

**CV of Judge Mark W. Bennett (Ret. U.S. District Judge, N.D. of Iowa)
(Updated only through early 2020)**

PROFESSIONAL EXPERIENCE

Mark W. Bennett, Mediation, Arbitration and Legal Consulting, March 2, 2019 - present

Director, Institute for Justice Reform & Innovation, Drake University Law School, Des Moines, Iowa – August 15, 2018 - present

United States District Judge, Northern District of Iowa, August 26, 1994 – retired March 2, 2019. (Judge Bennett has also sat by designation in the Southern District of Iowa, the Districts of Arizona, North Dakota, Idaho, the Middle District of Florida, and the Eighth (twice) and Ninth Circuits (numerous times)

A Founding member of the National Implicit Bias Network (2017)

Chief Judge of the N.D. of Iowa (2000-2006)

Appointed United States Magistrate Judge, United States District Court, Southern District of Iowa, December 2, 1991

Special Prosecutor, Committee on Professional Ethics and Conduct of the Iowa State Bar Association – 1987

Supervising attorney, Legal Ethics Clinic, Drake University Law School, Des Moines, Iowa (1981-83)

Supervising attorney, Prisoner Legal Assistance Clinic, Ft. Madison, Iowa, Maximum Security Prison (LEAA grant) (1976-78)

General Counsel, Iowa Civil Liberties Union (1975-89)

Founding partner, law firm of Allen, Babich, & Bennett, Des Moines, Iowa (1975 to December 1, 1991)

TEACHING EXPERIENCE

J-Term Professor of Law, University of Florida Levin College of Law, January 2020, Gainesville, Florida – Federal Sentencing

Adjunct Professor of Law, Drake University School of Law, Des Moines, Iowa - Employment Discrimination Litigation (1994-2014)

J-Term Professor, University of Hawaii Law School, January 7-23, 2013. Law 5461- The War on Drugs and Federal Sentencing: A View from the Inside

Adjunct Professor of Law, University of Nebraska Law School, Lincoln, Nebraska – Employment Discrimination (2008)

Primary Instructor, Drake University Trial Advocacy Institute (1987-89)

Lecturer in Law, University of Iowa College of Law, Iowa City, Iowa – Trial Advocacy summer inter-sessions (1984-85)

Adjunct Professor of Law, Drake University Law School, Des Moines, Iowa – Trial Advocacy (1981-88)

Assistant Professor of Law Enforcement Administration, Western Illinois University, Macomb, Illinois – academic year (1976-77)

Visiting Professor of Political Science and Sociology, Criminal Justice Program, University of South Dakota, Vermillion, South Dakota – academic year (1975-76)

Part-time Instructor in Criminal Justice and Sociology, Des Moines Area Community College – academic years (1974-1975)

LAW SCHOOL VISITS

Fornoff Moot Court Competition – University of Toledo Law School – October 24, 2017. In addition to judging moot court, gave a university-wide presentation on implicit bias in the legal system

University of Minnesota Law School– September 22, 2016. Faculty presentation on recent scholarship.

Cardoza Law School, Moot Court Competition – March 7-8, 2015. In addition to judging moot court, lectured to different classes.

Visiting Judge, Courts Colloquium, University of Iowa College of Law, April 24-25, 2014. Guest lecturer in several classes; met with students interested in federal clerkships, individually reviewing their resumes and cover letters; gave a faculty presentation on a law review article that has since been accepted for publication.

Judged Frederick Green Moot Court Honorary Round, University of Illinois College of Law, April 7-8, 2014. Guest lecturer in several classes; met with students interested in federal clerkships; gave a faculty presentation.

Visiting Judge, Washington University School of Law, February 20, 2014. Presented on mass incarceration in America and met with several student groups and members of the placement office.

Visiting Jurist in Residence, Seton Hall Law School, March 26-30, 2012

The Sam J. and Khaldie Millie Sadden Jurist in Residence, University of Nebraska College of Law, February 27-March 1, 2011

Teaching Fellow, University of Akron School of Law, Akron, Ohio – November 11-12, 2004

Distinguished Jurist in Residence, Drake University School of Law, Fall of 2001

Numerous additional visits to Iowa's two law schools.

EDUCATION

J.D. degree, May 1975, Drake University Law School, Des Moines, Iowa. Post-Graduate Cooperative Degree Program, M.A. course work in Political Science, 1973-75

B.A. degree (*cum laude*) May 1972, Gustavus Adolphus College, St. Peter, Minnesota. Political Science and Urban Analysis majors. Hamline University, St. Paul, Minnesota – Urban Studies semester, spring 1971

PUBLICATIONS (SSRN AUTHOR PAGE: [SSRN.COM/AUTHOR=703083](https://ssrn.com/author=703083))

LAW REVIEW ARTICLES:

Mark W. Bennett, *Federal Sentencing: A Judge's Personal Sentencing Journey Told Through the Voices of Offenders He Sentenced*, 26 WASH. & LEE J. CIVIL RTS. & SOC. JUST. 461 (2020).

Mark W. Bennett, "Earwitnesses": *Dangerous Misidentification Lurks in Fed. R. Evid.*

901(b)(5) and Supreme Court Precedent in Light of Empirical Social Science, 44 LAW & PSYCHOL. REV. 1 (2020).

Mark W. Bennett, *A Judge's Attempt at Sentencing Inconsistency After Booker*, 41 CARDOZO L. REV. 243 (2019).

Mark W. Bennett, *Addicted to Incarceration: A Federal Judge Reveals Shocking Truths About Federal Sentencing*, 87 U.M.K.C. L. REV. 3 (2018).

Mark W. Bennett, *The New Bible of Trial Advocacy: Why Every Trial Lawyer and Wannabe Should Never Try a Jury Trial Without It*, 37 REV. LITIG. 89 (2018) (reviewing THOMAS M. MELSHEIMER & JUDGE CRAIG SMITH, ON THE JURY TRIAL: PRINCIPLES AND PRACTICES FOR EFFECTIVE ADVOCACY (2017)).

Mark W. Bennett & Victoria C. Plaut, *Looking Criminal and the Presumption of Dangerousness: Afrocentric Facial Features, Skin Tone, and Criminal Justice*, 51 U.C. DAVIS L. REV. 745 (2018).

Mark W. Bennett, *Slumping: The Eighth Circuit's Supreme Court Batting Average in Federal-Sentencing Cases*, 19 J. APP. PRAC. & PROCESS 53 (2018).

Mark W. Bennett, *Getting Clamorous About The Silence Penalty*, 103 IOWA L. REV. ONLINE 1 (2018) (Commentary on Jeffery Bellin, *The Silence Penalty*, 103 IOWA L. REV. 395 (2018)).

Mark W. Bennett, *Going, Going, Gone: The Missing American Jury*, 69 ALA. L. REV. 247 (2017) (reviewing SUJA A. THOMAS, THE MISSING AMERICAN JURY: RESTORING THE FUNDAMENTAL CONSTITUTIONAL ROLE OF THE CRIMINAL, CIVIL, AND GRAND JURIES (2016)).

Justin D. Levinson, Mark W. Bennett & Koichi Hioki, *Judging Implicit Bias: A National Empirical Study of Judicial Stereotypes*, 69 FLA. L. REV. 63 (2017).

Mark W. Bennett, Justin D. Levinson & Koichi Hioki, *Judging Federal White-Collar Fraud Sentencing: An Empirical Study Revealing the Need for Further Reform*, 102 IOWA L. REV. 939 (2017).

Mark W. Bennett, *The Implicit Racial Bias in Sentencing: The Next Frontier*, 126 YALE L.J. FORUM 391 (2017).

Thomas D. Waterman, Mark W. Bennett & David C. Waterman, *A Fresh Look at Jurors Questioning Witnesses: A Review of Eighth Circuit and Iowa Appellate Precedents and an Empirical Analysis of Federal and State Trial Judges and Trial Lawyers*, 64 DRAKE L. REV. 485 (2016).

Mark W. Bennett, *Reinvigorating and Enhancing Jury Trials Through an Overdue Juror Bill of Rights: A Federal Trial Judge's View*, 48 ARIZ. ST. L.J. 481 (2016).

Mark W. Bennett, *Unspringing the Witness Memory and Demeanor Trap: What Every Judge and Juror Needs to Know About Cognitive Psychology and Witness Credibility*, 64 AM. U. L. REV. 1331 (2015).

Mark W. Bennett, Essay, *The Grand Poobah and Gorillas in our Midst: Enhancing Justice in the Federal Courts—Swapping Discovery Procedures in the Federal Rules of Civil and Criminal Procedure and other Reforms Like Trial by Agreement*, 15 NEV. L.J. 1293 (2015).

Mark W. Bennett, *Slow Motion Lynching? The War on Drugs, Mass Incarceration, Doing Kimbrough Justice, and a Response to Two Third Circuit Judges*, 66 RUTGERS L. REV. 873 (2014).

David McCord & Mark W. Bennett, *The Proposed Capital Penalty Phase Rules of Evidence*, 36 CARDOZO L. REV. 417 (2014).

Mark Osler & Mark W. Bennett, *A “Holocaust in Slow Motion?”: America’s Mass Incarceration and the Role of Discretion*, 7 DEPAUL J. SOC. JUSTICE 117 (2014).

Mark W. Bennett, *Eight Traits of Great Trial Lawyers: A Federal Judge's View on How to Shed the Moniker “I am a Litigator,”* 33 REV. LITIG. 1 (2014).

Mark W. Bennett, *Confronting Cognitive “Anchoring Effect” and “Blind Spot” Biases in Federal Sentencing: A Modest Solution for Reforming a Fundamental Flaw*, 104 J. CRIM. L. & CRIMINOLOGY 489 (2014).

Mark W. Bennett & Ira P. Robbins, *Last Words: A Survey and Analysis of Federal Judges’ Views on Allocution in Sentencing*, 65 ALA. L. REV. 735 (2014).

Mark W. Bennett, *Sudden Death: A Federal Judge’s Reflections on the ABA Guidelines for the Appointment and Performance of Defense Counsel in Death Penalty Cases*, 42 HOFSTRA L. REV. 391 (2013).

Mark W. Bennett, *Review of Labor and Employment Law Decisions from the U.S. Supreme Court’s 2011–2012 Term*, 28 A.B.A. J. LAB. & EMP. L. 169 (2013).

Mark W. Bennett, *Essay: From the “No Spittin’, No Cussin’ and No Summary Judgment” Days of Employment Discrimination Litigation to the “Defendant’s Summary Judgment Affirmed Without Comment” Days: One Judge’s Four-Decade Perspective*, 57 N.Y. L. SCH. L. REV. 685 (2013).

Jerry Kang, Judge Mark Bennett, Deven Carbado, Pam Casey, Nilanjana Dasgupta, David Faigman, Rachel Godsil, Anthony G. Greenwald, Justin Levinson & Jennifer Mnookin, *Implicit Bias in the Courtroom*, 59 UCLA L. REV. 1124 (2012).

Mark W. Bennett, *Unraveling the Gordian Knot of Implicit Bias in Jury Selection: The Problems of Judge-Dominated Voir Dire, the Failed Promise of Batson, and Proposed Solutions*, 4 HARV. L. & POL'Y REV. 149 (2010).

SELECTED OTHER ARTICLES:

Mark W. Bennett, *A Better and More Useful Jury Instruction on Witness Memory and Demeanor Reflecting the Teachings of Cognitive Psychology*, THE CHAMPION, Nov. 2017, at 36.

Mark W. Bennett, *The Changing Science On Memory and Demeanor – And What It Means For Trial Judges*, 101 JUDICATURE 60 (2017).

Mark W. Bennett, *A Juror Bill of Rights: A Federal Trial Judge's View*, 24 VOIR DIRE, Spring 2017, at 14.

Mark W. Bennett, *The Presumption of Innocence and Trial Court Judges: Our Greatest Failing*, 39-APR CHAMPION 20 (April 2015).

Mark W. Bennett, *From the Bench: Reflections on Judicial Regrets*, 41 No. 2 LITIG. 5 (Winter 2015).

Mark W. Bennett, *Eight Traits of Great Trial Lawyers*, VOIR DIRE, Summer 2014, at 8, adopted from Mark W. Bennett, *Eight Traits of Great Trial Lawyers: A Federal Judge's View on How to Shed the Moniker: "I am a Litigator,"* 33 REV. LITIG. 1 (2014).

