

## ERIN E. KASTBERG

### EXPERIENCE

**University of Wisconsin System Administration, Office of General Counsel, Madison, Wisconsin**

**Senior System Legal Counsel**, August 2016-Present

**System Legal Counsel**, November 2012-July 2016 (promoted)

**Associate System Legal Counsel**, January 2011-October 2012 (promoted)

Advise the Board of Regents and administrators of public institutions of higher education on legal issues regarding employment, contracts, student affairs, and compliance; defend employment discrimination claims in administrative proceedings; manage and consult with outside counsel; provide preventive education and advise on legal issues regarding employee management, investigations, sexual harassment, Title IX, the Clery Act, student conduct, privacy, leave and accommodation issues, child protection, academic freedom, contracting, and weapons on campus; interpret laws, regulations, and guidance documents; revise Board of Regents policy documents, draft System policies, and advise institutions on policy interpretation.

Serve as legal advisor to the following University of Wisconsin Committees:

Board of Regents Personnel Matters Review Committee

Board of Regents Committee on Student Discipline and Other Student Appeals

UW System Data Privacy and Security Executive Council/UW Information Assurance Council

Identity and Access Management Steering Committee

Fraud, Waste and Abuse Hotline Committee

Clery Audit Committee

Legislation Review Group

Procurement Policy Work Group

Academic Staff Appeals Committee Advisor

Student Misconduct Hearing Committee/Examiner

Audit on Reporting of Crimes Against Minors Committee

**University of Wisconsin Law School, Madison, Wisconsin**

**Adjunct Faculty**, January 2015-Present

Prepare and instruct law school course on Privacy Law exploring contexts in which individuals are likely to have privacy concerns; question the meaning of privacy, limitations on privacy, who is entitled to privacy, competing interests, sources of law, and whether the law has responded appropriately to privacy issues.

**Davis & Kuelthau, SC, Madison, Wisconsin**

**Labor and Employment Associate, Education Law Practice Group**, January 2008-January 2011

Advised Wisconsin school districts and technical colleges on a variety of legal issues; analyzed and interpreted state and federal statutes, administrative regulations, and case law; defended discrimination and unemployment claims; conducted legal research and provide legal advice; engaged in labor contract negotiations, mediations, and hearings; drafted, reviewed, and revised contracts, correspondence, briefs, and position statements; developed presentations, lectured on and addressed issues regarding employee discipline, student discipline, student records, and compliance with the Family and Medical Leave Act and Americans with Disabilities Act; reviewed proposed legislation and newly enacted legislation for preparation of client alerts; coordinated employee investigations; drafted, reviewed, and revised employee handbooks and board policies; evaluated and responded to public records requests.

**Reno & Zahm, LLP, Rockford, Illinois**

**Associate**, August 2004-December 2007

Employment Practice (primary): Defended employers in court and administrative proceedings; advised employers on inquiries such as employee discipline, dismissal, and wage and hour issues; drafted employment agreements.

General Practice: Represented clients in matters involving civil litigation, family law, real estate, bankruptcy, collections, estate planning, and estate administration; performed research projects and prepared advisory memoranda; drafted contracts, bylaws, and leases; drafted and responded to state and federal pleadings, discovery requests, and briefs; argued motions and conducted depositions.

**Rock Valley College, Rockford, Illinois**  
**Adjunct Faculty, January 2007-May 2007**

Instructed Business Law course through lecture, group discussion, and attention to student questions; drafted examination questions and assessed student competence.

**Circuit Court of the 17<sup>th</sup> Judicial Circuit, Rockford, Illinois**  
**Certified Arbitrator, April 2005-December 2007**

Served on a specially-trained arbitration panel empowered as adjuncts of the court with authority to administer oaths, rule on admissibility of evidence, and decide questions of fact and law in reaching decisions.

## **EDUCATION**

**University of Iowa College of Law, Iowa City, Iowa**

Juris Doctor, May 2004

Iowa Law Review, Member

Moot Court Executive Board, Editor

Van Oosterhout Moot Court Competitor – Top 16 students out of 211 selected on brief and oral argument scores

**Iowa State University, Ames, Iowa**

Bachelor of Science with Honors and Distinction, May 2001

Double major: Psychology and Sociology

Minor: Criminal Justice Studies

Internship with Story County District Attorney and Victim/Witness Assistance Program

Research Assistant in validation of MnSOST-R used to predict recidivism among sex offenders

Forensic Science Instructor for Gifted and Talented Summer Program

## **BOARD MEMBERSHIPS, COMMITTEES & COMMUNITY INVOLVEMENT**

**Domestic Abuse Intervention Services (DAIS), Madison, WI**

Board of Directors, January 2013-December 2015 (completed three-year term)

Personnel Committee (chair), January 2013-December 2015: Advise on personnel matters, lead performance evaluation of Executive Director, and chair Compensation Task Force to facilitate a compensation study and implement appropriate compensation increases.

