

UW Law Days 2024 Schedule

Dates & Times	Monday (2/26)	Tuesday (2/27)	Wednesday (2/28)	Thursday (2/29)	Friday (3/1)
9:30 am – 10:45 am	Law and Student Journalism Wade Harrison and Jennifer Lattis	Don't Pass the Harasser: Policy update and national trends Quinn Williams & Dan Chanen	Employment Law Update Aaron Dumas & Jennifer Lattis	Responding to Student Mental Health – Legal Considerations Rachel Jeris & Wade Harrison	Disability Accommodations, My Dog, and Me Noah Brisbin & Ruben Mota
11:00 am – 12:15 pm	Title IX and K-12 Settings Matt Lind & Dany Thompson	Watch what you write! Compliance with the Wisconsin Public Records Law Jennifer Herzog, Kendra Maier, & Katie Patten	Overview of Risk Management (Part I): An Understanding of Risk Management Functions Tom Joestgen, Jeff Karcher, & Paige Smith	A Primer on Administrative Hearings Sally Pederson	Youth Protection in 2024 Kim Nawyn, Amy Missinne, & Matt Lind
1:00 pm – 2:15 pm	Bullying Prevention in the Academic Setting Brian Vaughan & Mari Abdo	Employee Ethics and Standards of Conduct Brigid Daly, Donna McGee, & Amy Missinne	The Company Data You Keep Noah Brisbin, Ed Murphy	Overview of Risk Management (Part II): An Overview of Environmental Health and Safety and Emergency Management programs Amy Spohn & Jim Uhlir	No webinar
3:00 pm - 4:15 pm	Answering the Two Big Questions in University Contracting: 1. Can we sign this? 2. Should we sign this? Kristin Johnson & Samantha Riedeman	Constitutional Restrictions on Social Media Moderation: The Intersection of the First Amendment and Social Media Craig Fischer & Aaron Dumas	Open Meetings: When and How to Comply Jennifer Herzog & Kendra Maier	FMLA and Leave Update Matt Lind & Mike Kent	No webinar

UW Law Days 2024 Webinar Descriptions

UW Law Days 2024 is a series of live webinars on a variety of legal issues of interest to UW System employees. The webinars will be held during the week of February 26th. The webinars are free, and employees are welcome to attend as many as interest them. Below are the webinar topics, registration links, webinar descriptions, and presenter biographies.

Monday (2/26/24)

9:30 am – 10:45 am

Law and Student Journalism

Legal topics related to the relationship between the university and student journalists.

Presenters: Wade Harrison and Jennifer Lattis

11:00 am – 12:15 pm

Title IX and K-12 Settings

This session will discuss how to successfully navigate Title IX issues that arise with minors and in schools. The focus will be on working with K-12 partners who have their own Title IX obligations, in settings like student teaching, dual-enrollment, field trips, and others.\

Presenters: Matt Lind and Dany Thompson

1:00 pm – 2:15 pm

Bullying Prevention in the Academic Setting

This webinar will feature an overview of policymaking on campus to prevent bullying, support victims, and ensure compliance with federal agency expectations. Topics will cover case scenarios that demonstrate the roles of supervisors, bystanders, and administrators in academic settings, including training and enforcement of policies.

Presenters: Mari Abdo and Brian Vaughan

3:00 pm – 4:15 pm

Answering the Two Big Questions in University Contracting: 1. Can we sign this? 2. Should we sign this?

Contracts take a variety of forms - affiliation agreement, a memorandum of understanding, terms and condition, a letter of agreement, a purchase order, or any number of other labels. As with any legally binding document, the reviewer should ask two questions: can I sign this, and should I sign this. This presentation walks through the basics of who has authority to sign contracts and what terms may be deal breakers for the university. This training will also discuss

the terms that any department or business unit should be sure to review, even if the contract will also be routed through Purchasing or Legal for review.

Presenters: Kristin Johnson and Sam Riedeman

Tuesday (2/27/24)

9:30 am – 10:45 am

Don't Pass the Harasser: Policy update and national trends

This webinar will feature an overview of the current policies, proposed changes, and national trends related to employment reference checks.

Presenters: Quinn Williams and Dan Chanen

11:00 am – 12:15 pm

Watch what you write! Compliance with the Wisconsin Public Records Law

This introductory webinar will explain when the Wisconsin Public Records Law applies and how Records Custodians interact with institutional records.

