

UW Law Days 2026

Schedule and Webinar Descriptions

February 23–26, 2026 (Monday–Thursday)

UW Law Days is a Universities of Wisconsin Office of General Counsel training series featuring webinars on legal and policy issues for campus administrators and staff. Sessions are free for UW employees, and attendees may join any session(s) of interest.

Schedule At-a-Glance

Time	Monday (2/23)	Tuesday (2/24)	Wednesday (2/25)	Thursday (2/26)
9:30 AM – 10:45 AM	FMLA Update & Administration Matt Lind & Derek Allen	Public Records Compliance Essentials Aaron Dumas & Katie Patten	Federal Anti-Discrimination Wade Harrison	Foreign Source Income Reporting Amy Missinne & Matt Lind
11:15 AM – 12:30 PM	Religious Accommodations at UW Rachel Jeris & Craig Fischer	Open Meetings: When and How to Comply Duane Harlow & Jennifer Herzog	Digital Accessibility / Title II Ruben Mota, Mark Whittaker & Noah Brisbin	What to Expect in an Administrative Hearing Sally Pederson
1:00 PM – 2:15 PM	DOJ Employment Training Jeff Simcox	Investigations: Practical Skills for Administrators Haley Hintz & Claire Edwards	Navigating Evolving Risks in Higher Education Paige Smith & Joseph Rayzor	Name, Image & Likeness (NIL) Landscape Noah Brisbin & Brian Vaughan
3:00 PM – 4:15 PM	Federal Litigation Update Jennifer Herzog, Lissa Koop, & Amy Kasper	Ethical Responsibilities of In-House Counsel Timothy Samuelson or Francis Sullivan (OLR)	Due Process & Hearsay in University Proceedings Quinn Williams & Rachel Pings	Policy Development at UW Sarah Ebben & Quinn Williams

Webinar Descriptions:

Monday, February 23, 2026

9:30 AM – 10:45 AM — FMLA Update & Administration

Presenters: David Miller & Matt Lind

This webinar will provide practical guidance on administering FMLA within a public

university, including eligibility, intermittent leave, medical certifications, concurrent leave, and coordinating with ADA/504. Includes recent developments and FAQs for supervisors and HR.

11:15 AM - 12:30 PM — Religious Accommodations at UW

Presenters: Rachel Jeris & Craig Fischer

This webinar will cover how to assess and implement employee and student religious accommodations including scheduling, dress and grooming, and academic considerations.

1:00 PM - 2:15 PM — DOJ Employment Training

Presenters: Jeff Simcox (Department of Justice)

This webinar includes training led by Wisconsin DOJ focusing on current employment law enforcement priorities for public employers and how UW entities can align policies and practices.

3:00 PM - 4:15 PM — Federal Litigation Update

Presenters: Jennifer Herzog, Lissa Koop, & Amy Kasper

This webinar will cover significant federal cases impacting higher education.

Tuesday, February 24, 2026

9:30 AM - 10:45 AM — Public Records Compliance Essentials

Presenters: Aaron Dumas & Katie Patten

This webinar will cover when the Wisconsin Public Records Law applies, common exemptions, the balancing test, record retention, and best practices for intake, search, redaction, and response.

11:15 AM - 12:30 PM — Open Meetings: When and How to Comply

Presenters: Duane Harlow & Jennifer Herzog

This webinar will cover the core requirements of Wisconsin's Open Meetings Law—defining a meeting, notice, agendas, closed sessions, and minutes.

1:00 PM - 2:15 PM — Investigations: Practical Skills for Administrators

Presenters: Hailey Hintz & Claire Edwards

This webinar will cover the investigation process from intake to report: planning, interviewing, credibility assessment, documentation, and report drafting; coordination with HR, Title IX/EEO, and law enforcement when applicable.

3:00 PM - 4:15 PM — Ethical Responsibilities of In-House Counsel

Presenters: Timothy Samuelson or Francis Sullivan (OLR)

This webinar will cover the Wisconsin Rules of Professional Conduct for in-house counsel: who is the client, confidentiality and privilege in the public sector, conflicts, and dealing with represented/unrepresented persons.

Wednesday, February 25, 2026

9:30 AM - 10:45 AM — Federal Anti-Discrimination

Presenters: Wade Harrison

This webinar will provide an overview of Title VI obligations for institutions receiving federal funds and how they intersect with campus initiatives, with practical tips on policy, training, and complaint response.