Administration Committee (chair), January 2015-Present: Lead review of employee handbook, grant compliance review, compensation adjustments, and leadership development.

Building Committee, January 2014-July 2014: Provide oversight during construction of new facility for survivors of domestic violence.

Volunteer Attorney, October 2009-March 2012: Advise, represent, and support petitioners at domestic abuse injunction hearings.

**National Association of College and University Attorneys, February 2011-Present**

Committee on Legal Education, August 2014-Present

NACUA Notes Editorial Board, August 2012-July 2013

**Educational Communications Board, Madison, WI**

Board of Directors, designee for UW System President, April 2014-Present

Promote equitable access to telecommunications services and advanced technologies in support of educational goals.

**Wisconsin State Bar, Madison, WI**

Leadership Academy Participant, November 2016-Present

Top twenty-two applicants selected to participate in a leadership development program for attorneys.

**The Business Forum, Madison, Wisconsin**

Board of Directors, April 2009-February 2011

Membership Committee, October 2009-February 2011 (Co-chair, April 2010-February 2011)

Leadership Track, September 2009-March 2010

Scholarship Committee, April 2009-October 2009

Serve as member of a professional organization dedicated to promoting personal and professional growth of its members and others through networking, scholarships, mentoring, and community involvement.

**Dane County Bar Association**, Madison, Wisconsin  
Delivery of Legal Services Committee, September 2009-January 2011  
Raise awareness regarding pro bono opportunities, review applications, and award Worthy Causes Grants.

**Legal Action of Wisconsin: Volunteer Lawyers Project**, Madison, Wisconsin  
Volunteer Attorney, November 2009-November 2011  
Represent individuals in family law cases.

**YMCA Community Action Team**, Madison, Wisconsin  
Team Member, November 2009-May 2010  
Assist in preparation and completion of mentoring plan for YWCA to improve employee retention.

**Rockford MELD**, Rockford, Illinois  
Board of Directors, Personnel Committee Co-chair, 2006-2008  
Lead search for new Executive Director for a non-profit organization providing programs for young parents and their children, address personnel issues, and revise employment policies.

**Domestic Violence Intervention Program**, Iowa City, Iowa  
Certified court advocate, 2002-2004  
Assisted petitioners at domestic abuse injunction hearings.

### **SELECTED ARTICLES/LECTURES/PRESENTATIONS**

2016 Presenter, Employment Law 101 for New Supervisors  
2016 Presenter, Athletics & Title IX Compliance  
2016 Presenter, Title IX & Sexual Assault Hearing Procedures  
2016 Presenter, UW Law Days, Don't Keep it to Yourself: Employee Reporting Obligations  
2016 Presenter, UW Law Days, Students Through a Privacy Law Lens  
2015-16 Presenter, UW Purchasing Conference, Legal Issues in Contracting  
2015 Presenter, Misconduct Investigations  
2015 Presenter, Employee Management and Reporting Obligations  
2015-16 Presenter, Sexual Harassment Prevention  
2015 Presenter, Hearing Examiner Training  
2015 Presenter, Sexual Harassment, Title IX, and Executive Order #54  
2014-15 Presenter, Sexual Misconduct and Title IX  
2014 Presenter, Employee Management, Academic Freedom, and Sexual Harassment  
2014 Presenter, Title IX and Executive Order #54 (Mandatory Reporting of Child Abuse and Neglect)  
2014 Presenter, UW Law Days, Employment Discrimination Claims  
2014 Presenter, UW Law Days, Top Five Student Compliance Issues  
2013 Presenter, Legal Issues for Campus Deans  
2013 Presenter, Sexual Assault Reporting Obligations  
2012-13 Presenter, Keeping UW Campus Communities Safe for Children  
2012 Presenter, Legislative Council, Special Committee on Child Abuse and Child Neglect  
2012 Presenter, UW Law Days, Nine Things You Need to Know About Title IX  
2012 Presenter, UW Law Days, Concealed Carry on Campus  
2011-12 Presenter, Sexual Harassment Awareness and Prevention  
2010 Presenter, Student Expulsion and Discipline: Student Misconduct On and Off Campus  
2010 Author, Federal Court Declares Administrator Contract Void  
2009 Presenter, School Law Summer Institute, Teacher Evaluation, Discipline and Non-Renewal  
2009 Author, Wisconsin Supreme Court Upholds Arbitrator's Determination  
2009 Presenter, The New FMLA Regulations  
2008 Presenter, The Myth of At-Will Employment

### **BAR ADMISSIONS**

U.S. District Court, Eastern District of Wisconsin, 2006  
U.S. District Court, Western District of Wisconsin, 2006  
Wisconsin Supreme Court, 2006  
U.S. District Court, Northern District of Illinois, 2005  
Illinois Supreme Court, 2004