Presenters: Jennifer Herzog, Kendra Maier, and Katie Patten

1:00 pm – 2:15 pm

Employee Ethics and Standards of Conduct

What are the general ethics rules UW employees must follow? What should you do when there is a possible conflict or a violation? Join the presenters as they focus on employee code of ethics and standards of conduct in the workplace, as well as reporting ethics violations and sanctions.

Presenters: Brigid Daly, Donna McGee, Amy Missinne

3:00 pm – 4:15 pm

Constitutional Restrictions on Social Media Moderation: The Intersection of the First Amendment and Social Media

This webinar will cover the First Amendment implications of social media use by public institutions of higher education including limitations on content moderation, when a personal account becomes a public account, and best practices for proactively preserving an institution's ability to moderate content.

Presenters: Craig Fischer and Aaron Dumas

Wednesday (2/28/24)

9:30 am – 10:45 am

Employment Law Update

This webinar will explain changes to requirements for religious accommodations and accommodations for pregnant and nursing mothers in the wake of changes in the federal legal landscape (the Supreme Court's *Groff v. DeJoy* decision and the PWFA and PUMP Acts, respectively), as well as other developments at the state level.

Presenters: Aaron Dumas and Jennifer Lattis

11:00 am – 12:15 pm

Overview of Risk Management (Part I): An Understanding of Risk Management Functions

This webinar will provide a high-level overview of risk management functions and key operational and structural components of a risk management program. Attendees will gain a general awareness of the importance of risk management and how it relates to a university's overall success.

Presenters: Tom Joestgen, Jeff Karcher, and Paige Smith

1:00 pm – 2:15 pm

The Company Data You Keep

This webinar will discuss our legal obligations to safeguard information we collect, the UW's information security framework, and the things you can do to promote the privacy and security of our information.

Presenters: Noah Brisbin and Ed Murphy

3:00 pm – 4:15 pm

Open Meetings: When and How to Comply

Learn when the Wisconsin Open Meetings Law applies to your group, how to apply it, and best practices for open meetings. This introductory webinar will walk you through the basic elements of open meetings compliance.

Presenters: Jennifer Herzog and Kendra Maier

Thursday (2/29/24)

9:30 am – 10:45 am

Responding to Student Mental Health – Legal Considerations

*This 2022 presentation is being reprised in response to requests for continued information on this topic.

Our caring UW employees are dedicating more time and resources than ever to meet the growing mental health needs of our students, from providing innovative support measures to addressing behavioral problems. This webinar will cover legal issues to consider when supporting student mental health needs and responding to disruptive behavior or mental health crises. Topics covered will include:

- Scope of practice for clinicians
- FERPA and state medical privacy law
- Use of the non-academic misconduct process
- Involuntary medical withdrawal
- Risk assessments for implementing new tools

The topic of disability accommodations will be touched on, but you are encouraged to attend the ADA webinar for more information on this topic.

Presenters: Rachel Jeris and Wade Harrison

11:00 am – 12:15 pm

A Primer on Administrative Hearings

This webinar will cover the nuts and bolts of preparing for and participating in an administrative hearing before the Wisconsin Division of Hearings and Appeals (DHA). An experienced administrative law judge from DHA will provide guidance and the judge's perspective on the administrative hearing process, including preparing and submitting evidence, the purpose of a prehearing conference, and procedures followed during the hearing.

Presenter: Sally Pederson

1:00 pm – 2:15 pm

Overview of Risk Management (Part II): An Overview of Environmental Health and Safety and Emergency Management programs

This webinar will provide an overview of Environmental, Health and Safety and Emergency Management programs. Attendees will gain a clear understanding of how these programs lead to the overall success of the university's mission and the importance of everyone being an active participant in creating a safer and more secure university environment.

Presenters: Amy Spohn and Jim Uhler

3:00 pm – 4:15 pm

FMLA and Leave Update

This webinar will focus on legal and policy compliance regarding family and medical leave under the relevant laws and policies. This session will provide best practices for managing employee

leaves and documenting compliance. It will also cover both common and unusual situations faced by UW institutions in the recent past and provide a framework for evaluating FMLA requests.

Presenters: Matt Lind and Mike Kent

Friday (3/1/24)

9:30 am – 10:45 am

Disability Accommodations, My Dog, and Me

In this webinar, we will review the Americans with Disabilities Act and the general process for individuals to obtain reasonable accommodations. We will then examine how different categories of animals on campus that may serve as accommodations, including service animals and emotional support animals, fit into the ADA framework (or not!).

