to do it—and her clerks just had to keep

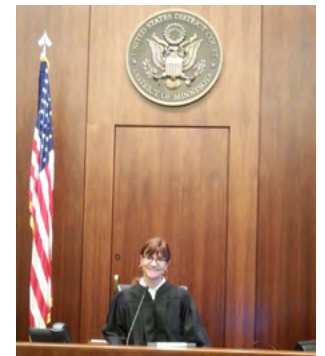
Judge Bowbeer Tribute, continued on page 3.

Celebrating Magistrate Judge Becky R. Thorson's Retirement: A Smart, Caring, and Hard-Working Judge Will Be Deeply Missed

By Danielle Mair

United States Magistrate Judge Becky R. Thorson retired from the bench in November 2022 after finishing an eight-year term as a magistrate judge in the District of Minnesota. Judge Thorson was appointed to the bench in 2014 after a prestigious career as a litigator.

Magistrate Judge Thorson's path to the bench was unique, as lawyering was not her first career. After receiving a fine arts degree at Hamline University, she worked in computer graphics and communications and rose to the top of her field. It was then that she realized there might be an opportunity for computer graphics in the courtroom and thought about pursuing a legal degree. Magistrate Judge Thorson enrolled at William Mitchell School of Law (now Mitchell Hamline) where she attended classes part-time and worked full-time while raising her daughter. While in law school, she began designing graphics for lawyers to use at hearings and trials; these visuals were some of the first of their kind to appear before judges and juries in the state of Minnesota.



Celebrating Judge Thorson, continued on page 4.

State of the District with Chief Judge Patrick J. Schiltz

By *David Williams*

Ice and snow proved no match for members of the bar who gathered for the Chapter's January luncheon. Those brave enough to face the frigid temperatures were greatly rewarded, as Chief Judge Patrick J. Schiltz took to the podium to offer the annual State of the District address.

Chief Judge Schiltz began his talk with an "oral yearbook," highlighting significant events at the courthouse in 2022. To be sure, the past year was a busy one. Judge Menendez's investiture took place, Judge Blackwell and Magistrate Judge Foster were sworn in, Magistrate Judges Bowbeer and Thorson retired, Andy Luger became U.S. Attorney, and Eddie Frizell was sworn in as U.S. Marshal. With those changes, our federal bench is full, with seven active district judges for the first time since 2019. And things are starting to feel like "normal" as more and more hearings are being conducted in person.



With the recap out of the way, Chief Judge Schiltz turned his attention to three priorities for the coming year. First on the docket: the District's case load, which continues to grow even though the bench's capacity does not. It's no secret that our District is a special one. The Judges hold oral argument on every dispositive motion, and the Magistrate Judges offer half- or full-day settlement conferences on every case. Without the help of our District's seven senior judges—who handle one-fourth of the civil case load and one-half of the criminal docket—that wouldn't be possible. But as Chief Judge Schiltz quipped, "All of our Senior Judges, except Judge Doty, are mortal," and we need to find proactive, creative solutions to alleviate the pressure on our bench.

Next up on Chief Judge Schiltz's agenda: judicial security. Last year, Congress passed the Daniel Anderl Judicial Security and Privacy Act, which protects the personally identifiable information of members of the federal judiciary. Unfortunately, however, Minnesota does not have a state analogue. To offer greater security for our state's judges, Judges Tostrud and Brasel are leading a task force to work with the state bench and lobby the state legislature.

Finally, Chief Judge Schiltz raised the most important issue of all: judicial independence. For the Chief Judge, "there are many reasons why the U.S. is a great country, despite its flaws, and the number one reason is the rule of law." In recent years, both sides of the political aisle have called into question the legitimacy of the judiciary. To combat this tactic, which threatens our democracy, Chief Judge Schiltz views it as the responsibility of the bench and bar to educate the general public on the importance and role of the federal judiciary. In furtherance of that goal, the first Justice & Democracy Center (a brainchild of former Chief Judge Tunheim) will open later this year in St. Paul.

The Chief Judge ended his remarks with a refrain he often makes in his own courtroom. He asked for questions and "hearing none," he thanked the audience and stepped down. ■

David Williams is a partner at Greene Espel PLLP, where she represents clients in complex civil litigation and federal investigations, and specializes in antitrust, employment, and constitutional law. Before joining Greene Espel, David had the honor of clerking for now-Chief Judge Schiltz.

Bankruptcy Clerk's Corner

By *Tricia Pepin*

The U.S. Bankruptcy Court Clerk's Office continues to make improvements to ECF and related filing procedures. In December, we [announced](#) that several ECF events were changed to collect more information from the filing party so that the docket can include more information about each filing. These changes will also help our judges conduct conflict checks.

Later this year, watch for local rule amendments to the 1000 and 9000 series and many associated ECF and procedural changes. Also, expect to see additional proposed amendments posted for public comment. All those details will be posted on the Court's website at www.mnb.uscourts.gov.