11:15 AM - 12:30 PM — Digital Accessibility / Title II

Presenters: Ruben Mota & Noah Brisbin

This webinar will cover ADA Title II/Section 504 obligations for digital accessibility (web, LMS, documents, media), procurement considerations, and creating sustainable remediation workflows.

1:00 PM - 2:15 PM — Student Liability Issues

Presenters: Paige Smith & Joseph Rayzor

This webinar will cover tort and contract exposure involving students (programming, travel, laboratories, athletics), risk mitigation through waivers, training, supervision, and insurance touchpoints.

3:00 PM - 4:15 PM — Due Process & Hearsay in University Proceedings

Presenters: Quinn Williams & Rachel Pings

This webinar will cover due process checkpoints in student/employee proceedings; evidentiary basics and the role of hearsay in administrative hearings under UWS and state administrative practice.

Thursday, February 26, 2026

9:30 AM - 10:45 AM — Foreign Source Income Reporting

Presenters: Amy Missinne & Matt Lind

This webinar will cover the requirements and processes for identifying and reporting foreign source income and gifts, with risk areas, internal controls, and coordination across departments.

11:15 AM - 12:30 PM — What to Expect in an Administrative Hearing

Presenters: Sally Pederson

This webinar will provide a judge's perspective on preparing for administrative hearings: pleadings, prehearing conferences, evidence, witness preparation, and hearing etiquette before DHA.

1:00 PM - 2:15 PM — Name, Image & Likeness (NIL) - Legal Landscape

Presenters: Noah Brisbin & Brian Vaughan

This webinar will cover the current NIL landscape for intercollegiate athletics, third-party collectives, pay-for-play concerns, state law developments, and institutional guardrails.

3:00 PM – 4:15 PM — Policy Development at UW

Presenters: Sarah Ebben & Quinn Williams

This webinar will cover how policy is proposed, vetted, and approved at Universities of Wisconsin; drafting best practices, aligning with SYS/RPD, stakeholder engagement, and implementation.

Presenter Bios

Aaron Dumas

Aaron G. Dumas joined the UW System Office of General Counsel in April 2022. Aaron previously practiced law at Pines Bach LLP, representing clients in a variety of civil litigation and other legal contexts, and frequently handling matters involving state and local government actors and policy. Before starting his career in law, Aaron worked in project management in health care IT and as a legislative aide in the Wisconsin State Assembly. Aaron earned his B.A. cum laude in government from Harvard University in 2003, and both a J.D. cum laude and an M.P.A. from the University of Wisconsin–Madison in 2015. During law school, he worked as a law clerk for the Office of General Counsel.

Matt Lind

Matthew J. Lind, Senior System Legal Counsel, joined University of Wisconsin System's Office of General Counsel in September 2010. He received a law degree from the University of Wisconsin Law School and joined the Wisconsin bar in 2010. During law school, he worked as a law clerk for the Office of General Counsel. He was also a member of the Wisconsin Law Review and the Moot Court Board. Before law school, he taught elementary and secondary Spanish and Latin for seven years at a private school in Charlottesville, Virginia. He received a M.Ed. in Foreign Languages from the University of Virginia in 2007 and a B.A. in Classical Languages from Calvin College in 2000.

Noah Brisbin

Noah Brisbin, Senior System Legal Counsel, has served in the Office of General Counsel since 2016. He advises and represents UW universities on employment, finance, athletics, disability, information technology, student affairs, and other issues. Noah has appeared before the U.S. Equal Employment Opportunity Commission, U.S. Department of Education Office for Civil Rights, Wisconsin Equal Rights Division, and Wisconsin state courts. Previously, he represented North Dakota public universities both in-house and as an assistant attorney general. Noah graduated from the University of North Carolina School of Law in 2012 and from the University of North Carolina at Chapel Hill with distinction in economics and English.

Wade Harrison

Wade Harrison joined the UW System Office of General Counsel in July 2014. Wade focuses in the areas of employment law, student affairs, diversity issues, health care, real estate, bankruptcy and training. Prior to joining UW System, Wade worked at the law firm of Godfrey & Kahn, S.C. and his practice involved advising and representing both private and public employers in a variety of labor and employment, education and health law matters. Wade has appeared before the Wisconsin Equal Rights Division, Equal Employment Opportunity Commission, United States Department of Education - Office of Civil Rights, Wisconsin state courts, United States District Court for the Western District of Wisconsin and the United States Seventh Circuit Court of Appeals. Wade received his Bachelor's Degree in Psychology from Loyola University, Chicago, graduating cum laude with minors in Women's Studies and African American Studies. Before starting his career in law, Wade worked in California and Chicago gaining experience in international trade and human resources.

