



Seth F. Gilbertson

Senior Counsel

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Profile

Seth brings direct experience in student affairs, labor and employment matters to his clients, with an emphasis on higher education institutions (HEIs). For the past 16 years, he served as senior counsel to several HEIs in the State University of New York (SUNY) system, including Upstate Medical University and the University at Buffalo.

Most recently, Seth was labor and student affairs counsel for SUNY's western campuses (University at Buffalo, Buffalo State College, SUNY Geneseo, SUNY Fredonia, SUNY Brockport and Alfred State College). In addition, he served as primary counsel for international programs, applied learning and records/e-discovery.

Seth oversaw many labor and employment cases, including cases before the New York State Division of Human Rights and the Equal Employment Opportunity Commission. He has drafted multiple policy documents for SUNY, including housing licenses, discrimination complaint procedures and e-discovery procedures. Seth managed audits, including federal and state Clery, OFCCP and Title IX audits; represented SUNY during Inspector General and Office for Civil Rights investigations and was counsel to task forces on student wellness and students with disabilities. He negotiated system-wide contracts with Google and Microsoft.

Seth is a frequent presenter at national higher education conferences, including National Association of College and University Attorneys (NACUA).

Honors & Affiliations

- National Association of College and University Attorneys
 - Committee on Legal Education, 2020-2022
 - Planning Committee for Annual Conferences, 2014-2015, 2018-2020
 - Leader, International Track, 2014, 2019
 - Editorial Board, The Journal of College and University Law
 - Strategic Planning Committee, 2016-2017
 - Recipient, NACUA's First Decade Award, 2016
 - NACUA Advisory Group on the Transition of JCUL
- New York State Bar Association, Law, Youth and Citizenship Committee, Mock Trial Sub-Committee, 2008-Present

Education

- Albany Law School of Union University (J.D., *cum laude*, 2006)
Editor-in-Chief, *Albany Law Review*, Volume 69
- Saginaw Valley State University (B.A., *cum laude*, 2003)

Bar/Court Admissions

- New York

Practices

- Labor and Employment
- Higher Education

Representative Publications

- Co-Author, "Legal and Ethical Issues Surrounding the Use of Crowdsourcing Among Healthcare Providers," *Health Informatics Journal*, 2018
- "Town and Gown: Effective Legal Strategies Promoting Cooperation Between Institutions of Higher Education and their Host Municipalities," *American Bar Association*, 2013
- Internship and Externship Programs Under the Fair Labor Standards Act, *NACUANOTE*, May 2011
- Co-Author, Outsourcing@YourUniversity.edu, *NACUANOTE*, December 2009
- New Hampshire High Court Study: 'Live Free Or Die,' But In The Meantime . . . , 69 ALB. L. REV. 591; (Winner of 2006 Scribes Award)

Representative Presentations

- Moderator, What is Academic Freedom?, Legal Issues in Higher Education Conference, The University of Vermont, October 18, 2022
- Moderator, Ask an Expert - Free Speech on Campus, Legal Issues in Higher Education Conference, The University of Vermont, October 19, 2022
- Moderator, Fireside Chat on Campus Safety - the View from D.C., Legal Issues in Higher Education Conference, The University of Vermont, October 20, 2022

Other Activities

- Bill Lagalo Foundation, Inc., Secretary and General Counsel
- University of Vermont Legal Issues Conference, Board of Advisors
- University at Buffalo Child Care Center, President, Board of Directors
- Journal of the Scholarship of Engagement (JoSE), Board of Directors