Mark W. Bennett & Mark Osler, *The Wrong People Decide Who Goes to Prison*, CNN (Dec. 3, 2013, 7:49 AM), http://www.cnn.com/2013/12/03/opinion/bennett-osler-sentencing/index.html?hpt=hp_t4.

Mark W. Bennett & Mark Osler, Op-Ed., *America's Mass Incarceration: The Hidden Costs*, Minneapolis STAR TRIBUNE, June 28, 2013, at A11.

Mark W. Bennett, *Marvel in Manoa: Reflections on Teaching a J-Term Class*, HAWAII BAR JOURNAL, May 2013, at 26.

Mark W. Bennett, *Obituary: The American Trial Lawyer; Born 1641-Died 20??*, LITIG., Spring 2013, at 5.

Mark W. Bennett, *How Mandatory Minimums Forced Me to Send More Than 1,000*

Nonviolent Drug Offenders to Federal Prison, THE NATION, Nov. 12, 2012, at 4.

Mark W. Bennett, *A Tribute to Judge Paul A. Zoss*, THE IOWA LAWYER, Nov. 2012, at 25.

Mark W. Bennett, *Hard Time: Reflections on Visiting Federal Inmates*, 94 JUDICATURE 304 (2011).

Mark W. Bennett, *Heartstrings or Heartburn: A Federal Judge's Musings On Defendants' Right and Rite of Allocution*, THE CHAMPION, Mar. 2011, at 26.

Mark W. Bennett, *Surf's Up*, IN CAMERA (Federal Judges Association Newsletter) (drafted the quarterly technology column from 2005-2010).

Mark W. Bennett, *From the Bench: Welcome to the 21st Century Courtroom*, LITIG., Summer 2008, at 3.

Mark W. Bennett, *Judges' Views on Vanishing Civil Trials*, 88 JUDICATURE 306 (2005).

Mark W. Bennett, *High Tech Justice: A View From the Federal Bench on Courtroom Technology*, LITIG., Winter 2004, at 3.

BOOK:

Mark W. Bennett, Donald J. Polden & Howard J. Rubin, EMPLOYMENT RELATIONSHIPS: LAW AND PRACTICE (Aspen Law & Business 1998) (Annual Supplements 1999-2014)

BOOK CHAPTER:

Mark W, Bennett, ch. 4, Manifestations of Implicit Bias in the Courts, in *Enhancing Justice: Reducing Bias* (ABA 2017)

WORKS IN PROGRESS:

Justin D. Levinson, Mark W. Bennett & Koichi Hioki, *Implicit Gender Bias in the Award of Damages*, is the working title of a national empirical research project looking at the relationship of gender implicit bias among judges, lawyers, and juror eligible members of the public in awarding emotional distress damages in civil cases.

Mark W. Bennett, Justin D. Levinson, & Koichi Hioki, *Anchoring and Implicit Gender Biases in the Award of Emotional Distress Damages What's The Relationship?* – the working title of a national empirical study looking at the relationship of these two cognitive biases in the context of awarding emotional distress damages in civil actions.

Mark W. Bennett, *A Debate With Judge Frank H. Easterbrook (A No-Show) on the Proper Meaning of The Presumption Of Innocence*. This article is based on a strong disagreement expressed on the meaning of the presumption in emails between Judge Easterbrook and me following a presentation I gave at the Seventh Circuit Judicial Conference on overcoming implicit bias as it related to the presumption of innocence.)

SELECTED DOCUMENTARIES AND NATIONAL/INTERNATIONAL MEDIA APPEARANCES

Recent appearances on CNN and NPR discussing problems with mandatory minimum sentences

Op Ed, Mark W. Bennett, *No State Would Commit the Resources I did to the Defense of a Death Penalty Trial*, WASH. POST, August 25, 2020.

Eli Saslow, *Against His Better Judgment*, WASH. POST, front page of Sunday edition, June 7, 2015, at A01, 2015 WLNR 16811322

Huffington Post, *Why Mandatory Minimum Sentences on Drug Arrests are 'Unfair and Racist'*, *HUFFPOST LIVE* (May 6, 2014), <http://huffingtonpost.com/r/highlight/mandatory-minimum-sentences-are-unfair-and-racist/53694529fe34448f9c0006dc>

The Brief, an Irish radio program podcast world-wide, led by barrister Andrew Robinson. Telephonic interview about mass incarceration and mandatory minimum sentencing in America, July 18, 2013

The Melissa Harris-Perry Show (MSNBC television broadcast Nov. 18, 2012)

THE HOUSE I LIVE IN (ZDF/ITVS/BBC 2012) Eugene Jarecki, director) (Official Selection and Winner, Grand Jury Prize, Sundance Film Festival 2012

ABUSED: THE POSTVILLE RAID (Maya Media Corp. 2011) (Luis Argueta, director)

ADMISSIONS

When he was in private practice, Bennett was admitted to and practiced in the United States Supreme Court; the United States Courts of Appeals for the Fifth, Seventh, Eighth and Tenth Circuits; the United States District Courts for the Northern and Southern Districts of Iowa; and the Iowa Supreme Court and state courts of Iowa. Bennett had been admitted, *pro hac vice*, in numerous jurisdictions, including the United States District Courts for the District of Arizona, District of Colorado, Southern District of California, Northern District of Illinois, Southern District of Indiana, District of Minnesota, Eastern and Western Districts of Missouri, District of New Mexico, Northern District of New York, and District of Wyoming; and state courts of Illinois, Minnesota, Missouri, Montana, South Dakota and Wisconsin.

SELECTED PROFESSIONAL SERVICE AND HONORS

Founding Member of the National Implicit Bias Network, a group of interdisciplinary scholars who study a wide spectrum of implicit bias in society (2017)

American Bar Association *

Appointed: Secretary, American Bar Association, Labor and Employment Law Section (2012-2013)

Association of Trial Lawyers of America

Member, Constitutional Challenge Committee, 1988-89

Iowa State Bar Association *

Chair, Iowa State Bar Association Labor and Employment Law Section (2011-2012)

Member, Federal Practice Committee, 1993-98

Co-Chair, Federal Practice Seminar (sponsored by Federal Practice Section), Des Moines, Iowa, 1993

Chair, Professional Development Committee, Litigation Section, 1990-98

Member, Labor and Employment Law Section Council, 1992-95

Co-Chair, Committee on Professionalism, 1992-98

Co-Chair, Labor and Employment Law Seminar (sponsored by Labor and Employment Law Section), Amana Colonies, Iowa, 1992

Member, Committee on Professionalism, 1990-92

Member, Litigation Section, 1990-98

Member, Labor and Employment Law Section, 1990-98

Chair, Labor and Employment Law Seminar (sponsored by Labor and Employment Law Section), Des Moines, Iowa, 1989

Co-Chair, Labor and Employment Law Seminar (sponsored by Labor and Employment Law Section), Des Moines, Iowa, 1989

* Indicates current membership

Member, Labor Law Committee, 1988-89

Member, Committee on Legal Aid, 1985-88

Member, Study Committee on Women and Minorities' Involvement in Bar Association and Judicial System of Iowa, 1987-89
Member, Executive Council, Young Lawyers Section, 1985-86
Member, Silent Partner Program Committee, Young Lawyers Section, 1984-86
Member, Committee on Federal Practice Manual, Young Lawyers Section, 1984-86
Member, Committee on State Adoption of Federal Rules of Evidence, Young Lawyers Section, 1982-83

Iowa Trial Lawyers Association

Elected, Board of Governors, 1988-89, 1990-91
Member, Amicus Curiae Committee, 1989-91
Co-Chair, Constitutional Law Committee, 1987-89
Co-Chair, Amicus Curiae Committee, 1986-88

Polk County Bar Association

Member, Professional Ethics and Conduct Committee, 1987-90
Member, Pro Bono Committee, 1985-87

Iowa Academy of Trial Lawyers

Inducted (by invitation – limited to 250 trial lawyers), 1985

Federal Magistrate Judges Association
Federal Judges Association*
National Employment Lawyers Association
First Amendment Lawyers Association
Blackstone Inn of Court*
Iowa Judges Association
Woodbury County Bar Association*

Distinguished Service Award, The American Board of Trial Advocates – Iowa Chapter, September, 1999

Selected for inclusion (unsolicited) in Naifeh & Smith, THE BEST LAWYERS IN AMERICA 1991-92 (Woodward & White 1991); THE BEST LAWYERS IN AMERICA Naifeh & Smith, 1989-90 (Woodward & White 1989)

Distinguished Service Award, Association of Trial Lawyers of Iowa, 1991

Founding member, Masters of the Bench, Blackstone Inn of Court (1989)

“AV” rating by Martindale-Hubbell

PRESENTATIONS (a partial list)

Getting Explicit about Implicit Bias and Afrocentric Facial Feature Bias in the Courtroom, The Supreme Court of Ohio Judicial College, Webinar (Zoom), November 12, 2020

Keynote address on Judges and Racial Justice (Zoom), Iowa Paralegal Association, Sept. 25, 2020

Jury Management and Implicit Bias, National Judicial Conference on Judging the Book by More Than Its Cover: A Symposium on Juries, Implicit Bias, and the Justice System’s Response, Washington D.C., March 12, 2020

Looking Criminal: Implicit Bias and Presumption of Dangerousness of Afrocentric Facial Features, Race in the Federal Criminal Court: Strategies in Pursuit of Justice, Administrative Office of the Federal Courts, New Orleans, Feb. 6, 2020.

Panel on Criminal Justice Reform, Des Moines, Iowa January 20, 2020

Implicit Bias in the Legal System, General Practice Review, Drake Law School, December 12, 2019

Update on Implicit Bias, Employment Law Roundtable, New Jersey Bar Association, New Brunswick, N.J., December 10, 2019

Judicial Discretion, Individualizations, and Dignity in the Courtroom, A panel discussion,

The Washington & Lee Journal of Civil Rights and Social Justice’s 2019 Annual Symposium on Issues in Federal Sentencing: Privilege, Disparity and a Way Forward, Lexington, Virginia, Nov. 14-15, 2019

Federal Sentencing Advocacy, Iowa Criminal Defense Association, Des Moines, Iowa Nov. 7, 2019

What’s New in Federal Court in Iowa, Dallas County Bar Association, October, 17, 2019

Afrocentric Facial Feature Bias in the Criminal Justice System, NAACP Forum, Ankeny, Iowa, October, 15, 2019

Juror Bill of Rights, Idaho Defense Counsel Association, Ketchum, Idaho, September 20-21, 2019

Introduction to Implicit Bias, Iowa Defense Counsel Association, Des Moines, Iowa, September 12, 2019

Deconstructing the Federal Sentencing Guidelines & A Panel on Allocution, Twenty-Eighth Annual National Seminar on Federal Sentencing, St. Petersburg, Florida, August 28-30, 2019

White Collar Fraud in Federal Court, National Association of Criminal Defense Counsel, Los Angeles, California, June 21, 2019

What Every Judge Needs to Know About Implicit Bias, Pittsburg Bar Association, Pittsburg, Pennsylvania, June 14, 2019

What Every Trial Consultant Needs to Know About Implicit Bias, American Society of Trial Consultants Annual Meeting, St. Louis, Missouri, June 7, 2019

Jury Trial Innovations for Federal Judges, Civil Jury Project-NYU Law School, New York City, May 10, 2019

Implicit Bias Training for State Trial Judges, Duluth, Minnesota, April 29, 2019

Jury Trial Innovations for State Judges, Civil Jury Project-NYU Law School, New York City, April 23, 2019

Jury Trial Innovations Panel, Civil Jury Project, Drake University, Des Moines, March 12, 2019

Implicit Bias and Afrocentric Facial Feature Bias, Keynote Address, University of Florida Levin College of Law Center for Race & Race Relations, Gainesville, Florida, March 14, 2019

A Federal Judge's View of Mediation, Inn of Mediation, Des Moines, Iowa, February 4, 2019

Implicit Bias for ABA Leaders, ABA TIPS Leadership Academy, Las Vegas, Nevada – January 25, 2019

CLE on Federal Practice, Des Moines, Iowa – December 7, 2018

NACDL's 14th Annual White Collar Seminar, Washington, DC – November 8, 2018
Topic: Federal Sentencing

Implicit Bias Training for State Judges, Honolulu, Hawaii – November 2-3, 2018

CJA Panel CLE, New Orleans, Louisiana – October 26, 2018. Topic: Allocution, Policy Disagreements with the Guidelines, and Sentencing Advocacy

NYU Civil Jury Project Judicial Conference, New York, New York – October 17 & 19, 2018. Topic: Jury Care

District of Maine Seminar, Portland, Maine – September 27, 2018. Topic: Implicit Bias and Anchoring

Union Pacific Law Department Meeting, Omaha, Nebraska – September 26, 2018. Topic: Implicit Bias

27th Annual National Federal Sentencing Seminar, Orlando, Florida – September 6, 2018. Topic: What Attorneys Who Practice Criminal Law Need to Know About Implicit Bias

NARTC Conference, Chicago, Illinois – July 30, 2018. Topic: Implicit Bias

Equal Justice Society Mind Science Conference, San Francisco, California – June 23, 2018. Topic: Panel discussion: Reducing Bias in the Criminal Justice System

NACDL's Eighth Annual West Coast White Collar Conference, Santa Monica, California – June 21-22, 2018. Topics: Panel discussion: Strategies for Eliminating Implicit Bias at Sentencing and Panel discussion: White Collar Sentencing

Annual Judges' Conference, Williamstown, Massachusetts – June 14, 2018. Topic: Panel discussion: What Does It Mean to Have a Jury of Your Peers?