If you have an idea for how we can better serve the members of our bar and public, please contact me. As always, CM/ECF filing questions may be directed to the [Help Desk](#) at 612-664-5275. ■

Tricia Pepin is the Clerk of the District of Minnesota U.S. Bankruptcy Court.

Judge Bowbeer Tribute, continued from page 1.

up. It was an inspirational whirlwind. I remember a bench memo or draft opinion—the details lost to fatigue along the way—that I had promised by end of day, which meant, in my mind, before the start of the Judge’s workday the next day. So, I worked on that draft through the day, ate dinner, and continued through the night. It was not until 4:30 a.m. that I emailed my draft to Judge Bowbeer and closed the dozen or so legal research tabs. To my surprise, she responded not two minutes later—because that was the start of her workday.

In the short time I spent with Judge Bowbeer, she challenged me day in and day out to grow as a young attorney. There are not words to describe how indebted I am to her for the legal experience. But more importantly, I have a mentor who taught me dedication, practicality, and precision. And most importantly, I have a friend who taught me compassion for the attorneys and litigants on the other side of the bench. After a remarkable legal career nurturing young attorneys like me and serving as an agent of justice, I wish Judge Bowbeer only rest and the best in retirement.

Erin Emory

The clerkship was my first job out of law school, and I was impossibly green. I was particularly out of my depth on cases involving intellectual-property disputes—which, of course, was the Judge’s specialty. I recall going to her once, in the first few months on the job, with a question about a patent-infringement case. I don’t remember what I asked, but the question must have revealed my lack of understanding. Instead of answering my question directly, Judge Bowbeer said, “Do you want to walk with me to get lunch?” As we walked through the skyways, Judge Bowbeer laid out the basics of patent law using a fictitious patent as an example. “Imagine you wanted to get a patent for a peanut butter and jelly sandwich,” she began. The whole way to Afro Deli and back, she spun out the complexities of patent claims using various sandwich ingredients. We weren’t finished when we returned to chambers, so we ate our lunch together in her office, discussing the nuts and bolts of infringement disputes.

I’ve recalled that little lunch-and-learn many times, since it was only a matter of weeks later that COVID-19 sent us all to our makeshift home offices. I started my clerkship in September 2019, and by March 2020 the Court had closed its doors—and it didn’t reopen them until near the end of my time with Judge Bowbeer. Frankly, I felt a little robbed. How many more sandwich-based lessons would I have gotten, but for COVID!? But being thrust into a world with different working, and litigating, conditions allowed me to see another side of the Court—and the Judge. She was patient with lawyers who couldn’t figure out how to turn their cameras on (or their microphones off!) and forgiving of witnesses who showed up to Zoom hearings in tank tops. She was good-humored when my cat walked across the keyboard and even offered me funny footage of her cat in return. But everybody still brought their A game. Judge Bowbeer continued to demand excellence of the attorneys in her courtroom, of her chambers team, and of herself. She met the times with gentleness and humanity, while still honoring the importance and the solemnity of the job we were there to do.

As my clerkship drew to a close, Judge Bowbeer was my one-stop shop for navigating legal employers in the Twin Cities. She helped me organize my thoughts about what I wanted out of my next job and then graciously opened up her contact book to me as I worked to build my network. I’m at a firm that I love now, in large part thanks to Judge Bowbeer’s guidance and generosity. I’m so grateful that I was among the select group of people who got to watch Judge Bowbeer in action and that I got to spend the earliest days of my legal career learning from one of the greats.

Nash Edgerton Hall

I had the joy and privilege to work with Judge Bowbeer in her final year at the District of Minnesota.

Her keen legal mind was always the best in whatever room she was in. She nearly always had the right conclusions without her clerks lifting a finger. I lost count of the times she casually recalled a case that resolved an issue I had struggled with or remembered a set of facts from a dispute years earlier.

Judge Bowbeer fostered a culture of collaboration and teamwork, treating me and her other chambers staff as collaborators in the daily quest to collectively understand and apply the law. Some of my favorite moments were the weekly chambers meetings when we all gathered in her office to review and discuss our cases, opening them to the room for questions and insights that had not occurred to us individually.

The Judge’s collaborative focus also made her a generous and dedicated mentor, encouraging me to bring forward my voice and reasoning to make the team’s work better. She reviewed my writing and recommendations with open curiosity and interest, always asking questions to help her better understand. Her questions prompted me to give better explanations, dig deeper in the record and law, and reexamine my logic and approach, making me a better legal thinker with each case I worked. My favorite example is that at the conclusion of each hearing, once we walked back into chambers or the Zoom meeting closed, she always asked if I heard anything that changed my thinking on the case.

Judge Bowbeer Tribute, continued on page 8.

Celebrating Judge Thorson, continued from page 1.