Katie Patten

Katie Patten joined UW System's Office of General Counsel in April 2018 and became a member of the Office of Compliance & Integrity when it was formed in 2019. Katie graduated from UW Madison in 2011 with a B.S. in Biology and Environmental Studies. She also completed a Post Baccalaureate Paralegal Degree from Madison Area Technical College in 2013. Katie previously worked for the Wisconsin Department of Natural Resources from 2013 to 2018, the last three years as the agency's lead coordinator on public records issues; developing new policies, procedures, and tracking mechanisms for public records requests.

Paige Smith

Paige Smith serves as the Chief Compliance and Risk Officer for the Universities of Wisconsin Administration. In this role, she oversees the Office of Compliance and Risk Management. Paige has served in this role since January of 2022. Prior to that, she served in a variety of roles for the Universities of Wisconsin between 2010 and 2022, including Vice Chancellor for Finance and Administration (UW-Platteville), Chief Institutional Compliance Officer and Adjunct Lecturer (UW-Whitewater) and Senior System Legal Counsel (UW-System Administration). Paige has twenty years of experience in higher education and is a licensed attorney in the states of Wisconsin and Illinois. Paige received her J.D. and B.S. degree in Administration of Justice from Southern Illinois University-Carbondale.

Amy Missinne

Amy Missinne serves as the Ethics and Compliance Specialist within the Office of Compliance and Risk Management (OCRM). As the Compliance Administrator, Amy's areas of focus include ethics and integrity, conflicts of interest, high risk compliance risk mitigation, compliance, and state authorization of distance learning. Prior to joining the Universities of Wisconsin Administration in June 2023, Amy spent over 10 years at UW-Superior serving in various roles including Compliance Officer, Ethics Officer, Title IX Coordinator, Precollege Liaison, Higher Learning Commission (HLC) Federal Compliance

Leader, and Executive Administrative Officer to the Provost. Amy holds a M.S. in Training and Development (Human Resources Development) and a B.S. in Service Management from UW-Stout, as well as the professional designation of Senior Certified Professional from the Society for Human Resource Management (SHRM-SCP).

Ed Murphy

Edward Murphy became the Associate Vice President and Chief Information Security Officer for the University of Wisconsin System on March 27, 2022. Edward has extensive experience in executive engagements, information security strategy, and policy development, security operations and enterprise IT. He has been instrumental in establishing the UW System's first enterprise security solution which provides a platform for increased visibility, protection, and common security operations across the UW System. Prior to coming to the University of Wisconsin System Administration, Edward was the Deputy Chief Information Officer and Chief Information Security Officer for the University of Wisconsin Colleges and University of Wisconsin-Extension. Before coming to Wisconsin, he held a variety of technical and leadership positions at the University of Arizona. Edward earned his Bachelor of Science in Management Information Systems from the University of Arizona and his Bachelor of Arts in Philosophy and Political Science from the University of Maryland at College Park.

Quinn Williams

Quinn Williams has served as General Counsel for the University of Wisconsin System since December 2017. Quinn graduated from the University of Wisconsin-Madison in 2002 with a B.A. degree and earned his law degree from Marquette University Law School in 2006. Quinn served as a Staff Attorney at the Department of Natural Resources from 2007 to 2012, then as an Attorney Section Supervisor from 2012 to 2015, and finally as a Chief Counsel from 2015 to 2017, with a wide area of focus, including the statutory and constitutional framework and federal and administrative regulations applicable to the operation of public agencies, litigation management, employment, real estate, trademark, copyright, intellectual property, ethics, contract and procurement, public records, open meetings, risk management, disability, discrimination, bankruptcy and collections.

Hailey Hintz

Haley Hintz earned a Bachelor of Arts in Psychology and Criminology from the University of Wisconsin-Whitewater. Haley earned her Master of Legal Studies with a Sports Law and Criminal Law Emphasis from Sandra Day O'Connor College of Law at Arizona State University. Haley previously worked for the State Public Defender System as an Investigator in Colorado and Wisconsin for six years. In that role, Haley conducted and participated in hundreds of investigations on a variety of subject matters such as sexual misconduct, juvenile mitigation, and administrative hearings. Haley joined the Office of Compliance & Integrity in spring 2023.