Presenters: Noah Brisbin and Ruben Mota

11:00 am – 12:15 pm

Youth Protection in 2024

SYS 625 Youth Protection and Compliance established a youth protection framework for the Universities of Wisconsin designed to mitigate risks to minors, staff, and each institution. Implementation of this framework involves staff at all levels of the institution, from leadership to staff who work directly with minors. This webinar will highlight key elements of the framework and how they work together to address risks associated with offering youth programming on your campus. Best practices, concerns about liability, and when to consult your legal team will also be discussed.

Presenters: Kim Nawyn, Amy Missinne, Matt Lind

1:00 pm – 2:15 pm

No webinar scheduled

3:00 pm – 4:15 pm

No webinar scheduled

Presenters

Universities of Wisconsin

Aaron Dumas, System Legal Counsel, Office of General Counsel

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 the First Amendment, labor and employment, 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.

Kristin Johnson, Senior System Legal Counsel, Office of General Counsel

Prior to joining the UW System, Kristin served as Assistant General Counsel for the Medical College of Wisconsin, where she handled student affairs, employment, research and other legal matters inherent to higher education. She also served as in-house legal counsel for GE Healthcare, advising on commercial transactions, regulatory compliance, and research matters. Kristin received her Bachelor of Arts degree from the University of Minnesota (2003) and Juris Doctor degree from Marquette University Law School (2008).

Matt Lind, Senior System Legal Counsel, Office of General Counsel

Matthew J. Lind, 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, Senior System Legal Counsel, Office of General Counsel

Noah Brisbin is an attorney who has worked in the Office of General Counsel since 2016. He advises UW universities on employment, contract, and student affairs matters, and also specializes in areas including animals on campus, athletics, information technology and security, and student finance. Noah previously practiced as a higher education attorney in North Dakota, including an appointment in the Office of the Attorney General. He is a two-time graduate of the University of North Carolina at Chapel Hill.

Wade Harrison, Senior System Legal Counsel, Office of General Counsel

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.

Jennifer Lattis, Deputy General Counsel, Office of General Counsel

Jennifer Sloan Lattis joined the UW System Office of General Counsel in January 2010. She received both her undergraduate and law degrees from the University of Wisconsin-Madison. Jennifer served as an Assistant Attorney General for the Wisconsin Department of Justice from 1989 to 2010 where she specialized in civil litigation with an emphasis on employment law, constitutional defense, and public records. She has over twenty years of experience representing the University of Wisconsin and state government clients in a wide variety of cases.

Quinn Williams, General Counsel, Office of General Counsel

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.

Dan Chanen, Chief Human Resource Officer,

[insert bio]

Dany Thompson, Title IX Compliance Specialist, Office of Compliance and In

Dany Thompson serves as the Title IX Compliance Specialist with the Universities of Wisconsin in the Office of Compliance and Integrity. Prior to that Dany served at UW-La Crosse as the Director of Title IX and Compliance, and she also worked at UW-Whitewater as a Title IX investigator for four years. Dany has a B.S in English and Womens Studies from UW-Oshkosh and a M.Ed from Grand Valley State University (GVSU) in College Student Affairs & Leadership. She previously worked at GVSU, Missouri Western State University, and UW-Oshkosh in the Residence Life and conduct areas, focusing on Title IX and Sexual Misconduct.

Katie Patten, Public Records/Records Management Specialist

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.

Tom Joestgen, Risk and Worker's Compensation Manager

Tom Joestgen serves as a Risk Manager in the Office of Compliance and Risk Management at the Universities of Wisconsin System. Tom has been in this role for the past 10 years. Overall, Tom has over thirty years' experience in working in risk management. Tom provides risk management guidance to the comprehensive campuses and supervises the UW self-funded worker's compensation.

Paige Smith, Director of Office of Compliance and Integrity

Paige Smith serves as the System Chief Compliance and Risk Officer in the Office of Compliance and Risk Management at the Universities of Wisconsin System. She has served in this role since January of 2022. Prior to that, Paige served as the Vice Chancellor for Administrative Services at the Universities of Wisconsin Platteville. Paige also served as a Senior System Legal Counsel in the Office of General Counsel at UWSA from 2010 to 2016.

Mike Kent, Senior Policy and Compliance Analyst

Michael Kent is Senior Policy and Compliance Analyst with the Universities of Wisconsin Office of Human Resources. He joined the UW System in 2019. He received his B.A. from Grinnell College with a double major in Psychology and Economics, and his J.D. degree from the University of Wisconsin Law School, cum laude. He was in private practice for 15 years prior to joining the UW System and has been a senior adjunct instructor in the Business Administration and Human Resources degree programs at Madison Area Technical College for almost 20 years, teaching courses in Business Law, Employment Law, Labor Relations, Business Statistics, College Success and other courses within the Business Administration and Human Resource Management programs. In this capacity he also served for 12 years as the president of the MATC Part-Time Teachers Union.