After graduating *summa cum laude* from William Mitchell, Magistrate Judge Thorson began her legal career as an associate at Greene Espel PLLP in Minneapolis. She rose through the ranks, making partner with a practice focused on business and employment law, with experience in patent cases as well. Her work on patent cases piqued her interest in that field, which led Magistrate Judge Thorson to join Robins, Kaplan, Miller & Ciresi's intellectual property litigation group, where she was also a partner and developed a national intellectual property law practice.

In addition to devoting years of her time to managing and trying cases as a litigator, and later working tirelessly as a magistrate judge, Magistrate Judge Thorson has remained equally committed to public service throughout her career. She served on the Board of Mitchell Hamline School of Law, was the chair of its Admissions and Marketing Committee, and was a member of Mitchell Hamline's Intellectual Property Advisory Committee. She has been a member of the FBA for decades and served as the Editor-in-Chief of the *Federal Lawyer* magazine. She has remained active in the Minnesota Chapter, most recently serving as Co-Chair of the Chapter's Mass Tort and Class Action Committee.

After her appointment, Magistrate Judge Thorson worked with the U.S. Department of Commerce Commercial Law Development Program, the U.S. Patent and Trademark Office, and the ABA in workshops and programs for judges in Ukraine, Uzbekistan, Georgia, Azerbaijan, and Kazakhstan. She also actively participated in the Sedona Conference Privilege Log Brainstorming Group. And for years Magistrate Judge Thorson has been instrumental in several disability justice initiatives, including the annual Disability Justice Seminar hosted at Robins Kaplan. In 2016, she received the Arc of Minnesota's Luther Granquist Systems Change Award.

Those who know Magistrate Judge Thorson can attest that her keen intellect and razor-sharp focus transferred seamlessly from one side of the bench to the other. As a magistrate judge, she thoughtfully managed complex civil cases, decisively ruled on motions and other matters before her, and masterfully mediated scores of settlement conferences—ranging from cases involving emotional barriers to economic hurdles, small to multi-million-dollars, lay people to large corporations—with recognition that all cases were significant to those involved. Although criminal law was not in her repertoire prior to donning a robe, her handling of criminal matters during her tenure as a magistrate judge was that of a steward of both the law and the people. Constantly reminded of the high stakes at issue, Magistrate Judge Thorson handled these matters with the precision of a scalpel, keeping the kindness of the heart and the breath of justice reverberating in every courtroom she entered and every file she reviewed.

When Magistrate Judge Thorson began her journey as a jurist eight years ago, she hoped to promote equal justice under the law, to “be kind,” “not fear reversal,” and “remember there are no unimportant cases,” as former District of Minnesota Chief Judge Edward J. Devitt prescribed in his written advice to judges contained in “Ten Commandments for a New Judge.” In this she succeeded to the fullest. She ruled without reservation, respected everyone, overflowed with kindness, and advanced equal justice with passion and grace. She mentored many along the way, from her law clerks and externs, to her colleagues on the bench, to attorneys appearing before her. Judge Donovan W. Frank described Magistrate Judge Thorson as “a role model for so many on and off the bench. She has a keen intellect and an extraordinary work ethic. She was one of the first persons in the Courthouse each day and almost always the last person to leave. Magistrate Judge Thorson has ideal judicial temperament because of her kind and caring heart, her passion for justice, and her compassion for all human beings. She was a cherished member of the federal family and will be missed.”

Although Magistrate Judge Thorson looks forward to the next chapter of her life, she sees her work as a magistrate judge as the most fulfilling of her career. She is thankful to have been part of the federal family and hopes to find ways to contribute to the community in the future. Magistrate Judge Thorson thanks her chambers staff, especially Danielle Mair and Melissa Kruger, who were members of her chambers team during her entire term. And we, as members of the federal bar, thank Magistrate Judge Thorson, for her kindness, her incredible intelligence, and her deep commitment to delivering full and fair decisions equally to all during her many years of service. ■



Danielle Mair was Magistrate Judge Becky R. Thorson's career judicial law clerk for her entire term. She has clerked in the District of Minnesota for over 16 years, including working for Judge Donovan W. Frank and Magistrate Judge Jeffrey J. Keyes. She is currently the career judicial law clerk for Judge Jerry W. Blackwell. Prior to working for the Court, Mair practiced in a large law firm in Minneapolis, focusing on complex litigation in federal courts.

Introducing Jackie Bailey, the New *Pro Se* Project Coordinator

By David Goodwin and Noah Cozad



Late last year, Jackie Bailey was appointed as Coordinator for the *Pro Se* Project, replacing Tiffany Sanders, who left the position in October 2022 after 12 years of service. The *Pro Se* Project is an initiative with the United States District Court of Minnesota and the Minnesota Chapter of the FBA. The *Pro Se* Project matches volunteer attorneys with civil *pro se* litigants in order to enhance access to justice and give litigants access to meaningful legal advice. The Coordinator receives referrals from federal judges and matches the *pro se* litigants with volunteer attorneys.