Implicit Bias Training, Conference of Chief Bankruptcy Judges, Reno, Nevada – May 1-3, 2018

Implicit Bias Training, DePaul University College of Law, Chicago, Illinois – April 26, 2018

Defender Services Office Training Division: Race in the Federal Criminal Court: Strategies in Pursuit of Justice, St. Louis, Missouri – April 20, 2018. Topic: Panelist – Judicial Perspectives on Race in the Criminal Justice System

Oklahoma City Chapter of the Federal Bar's Inaugural Forum on the Law of Practice and Sentencing, Oklahoma City, Oklahoma – April 19, 2018. Topic: Addicted to Incarceration: Thoughts on Federal Sentencing Reform

CLE for CJA Panel, Las Vegas, Nevada – April 17, 2018. Topic: Deconstructing the Guidelines

University of Minnesota Law School CLE, Minneapolis, Minnesota – April 6, 2018.
Topic: Implicit Bias

Torts Litigation & Ethics IX Seminar, St. Paul, Minnesota – April 6, 2018. Topic: Opening Statements and Closing Arguments

Civil Jury Project Jury Innovations Conference—Workshop on Improving and Saving Jury Trials, New York, New York – March 29-30, 2018. Topic: Jury Care

Center for Legal Inclusiveness Event, Denver, Colorado – March 22, 2018. Topic: Implicit Bias at the Courthouse

Judge William A. Ingram Symposium, Santa Clara, California – January 17, 2018. Topic: Implicit Bias in the Legal System: An Assessment and Recommendations (co-presenter, L. Song Richardson)

2017 Annual Conference of Judges, Bloomington, Minnesota – December 6, 2017. Topic: Panel discussion on Building Community Trust and Accountability, The Role of the Judicial Branch

Iowans Against the Death Penalty 55th Anniversary Celebration, Des Moines, Iowa – November 10, 2017. Topic: The Death Penalty

IAJ Annual Convention, Des Moines, Iowa – November 10, 2017. Topic: Jurors Questioning Witnesses

Implicit Bias Training, Albuquerque/Las Cruces, New Mexico – November 7-8, 2017. Topic: Implicit Bias

CJA Panel Training, East St. Louis, Illinois – November 3, 2017. Topic: Allocution and Sentencing Advocacy

Presidential Diversity Lecture Series, Toledo, Ohio – October 24, 2017. Topic: Journey Into the Mind of Science and Implicit Bias and the Law

Eighth Judicial District Bench-Bar Conference, Fairfield, Iowa – October 20, 2017. Topic: How to Use and Create Social Science Research to Improve Our Craft

Sidney Wernick Lecture, Portland, Maine – October 19, 2017. Topic: Implicit Bias in Judicial Decision-Making

Western District of New York Summer 2017 CLE, Buffalo, NY (presented via VTC) – July 31, 2017. Topic: Implicit Bias – Examining Ours and Exploring Theirs

American College of Trial Lawyers CLE, Salt Lake City, UT – May 23, 2017. Topic: Implicit bias

Upper Midwest Employment Law Institute, St. Paul, MN – May 22, 2017. Topic: My Best Tips for Employment Law Litigators in Federal Court

Middlesex District Attorney's Training, Boston, MA, -- May 21, 2017. Topic: Implicit bias

Division for Public Defender Services Training, Hartford, CT – May 17, 2017. Topic: Just for All: Strategies for Confronting Race Bias in the Courtroom

Implicit Bias Training, Asheville, NC – April 21, 2017

Third Circuit Bench Bar Conference, Lancaster, PA – April 19, 2017. Topic: Implicit Bias

Civil Trial Innovations Seminar, Kansas City, Missouri – April 4, 2017. Topic: Juror Bill of Rights

TTCDLA Wild Wild West Federal and State Criminal Law Practice Seminar, El Paso, Texas – March 30, 2017. Topic: Implicit Bias in the Judicial System

District Court Conference, Providence, Rhode Island – March 23, 2017. Topic: Innovative Jury and Courtroom Techniques

Massachusetts Bar Program, Boston, Massachusetts – March 22, 2017. Topic: Identifying and Eliminating Implicit Bias in Jury Selection Through Attorney Conducted Voir Dire

Annual AALS Meeting, San Francisco, California – January 4-6, 2017: Topics: How Can Social Science Improve Judicial Decision-making/Implicit Bias

Public Defender and Court-Appointed Lawyer Training, Boston, Massachusetts – November 17, 2016. Topic: Implicit Bias

CLE Accredited Provider Conference, White Plains, New York – November 16, 2016. Topic: Implicit Bias

Bob Chaloupka Trial Skills Seminar, Scottsbluff, Nebraska – November 3, 2016. Topic: Eight Traits of a Great Trial Lawyer

Minidoka Civil Liberties Symposium, Boise, Idaho – October 15, 2016. Topic: Mass Incarceration in the Land of the Free

ABOTA – Iowa Chapter Program, Des Moines, Iowa – October 6, 2016. Topic: Implicit Bias

Federal Defenders of Eastern Washington and Idaho Federal Bar Association CLE, Yakima, Washington – September 30, 2016. Topic: Being Explicit About Implicit Bias in the Legal System

NARTC 2016 Fall Meeting, Jackson Hole, Wyoming – September 27, 2016. Topic: What Every Lawyer Needs to Know About Implicit Bias in the Legal System

University of Minnesota Law School Presentation, Minneapolis, Minnesota – September 22, 2016. Topic: Getting Explicit About Implicit Bias; Judging Implicit Bias: A National Empirical Study of Judicial Stereotypes

Federal Defender Annual CJA Seminar, San Diego, California – September 17, 2017. Topic: Implicit Bias

Tenth Circuit Conference, Colorado Springs, Colorado – August 29, 2016. Topic: Implicit Bias

Multitrack Litigation Seminar, New Orleans, Louisiana – August 11-12, 2016. Topics: Not Quite a Get Out of Jail Free Card, But: Insider Tips on Allocution and Other Sentencing Issues/Policy Disagreements, Sentencing Data, Policy Research

Eighth Circuit Chief Judges' Conference, Des Moines, Iowa – August 5, 2016. Topic: Implicit Bias

FJC 2016 National Workshop for District Judges II, San Diego, California – July 25, 2016. Topic: Perspectives in Sentencing

State Bar of Nevada 86th Annual Meeting, Waikoloa, Hawaii – July 1, 2016. Topic: Hot Topics in Criminal Justice Reform

ACS 2016 National Convention, Washington, DC – June 10, 2016. Topic: Being Explicit About Implicit Racial Bias: What Can the Legal Profession Do?

Federal Bar's 25th Annual Seminar on Federal Sentencing, Orlando, Florida – June 3, 2016. Topic: Departures and Variances

Upper Midwest Employment Law Institute, St. Paul, Minnesota – May 23, 2016. Topics: One of the Traits of a Great Employment Lawyer – the Ability to Tell a Story/The Federal Judges Speak – Summary Judgment, Injunctions, Case Management, Settlement Conferences, Trial Practice, and More!

2016 Pacific Coast Labor and Employment Law Conference, Seattle, Washington – May 19-20, 2016. Topics: What's on Your Tombstone: Minimally Ethical Lawyer?/Drinking, Drugs, and Disability/Key Evidentiary Issues in Employment Cases

2016 Kentucky Bar Association Annual Convention, Louisville, Kentucky – May 11, 2016. Topic: Implicit Bias in the Criminal Justice System: The Scope of the Problem and What We Can Do

FJC Appellate Staff Attorney Conference, Austin, Texas – May 10, 2016. Topic: Implicit Bias in the Legal System

ISBA 2106 Biennial Bench Bar Conference, Davenport, Iowa – May 5, 2016. Topic: Career Retrospective

Seventh Circuit Bar Association Annual Meeting, Chicago, Illinois – May 2, 2016. Topic: The Science of Implicit Bias and Its Impact in Legal Practice

FJC 2016 National Workshop for District Judges, Charleston, South Carolina – April 26, 2016. Topic: Perspectives in Sentencing

St. Paul CLE, St. Paul, Minnesota – April 8, 2016. Topic: What it Takes to Design a Great Trial Lawyer

Presentation at St. Louis University School of Law, St. Louis, Missouri – March 16, 2016. Topic: How Implicit Bias Affects the Judicial System

30th Annual National Institute on White Collar Crime, San Diego, California – March 2, 2016. Topic: Implicit Bias: Can We Get to A Post Racial Society?

Winning Strategies, Defender Services Training, San Antonio, Texas – January 29-30, 2016. Topics: Addressing Issues of Race With the Jury Panel/Not Quite a Get Out of Jail Free Card, But: Insider Tips on Allocution and Other Sentencing Issues

NACDL Conference, Aspen, Colorado – January 11, 2016. Topic: Sentencing Tips from the Bench

Northwestern College, Orange City, Iowa – November 16, 2015. Topics: Implicit Bias/The House I Live In

Waller CLE, Nashville, Tennessee – November 13, 2015. Topic: Implicit Bias and Employment Law

2015 Wisconsin Judicial Conference, Madison, Wisconsin – November 11, 2015. Topic: Implicit Bias in the Courtroom

ABA 9th Annual Section of Labor and Employment Law Conference, Philadelphia, Pennsylvania – November 6-7, 2015. Topics: Discovery Abuse and Sanctions/*McDonnell Douglas*: Benefit or Burden?

Iowa Judges' Association Fall Conference, Altoona, Iowa – October 28, 2015. Topic: Implicit Bias: What a Judge Should Know and Do

State Bar of Texas Minority Counsel Program, Houston, Texas – October 15, 2015. Topic: Implicit Bias

AJA Annual Conference, Seattle, Washington – October 4, 2015. Topic: The House I Live In

National Conference for Pro Se Law Clerks, Sante Fe, New Mexico – September 9, 2015. Topic: Implicit Bias in the Legal Profession

Defender Services Training Division, Race Conference, Washington, D.C. – August 8, 2015. Topics: Addressing Issues of Race with the Jury Panel & Judicial Perspectives on Race in the Criminal Justice System

Faculty of Federal Advocates Program, Denver, CO – July 8, 2015. Topic: The Limits to Vigorous Advocacy

IADC CLE Meeting, Colorado Springs, CO – July 7, 2015. Topic: When Vigorous Advocacy Goes Too Far

Diversity Forum at the State Bar of Texas Annual Meeting, San Antonio, TX – June 18, 2015. Topic: Unconscious Bias in Firms, Client Meetings, and the Courtroom

92nd Annual Lawyer's Chautauqua, Okoboji, IA – May 30, 2015. Topic: Eight Traits of a Great Trial Lawyer

24th Annual National Seminar on the Federal Sentencing Guidelines, St. Petersburg, FL – May 28, 2015. Topic: A View from the Bench

Upper Midwest Employment Law Institute, St. Paul, MN – May 18, 2015. Topic: Judges' Panel

ABA Criminal Justice Section – Breaking Developments in Criminal Practice CLE, San Antonio, TX – May 14-16, 2015. Topic: Racial Profiling on the Streets, in Court, and Even at Your Law Office

Pacific Coast Labor and Employment Law Conference, Seattle, WA – May 7-9, 2015.
Topic: From Complaint to Closing Argument: How to Use Storytelling in Employment Litigation

National Jury Summit, San Francisco, CA – April 29-May 1, 2015. Topic: Jury Reform Update

SEABOTA Annual Conference, New Orleans, LA – April 16-19, 2015. Topic: Fast Track Jury Trials: Coming Soon to a Courthouse Near You

2015 AAJ Winter Convention, Advocacy Track, Palm Springs, CA – February 23-25, 2015. Topic: Implicit Bias in the Courtroom

ABA Section of Labor and Employment Law’s Annual Conference, Los Angeles, CA – November 5-9, 2014. Topics: Raising the Level of Professionalism in the Labor and Employment Bar & Why is Direct Examination so Hard?