Claire Edwards

Attorney Claire Edwards completed her undergraduate degree at the State University of New York - Albany in Criminal Justice and Sociology. She earned her Juris Doctor from the University of Wisconsin Law School in 2018. Since then, she has practiced as a criminal defense attorney for the Wisconsin State Public Defender's Office. In that role, she represented both adult and juvenile clients in a variety of different cases and proceedings and conducted hundreds of investigations. Claire's caseload addressed issues related to sexual assault, discrimination, and domestic violence. Claire joined the Office of Compliance & Integrity in January 2023.

Amy Kasper

Amy Kasper joined the UW System Office of General Counsel in February 2025. Prior to this role, she served as the Director of Compliance and Title IX Coordinator at UW-Platteville. Earlier in her career, Amy held a variety of roles in Wisconsin state government, including chief legal counsel for a former Wisconsin Governor and at the Wisconsin Department of Administration. Amy graduated *magna cum laude* from the University of Wisconsin Law School and received a B.A. in Communication Arts and Political Science from the University of Wisconsin-Madison.

Ruben Mota

Ruben serves as the Americans with Disabilities Act (ADA) Coordinator, collaborating and coordinating with university partners to ensure UW-Madison is continually striving for access and inclusivity for individuals with disabilities. Prior to joining the Office of Compliance, Ruben served as an Associate Director in the university's McBurney Disability Resource Center. Previously, Ruben worked overseas in Switzerland.

Ruben holds a Bachelor of Arts in sociology from American University, a Master in Teaching with special education endorsement from the University of Washington, and a Doctorate from Capella University in leadership and educational administration. Ruben is a member of the [National ADA Trainer Leadership Network \(TLN\)](#) in association with the [Great Lakes ADA Center](#).

Duane Harlow

Senior System Legal Counsel Duane Harlow joined the UW System Office of General Counsel in June 2024. Prior to joining the Universities of Wisconsin, Duane was an Assistant Attorney General with the Wisconsin Department of Justice. During his 18 years with WisDOJ, Duane worked in the Civil Litigation Unit defending the State of Wisconsin in a variety of complex civil litigation matters. During his time in the Civil Litigation Unit, Duane tried to verdict dozens of cases in both state and federal courts. In 2017, Duane was appointed Director of the WisDOJ's Public Protection Unit, where he supervised staff engaged in the civil enforcement of Wisconsin's environmental protection, consumer protection, and antitrust laws. Duane has also served as the Attorney General's designee on the Wisconsin Judicial Commission and as the Chairperson for the Wisconsin Claims Board.

Duane earned his undergraduate degree from the University of Wisconsin–La Crosse and his law degree from the Capital University Law School.

Joseph Rayzor

Joseph Rayzor serves as the Director of Risk Management for the Universities of Wisconsin. His prior experience includes serving as Director of Risk Management at the University of Northern Iowa, holding multiple positions within the Office of Risk Management at Iowa State University, and practicing law with Great West Casualty Company. Joseph earned a Juris Doctor from the University of Mississippi, a Master of Business Administration from the University of Iowa, and a Bachelor of Science in Business Administration from the University of Tennessee.

Rachel Jeris

Rachel Jeris is Senior University Legal Counsel. Her primary areas of practice are employment law, student misconduct and privacy, disability accommodations, Title IX, and Clery. Rachel is a member of the Student Crisis Response Team, the Provost's Advisory Group on Sexual Assault and Misconduct, and the Clery Act Working Committee. Rachel represents the University in proceedings before administrative bodies, including the U.S. Equal Employment Opportunity Commission, the U.S. Department of Education Office for Civil Rights, and the Wisconsin Equal Rights Division. Prior to joining OLA in 2011, Rachel clerked for the Honorable Karen Nelson Moore, U.S. Court of Appeals for the Sixth Circuit, and spent several years in private practice representing colleges and universities in litigation and counseling matters. Rachel graduated magna cum laude from Vanderbilt University in 2000, and graduated summa cum laude from the University of Illinois College of Law in 2003, where she was a member of the Illinois Law Review and selected for the Order of the Coif.

Craig Fischer

Craig Fischer joined the Office of Legal Affairs in 2019 and currently serves as University Legal Counsel. Craig's practice areas include employment, copyright, and trademarks. His employment practice includes advising on employment relations matters, assisting with misconduct investigations, employee disability and leave issues, and hearings before administrative bodies such as the U.S. Department of Education Office for Civil Rights, the U.S. Equal Employment Opportunity Commission, and the Wisconsin Equal Rights Division. Craig also provides advice, training, and guidance regarding copyright issues, as well as trademark registration and infringement. Before joining the Office of Legal Affairs, Craig received a Bachelor of Arts in Political Science from the University of Wisconsin – Madison and graduated cum laude from the University of Wisconsin Law School.