Ed Murphy, Director of Information Security

Edward Murphy became the Associate Vice President and Chief Information Security Officer for the University of Wisconsin System on March 27, 2022. He is responsible for leading the development and updating of the UW System information security program. This security program will guide the work of the UW System Administration and its institutions with respect to information security.

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 has earned his Bachelor of Science degree in Management Information Systems from the University of Arizona and his Bachelor of Arts degree in Philosophy and Political Science from the University of Maryland at College Park.

Amy Missinne, Ethics & Compliance Specialist

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, youth protection and 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 the Executive Administrative Officer to the Provost. Amy holds a M.S. degree in Training and Development (Human Resources Development) and a B.S. degree 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).

Amy Spohn, Occupational Safety Manager

Amy Spohn serves as the Environmental Health & Safety Manager for the Office of Compliance and Risk Management at the Universities of Wisconsin System. Amy joined the Universities of Wisconsin System in 2014. Previously, Amy was the Safety and Risk Manager and co-chaired Emergency Management at UW-Platteville from 2008 to 2014. Amy earned a bachelor's degree from the University of Wisconsin-Madison and a master's degree in Environmental Safety and Health from the University of Wisconsin-Whitewater.

UW-Milwaukee

Donna McGee, Deputy Chief Legal Counsel, Office of Legal Affairs

Donna joined UWM's Office of Legal Affairs in January 2006, became the Interim Associate Director in October 2012, and the Associate Director in November 2014.

Prior to joining UWM, Donna practiced at the law firm of Shearman & Sterling LLP in the Project Development & Finance Group. During this time, she worked on a wide variety of multi-national and cross-border transactions. After moving to Milwaukee from New York in the fall of 2004, Donna worked on water conservation and policy issues. Donna received her law degree cum laude from New York University School of Law in 2000 where she served as Associate Editor on the Moot Court Board. She graduated magna cum laude from Bryn Mawr College in 1997 where she studied East Asian History. Donna is admitted to practice in New York and Wisconsin.

Jennifer Herzog, Senior University Legal Counsel, Office of Legal Affairs

Jennifer joined UWM's Office of Legal Affairs in January 2013. Jennifer received her Bachelor of Arts degree from the University of Illinois at Urbana-Champaign in 2002, and graduated cum laude from the University of Illinois College of Law in 2005. Jennifer then served for two years as law clerk to the Honorable James E. Shapiro, United States Bankruptcy Judge for the Eastern District of Wisconsin. Subsequent to her clerkship, Jennifer worked with the corporate team at Godfrey & Kahn, S. C. as a member of the Business Finance and Restructuring Group. In that capacity, Jennifer conducted significant litigation and transactional work.

UW-Madison

Mari Abdo, Associate University Legal Counsel

Mari joined the Office of Legal Affairs in 2019 as Associate University Legal Counsel in the areas of employment and health law. Her 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. Mari also advises on general health law matters including patient care and risk management, practice regulation and licensing, and health care information privacy. Mari earned a B.A. in Political Science and a minor in Public Health from the University of Minnesota. She graduated from the University of Wisconsin Law School, where she was a member of the Mock Trial team and received Honors in the Labor and Employment Law concentration.

Brigid Daly, Senior University Legal Counsel

Brigid Daly is Senior University Legal Counsel. Her primary practice areas include human participants research, conflicts of interest, research compliance, and sponsored grant issues. She serves as an advisor to the University's Institutional Review Boards (IRBs), the FDA Regulated Research Oversight Program, the Human Research Protection Program (HRPP), the HRPP Quality and Compliance Operations Committee and its Advisory Committee, the Stem Cell Research Oversight Committee, the Conflict of Interest Committee, the Biosafety Committee, and the Chemical Safety Committee. Brigid graduated cum laude from the University of Wisconsin Law School where she was an editor on the Wisconsin Law Review, and the Wisconsin Journal of Law, Gender & Society. She received an Honors B.A. from Marquette University.

Craig Fischer, Associate University Legal Counsel

Craig Fischer joined the Office of Legal Affairs in 2019 and currently serves as Associate University Legal Counsel. Craig's practice areas include the First Amendment, 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. Craig also advises campus on a variety of First Amendment issues and teaches the UW-Madison undergraduate course Political Science 470, a course dedicated to the study of the First Amendment. 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.