FBA Chapter Annual Conference, Memphis, TN – October 17, 2014. Topic: Implicit Bias in the Legal Profession

2014 Guidelines Seminar, St. Petersburg, Florida - June 13, 2014. Topic: Federal Sentencing: A Year in Review

2014 Annual Labor and Employment Section Dinner, Minneapolis, Minnesota – June 9, 2014. Topic: The Importance of Being Earnest – Once in a Lifetime – Nickel and Dimed – Much Ado About Nothing – The Stuff of Dreams – As You Like It – After a Hundred Years

South Dakota Trial Lawyer’s Association CLE, Larchwood, Iowa – May 9, 2014.
Topic: Eight Traits of a Great Trial Lawyer

Symposium to Honor Steve Subrin, Boston, Massachusetts – April 11, 2014. Topic: The Role of Pretrial Procedure

Rutgers-Newark Mass Incarceration Law Review Symposium, Newark, New Jersey – March 28, 2014. Topic: “When the Law is Guilty: The Mass Incarceration Crisis in the United States”

State Bar of Texas Women in the Law Seminar, Austin, Texas – March 24, 2014.
Topic: Implicit Bias

ERR/EPR ABA Committee Meetings, Los Cabos, Mexico – March 17-22, 2014.
Topics: “Put up Your Dukes! Two Judicial Buddies Spar Over Summary
Judgment”/ “But-For Causation for Title VII Retaliation Claims: Mixed Reactions”/
“Maintaining Impartiality in the Age of Social Media”

Federal Practice Committee for the United States District Court for the Northern
District of Iowa CLE, Sioux City, Iowa – March 6, 2014. Topic: Eight Traits of a
Great Trial Lawyer

Visiting Judge, Washington University School of Law, St. Louis, Missouri – February
20, 2014. Topic: A Holocaust in Slow Motion: America’s Mass Incarceration and the
Role of Discretion

Iowa State Bar Association, Federal Practice Seminar, Des Moines, Iowa – December
13, 2013. Topic: District Judges’ Panel

NACDL Defending Drug Cases Seminar, Las Vegas, Nevada - November 22, 2013.
Topic: Musings on the Right of Allocution

Hofstra Symposium, The Tenth Anniversary of the ABA’s Guidelines for the
Appointment and Performance of Defense Counsel in Death Penalty Cases, Long
Island, New York - October 21, 2013. Panel discussion - Defining A National
Standard of Care: Assisting the Judiciary and Ensuring Justice

Arizona State Bar Labor and Employment Section Fall Conference, Sedona, Arizona -
October 18 & 19, 2013. Topics: Dragons & Other Pitfalls: A Federal Judge Reveals
Shocking Truths About Employment Trials/Eight Traits of Great Trial Lawyers

Nebraska Bar Association Labor & Employment Law Section Annual Meeting, Omaha,
Nebraska - October 2, 2013. Topic: Endangered Species: The Demise of Trial Lawyers
and the Rise of the Litigation Industry

Polk County Trial Lawyer’s Conference, Lakeland, Florida - October 1, 2013. Topic:
Endangered Species: The Demise of Trial Lawyers and the Rise of the Litigation
Industry

Ninth Annual Tri State Seminar, Park City, Utah - September 20, 2013. Topic:
Endangered Species: The Demise of Trial Lawyers and the Rise of the Litigation
Industry

Symposium on Implicit Bias in the Criminal Justice System, Chicago, Illinois - August 29, 2013. Topic: Implicit Bias

American Constitution Society for Law and Policy Convention, Washington, DC - June 15, 2013. Topic: The Era of Mass Incarceration

2013 National Federal Sentencing Guidelines Seminar, Orlando, Florida - May 21-24, 2013. Topic: Federal Sentencing: View from the Bench

Upper Midwest Employment Law Institute, St. Paul, Minnesota - May 21, 2013. Topic: U.S. Supreme Court Update

Mind and Science Conference - Northwestern University Law School, Chicago, Illinois - April 26, 2013. Topic: Implicit Bias

Shreveport Bar Association Luncheon, Shreveport, Louisiana - February 27, 2013. Topic: Mass Incarceration and Federal Drug Mandatory Minimums

Tort Trial and Insurance Practice Section of the ABA Leadership Academy, Dallas, Texas - February 7-8, 2013. Topic: Achieving an Impartial Jury: Removing Bias in Voir Dire and Deliberations

ABA's Sixth Annual Section of Labor and Employment Law Conference, Atlanta, Georgia - November 1, 2012. Topic: Secretary's Report/Review of U.S. Supreme Court Labor and Employment Cases

Federal Criminal Law and Procedure Seminar, Sioux City, Iowa - October 25, 2012. Topic: Tips to Avoid Being a Walking, Talking Violation of the Sixth Amendment

South Dakota Judges' Retreat, Custer, South Dakota - August 31, 2012. Topic: Jury Trial Innovations

Arizona State Bar Convention, Phoenix, Arizona - June 22, 2012. Topic: The Bottom Line: Proving and Defending Damages in Employment Trials

8th Carl A. Warns Labor and Employment Law Institute, Louisville, Kentucky - June 21, 2012. Topic: Supreme Court Review of Labor and Employment Cases

Implicit Racial Bias Across the Law - Book Launch Conference, Harvard Law School, Boston, Massachusetts - June 14, 2012. Topic: Courtroom Implications of Implicit Bias - Debiasing the Courtroom

21st Annual National Seminar on the Federal Sentencing Guidelines, St. Petersburg, Florida - May 24-25, 2012. Topics: Federal Sentencing: View from the Bench and Narcotics Offenses 1

Federal Defender/CJA Lawyers Training Session, Las Vegas, Nevada - May 17, 2012. Topic: The Zen of Allocution and Mitigation in Federal Sentencings

45th Annual Pacific Coast Labor and Employment Law Conference, Seattle, Washington – May 3-4, 2012. Topic: Proving and Disproving Causation in Discrimination Cases

State Judges Conference/Bar Convention, Anchorage, Alaska - May 1-2, 2012. Topic: Implicit Bias in the Legal System

New York Law School Employee Rights Advocacy Institute for Law and Policy Symposium, New York, New York - April 23-24, 2012. Topic: The Judges' Perspective on Summary Judgment in Employment Discrimination Cases

Visiting Jurist in Residence, Seton Hall Law, South Orange, New Jersey – March 26-29, 2012. Topic: Faculty Colloquium - A Jury Centered Approach to Trial Court Judging - Innovations from the Heartland

Illinois Judges' Education Conference, Chicago, Illinois - January 31 & April 17, 2012. Topic: A Jury Centered Approach to Trial Court Judging - Innovations from the Heartland

NACDL Seminar, Aspen, Colorado - January 20, 2012. Topic: The Zen of Allocution and Mitigation in Federal Sentencing

Joint Meeting of the C. Edwin Moore Inn of Court and the Blackstone Inn of Court, Des Moines, Iowa – November 17, 2011. Topic: Anatomy of a Trial: Written Discovery

ISBA Fall Labor & Employment Seminar, Des Moines, Iowa – November 17, 2011. Topic: Appellate Practice Tips for Employment Law Lawyers

ABA 5th Annual Section of Labor and Employment Law Conference, Seattle, Washington – November 3-4, 2011. Topics: The Ethics of Discovery/Trying Retaliation and Discrimination Claims in Tandem/Objection! Demonstration on When and How to Object

ALFA International Annual Meeting, Chicago, Illinois – October 20, 2011. Topic: Unraveling the Gordian Knot of Implicit Bias in the Legal Profession

2nd Annual ABOTA Trial College, Des Moines, Iowa – October 14, 2011

Annual Western All Star Conference and Confabulation, Boise, Idaho – September 22-23, 2011. Topic: Allocution and The Importance of Being Earnest

ACI's 13th National Wage and Hour Claims and Class Actions Conference, San Francisco, California – September 21, 2011. Topic: View from the Bench Part 1: Federal and State Judicial Perspectives on Class Certification Issues, Settlement, the Latest Plaintiff Theories & Emerging Defense Strategies

NARTC Annual Meeting, Quebec City, Canada – July 25, 2011. Topic: Unraveling the Gordian Knot of Implicit Bias in the Legal Profession

ABOTA National Jury Summit, Chicago, Illinois – June 22-24, 2011. Topic: A Jury Centered Approach to Trial Court Judging: Innovations from the Heartland

36th Annual Judicial Conference of the District of Columbia, Washington, DC – June 2-4, 2011. Topic: Courtroom Innovations from the Heartland and Elimination of Implicit Bias in the Courtroom

DRI's Employment and Labor Law Review, Scottsdale, Arizona – May 18-20, 2011. Topic: Ethics of Written and Oral Advocacy

PBI's Employment Law Institute, Philadelphia, Pennsylvania – April, 27-29, 2011. Topic: The Ultimate Zen of Jury Selection: Converting Novices to Virtuoso Zen Masters in 60 Minutes

UCLA PULSE Symposium, Los Angeles, California – March 3-4, 2011

Minnesota State Bar's Antitrust Section Luncheon CLE, Minneapolis, Minnesota – February 23, 2011

2011 Annual Civil Litigator Short Course, Minneapolis, Minnesota – February 4, 2011. Topic: Elimination of Bias

16th Annual EPLI Conference, New York, New York – January 25, 2011. Topics: Panel: Advanced Settlement and Alternative Dispute Resolution Techniques for EPL Claims/Keynote Address: The Ultimate Zen of Jury Selection: Transforming Novices to Virtuoso Zen Masters in 30 Minutes

State Bar of Texas Annual Advanced Labor & Employment Law Course, Austin, Texas– January 13-14, 2011. Topic: The Ultimate Zen of Jury Selection: Transforming Novices to Virtuoso Zen Masters in 45 Minutes

Iowa State Bar Association, Federal Practice Seminar, Des Moines, Iowa – December 17, 2010. Topic: District Judges' Panel

Baldwin/Mobile County Bench Bar Program, Point Clear, Alabama – December 2-5, 2010. Topic: A Jury Centered Approach to Trial Court Judging: Innovations From the Heartland

ACI's Mass Tort Products Liability Conference, New York, New York – September 30, 2010. Topic: A View From the Bench

NLRB Conference, Chicago, Illinois – September 24, 2010. Topic: Using Graphics and Visuals at Trial

MCLA/ABOTA Trial Advocacy Seminar, Boston, Massachusetts – September 16, 2010. Topic: Trying Cases to Win

ISBA's Summer Seminar, Okoboji, Iowa – July 10, 2010. Topic: Bias in the Court System

Lawyer's Chautauqua, Okoboji, Iowa – June 5, 2010. Topic: Implicit Bias

Upper Midwest Employment Law Institute, St. Paul – Minnesota, May 23-24, 2010. Topic: Strategies I've Observed in My Courtroom and Elimination of Bias: Implicit Bias in the Courtroom

Employment Law Summit, Miami, Florida – May 15-18, 2010. Topic: The Ultimate Top 10 List for General Counsel Maximizing the Largest Possible Verdict Against Their Company

43rd Annual Pacific Coast Labor and Employment Law Conference, Seattle, Washington – May 12-14, 2010. Topics: Now You See It – Now You Don't – Unraveling the Gordian Knot of Implicit Bias: What Every Employment Practitioner Needs to Know/Keep Your Feet on the Ground, Not In Your Mouth: Handling Sensitive Issues of Race and Sex in Voir Dire and Closing Arguments

Alaska Bar Convention, Anchorage, Alaska – April 27-May 1, 2010. Topic: Implicit Bias in the Legal System

