



**Sheila M. Conroy, J.D.**

**Partner**

[sconroy@le-hrlaw.com](mailto:sconroy@le-hrlaw.com)

10 E. Doty Street  
Madison, WI 53703

(608) 770-5732

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## EXPERIENCE

Sheila has been a part of the legal team at Lake Effect HR & Law from its opening day in 2018. From 2016 to 2018, Sheila worked with most of the Lake Effect team at Clark & Gotzler. Sheila has over 15 years of experience litigating employment cases and counselling private and public sector employers in employment and human resources matters.

Ms. Conroy's prior experience representing employers includes private practice in Chicago and Milwaukee. She began practicing in Chicago at Wildman, Harrold, Allen & Dixon and continued at Franczek, Sullivan P.C, a boutique management-side labor and employment firm where she developed considerable litigation experience. Sheila later practiced at Friebert, Finerty & St. John, S.C. in Milwaukee.

While working in private practice, Sheila advised large and small businesses on a range of employment issues including interview and hiring processes, employment agreements and handbooks, employee performance monitoring and reviews, FMLA and other leave policies, drug and alcohol testing, sexual harassment complaints and investigations, and other EEO compliance issues. Sheila's practical approach to employment law has always focused on helping each client maintain a productive, positive work force by implementing effective employment policies and practices. Sheila also has experience litigating employment discrimination, wage and hour, and tort claims before courts and administrative agencies.

Sheila has applied her employment relations and human resources expertise in the public sector, as well. During her tenure as Director of the State of Wisconsin Office of State Employment Relations (OSER), she oversaw the implementation of human resources policies and programs for state employees, the development of affirmative action and EEO initiatives across state agencies, and the negotiation and

administration of collective bargaining agreements with unions representing over 30,000 state employees.

## Professional Affiliations

- State Bar of Wisconsin
- Society for Human Resources Management

## Bar & Court Admissions

- Wisconsin (2003)
- Illinois (1991)
- U.S. District Court, Northern District of Illinois (general bar 1991; trial bar 1998)
- U.S. Court of Appeals for the Seventh Circuit (1994)

## Education

- University of Michigan Law School, cum laude (J.D. 1991)
- Marquette University, Milwaukee, WI, summa cum laude (B.A. 1988)
  - Phi Beta Kappa

## Community Involvement

- Madison Public Library Foundation, Board of Directors
- Badger United, Board of Directors

Past involvements include the following organizations:

- UW Carbone Cancer Center, Advisory Board of Directors
- Girls on the Run of Dane County, Board of Directors and Coach
- Operation Fresh Start, Volunteer Tutor

## Personal

Sheila currently lives in Madison with her husband and three daughters. She enjoys running, biking and a really strong cup of coffee afterward.