Jackie has a history of public service in the legal field. Before law school, Jackie worked as a legal assistant and victim-witness coordinator for almost five years. Jackie said this work “confirmed my desire to attend law school.” Jackie then attended the University of St. Thomas School of Law and graduated in 2012. While there, Jackie was involved with Moot Court and acted as the Student Liaison for the Public Interest Law Section of the Minnesota Bar Association.

Following law school, Jackie clerked for the Honorable Judges Dan Moreno and David Duffy in Hennepin County and the Honorable Patrick Diamond in Ramsey County. For almost a decade after clerking, Jackie served as an Assistant Hennepin County Attorney. During this time, Jackie continued to be active in the legal community, acting as Co-Chair of the Law Clerk Program and the Employee Wellness Committee for Hennepin County. “This work allowed me to network across multiple divisions and job classes,” Jackie said.

While in Hennepin County, Jackie oversaw the County Attorney (COAT) calendar. In this role, Jackie worked with both certified student attorneys and *pro se* defendants. “A significant portion of the COAT calendar was comprised of *pro se* defendants,” Jackie said. Eventually Jackie turned toward the *Pro Se* Project. The Coordinator position seemed like a perfect fit. “I was drawn by the unique opportunity to continue to serve the public and expand my skill set in new areas of the law. Throughout my career I have also become increasingly more involved in program development and management. This offered a blend of all these components,” Jackie noted.

Jackie knows that Tiffany has left her with big shoes to fill. “My initial goals will be simple,” she said. “To work hard to meet the high expectations set by my predecessor, Tiffany Sanders; establish authentic relationships with the Bench; and retain and grow new relationships with volunteer lawyers.”

Jackie’s message for our community is this: “I am excited and honored to be the new Coordinator of the *Pro Se* Project. If you are interested in learning more about the *Pro Se* Project or volunteering, please do not hesitate to reach out. We have a new email address: Coordinator@proseproject.org.” ■

David Goodwin is a partner with Gustafson Gluek PLLC, where his practice focuses on complex class action litigation. He currently serves as the Pro Se Project Liaison for the Chapter. Noah Cozad is a recent graduate of the University of Minnesota Law School and an associate at Gustafson Gluek PLLC, where he works primarily on consumer protection and antitrust class action litigation.

Clerk’s Corner

By Andrew Pieper

On February 6, Chief Judge Schiltz, Judge Frank, Magistrate Judge Brisbois, Magistrate Judge Huseby, U.S. Attorney Luger, Federal Defender Roe, Chief United States Probation and Pretrial Services Officer Bess, U.S. Marshals Service Chief Deputy Fuller, Clerk of Court Kate Fogarty, and several other members of the federal family met in Redby, Minnesota, with the Red Lake Nation Tribal Council. Attendees from the Red Lake Nation Tribal Council included Chairman Darrell G. Seki Sr. (depicted on the left in the photo with the Chief Judge), Tribal Secretary Samuel R. Strong (on the right), and Treasurer Vernelle R. Lussier. Many topics were discussed, including the epidemic of fentanyl overdoses on the Red Lake Reservation, the need to strengthen law enforcement on the Reservation, and tribal efforts to reduce recidivism.



Clerk’s Corner, continued on next page.

Clerk's Corner, continued from previous page.



Also on February 6, Chief Judge Schiltz swore in part-time Magistrate Judge Jon T. Huseby to another four-year term following the recommendation of the merit-selection panel. Judge Huseby took his initial oath of office on February 25, 2015, and will continue to chamber in Bemidji.



On January 12, the court held the formal investiture for Magistrate Judge Dulce J. Foster.



On December 21, Chief Judge Schiltz administered the oath of office to Judge Jerry W. Blackwell. Judge Blackwell will be chambered in St. Paul, and his formal investiture is being planned.

The Court returned to large-scale naturalization ceremonies in the fall of 2022 and continues to streamline the day to allow friends and family to attend. The Court, together with the U.S. Citizenship & Immigration Services Office, plans to naturalize 2,000 applicants each month in the coming year, with most ceremonies taking place at the Saint Paul RiverCentre. Ceremonies, which had to be abbreviated during COVID-19, once again include welcome remarks from guest speakers, the playing of "The Star-Spangled Banner," reciting the Pledge of Allegiance, and the opportunity to take photos with loved ones. Ceremonies also now include representatives from the Social Security Administration and State Department who assist new citizens with benefits and passport questions, as well as volunteers from the League of Women Voters who continue to register all eligible new citizens to vote. ■

Andrew Pieper is Chief Deputy Clerk for the District of Minnesota.