IADC 2010 Midyear Meeting, Naples – Florida, February 15, 2010. Topic: Jury Trials in the Age of Social Networking

15th Annual EPLI Conference, New York, New York – January 25, 2010. Topics: The Impact of the Supreme Court on EPL: *Ricci*, Recent ADA Decisions, and the Changing Composition of the Court/ Keynote Address on Unintended Bias

Iowa State Bar Association, Federal Practice Seminar, Des Moines, Iowa – December 18, 2009. Topic: District Judges' Panel

2009 Annual CLE Program, Washington, DC – November 4-7, 2009. Topics: Witnesses Say the Darndest Things: Practice Tips and Ethical Considerations in Preparing, Defending and Examining a Problem Witness/The Electronic Evidence Courtroom: Effective Use of All the Bells and Whistles

NELA 2009 Fall Seminar, Boston, Massachusetts – October 24-25, 2009. Topics: A View From the Bench/The Best Offense is the Best Defense: Persuasive Summary Judgment Advocacy

Fifth Biennial Ohio Federal Bench/Bar Conference, Columbus, Ohio – October 22-23, 2009. Topic: Electronic Evidence at Trial

Tri-State Federal Bar Conference, Sun Valley, Idaho – October 8-11, 2009. Topic: Jury Trial Innovations and Courtroom Technology

Gates Public Service Law Program Speaker Series, Seattle, Washington – October 5-6, 2009

Iowa Defense Counsel Annual Meeting, Des Moines, Iowa – September 18, 2009. Topic: Federal Courts Update

National Workshop for United States Magistrate Judges, Milwaukee, Wisconsin – July 15, 2009. Topic: Unintended Bias

Article III Judge's Orientation Seminar, Washington, DC – June 15, 2009. Topic: Better Rubber Baby Buggy Bumpers: Federal Trial Court Innovations – A Jury Centered Approach to Judging

The Workshop on Work Law, AALS Midwinter Meeting, Long Beach, California – June 11, 2009. Topic: Teaching Work Law Through Simulation and Other Skills Oriented Methods

2009 Upper Midwest Employment Law Institute, St. Paul, Minnesota – May 28, 2009.
Topic: The Federal Judges Speak on Courtroom Drama – From Brilliant Moves to Amazing Blunders and Closing the Deal – Winning with Closing Arguments and Jury Instructions

DRI Employment Law Seminar, Orlando, Florida – April 29-May 1, 2009.
Topic: Resuscitating Your Opening Statements: Urban Myth, Social Science, Raconteurs, and What Really Works in the Courtroom.

Federal Judicial Center's National Workshop for U.S. Magistrate Judges I, Redondo Beach, California – April 21-23, 2009. Topic: Implicit Bias and the Law

Pennsylvania Bar Institute, 15th Annual Employment Law Institute, Philadelphia, Pennsylvania – April 16-17, 2009. Topic: The Bottom Line: Proving and Defending Damages in Employment Cases: Why Juries Award Large Damage Awards

American Bar Association, National Conference on Equal Employment Opportunity Law, Orlando, Florida – April 3-4, 2009. Topics: You've Got to Be Kidding? That's My Key Witness? – Federal Judges Discuss Techniques to Optimize Testimony by the Problematic Witness You Don't Want to Call Yet Can't Litigate Without/Making a Great First Impression – How to Unlock the Keys to a Great Opening Statement and Set the Stage for a Favorable Verdict

Technology in the Northern District Courtroom, Atlanta, Georgia – February 27, 2009.
Topic: Dragons & Other Pitfalls: A Federal Judge Reveals Shocking Truths About the Use of Technology in Federal Trials

American Conference Institute, Employment Practices Liability Insurance Seminar, New York, New York – January 22, 2009. Topic: What's the Case Worth? The Latest Trends in Damages Awards and Where They are Headed

ABOTA Seminar, Salt Lake City, Utah – December 4-5, 2008. Topic: The Vanishing Civil Jury Trial

Iowa Intellectual Property Law Association, Annual Meeting, Des Moines, Iowa – October 10, 2008. Topic: Dragons and Other Pitfalls: A Federal Judge Reveals Shocking Truths About IP Lawyers and Federal District Court Judges: A View from the Bench

American Bar Association, Annual Meeting, Denver, Colorado – September 10-13, 2008. Topics: A View From the Bench: Judicial Perspectives on Effective Trial Techniques/E-Evidence: Demonstrative Program on Use of E-evidence at Trial

Pacific Coast Labor and Employment Law Seminar, Seattle, Washington – June 4-7, 2008. Topic: How to Resuscitate Opening Statements

American Bar Association, 2008 National Conference on Equal Employment Opportunity Law, Tucson, Arizona – March 26-27, 2008. Topics: Here Come the Judges!/Technology in the Courtroom

Federal Judicial Center's Workshop on Employment Law for Federal Judges, New York, New York – March 19, 2008. Topics: Case Management Issues/The Evidence of Unconscious Discrimination

American College of Trial Lawyers National Symposium on the Vanishing Jury Trial, Dallas, Texas – January 25, 2008. Topic: Calling 911 on Behalf of the Seventh Amendment: Tips for Trial Judges

American Conference Institute, Employment Practices Liability Insurance Seminar, New York, New York – January 22, 2008. Topic: Calling 911: Urban Myth, Social Science, and Raconteurs – A New Look at Resuscitating Opening Statements

Iowa State Bar Association, Federal Practice Seminar, Des Moines, Iowa – December 14, 2007. Topic: District Judges' Panel

Baton Rouge Bar Association and the Louisiana Chapter of the American Board of Trial Advocates, Baton Rouge, Louisiana – November 15-16, 2007. Topic: Winning with the Electronic Edge: Effective Use of Modern Technology in Jury Trials and Mistakes Lawyers Make Trying Cases

The Florida National Employment Lawyer's Conference, Orlando, Florida – October 5-6, 2007. Topic: Dragons & Other Pitfalls: A Federal Judge Reveals Shocking Truths About Employment Trials

Iowa State Bar Association Young Lawyer's Division – 2007 Summer Seminar, Okoboji, Iowa – July 20, 2007. Topic: An Eclectic Judicial Perspective on Summary Judgment: Why This Holy Grail of Litigators Should be Vanquished

The Eighth and Tenth Circuits Judges' Conference, Vail, Colorado – July 13, 2007. Topic: It Already Helps Me Work Smarter; I Would Like to Pick Up Tips From Other Judges

Pacific Coast Labor and Employment Law Seminar, Seattle, Washington – May 11, 2007. Topic: Back by Popular Demand: Judge Bennett's View from the Bench of Pretrial Practice and Motions

Sixth Circuit Judicial Conference, Asheville, North Carolina – May 10, 2007. Topic: Best Practices for Judges in the Use of Technology

Eleventh Circuit Judicial Conference, Atlanta, Georgia – May 4, 2007. Topic: The Effective Use of Technology in Federal Litigation: a View from the Bench and Bar

Pennsylvania Bar Institute, 13th Annual Employment Law Institute, Philadelphia, Pennsylvania – April 19, 2007. Topics: Dragons & Other Pitfalls: A Federal Judge Reveals Shocking Truths About Employment Trials/An Eclectic Judicial Perspective on Summary Judgment: Why this Holy Grail of Litigators Should Be Vanquished

ABOTA, National Seventh Amendment Seminar, Las Vegas, Nevada – February 9, 2007. Topic: Seventh Amendment Issues

Grinnell College, Grinnell College Death Penalty Symposium, Grinnell, Iowa – February 1, 2007. Topic: Life in the Balance: Reflections of a Federal District Court Judge on Two Death Penalty Trials

American Conference Institute, Employment Practices Liability Insurance Seminar, New York, New York – January 24, 2007. Topic: The Quest for the Holy Grail: 25 Tips for Your Next Employment Jury Trial

Iowa State Bar Association, Federal Practice Seminar, Des Moines, Iowa – December 15, 2006. Topic: Audience Participation -- You be the Judge: Evidence Issues in Federal Litigation

11th Circuit Judges Workshop, Key West, Florida – December 4, 2006. Topic: Audience Participation - You be the Judge: Evidence Issues in Federal Litigation

Iowa State Bar Association, Young Lawyer's Division – 2006 Summer Seminar, Okoboji, Iowa – August 19, 2006. Topic: In Pursuit of the Holy Grail: 25 Tips For Your Next Civil Jury Trial

Linn County Bar Summer Outing CLE, Cedar Rapids, Iowa – July 13, 2006. Topic: Life in the Balance: Reflections of a Federal District Court Judge on Two Death Penalty Trials The Dean Mason Ladd Inn of Court, Amana, Iowa – May 11, 2006. Topic: Recent Death Penalty Cases in the Northern District of Iowa

ITLA Employment Law Seminar, Johnson, Iowa – April 21, 2006. Topic: Stump the Judge

Georgetown Employment Law Institute, Washington, DC – April 7, 2006. Topic: An Eclectic Judicial Perspective on Summary Judgment: Why the Holy Grail of Litigators Should Be Vanquished, or: The Vanishing Civil Jury Trial in Federal Court. Does Anyone Give a Sh*t??. The 1986 Trilogy – The Demise of the American Birthright: The Proverbial “Day in Court”

Visiting Jurist in Residence, Iowa University School of Law, Iowa City, Iowa – March 28, 2006. Topic: Life in the Balance: Reflections of a Federal District Court Judge on Two Death Penalty Trials

Visiting Jurist in Residence, Iowa University School of Law, Faculty Luncheon, Iowa City, Iowa – March 28, 2006. Topic: The Vanishing Civil Jury Trial

Iowa Academy of Trial Lawyers Seminar, Des Moines, Iowa – March 2, 2006. Topic: Life in the Balance: Reflections of a Federal District Court Judge on Two Death Penalty Trials

Visiting Jurist in Residence, Drake University School of Law, 1L Constitutional Law Class, Des Moines, Iowa – March 1, 2006. Topic: Life in the Balance: Reflections of a Federal District Court Judge on Two Death Penalty Trials

Visiting Jurist in Residence, Drake University School of Law, Faculty Luncheon, Des Moines, Iowa – March 1, 2006. Topic: The Vanishing Civil Jury Trial

2005 Federal Practice Seminar, Iowa State Bar Association, Des Moines, Iowa – December 2, 2005. Topic: District Judge’s Panel

Patent Seminar, Chicago, Illinois – October 20, 2005. Topic: Panel Discussion on Patent Issues

State Bar of Wisconsin Employment Law CLE, Milwaukee/Madison, Wisconsin – October 13-14, 2005. Topic: Dragons & Other Pitfalls: A Federal Judge Reveals Shocking Truths About Federal Trials/Proof and Defense of Damages in Federal

Alabama State Bar Labor & Employment Law Section Annual Meeting, Sandestin, Florida – October 7, 2005. Topic: Dragons & Other Pitfalls: A Federal Judge Reveals Shocking Truths About Employment Trials

Annual Meeting of the Iowa Defense Counsel, Des Moines, Iowa – September 22,

2005. Topic: Report of the United States District Court

Regional Meeting for International Association of Defense Counsel, Des Moines, Iowa – September 21, 2005. Topic: The Vanishing Civil Jury Trial

Death Penalty Workshop, Federal Judicial Center, Dallas, Texas – August 8-10, 2005. Topic: One of three faculty for twenty-seven federal district court judges with assigned death penalty cases

American Bar Association Section of Labor & Employment Law Annual Meeting, Chicago, Illinois – August 7-8, 2005. Topic: When the Scale Tips: A Judicial Reading of Juries

2005 Young Lawyers Division Summer Seminar, Iowa State Bar Association, Okoboji, Iowa – July 30, 2005. Topic: Two Federal Death Penalty Trials: A View From the Bench

2005 Sixteenth Annual Convention of NELA, Philadelphia, Pennsylvania – June 23-25, 2005. Topics: Panel Discussion, A View From the Bench: Summary Judgment as a Sword & Shield/Panel Discussion, A View From the Bench: Advocating for Employee Rights

2005 Employment Litigation Workshop, National Employment Law Institute, San Francisco, California, June 10, 2005 and Washington, DC – June 17, 2005. Topic: Dragons & Other Pitfalls: A Federal Judge Reveals Shocking Truths About Employment Trials

2005 Upper Midwest Employment Law Institute, St. Paul, Minnesota – June 3, 2005. Topic: Panel Discussion, Focusing on the Secrets for Winning and Losing at Trial/Panel Discussion, How the Harassment Case is Won or Lost