Rachel Jeris – Senior University Legal Counsel, Office of Legal Affairs

Rachel Jeris is Senior University Legal Counsel. Her primary areas of practice are employment law and legal issues relating to student affairs. 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.

Kendra Maier, University Legal Counsel

Kendra Maier is University Legal Counsel and joined the office in 2022. Her primary practice areas include research compliance, public records/open meetings, copyright, and purchasing. Before joining the Office of Legal Affairs, Kendra served as assistant dean for academic accreditation, policies, and operations at the University of Wisconsin School of Medicine and Public Health. She has experience as a contracts negotiator for the university, focusing on complex research agreements, and previously worked in biotech research and development. Kendra graduated cum laude from the University of Wisconsin Law School where she was senior managing editor of the Wisconsin International Law Journal. She also holds an MS in molecular biology from the University of California – San Diego, and an MPH from the University of Wisconsin School of Medicine and Public Health.

Samantha (Ahrendt) Riedeman, University Legal Counsel

Samantha (Sam) joined the Office of Legal Affairs in 2023 and serves as University Legal Counsel. She provides legal advice in the areas of purchasing, public records, Freedom of Information Act (FOIA) requests, and use of university lands. Before joining the Office of Legal Affairs, she served as Staff Counsel for the Wisconsin Department of Workforce Development, where her primary practice areas included public records, purchasing, grant-making and compliance, and other transactional matters. She started her legal career in the Honors Attorney Program at the Department of Homeland Security in Washington, D.C. Following that, she served as an attorney at the Federal Emergency Management Agency for three years, primarily advising on federal procurement. Sam graduated cum laude from the University of Wisconsin Law School, and she also holds a Bachelor of Science degree from the University of Wisconsin-Madison.

Brian Vaughan, Assistant Vice Chancellor

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.

Jeff Karcher, Director of Risk Management

Jeff Karcher serves as the Director of Risk Management at the Universities of Wisconsin Madison. He has served in this role since 2016. Prior to that, Jeff was the Risk Manager at the Universities of Wisconsin- Stevens Point for 15 years. Jeff has over 30 years of experience working in a variety of roles in Risk Management, Environmental Health & Safety, Emergency Management, Facility Management and Quality Control within higher education and manufacturing settings.

Kim Nawyn, Director of the Office of Youth Protection, Office of Youth Protection

Kim Nawyn, PhD, MS, MA, is the Director of the Office of Youth Protection at the University of Wisconsin-Madison. She is adept at finding solutions to organizational challenges, including implementation of large-scale systems. Kim developed the framework for SYS 625 Youth Protection and Compliance and is member of the Universities of Wisconsin's volunteer management system implementation team. Prior to joining UW-Madison, she developed and implemented an athlete protection system for an Olympic sport. She also served as a consultant on many high-stakes civil cases for law firms serving Fortune 500 clients and taught criminology courses at a university on the East Coast.

Ruben Mota, ADA Coordinator

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.

UW-Stout

Jim Uhlir, Director of Safety & Risk Management

Jim Uhlir serves as the Director of Safety & Risk Management at UW-Stout, where he has been since 2008. He held roughly the same position at the University of Central Florida from 1994-2007. Prior to that he worked in Energy Research in North Dakota. He is a Certified Safety Professional and has survived thirty-seven years in higher education.

Wisconsin Division of Hearings and Appeals

Sally Pederson, Senior Administrative Law Judge

Sally Pederson earned a B.A. with distinction at the University of Wisconsin-Madison in 1986. After receiving her J.D. from the University of Minnesota Law School, Sally 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 Wisconsin State Public Defender as Deputy Legal Counsel and was subsequently promoted to the position of Chief Legal Counsel. She has also worked as a special education school administration consultant for the Department of Public Instruction (DPI).

Since 2002, Sally has been an administrative law judge (ALJ) at the Division of Hearings and Appeals, handling hearings for a variety of state agencies, including DPI, the Department of Corrections (DOC), the Office of the Commissioner of Insurance, and the Department of Safety and Professional Services. In 2019, she was promoted to the position of Senior ALJ, responsible for training and mentoring ALJs, advising management, and drafting DOC appeal decisions. Her current caseload concentrates primarily

on special education due process hearings for DPI and Title IX and non-Title IX hearings for the University of Wisconsin System and the Wisconsin Technical College System.