White Collar, Compliance, and Criminal Law Committee Happy Hour

By Nick Scheiner

The White Collar, Compliance, and Criminal Law Committee hosted its annual happy hour social on Thursday, February 9, 2023, in its traditional location, the 15th floor atrium at the Diana E. Murphy U.S. Courthouse in downtown Minneapolis. The Honorable Patrick J. Schiltz, U.S. Attorney Andrew M. Luger, and Federal Defender Katherian D. Roe addressed the attendees.

Chief Judge Schiltz described a number of recent developments at the Court, including judicial appointments and former Chief Judge John R. Tunheim's decision to take senior status in the near future. Andy Luger introduced the U.S. Attorney's Office's recent hires and discussed the Office's plans to expand its enforcement efforts, particularly in the white-collar arena. Katherian Roe also introduced recent hires at the Office of the Federal Defender and discussed her Office's goal of expanding the District of Minnesota's Criminal Justice Act Panel and upcoming CJA Panel training events. All three emphasized the importance of maintaining a collegial criminal bar in the District through social events.

This year's event was organized by the Co-Chairs of the White Collar, Compliance, and Criminal Law Committee, Nick Scheiner and Assistant U.S. Attorneys Kimberly Svendsen and Matthew Ebert. Many thanks to the all the attendees, as well as the Chapter, the Court, and Greene Espel for supporting this event. ■

Nick Scheiner is a Co-Chair of the Chapter's White Collar, Compliance, and Criminal Law Committee. Nick is a litigator at Greene Espel PLLP and represents clients in an array of industries in internal and government investigations and commercial litigation.

December Luncheon Features Honored Guest U.S. Attorney Andrew M. Luger

By Chelsea Walcker



On December 14, 2022, United States Attorney for the District of Minnesota Andrew M. Luger was honored at the Chapter's luncheon at the Minneapolis Club. Luger, who took the oath of office on March 30, 2022, previously served as Minnesota's U.S. Attorney from 2014 through 2017.

At the luncheon, Luger described his focus as U.S. Attorney as working with federal, state, local, and tribal law enforcement agencies to combat violent crime, drug trafficking, terrorism, child exploitation, human trafficking, and white-collar crime. In addition to overseeing and personally prosecuting federal crimes in this district, Luger also serves as one of 12 U.S. Attorneys on the Attorney General's Advisory Committee.

During his time in office, Luger has been diligently combatting violence and holding perpetrators accountable. Luger has increased the number of federal prosecutions in the District by more than 300%. In addition to prosecuting a steady stream of large-scale firearms and narcotics cases, Luger recently oversaw the largest child "sextortion" prosecution and the largest pandemic-fraud prosecution in U.S. history. Luger is no stranger to high-

profile prosecutions; during his prior term, he oversaw the prosecution of Danny Heinrich, who killed Jacob Wetterling, and the largest transnational sex-trafficking investigation ever prosecuted in the United States.

Luger discussed how the U.S. Attorney's Office has changed since he previously served as U.S. Attorney. He described the proliferation of guns, gangs, fentanyl, and carjackings. Luger also discussed the Office's violent-crime initiative in response to the surge in violent crime and deadly weapons, including "gun switches." (A gun switch is an illegal after-market add-on that causes a handgun to function as an automatic weapon.) The initiative focuses on both the type and number of federal cases prosecuted and includes a community-driven strategy for violent-crime reduction. Ultimately, Luger expects everyone in the Office to take on violent-crime cases.

Joining Luger at the luncheon were several people who are important to this violent-crime initiative and other priorities of the Office, including newly appointed Minneapolis Police Chief Brian O'Hara, members of Luger's senior management team, and community members who work with the Minneapolis Group Violence Intervention strategy.

The luncheon concluded with questions and comments from the audience regarding the Office's initiatives. Minneapolis Police Chief Brian O'Hara echoed the sentiments of many audience members in thanking Luger for his continued service, strong partnership with law enforcement, and commitment to justice and community. ■

Chelsea A. Walcker is an Assistant United States Attorney for the District of Minnesota.

February Luncheon Panel Discusses Unseen Disability in the Legal Community

By Ann Motl

On February 8, 2023, the Chapter hosted a panel at its monthly luncheon, cosponsored by Minnesota's newest affinity bar association, the Minnesota Disability Bar Association (or MDisBA). The panel, entitled "Out in the Open: Unseen Disability in the Legal Community," highlighted the unseen ways disability impacts legal professionals and their families.

Moderator Eleanor Frisch, an associate at Cohen Milstein, began by discussing how people with unseen disabilities in their lives face unique professional challenges. Their colleagues and supervisors may not even know that they are disabled or that they are dealing with a loved one's disability.