38th Annual Pacific Coast Labor and Employment Law Conference, Seattle, Washington – May 19-20, 2005. Topic: The Bottom Line: Proving Damages in Employment Cases

EEO Committee Mid Winter Meeting, Naples, Florida – April 6-7, 2005. Topics: An Audience Response Program: The Federal Bench Speaks About EEO Claims and Litigation/Sex Discrimination and the Glass Ceiling: The All-Important Class Certification Hearing and What you Need to Know (operated as presiding judge)/Curveballs in EEO Litigation: The Tough Issues You Would Rather Learn Here Than Encounter in Discovery or Court For the First Time

Alaska Bar Association CLE, Anchorage, Alaska – February 28-30, 2005. Topics: Dragons & Other Pitfalls: A Federal Judge Reveals Shocking Truths About What Lawyers Do Right and Wrong in Trial/Proving Damages in Employment Trials: New Criteria for Assessing Damages In Any Case/Using Graphics & Visuals in Federal Trials

American Conference Institute, 10th Annual Employment Practices Liability Insurance Seminar, New York, New York – January 31, 2005-February 1, 2005. Topic: Damages: An Idiosyncratic View From the Bench – How Did They Do It

Teaching Fellow, Akron, Ohio – November 11-12, 2004. Topic: Winning in the Electronic Courtroom: Effective Use of Modern Technology in Jury Trials

EEOC Panel Speech for the 40th Anniversary Celebration of Title VII, Washington, DC – June 30, 2004. Topic: Panel Discussion: Closing the Gaps; Making Title VII More Effective – Damages, Jury Trials, and The Civil Rights Act of 1991

Texas State Bar Association Annual Meeting, San Antonio, Texas – June 25, 2004. Topic: High Tech Justice: A View From the Federal Bench on Courtroom Technology

NELI 2004 Employment Litigation Workshop, San Francisco, California – June 11, 2004 & June 17, 2004. Topic: The Effective Use of Technology in Employment Litigation: A View From the Federal Bench

Upper Midwest Employment Law Institute, St. Paul, Minnesota – May 26, 2004. Topic: One on One With Federal Judge Bennett; Summary Judgment Law and Practice after *Desert Palace*

Pacific Coast Labor and Employment Law Conference, Seattle, Washington – May 13, 2004. Topic: Round Table Discussion: In-house But Out of Court? Retaliation Claims By In-House Professionals; The Shocking Truth About Employment Trials

NELC Annual Conference, Atlanta, Georgia – April 29, 2004. Topic: Panel Discussion on Courtroom Technology – Litigation and Other Databases and Other Tools and Developments, How to Preserve Technological Information for Appeal

EEO Committee Mid Winter Meeting, Rancho Mirage, California – March 25, 2004. Topic: Panel Discussion on The Use of Technology and Related Evidentiary Issues in Retaliation and Harassment Litigation

Iowa Academy of Trial Lawyers Annual Seminar, Des Moines, Iowa – March 5, 2004. Topic: Panel Discussion on Effective Courtroom Strategies from a Judge's Perspective

9th Annual Employment Practices Liability Insurance Conference, American Conference Institute, New York, New York – February 3, 2004. Topic: Dragons & Other Pitfalls: A Federal Judge Reveals Shocking Truths About Employment Trials

2003 Federal Practice Seminar, Iowa State Bar Association, Des Moines, Iowa – December 12, 2003. Topic: District Judge's Panel

50th Annual Labor and Employment Law Program, The Center for American and International Law, Dallas, Texas - October 3, 2003. Topic: Winning in the Courtroom-Effective Evidence Presentation and Oral Advocacy

Iowa Defense Council Association Annual Meeting, Des Moines, Iowa - September 26, 2003. Topic: Jury Trial Innovations & Use of Technology in the Federal Courtroom

NELA Conference, St. Petersburg, Florida - August 29, 2003. Topic: Dragons & Other Pitfalls: A Federal Judge Reveals Shocking Truths About Employment Trials

26th Annual Seminar, The Colorado Defense Lawyers Association, Breckenridge, Colorado - August 14, 2003. Topic: Dragons & Other Pitfalls: A Federal Judge Reveals Shocking Truths About Trial Lawyers

2003 ATLA Annual Convention, San Francisco, California - July 22, 2003. Topic: Panel Discussion
20th Annual Upper Midwest Employment Law Institute, Minneapolis, Minnesota - May 28, 2003. Topics: Which Way Should You Go? Strategy Choices in Employment Litigation/Damages Won and Lost - How Did They Do It

21st Annual Employment Law and Litigation Institute, Washington, DC - April 11, 2003. Topic: Dragons and Other Pitfalls

2003 ABA Employment Rights and Responsibilities, Midwinter Meeting, Puerto Rico – March 18, 2003. Topic: Audience Response
8th Annual Employment Practices Liability Insurance Seminar, New York, New York - February 7, 2003. Topic: A Judicial Perspective on the Use of Graphics and Visuals in Employment Trials: Some Shocking Truths

2002 Federal Practice Seminar, Iowa State Bar Association, Des Moines, Iowa – December 13, 2002. Topic: District Judge's Panel

39th Annual Midwest Labor & Employment Law Seminar, Columbus, Ohio – November 15, 2011. Topic: State of the Art Trial Graphics in Employment Cases

49th Annual Midwest Labor and Employment Law Institute, Dallas, Texas – October 30, 2002. Topic: Effective Evidence Presentation and Oral Advocacy for Today's Jurors

Labor and Employment Section Annual Meeting, Alabama State Bar Association, Destin, Florida – October 11, 2002. Topic: Effective Trial Advocacy: A View From the Bench

Employment Law Committee Seminar, Iowa State Bar Association, Des Moines, Iowa – September 19, 2002. Topic: Issues in Employment Cases

Trial Skills Workshop, Equal Employment Opportunity Commission, Washington, DC – August 13, 2002. Topic: Ten Points of Trial Advocacy

National Convention, American Trial Lawyers Association, Atlanta, Georgia – July 22, 2002. Topic: Dragons & Pitfalls on Damages: A View From the Bench

13th Annual Convention, National Employment Lawyers Association, Orlando, Florida – June 27, 2002. Topic: Appellate Advocacy for the Plaintiff's Employment Lawyer

19th Annual Employment Law Institute, Minnesota State Bar Association, St. Paul, Minnesota – May 29, 2002. Topic: You be the Judge – How Would You Handle These 15 Evidentiary and Trial Issues?

2002 Conference, National Employment Law Council, Charlotte, North Carolina – May 2, 2002. Topic: The Zing Factor: Not Letting it Byte You

Eighth Circuit Meeting, National Employment Lawyers Association, Minneapolis, Minnesota – April 12, 2002. Topic: Judge's Panel

EEOC Regional Institute, American Bar Association, Memphis, Tennessee – April 4, 2002. Topic: High Tech in the Courtroom

EEOC Midwinter Meeting, American Bar Association, San Diego, California – March 20, 2002. Topic: Technology in the Courtroom: A Demonstration and Critique

Midwinter Meeting, American Bar Association Employment Rights & Responsibilities Committee, Puerto Vallarta, Mexico – March 13, 2002. Topic: Federal Judge Reveals Shocking Truths About Employment Trials

Federal Practice Seminar, Iowa State Bar Association, Des Moines, Iowa – December 14, 2001. Topic: District Judge’s Panel

Ninth Annual Meeting, American Employment Law Council, Santa Barbara, California – October 20, 2001. Topic: The Effective Use of Technology

Basics Program, Equal Employment and Opportunity Commission, St. Louis, Missouri – October 9, 2001. Topic: Ten Basic Winning Trial Tips for Your Next Employment Trial and Other Observations

Autopsy of a Runaway Discrimination Verdict: Changing Hindsight to Foresight, American Law Firm Association, Dallas, Texas – October 5, 2001. Topic: The Brethren

Annual Meeting, Iowa Defense Counsel, Des Moines, Iowa – September 28, 2001. Topic: Ten Ways To Successfully Defend a Lawsuit in Federal Court

Trial Skills Workshop, Equal Employment Opportunity Commission, Washington, DC – August 21, 2001. Topic: The Ten Points of Trial Advocacy

2001 Young Lawyers Division Summer Seminar, Iowa State Bar Association, Okoboji, Iowa – August 4, 2001. Topic: Using Technology for Effective Presentations – Beyond the Poster Board

2001 Annual Convention, American Trial Lawyers Association, Montreal, Canada – July 17, 2001. Topic: Dragons & Other Pitfalls: A Federal Judge Reveals Shocking Truths About Employment Discrimination Trials

2001 Twelfth Annual Convention, National Employment Lawyers Association, Seattle, Washington – June 28, 2001. Topic: Putting Forward the Best Trial

Upper Midwest Employment Law Institute, Minnesota State Bar Association, St. Paul, Minnesota – May 31, 2001. Topic: Observations From the Federal Bench – Employment Law Cases and Trials in 2001

Equal Employment Opportunity Committee’s 2001 Midwinter Meeting, American Bar Association, Sanibel Harbour Resort, Florida – March 30, 2001. Topic: Using Technology for Effective Presentations – Beyond the Poster Board

Bookmarks for Success: Learn From the Masters, Iowa Academy of Trial Lawyers, Des Moines, Iowa – February 15, 2001. Topic: Discovery and Trial Tactics

ABA Labor and Employment Section National Program, American Bar Association, Chicago, Illinois – November 11, 2000. Topic: Obtaining and Avoiding Summary Judgments in the Aftermath of *Ellerth* and *Faragher*

Annual Seminar, Iowa Trial Lawyers Association, Des Moines, Iowa – November 3, 2000. Topic: A View From the Bench: Ten Trial Tactics for Winning Your Next Case

AELC Meeting, American Employment Law Council, Hot Springs, Virginia – October 18, 2000. Topic: Jury Dynamics and Trial Strategy: An Overview of Jury Selection, Jury Strategies, and Trial Practice Skills

Continuing Legal Education Seminar, Iowa Intellectual Property Law Association, Des Moines, Iowa – October 13, 2000. Topic: Courtroom of the Millennium

Summer Seminar, Iowa State Bar Association, Okoboji, Iowa – August 12, 2000. Topic: Don't Get Left Behind . . . Courtroom Technology in the 21st Century

Upper Midwest Employment Law Institute, Minnesota State Bar Association, St. Paul, Minnesota – May 22, 2000. Topic: Four Recent Employment Trials – What Went Right and What Went Wrong

Bench Bar Conference, Iowa State Bar Association, Okoboji, Iowa – May 18, 2000. Topic: Bench Bar Team Building

Advocating Employee Rights, NELA, Kansas City, Missouri – March 25, 2000. Topic: Advice From the Bench to the Bar

Equal Employment Opportunity Committee's Midwinter Meeting, American Bar Association, Tucson, Arizona – March 22, 2000. Topic: Jury Dynamics and Trial Strategies

Litigating Employment Law Cases from a Trial Lawyer's Perspective, American Trial Lawyers Association, Las Vegas, Nevada – March 17, 2000. Topic: Dragons & Other Pitfalls: A View From the Bench

Federal Practice Seminar, Iowa State Bar Association, Des Moines, Iowa – December 0, 1999. Topic: Courtroom Technology

Trial Practice for the Plaintiff's Employment Lawyer, National Employment Lawyers Association, Seattle, Washington – October 15, 1999. Topic: Leveling the Playing Field: Effective Trial Practice Techniques & Strategies for the Plaintiff Employment Lawyer

1999 Annual Meeting, State Bar of Wisconsin, Green Bay, Wisconsin – June 24, 1999. Topic: Do's and Don't's in Employment Litigation: A Judicial Perspective

Advanced Employment Discrimination Seminar, Office of Legal Education Executive Office for United States Attorneys, Columbia, South Carolina – June 8, 1999. Topic: Views from the Bench

Employment Law Institute, Minnesota State Bar Association, St. Paul, Minnesota – May 24, 1999. Topic: Courtroom Mistakes – A Federal Judge's Observations

Bridge-the-Gap Seminar, Iowa State Bar Association, Des Moines, Iowa – May 7, 1999. Topic: Federal District Court Procedures

Employment Law Seminar, Michigan State Bar Association, Novi, Michigan – January 14, 1999. Topic: Improving Your Trial Skills - A View From the Bench