Sally Pederson
After receiving her law degree from the University of Minnesota Law School, Sally Pederson returned to Wisconsin to engage in private practice, representing public school districts in special education and employment matters, as well as handling family law cases. In 1994, she began working for the State Public Defender as Deputy Legal Counsel before being

promoted to Chief Legal Counsel. She also worked as a special education school administration consultant for the Department of Public Instruction (DPI).

Since 2002, Sally has been an ALJ at DHA, handling hearings for a variety of state agencies, including the Department of Corrections. In 2019, she was promoted to Senior ALJ, responsible for training and mentoring ALJs and advising management. Her current caseload concentrates primarily on special education due process for DPI, Title IX and non-Title IX hearings for the University of Wisconsin and Wisconsin Technical College Systems (UWS/WTCS), and hearings for the Department of Safety and Professional Services.

Rachel Pings

Rachel Pings began her legal career in private practice focusing on employment and labor law. She joined DHA's Milwaukee Office in 2008 as an ALJ in the revocation and general government units. She also served as Senior ALJ and transitioned to the Madison Office in 2014.

In 2018, Rachel was promoted to an Assistant Administrator position. In that role, she supervises ALJs in the Madison Office who conduct revocation and general government hearings.

Rachel received her law degree from the University of Wisconsin.

Sarah Ebben

Sarah Ebben received her Master's in Public Affairs from the La Follette School at UW-Madison in 2021. She has worked for Universities of Wisconsin Administration (UWSA) for six years, the first two as a graduate fellow while pursuing her MPA. Following graduation, she returned as a permanent employee coordinating the UW System Administrative policy process and participating in various policy-related initiatives with the Office of General Counsel. As part of that role, she has been fortunate enough to directly supervise three graduate fellows in the same fellowship program that she participated in. Sarah received the Eugene Craven Academic Staff award in 2024 and is in her second term as an Academic Staff Representative on the UWSA Academic Staff Committee.

Brian Vaughan

Brian joined the Office of Legal Affairs in 2008 and serves as the Assistant Vice Chancellor for Legal Affairs. In addition to managing aspects of the office, he provides advice and counsel primarily in areas of employment law; personnel investigations; employee disability and leave issues; scientific misconduct; and governance. Brian also serves as a member of the Chiefs of Staff briefing group. Prior to joining the Office of Legal Affairs, Brian served as Deputy Attorney General in the California Office of the Attorney general in Los Angeles where he practiced employment litigation in the state and federal trial and appellate courts. He earned his J.D., from the University of Wisconsin Law School and his B.A. from the University of Wisconsin-Madison in Political Science.

Timothy Samuelson

Timothy Samuelson has served as Director of the Office of Lawyer Regulation since August 2021, overseeing attorney ethics and disciplinary matters statewide. He previously served as Civil Chief Assistant U.S. Attorney for the Western District of Wisconsin, a Dane County Circuit Court judge, and held leadership roles at the Wisconsin Department of Justice. Timothy began his career in complex business litigation in Chicago. He earned his law degree from Indiana University Robert H. McKinney School of Law.

Francis Sullivan

Francis Sullivan has served as Deputy Director (Litigation) of the Office of Lawyer Regulation since September 2022, overseeing disciplinary litigation and representing the agency in formal proceedings. He previously worked for 17 years as an Assistant Attorney General at the Wisconsin Department of Justice, focusing on civil litigation and law enforcement training. Earlier in his career, Sullivan practiced with the Madison law firm Bell, Moore & Richter. He earned his law degree from the University of Wisconsin Law School.

Jeffery Simcox

Jeffery Simcox has served as Unit Director of the Civil Litigation Unit at the Wisconsin DOJ since **October 2023**, overseeing major civil suits, trial strategy, and supervisory functions. He joined the DOJ as an Assistant Attorney General in **April 2019**, representing the state in a range of civil matters.

Before joining the DOJ, Mr. Simcox worked as a Staff Attorney at the Disability Law Center of Utah (2015–2019), specializing in disability rights advocacy. Prior to that, he served as an Equal Opportunity Consultant for the University of Utah (2011–2015) and began his legal career as a contract attorney with Strindberg & Scholnick in 2011.