The panelists then introduced themselves and their connection to the disability community. Lola Velazquez-Aguilu, Chief Legal Counsel of Neuromodulation at Medtronic, shared a powerful story of meeting then-Second Circuit Judge Sonia Sotomayor as a law student. As Velazquez-Aguilu and her classmates were preparing to have lunch with Justice Sotomayor, she learned that Justice Sotomayor, like herself, has type I diabetes. Justice Sotomayor shared advice for being a trial attorney with diabetes as well as the wisdom that you should not be embarrassed by your disability, as that will only hinder you. The panelists embodied this wisdom throughout, providing honest advice on disclosure, accommodations, and compassion.

Although disability disclosure carries risks due to stigma, the panelists shared persuasive reasons for disclosing their disabilities. Sierra Grandy, a student at the University of Minnesota Law School and national speaker on mental-health advocacy, discussed her preference to disclose her unseen disabilities as a "litmus test" when meeting new people. Brianna Chamberlin, an associate at Fish and Richardson, explained her journey and decision to more broadly disclose her diagnosis of multiple sclerosis to her colleagues and the legal community. Chamberlin noted that after disclosing her disability

Luncheon on Unseen Disability, continued on page 10.

Judge Bowbeer Tribute, continued from page 3.

Judge Bowbeer also centered the humanity of the parties, their attorneys, and her staff. I recall team meetings and editorial comments discussing how the options before her would impact the lives and futures of the people in the cases. She opened space for us to bring our humanity to these consequences and encouraged us to follow our instincts towards compassion, empathy, and integrity. I believe this is the most important lesson I learned from Judge Bowbeer: the best legal reasoning incorporates not just the law and facts, but care for the people who come to court seeking help.

She also cared deeply for her team, taking time to check in on our lives outside the Court, stay attuned to our struggles and needs, and make the Court a safe place to be our full selves. I am extremely grateful I had the opportunity to experience her generous, caring, and thoughtful spirit at the Court. I know she will be missed on the bench, but I am lucky to have years of friendship and mentorship with her ahead.

Jack Huerter

Clerking for Judge Bowbeer was one of the highlights of my career—I was able to do interesting and important work on a diverse set of cases, with an incredible group of colleagues in chambers to help manage it all. The top highlight of the experience, however, was working directly with Judge Bowbeer.

Judge Bowbeer came to the bench after a sterling career as a litigator and manager. She started out as a law clerk for Minnesota Supreme Court Justice Donald Peterson, worked as a litigator at Gray Plant Mooty, became a founding partner at Bowman and Brooke, and then moved to 3M to manage the company's IP litigation. Her deep and broad legal experience showed in her work as a judge and in her mentorship of law clerks. It seemed that Judge Bowbeer could see around every corner of a lawsuit to understand the goals of the parties, the strengths and weaknesses of the parties' arguments, and what the law required with respect to the motions before her. This enabled her to make principled and practical decisions that delivered the just result. It also enabled her to be a highly effective mediator in settlement conferences, for which our bar owes her a debt of gratitude.

Judge Bowbeer was exceptionally generous with the time she spent mentoring her law clerks. An excellent writer, and perhaps an even better editor, Judge Bowbeer provided thoughtful feedback on each assignment and an open door to discuss any issues (whether work-related or not), even on the busiest of days. These conversations would often spill over into the regular lunches that Judge Bowbeer organized for her chambers staff, and I continue to draw upon the lessons she provided during those conversations—remember to use “that” instead of “which” in a defining clause, always insert a comma after the year in a date, and scrutinize use of the passive voice in legal writing.

I am incredibly grateful for my time as Judge Bowbeer's law clerk and wish her the best in retirement. I look forward to hearing about all the amazing trips Judge Bowbeer and her husband Bill take with their freed-up schedules!

Judy Kirby

It was my privilege to serve as Magistrate Judge Bowbeer's Courtroom Deputy/Judicial Assistant from her first day on the bench in June 2014 until the end of January 2021. Judge Bowbeer has an enviable level of energy for everything she does. Coming with a background in civil-litigation practice, she had a real learning curve for criminal matters, which she undertook very seriously and learned quickly. Her preparation for the matters before her, whether it be a written order, court hearing, naturalization ceremony, or settlement conference, was always very thorough. She gave everything she had to the cases. She was a great mentor to the law clerks who worked with us, as well as the externs who worked with us through the years. Personally, I always admired Judge Bowbeer's willingness to undertake all forms of public service, both in the courtroom and in the community. She readily got involved in the Court's work supporting and training lawyers and courts in or from foreign communities. She provided training in places like Pakistan, Myanmar, and China, and she worked with foreign delegations who came to Minnesota to learn about our legal system. In our own community, she has been involved with the FBA Newer Lawyers group, Trial Practice classes from the University of Minnesota Law School, Girls on the Run, the Girl Scouts, and school groups, as well as many of the Court's internal ceremonies. I know that she gave a lot to everything she undertook, but she also got a lot personally from her involvement. I truly appreciate Judge Bowbeer's gracious nature, her sense of right and wrong, her inclusiveness, and her openness to new ideas. I know that, in retirement, her sense of community involvement will continue and grow, with many new experiences to come.

