



BASSFORD REMELE

Andrew T James

ATTORNEY



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PRACTICE GROUPS

Appellate
Class Action/Multidistrict Litigation
Business and Commercial
Litigation
Employment
Organizational Liability for Sexual
Misconduct/Abuse

INDUSTRY GROUPS

Financial Services
Non-Profits Organizations

OVERVIEW

Andrew (Drew) James is an accomplished trial lawyer who has won employment and education cases big and small from coast to coast. He harnesses substantial courtroom and litigation experience to resolve his clients' most difficult issues.

Drew is a courtroom lawyer with a lengthy track record of success. Drew passionately represents his clients in all varieties of employment, education, civil rights, and business litigation in federal and state courts nationwide. He has tried and won cases to juries and judges, and his knack for identifying winning issues has resulted in many conclusive victories via motion practice without need for trial.

When a dispute is avoidable, clients praise Drew's approachability and practicality. He taps into his background as in-house counsel and works collaboratively with his clients to address issues before they erupt.

Drew also regularly advises educational institutions (including colleges, universities, high schools, and companies providing education services) on education-specific issues such as Title IX, FERPA, sexual assault and harassment matters, the PPRA, COPPA, state education laws, and other student and faculty issues. Drew is one of the rare lawyers to have tried and won a Title IX case – and he has done it multiple times.

Drew has also worked as in-house counsel for a financial services company, and he began his career as a criminal defense attorney.

EDUCATION & ADMISSIONS

Education

University of Minnesota Law School, J.D., 2010
Marquette University, B.A., 2007

Bar Admissions

- U.S. Court of Appeals, Second Circuit
- U.S. Court of Appeals, Eighth Circuit
- U.S. Court of Appeals, Tenth Circuit
- U.S. District Court, District of Minnesota
- U.S. District Court, Western District of Michigan
- Wisconsin
- Utah

Judicial Clerkships

- Second Judicial District, Ramsey County District Court, The Honorable Robert A. Awsumb, Judicial Externship, 2009

EXPERIENCE

- Drafted numerous successful motions to dismiss and motions for summary judgment, including on complex factual and jurisdictional issues, that led to dismissal of all claims before trial.
- Counsels clients on a range of workplace issues including difficult performance issues and terminations, managing medical and disability leaves, drafting and implementing practical employment policies and procedures, and advising on day-to-day employment issues that could escalate into serious employment problems.

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EXPERIENCE

Representative Litigation

- After a seven-day trial, the Court found St. Cloud State University violated Title IX and granted a permanent injunction that benefits a class of female student-athletes. The Court ordered immediate improvements to SCSU's athletics department, including, but not limited to, maintaining women's sports teams, renovating practice and competition facilities, making improvements to women's locker rooms, and the Court also awarded \$1.2 million in attorneys' fees. *Portz, et al. v. St. Cloud State Univ., et al.*, Case No. 16-CV-01115 (JRT/LIB) (D. Minn. Aug. 1, 2019). Media coverage of this case includes: <http://www.startribune.com/federal-judge-st-cloud-state-athletics-fails-to-provide-equal-opportunity-to-women/513523522/>.
- After a high profile eight-day jury trial on behalf of legendary former UMD women's hockey coach Shannon Miller, the jury found that UMD retaliated against Miller in violation of Title IX and Title VII and awarded her over \$3.74 million in damages (later reduced). The judge later awarded Miller an additional over \$460,000 in front pay and \$2.33 million in attorneys' fees, and the case ultimately settled for \$4.53 million. *Miller v. The Bd. of Regents of the Univ. of Minnesota*, Case No. 15-CV-03740 (PJS/LIB) (D. Minn. Mar. 15, 2018). Media coverage of this case includes: <https://www.duluthnewstribune.com/news/crime-and-courts/4418059-big-day-women-jury-sides-miller-orders-umd-pay-374-million>.
- In a decision described as "groundbreaking," the Minnesota Supreme Court concludes that Nathan McGuire, the former girls' basketball coach at Woodbury High School, is not a "public official" or "public figure," and allows his defamation claim against the parent of a student-athlete to proceed to trial. Drew represented Nathan at the district court and Minnesota Court of Appeals levels before joining Bassford. *McGuire v. Bowlins, et al.*, Case No. A18-0167 (Minn. Sept. 4, 2019). Media coverage of this case includes: <http://www.startribune.com/minnesota-supreme-court-ruling-limits-criticism-of-public-high-school-coaches/559406292/>.
- Drew's background includes diverse legal experience before joining Bassford Remele. He worked at an Am Law 200 firm, where he handled employment litigation, sports-related lawsuits, civil rights matters, and commercial litigation. Prior to that, Drew served as assistant counsel at a broker/dealer and registered investment adviser. He also has experience as a criminal defense attorney. The representative litigation mentioned includes results from his work before joining Bassford Remele.

Publications

Drew has been quoted in:

- [UMD Discrimination Lawsuit Set to Return to Court](#), Duluth News Tribune, November 12, 2016
- [Hearing Set on SCSU Tennis Team Lawsuit](#), St. Cloud Times, May 4, 2016
- *Supreme Court Grants Review of Three Title VII Cases Concerning Protections for LGBTQ Workers*, author, April 22, 2019

The Work Week with Bassford Remele

- *New and Recent Laws that Every Employer in Minnesota Should Know for 2025*, author, January 6, 2025

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EXPERIENCE

Seminars

- *Labor and Employment Symposium*, presenter, 2024, 2022, 2021, and 2020
- *OSHA’s COVID-19 “Vaccine or Testing” Requirement: Understanding the New Rule and How to Navigate It*, presenter, November 11, 2011
- *President Biden’s Mandatory Vaccination Executive Order: What We Know and What We Don’t*, presenter, September 14, 2021

PROFESSIONAL & CIVIC

Bar Associations

- Minnesota State Bar Association
 - Employment Law Section
- Utah State Bar Association
- State Bar of Wisconsin
- Hennepin County Bar Association

Civic Involvement

- Legal Rights Center, Board of Directors
- Varsity Policy Debate Coach (various schools)
- The Leadership Emergence and Development (“LEAD”) Project, Past President

ACCOLADES

Honors & Awards

- Best Lawyers: Ones to Watch, Labor and Employment Litigation, 2021-present
- Up & Coming Attorney, *Minnesota Lawyer*, 2020
- Minnesota Rising Stars list, *Super Lawyers*, 2019-present
- North Star Lawyer, Minnesota State Bar Association, 2021-2023