Annual Fall Work Group Day, Legal Services Corporation of Iowa, Des Moines, Iowa – January 8, 1999. Topic: Tips For Improving Your Federal Practice

Civil Trial Advocacy Course, Department of Justice, Columbia, South Carolina – December 9, 1998. Topic: A View From the Bench

Roman L. Hruska Institute, Lincoln, Nebraska – November 18, 1998. Topic: A Provocative Look at the Sentencing Guidelines - A Sentencing Judge's View

1998 Ninth Annual Convention, National Employment Lawyers Association, Monterey, California – June 24, 1998. Topic: Voir Dire: Practice Strategies, Tips, & Demonstration

Upper Midwest Employment Law Institute, Minnesota State Bar Association, Minneapolis, Minnesota – May 28-29, 1998. Topic: Courtroom Mistakes - A Federal Judge's Observations

20th Anniversary Commemoration, Legal Services Corporation of Iowa, Sioux City, Iowa – November 21, 1997. Topic: Pro Bono Legal Work: Our Professional Legacy

24th Annual Labor & Employment Law Institute, Minnesota State Bar Association, Minneapolis, Minnesota - November 20, 1997. Topic: Employment Trials and

Tribulations

14th Annual Employment Law Institute, Minnesota State Bar Association, Minneapolis, Minnesota - May 29, 1997. Topic: Dragons & Other Pitfalls: A Federal Judge Reveals Shocking Truths About Employment Trials

Annual Seminar, National Employment Lawyers Association, Philadelphia, Pennsylvania – April 11, 1997. Topic: Dragons & Other Pitfalls: Jurors and Judge Reveal Shocking Truths About Employment Trials

1997 Federal Practice Seminar, State Bar Association of North Dakota, Bismarck, North Dakota - March 21, 1997. Topic: Dragons and Other Pitfalls: A Federal Judge Reveals Shocking Truths About Employment Trials, Alternative Trial Schedules, and Juror Evaluations

1997 Seminar, Iowa Academy of Trial Lawyers, Des Moines, Iowa - February 27, 1997. Topic: Juror Evaluations of Trial Lawyers in the Northern District

Iowa Bar Review, Iowa State Bar Review School, Inc., Iowa City & Des Moines, Iowa – February 1, 1997. Topic: Constitutional Law Review Federal Practice Seminar, Iowa State Bar Association, Des Moines, Iowa – December 13, 1996. Topic: Juror Perceptions

Labor & Employment Law Seminar, Iowa State Bar Association, West Des Moines, Iowa – October 25, 1996. Topic: Selected Recent Decisions In Employment Litigation

Keynote Address, National Employment Lawyers Association, Minneapolis, Minnesota – October 19, 1996. Topic: Dragons & Other Pitfalls: Jurors and Judge Reveal Shocking Truths About Employment Trials

Annual CLE Seminar, Woodbury County Bar Association & Morningside College, Sioux City, Iowa – September 20, 1996. Topic: Selected Recent Decisions In Employment Litigation

Federal Criminal Law and Procedure, Federal Public Defender's Office & Drake Law School Legal Clinic, Des Moines, Iowa – September 20, 1996. Topic: When Zealous Representation Collides With Ethical Obligations: A New Judge Looks At An Old Conundrum

Summer Seminar, Young Lawyers Division, Iowa State Bar Association, Lake Okoboji, Iowa - August 9-10, 1996. Topic: Zealous Representation: Cases On Selected Issues Under Canon 7 of the Code of Professional Responsibility

Annual Advanced Bankruptcy Procedures Seminar, Bankruptcy Seminars of Iowa, Inc., Sioux City, Iowa – August 3, 1996. Topic: Ethics Panel leader

Eighth Circuit Magistrate Judges Conference, Sylvan Lake, South Dakota – July 22, 1996. Topic: Selected Recent Decisions in Employment Litigation From the U.S. Supreme Court, Eighth Circuit Court of Appeals, and District Courts of the Eighth Circuit

Summer Outing, Linn County Bar Association, Cedar Rapids, Iowa – July 18, 1996. Topic: What Jurors Think of Trial Lawyers in the Northern District: Some Musings Based on Questionnaire Responses

Iowa Bar Review, Iowa State Bar Review School, Iowa City, Iowa – January 28, 1998. Topic: Constitutional Law Review

Inquirere Symposium, Waldorf College, Forest City, Iowa - March 28, 1996. Topic: Free Speech and the Electronic Media

Iowa Bar Review, Iowa State Bar Review School, Des Moines, Iowa - March 31, 1996. Topic: Constitutional Law Review

Criminal Law Seminar, Iowa State Bar Association, Des Moines, Iowa - March 22, 1996. Topic: Professionalism, The View of a Trial of a Criminal Case from the Bench

Annual Seminar, Iowa Academy of Trial Lawyers, Des Moines, Iowa – March 1, 1996. Topic: Employment Litigation

Federal Practice Seminar, Iowa State Bar Association, Des Moines, Iowa – December 15, 1995. Topic: Summary Judgment and Current Issues in Employment Litigation

Trial Advocacy Program for Criminal Defense Lawyers, Nebraska Criminal Defense Attorneys Association, Omaha, Nebraska – May 10-14, 1995

1995 Spring Symposium, Constitutional Law Resource Center, Drake University, Des Moines, Iowa – April 1, 1995. Topic: The Equality Paradigm: Employee Speech Codes, Prohibitions of Sexual and Racial Harassment, and Other Efforts to Protect Personal Integrity

Federal Pro Bono Seminar, Volunteer Lawyers Project, Minneapolis, Minnesota – February 21, 1995. Topic: 42 U.S.C. § 1983 Prisoner Litigation

Annual Seminar, Iowa Academy of Trial Lawyers, Des Moines, Iowa – February 16, 1995. Topic: What Lawyers Should Know: Helpful Hints on Local Rules & Practice

Federal Practice Seminar, Young Lawyers Division, Iowa State Bar Association, Sioux City, Iowa – November 10, 1994. Topic: Changes to the Federal Rules of Civil Procedure and Local Rules

Government Liability Seminar, Minnesota State Bar Association, Minneapolis, Minnesota – October 6-7, 1994. Topic: The Aftermath of *Evans v. Jeff D.*: Waiver of Attorney Fees — Conundrum or Cakewalk

Second Annual Federal Court Orientation Seminar, Iowa State Bar Association, Sioux City, Iowa – September 29, 1994. Topic: Changes to the Federal Rules of Civil Procedure

Summer Seminar, Young Lawyers Division, Iowa State Bar Association, Lake Okoboji, Iowa – August 12-13, 1994. Topic: Changes to the Federal Rules of Civil Procedure

Iowa State Bar Association Annual Meeting, Des Moines, Iowa – June 24, 1994. Topic: Changes to the Federal Rules of Civil Procedure

Eighth Circuit Magistrate Judges Seminar, Rapid City, South Dakota – June 8, 1994. Topic: Americans With Disabilities Act

Job Service Employers Committee, Clarinda, Iowa – May 26, 1994. Topic: Wrongful Discharge in Iowa: The Emerging Doctrine

Fifth Annual Bench Bar Conference, Iowa State Bar Association, Lake Okoboji, Iowa – May 20, 1994. Topic: Trial Management; ABA Time Management Standards

Bridge-the-Gap Seminar, Young Lawyers Division, Iowa State Bar Association, Des Moines, Iowa – April 28, 1994. Topic: The New Federal Rule of Civil Procedure 26

Iowa Organization of Women Attorneys, Des Moines, Iowa – April 18, 1994. Topic: Changes to the Federal Rules of Civil Procedure

Annual Meeting, Iowa Criminal Defense Lawyers' Association, Des Moines, Iowa – March 30, 1994. Topic: Pretrial Criminal Proceedings in Federal Court

Annual Seminar, Iowa Academy of Trial Lawyers, Des Moines, Iowa – February 17, 1994. Topic: Sexual Discrimination in the Workplace

Job Service Employers Committee, Spencer, Iowa – January 12, 1994. Topic: Wrongful Discharge in Iowa: The Emerging Doctrine

Eighth Annual Federal Practice Seminar; Iowa State Bar Association, Des Moines, Iowa – December 17, 1993. Topic: U.S. Magistrate Judges Panel

Combined CLE Seminar, Shearer, Templer, Pingel & Kaplan, PC and Belin, Harris Lamson, McCormick, PC, West Des Moines, Iowa – December 3, 1993. Topic: Recent Changes in the Federal Rule of Civil Procedure and the Impact of Local Court Rules

1993 CLE Seminar, Polk County Bar Association, Des Moines, Iowa – December 3, 1993. Topic: Changes to the Federal Rules of Civil Procedure

1993 County Attorneys Fall Training Conference, Iowa County Attorneys Association, Des Moines, Iowa – November 10, 1993. Topic: Judicial View of Proposed Amendments to the Federal Rules of Civil Procedure

Government Attorneys Seminar, Iowa Attorney General's Office, Des Moines, Iowa – October 29, 1993. Topic: Judicial View of Proposed Amendments to the Federal

Rules of Civil Procedure Job Service Employers Committee, Waterloo, Iowa – October 12, 1993. Topic: Wrongful Discharge in Iowa: The Emerging Doctrine

1993 CLE Seminar, Iowa Intellectual Property Law Association, Lake Okoboji, Iowa – October 8, 1993. Topic: Proposed Amendments to Pretrial Discovery

1993 Annual Meeting, Iowa Defense Counsel Association, Des Moines, Iowa – October 7, 1993. Topic: Judicial View of Proposed Amendments to the Federal Rules of Civil Procedure

1993 Fall Traveling Seminar, Iowa State Bar Association, Sioux City, Council Bluffs and Des Moines, Iowa — October 4, 5, and 11, 1993. Topic: Changes to the Federal Rules of Civil Procedure

Fall Seminar, Iowa Association of Legal Assistants, Des Moines, Iowa – September 23, 1993. Topic: Changes to the Federal Rules of Civil Procedure

Annual Dinner, Iowa Civil Liberties Union, Iowa City, Iowa – April 24, 1993. Topic: Gumbo, Knuckleheads, and Dissents: A Tribute to the Life and Legacy of Justice Thurgood Marshall

Bridge-the-Gap Seminar, Young Lawyers Section, Iowa State Bar Association, Des Moines, Iowa – April 23, 1993. Topic: Proposed Revisions to the Federal Rules of Civil Procedure

Seventh Annual Federal Practice Seminar; Iowa State Bar Association, Des Moines, Iowa – December 18, 1992. Topic: U.S. Magistrate Judges Panel

Panel Discussion, Drake Law School Board of Counselors, Des Moines, Iowa – November 16, 1992. Topic: Professionalism and Civility in the Practice of Law

Annual Seminar, Iowa Attorney General's Office, Des Moines, Iowa – November 6, 1992. Topic: Federal Practice

Criminal Law Seminar, Iowa Trial Lawyers Association, Coralville, Iowa – October 9, 1992. Topic: An Overview of Attorney Disciplinary Proceedings

Fourth Annual Corporate and Securities Law Seminar, Drake University, Des Moines, Iowa – September 18, 1992. Topic: Professionalism and Civility in the Practice of Law

Annual Meeting, Polk County Women's Bar Association, Des Moines, Iowa — August 26, 1992. Topic: Changes to the Federal Rules of Civil Procedure

Fourth Annual Bench Bar Conference, Iowa State Bar Association, Lake Okoboji, Iowa – May 30, 1992. Topic: Disciplinary Sanctions

Workshop for United States Magistrate Judges, Federal Judicial Center, Judicial Education Division, Santa Fe, New Mexico – April 29, 1992. Topic: An Overview of the Civil Rights Act of 1991

Bridge-the-Gap Seminar, Young Lawyers Section, Iowa State Bar Association, Des Moines, Iowa – April 24, 1992. Topic: Federal Case Law Update

Iowa Association of Legal Secretaries, Urbandale, Iowa – April 4, 1992. Topic: Sexual Discrimination in the Workplace

Lincoln Inne, Des Moines, Iowa – March 23, 1992. Topic: Federal Practice From a Magistrate Judge's Viewpoint

Annual Seminar, Iowa Academy of Trial Lawyers, Des Moines, Iowa – March 12, 1992. Topic: New Trends in Employment Discrimination Litigation: Civil Rights Act of 1991

Human Resources Conference, Iowa Association of School Boards, Des Moines, Iowa – February 12, 1992. Topic: Wrongful Discharge in Iowa: The Emerging Doctrine