Adrienne Meyers

Working with Judge Bowbeer as her career clerk for seven years was a privilege and an honor. She had all the attributes of the best judges. Always prepared, Judge Bowbeer pored over every motion filing and legal authority, committing their contents and even page numbers to memory before a proceeding. She actively conversed with attorneys during hearings, and it was clear she knew the record as well as they did.

Judge Bowbeer Tribute, continued on next page.

Judge Bowbeer Tribute, continued from previous page.

Judge Bowbeer was also patient, compassionate, and kind. Lawyers and litigants appearing before her felt respected and heard. Although she was usually the smartest person in the room, she wasn't a show-off. Judge Bowbeer was an active and attentive listener, and her eyes were warm and kind. She never spoke condescendingly to anyone and was particularly encouraging to *pro se* litigants and newer lawyers arguing in court for the first time. Judge Bowbeer was also known for handing out chocolates during all-day settlement conferences and even baked cookies in our chambers toaster oven for participants on occasion.

Judge Bowbeer was an exacting writer and editor. But she was a pragmatist as well, and I will always remember not to let perfect be the enemy of good.

Judge Bowbeer was also a lot of fun. She arranged chambers outings to Saints games, dinners, and the T.O.R.T. musical. An avid Harry Potter fan, she presided over our courthouse mini-golf tournament hole, "Harry Potter and the Chambers of Bowbeer," and she kept a Time-Turner necklace in her office. I'm fairly certain she actually used it, given all that she did.

Thank you for the memories, Judge Bowbeer. I look forward to making many more as dear friends.

Ann Motl

My judicial clerkship was my first position after law school, and I cannot imagine a better start to my legal career. Even as a new magistrate judge at the time, Judge Bowbeer showed me what it means to be a fair and independent jurist.

Judge Bowbeer truly worked magic when interacting with parties, whether they were experienced litigators or *pro se* parties. I was always so impressed by her ability to take contentious issues that seemed impossible to solve and work through them to learn more about the root of the issue and then come to a compromise that was acceptable for both parties. I am sure any parties who participated in monthly status conferences with Judge Bowbeer feel the same.

Even today, five years after my clerkship ended, I often reflect on how lucky I am to have clerked for Judge Bowbeer. During my clerkship, Judge Bowbeer acted as a true mentor and sponsor, introducing me to her former and current colleagues and helping me become involved in the legal community. She has always been willing to listen and support me throughout my career. Perhaps my favorite moment with Judge Bowbeer was last year when she officiated my wedding. I wish her a well-deserved retirement and join many in thanking her for her incredible contributions to the Minnesota legal community and magistrate bench.

Andrea Yang

I remember thinking during Judge Bowbeer's investiture ceremony how beloved she is, as many friends, family members, and colleagues traveled from near and far to attend. Over the course of my clerkship, that sense deepened after personally experiencing her presence and witnessing her interactions in chambers, the courtroom, and beyond.

Judge Bowbeer has a grounding presence, one that puts anyone at ease. I felt that from the very start, and it held steady over time, even when surprises or challenges arose. This quality benefited many people, including *pro se* parties, junior associates arguing their first motions, and newly naturalized citizens who wanted to thank her and request a picture together.

Judge Bowbeer is generous in imparting knowledge, offering her time, and making connections for others. Her years of experience as a litigator and working in-house made her a wealth of information on substantive legal questions. She was routinely the first one in and last one out of chambers, particularly when settlement conferences ran long. For my post-clerkship job searches and personal projects, she kindly facilitated introductions and helped however she could.

At Judge Bowbeer's retirement dinner last summer, we clerks saw a picture of her younger self with partner colleagues from Bowman and Brooke. She was the only woman in the group. I found the picture emblematic of her strength and resilience, which have only grown with time. How fortunate I feel to witness these qualities in their most refined form to date.

I cherish many lessons from Judge Bowbeer. She taught me how to listen to any person, giving them full attention and presence. How to think, research, and write with practical application. And finally, how to accept life's vicissitudes, leading with curiosity, gratitude, and a sense of humor. ■

Luncheon on Unseen Disability, continued from page 7.



to firm leadership, they were able to put her in contact with others with similar experiences, which benefited her disability journey and career.

The panelists next turned to disability accommodations that have allowed them to succeed at school and in their careers. In general, the panelists emphasized the need to allow colleagues to take the time necessary to balance their disability requirements with their career. For Frisch, this means working at a 75% schedule. For Chamberlin, this means dedicating time to working out. Grandy noted that sometimes accommodations may require rethinking what is considered professional, such as allowing more comfortable, adaptive clothing or noise-canceling headphones in the

workplace. Chamberlin agreed, noting that not all women are able (or even want) to wear heels, which was met by resounding applause.

Finally, the panelists discussed how a culture of compassion and inclusion can benefit legal professionals with disabilities as well as their nondisabled colleagues. Hahn Pham, an associate at Littler, discussed how caring for a family member with disabilities during his legal career showed him the best thing you can do for your colleagues is to be compassionate—your colleague may be experiencing an unseen issue, whether that be disability or something else. Because of his experience, he was able to recognize when an opposing counsel in one of his cases was experiencing a crisis and reached out to extend extension accommodations.

The Minnesota Disability Bar Association expresses its gratitude to the Minnesota Federal Bar Association for the opportunity to highlight disability and show a small number of successful legal professionals in the disability community. ■

Ann Motl is a litigation associate at Greenberg Traurig, where she represents medical device companies, and a founding member of the Minnesota Disability Bar Association.

Federal Criminal Practice Panel Discussion for Law Students and Newer Lawyers

By Naomi Martin

Recently, a panel of experienced federal criminal practitioners gathered to discuss tips and insights for law students and newer lawyers looking to break into the field. The panel featured Laura Provinzino from the U.S. Attorney's Office; A.L. Brown of Capitol City Law Group, LLC; James Becker from the Office of the Federal Defender; and Michael Millios of Community Mediation Minnesota.

One of the key takeaways from the discussion was the importance of developing relationships with other attorneys, both within your own office and across the aisle. Provinzino emphasized the importance of being open and excited about the challenges that come with the practice, as well as finding good mentors who can guide you as you navigate your career.

Another important theme was the importance of being a “people person” in criminal law. Brown advised that it's crucial to be empathetic and understanding of what your clients are going through and to let them define their own success and outcome. He also emphasized the importance of being able to give yourself grace so that you can extend it to others. Becker stressed the importance of injecting humanity into the practice and building strong relationships with clients. Millios added that he loves to see moments of compassion and collaboration in the courtroom.

The panel also addressed the struggles of impostor syndrome, the pressure to be perfect in the legal profession,



and the importance of taking care of your mental health. They shared tips to be okay with being wrong, such as accepting that you're human, asking for time to research and brief an issue, admitting when you don't know something, and striving to be the most prepared person in the room. Millios praised Lawyers Concerned for Lawyers, and an LCL representative in attendance provided a brief overview of its services.

The panelists reminded the audience that federal practice is a small community, even nationally, and stressed the importance of building relationships with other offices. They encouraged law students and newer lawyers to join the Federal Bar Association to expand their professional networks. Becker also highlighted that your number one currency as a lawyer is your reputation.

Overall, the panel discussion provided valuable insights and advice for those looking to break into the field of federal criminal practice. The panelists' experiences and perspectives offered a glimpse into the realities of the profession and the importance of building strong relationships, being empathetic and understanding, and being able to give and receive grace. ■

Naomi Martin is an associate at Newmark Storms Dworak LLC, where she specializes in the areas of employment, civil rights and personal injury. She previously worked as a judicial law clerk for Magistrate Judge David T. Schultz of the United State-District Court for the District of Minnesota and for Judge Matthew E. Johnson of the Minnesota Court of Appeals.



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Upcoming Events:

Wednesday,
March 15, 2023
Pro Se Project Event
Honoring Tiffany
Sanders

Thursday,
March 16, 2023
Newer Lawyers
Committee Judge
Luncheon

Wednesday,
March 29, 2023
Mentorship Committee
Panel Series: Court
Administration

Monday,
April 3, 2023
Roadways to the Bench:
Who Me? A Bankruptcy
or Magistrate Judge?

Wednesday,
April 12, 2023
Monthly Luncheon

Tuesday,
April 18, 2023
Newer Lawyers
Committee Judge
Luncheon

Tuesday,
April 25, 2023
Civil Discovery Practice
Group CLE

Wednesday,
May 10, 2023
Monthly Luncheon

Saturday,
May 13, 2023
Federal Judges'
Dinner Dance

12

Editors-in-Chief

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Want to get involved in the Minnesota Chapter of the Federal Bar Association? Visit <http://www.fedbar.org/Chapters/Minnesota-Chapter/Chapter-Initiatives.aspx> for a full list of committees and information about how to get involved.

Online Registration:

The Minnesota Chapter of the FBA utilizes an online registration system for the monthly Minneapolis Club luncheons. A registration link will be sent to you via e-mail for each luncheon. One feature of the system is the automatic calendar entry; just click "Add to Calendar" from the registration system or your confirmation e-mail. Registration coordinators have the option to register multiple attendees in a single registration.

CLE Credit for Monthly Luncheons:

Attending the Monthly Luncheons also earns you CLE credits! If you attended these luncheons, here are the CLE codes and the credits approved:

December (U.S. Attorney Andy Luger) - .5 standard credit (478163)

January (State of the District) - 1 standard credit (479393)

February (Unseen Disability in the Legal Community) - 1 standard credit (480514)



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