Young Lawyers Division Regional Meeting, Iowa State Bar Association, Des Moines, Iowa - February 11, 1992. Topic: Introduction to Federal Practice

Sixteenth Annual General Practice Review Seminar, Drake University Law School, Des Moines, Iowa – December 6, 1991. Topic: Recent Developments in Employment Discrimination

Federal Practice Committee Seminar, Iowa State Bar Association, Des Moines, Iowa – November 22, 1991. Topics: Recent Developments in Employment Discrimination; United States Magistrate Judges' Panel Discussion

Annual Meeting, Iowa Trial Lawyers Association, Des Moines, Iowa – November 7-8, 1991. Topic: Recent Developments in Legal Ethics

Annual Fall Seminar, Iowa Association for Home Care, Des Moines, Iowa – October 23, 1991. Topic: Management Strategies for These Uncertain Times

Council on Education in Management, Des Moines, Iowa – October 14, 1991. Topic: Personnel Law Update 1991

National Business Institute, Inc., Des Moines, Iowa – October 3, 1991. Topic: Complying with the Americans With Disabilities Act in Iowa

Labor and Employment Law Seminar, The Iowa State Bar Association, Amana Colonies, Iowa – September 20, 1991. Topic: Emerging Employer Liability in the 90's

Job Service Employers Committee, Clinton, Iowa – September 11, 1991. Topic: Wrongful Discharge in Iowa: The Emerging Doctrine

Eighth Circuit Judicial Conference, Colorado Springs, Colorado – July 10-12, 1991. Topic: Civil Rights Update

Council on Education in Management, Des Moines, Iowa – April 18, 1991. Topic: Personnel Law Update 1991

Drake University Law School, Des Moines, Iowa – April 13, 1991. Topic: Law,

Religion, and the "Secular" State

Polk County Women Attorneys CLE, Des Moines, Iowa – January 25, 1991. Topic: Issues in Litigation and Management of Sexual Harassment Claims

Fifteenth Annual General Practice Review Seminar, Drake University Law School, Des Moines, Iowa – December 13-14, 1990. Topic: Developments in Employment Law: A Review of Recent U.S. Supreme Court and Iowa Supreme Court Decisions

Employment and Labor Law in Iowa, Lorman Business Center, Inc., Des Moines, Iowa – November 16, 1990. Topic: An Overview and Analysis of The Americans with Disabilities Act of 1990

Labor and Employment Law Seminar, Drake University Law School, Des Moines, Iowa – September 21, 1990. Topic: Employment Case Law Update

Iowa Bankers Association Human Resources Symposium, Des Moines, Iowa – May 15, 1990. Topics: An Overview and Analysis of the Americans With Disabilities Act of 1989, and Developments in Employment Law: A Review of Recent U.S. Supreme Court and Iowa Supreme Court Decisions

Council on Education Management, Des Moines, Iowa – April 19, 1990. Topic: An Overview and Analysis of the Americans with Disabilities Act of 1989

Job Service Employers Committee, Mason City, Iowa – March 22, 1990. Topic: Wrongful Discharge in Iowa: The Emerging Doctrine

Job Service Employers Committee, Fort Dodge, Iowa – March 21, 1990. Topic: Wrongful Discharge in Iowa: The Emerging Doctrine

Annual Spring School, Iowa State Association of Counties, Des Moines, Iowa – March 16, 1990. Topic: Developments in Employment Law: A Review of Recent U.S. Supreme Court and Iowa Supreme Court Decisions

Fourteenth Annual General Practice Review Seminar, Drake University Law School, Des Moines, Iowa – December 14-15, 1989. Topic: Employment Discrimination, Affirmative Action & Attorney Fees

Fourth Annual Federal Practice Seminar, Iowa State Bar Association, Des Moines, Iowa – December 15, 1989. Topic: Recent Supreme Court Civil Rights Decisions

Current Issues in Federal Securities and State Corporate Law Seminar, Drake University Law School, Des Moines, Iowa – November 17, 1989. Topic:

Developments in Employment Law: A Review of Recent U.S. Supreme Court and Iowa Supreme Court Decisions

Employment & Labor Law in Iowa, Lorman Education Services, Des Moines, Iowa – October 27, 1989. Topic: Employment Case Law Update

1989 State American Society for Personnel Administration Conference, Des Moines, Iowa – October 17, 1989. Topic: Recent Developments in Employment Discrimination and Affirmative Action: A Review of the 1988-89 U.S. Supreme Court Term

Labor and Employment Law Seminar, The Labor Law Committee of the Iowa State Bar Association, Des Moines, Iowa – September 15, 1989. Topic: Recent Developments in Employment Discrimination and Affirmative Action: A Review of the 1988-89 U.S. Supreme Court Term

Counsel on Education Management Seminar, Personnel Law Update 1989, Des Moines, Iowa – April 20, 1989. Topic: A Plaintiff Lawyer's Approach to Employment Discrimination and Wrongful Discharge Litigation

American Society for Personnel Administration, Central Iowa Seminar, Des Moines, Iowa — April 12, 1989. Topic: Wrongful Termination in Iowa

Thirteenth Annual General Practice Review Seminar, Drake University Continuing Legal Education Conference, Des Moines, Iowa – December 8-9, 1988. Topic: Recent Developments in Constitutional Law

Polk County Women Attorney's Annual Federal Practice Seminar, Des Moines, Iowa – November 11, 1988. Topic: Recent Developments in Constitutional Law: U.S. Supreme Court Cases

1988 State Conference of the American Society for Personnel Administration, Des Moines, Iowa – November 9-10, 1988. Topic: Privacy in the Workplace: When Employer/Employee Rights Collide

Wyoming Trial Lawyers Association Annual Convention, Cheyenne, Wyoming – June 15-18, 1988. Topic: Employment Discrimination and Wrongful Termination Litigation

Alabama Trial Lawyers Association Mid-Winter Conference, Birmingham, Alabama – January 30, 1988. Topic: An Overview of and Recent Developments in Federal Civil Rights Litigation

Association of Trial Lawyers of Iowa Federal Practice Review Seminar, Cedar Rapids, Iowa – December 11, 1987. Topic: Litigating Employment Discrimination Claims in Federal Court

Twelfth Annual General Practice Review Seminar, Drake University Continuing Legal Education Conference, Des Moines, Iowa – December 10-11, 1987. Topic: Recent Developments in Constitutional Law

Iowa Association of Counties Risk Management Seminar, West Des Moines, Iowa – November 18, 1987. Topic: Civil Rights of Public Employees: A Look at Current Developments in Employees' Freedom of Speech and Sexual Harassment, and Other Areas of Employment Discrimination

Association of Trial Lawyers of Iowa Annual Meeting, Des Moines, Iowa – November 5-6, 1987. Topic: Sexual Harassment in the Workplace: An Overview for the General Practitioner

Greater Des Moines Chamber of Commerce Federation meeting, Des Moines, Iowa – November 4, 1987. Topic: Jar Wars: An Overview of Employee Drug Testing

Quad City Merit Employment Council seminar, "Promoting Equal Employment Opportunities in the Quad Cities," Davenport, Iowa – October 28, 1987. Topic: Drug Testing and Polygraphs in the Workplace: An Overview

Iowa Defense Counsel Association Annual Meeting, Des Moines, Iowa – October 8-10, 1987. Topic: Evaluating the Employment Discrimination Case

League of Iowa Municipalities Annual Convention, Davenport, Iowa – September 23-25, 1987. Topic: Jar Wars: An Overview of Employee Drug Testing

Eighth Circuit Judicial Conference, Colorado Springs, Colorado – July 15-18, 1987. Topic: An Overview of and Recent Developments in 42 U.S.C. § 1983

Iowa State Bar Association Annual Meeting, Des Moines, Iowa – June 17-19, 1987. Topic: Drug Testing and Smoking Policies in the Workplace: An Overview

Industrial Relations Research Association Spring Program, Grinnell, Iowa – April 30, 1987. Topic: Drug Testing, Polygraphs, and Smoking Policies in the Workplace: An Overview

Bridge-the-Gap Seminar, Young Lawyers Section, Iowa State Bar Association, Des Moines, Iowa – April 23-34, 1987. Topic: Recent Developments Under 42 U.S.C. § 1983

Iowa State Bar Association Federal Practice Seminar, Des Moines, Iowa – December 12, 1986. Topic: Developments in the Law of Attorneys Fees

Eleventh Annual General Practice Review Seminar, Drake University - Continuing Legal Education Conference, Des Moines, Iowa – December 11-12, 1986. Topic: Recent Developments in Constitutional Law

AFL-CIO Conference: The Drug Testing Debate: Remedy or Reaction? Washington, DC – November 10, 1986. Topic: Jar Wars: An Overview of Constitutional Challenges to Public Sector Drug Testing

Association of Trial Lawyers of Iowa Annual Meeting: Civil and Criminal Litigation - A to Z, Des Moines, Iowa – November 6-7, 1986. Topic: Evaluating the Employment Discrimination Case

Legal Services Corporation of Iowa, Des Moines, Iowa – October 20-22, 1986. Instructor, Basic Federal Litigation Training

Iowa State Bar Association Labor Law and Employment Seminar, Des Moines, Iowa – September 12, 1986. Topic: Unique Obligations of the Public Employer: Constitutional Issues, Veterans Preference, and Other Pertinent Issues

Eighth Circuit Judicial Conference, Minneapolis, Minnesota – July 23-26, 1986. Topic: Presentation to U.S. Magistrates on Recent Developments in 42 U.S.C. § 1983

Iowa Judges Association Conference, Des Moines, Iowa – June 18-20, 1986. Topic: An Overview of 42 U.S.C. § 1983 Actions

Federal Practice Seminar: Summary Jury Trial and Attorneys Fees, Federal Bar Association, Des Moines, Iowa - December 17, 1985. Topic: The Civil Rights Attorneys Fees Award Act of 1976, 42 U.S.C. § 1988: An Introduction and Overview

Tenth Annual General Practice Review Seminar, Drake University Continuing Legal Education Conference, Des Moines, Iowa – December 5-6, 1985. Topic: Recent Developments in Constitutional Law

Iowa Federal Practice Update Seminar, Polk County Women Attorneys Association,

Des Moines, Iowa – November 13, 1985. Topic: Representation of Prisoners in 42 U.S.C. § 1983 Actions: A Survival Guide for Federal Court Pro Bono Appointments

Iowa Academy of Trial Lawyers, Institute on Business Torts, Des Moines, Iowa – January 24-25, 1985. Topic: Civil Rights Actions in the Private Sector

Ninth Annual General Practice Review Seminar, Drake University Continuing Legal Education Conference, Des Moines, Iowa – December 13-14, 1984. Topic: Recent Developments in Constitutional Law

Association of Trial Lawyers of Iowa Seminar, Iowa City, Iowa – December 7, 1984. Topic: The Civil Rights Attorneys Fees Award Act of 1976: An Introduction and Overview

Legal Services Corporation of Iowa Seminar on Employment Law, Cedar Rapids, Iowa - November 15, 1984. Topic: Overview of Federal Employment Discrimination Law

Iowa State Bar Association Annual Meeting, Des Moines, Iowa – June, 1984. Topic: Civil Rights Litigation: An Overview for the General Practitioner

Association of Trial Lawyers of Iowa Spring Meeting, Des Moines, Iowa – May, 1984. Topic: Recent Developments in § 1983 Litigation

Eight Annual General Practice Review Seminar, Drake University Continuing Legal Education Conference, Des Moines, Iowa – December, 1983. Topic: Recent Developments in Constitutional Law

Association of Trial Lawyers of Iowa Tenth Anniversary Convention on Torts and Trial Practice, Update in Iowa and Federal Courts, Des Moines, Iowa – November, 1983. Topic: An Introduction to and Overview of the Civil Rights Attorneys Fees Award Act of 1976

Iowa Legal Services Corporation Conference on Civil Rights, Newton, Iowa – May, 1983. Topic: Litigating Cases Under the Age Discrimination in Employment Act

Seventh Annual General Practice Review Seminar, Drake University Continuing Legal Education Conference, Des Moines, Iowa – December, 1982. Topic: Recent Developments in Constitutional Law

Employment Discrimination Law, Drake University Continuing Legal Education Conference, Des Moines, Iowa – April, 1981. Topic: The Age Discrimination in Employment Act