

JOSEPH R. TIANO, JR., ESQ.
FOUNDER AND CEO - LEGAL DECODER INC.
THOUGHT LEADERSHIP EXPERIENCE
OCTOBER 1, 2024

LAW REVIEW ARTICLES, ACADEMIC ESSAYS AND LEGAL INDUSTRY JOURNAL ARTICLES

- Nancy B. Rapoport & Joseph R. Tiano, Jr., Walking the Data Walk: Using Time Entries to Advance DEI Initiatives, 79 BUS. LAW. 1 (Winter 2023-2024) (peer reviewed).
- Joseph R. Tiano, Jr. et. al., The Duty of Supervision in the Age of Generative AI: Urgent Mandates for a Public Company's Board of Directors and Its Executive and Legal Team, American Bar Association - Business Law Today (March 26, 2024) available at <https://businesslawtoday.org/2024/03/the-duty-of-supervision-in-the-age-of-generative-ai-urgent-mandates-for-a-public-companys-board-of-directors-and-its-executive-and-legal-team/>
- Joseph R. Tiano, Jr., Nancy B. Rapoport & Joseph D. Wilson, AI Use in Bankruptcy: Court , Rules, and Guidelines Tracker, Thomson Reuters – Practical Law (2024) available at <https://content.next.westlaw.com/w-043-3270?bhcp=1&transitionType=Default&contextData=%28sc.Default%29>
- Gary Marchant & Joseph R. Tiano, Jr., “AI and Legal Ethics” white paper presented at Arizona Summit on Artificial Intelligence, Law and the Court (December 2023) available at <https://www.azcourts.gov/aisummit/Materials>.
- Nancy B. Rapoport & Joseph R. Tiano, Jr., Expert Q&A on the Ethical Considerations of AI and the Reasonableness of Bankruptcy Fees, Now That Generative AI Is Here to Stay, Thomson Reuters Practical Law (November 10, 2023) available at [https://content.next.westlaw.com/practicalaw/document/lca6d2ed477e211ee8921fbef1a541940/Expert-Q-A-on-the-Ethical-Considerations-of-AI-and-the-Reasonableness-of-Bankruptcy-Fees-Now-That-Generative-AI-Is-Here-to-Stay?viewType=FullText&transitionType=Default&contextData=\(sc.Default\)](https://content.next.westlaw.com/practicalaw/document/lca6d2ed477e211ee8921fbef1a541940/Expert-Q-A-on-the-Ethical-Considerations-of-AI-and-the-Reasonableness-of-Bankruptcy-Fees-Now-That-Generative-AI-Is-Here-to-Stay?viewType=FullText&transitionType=Default&contextData=(sc.Default))
- Nancy B. Rapoport & Joseph R. Tiano, Jr., Reimagining “Reasonableness” Under Section 330(a) in a World of Technology, Data, and Artificial Intelligence, 97 AM. BANKR. L.J. 254 (2023) (peer-reviewed), available at https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4515196.
- Nancy B. Rapoport & Joseph R. Tiano, Jr., Billing Judgment, 96 AM. BANKR. L.J. 311 (2022) (peer-reviewed), available at https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4172409.
- Joseph R. Tiano, Nancy B. Rapoport & William J. Siroky, The Specter of Malpractice: When Law Firm General Counsel and Risk Management Professionals Are Confronted With Potential Malpractice Claims and Ethics Violations, 81 MARYLAND L. REV. (ONLINE) 1 (2021), available at https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3932534.
- Nancy B. Rapoport & Joe Tiano, BigLaw Surprises Some With Record Profits in 2020–Now What?, Above the Law (April 30, 2021), available at <https://abovethelaw.com/2021/04/biglawsurprises-some-with-record-profits-in-2020-now-what/>.
- Nancy B. Rapoport & Joseph R. Tiano, Jr., The Legal Industry’s Second Chance To Get It Right, 57 WILLAMETTE L. REV. 1 (2021), available at https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3773197.
- Nancy B. Rapoport & Joseph R. Tiano, Jr., Using Data Analytics to Predict an Individual Lawyer’s Legal Malpractice Risk Profile (Becoming an LPL “Precog”), 6 U. PA. J. L. & PUB. AFF. 267 (2020), available at https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3760626.
- Nancy B. Rapoport & Joe Tiano, COVID-19 Could Catalyze The Legal Industry Renaissance, Above the Law (April 29, 2020), available at <https://abovethelaw.com/2020/04/covid-19-couldcatalyze-the-legal-industry-renaissance>.
- Nancy B. Rapoport & Joseph R. Tiano, Jr., Leveraging Legal Analytics and Spend Data as a Law Firm Self-Governance Tool, XIII J. BUS. ENTREPRENEURSHIP & L. 171 (2019) (presented at Arizona State University’s 7th Annual Conference on the Governance of Emerging Technologies & Science: Law, Policy & Ethics (May 2019)), available at https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3525660.
- Nancy B. Rapoport & Joseph R. Tiano, Jr., Legal Analytics, Social Science, and Legal Fees: Reimagining “Legal Spend” Decisions in an Evolving Industry, Georgia State Symposium on Legal Analytics, 35 GA. ST. U. L. REV. 1269 (2019), available at https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3418465.
- Joseph R. Tiano, Jr., PRICING LEGAL SERVICES ACCURATELY WITH DATA ANALYTICS TECHNOLOGY, HIGH PERFORMANCE COUNSEL, available at https://highperformancecounsel.com/whitepaper_legaldecoder_pricing-legal-svcs/ (2019)

- Joseph R. Tiano, Jr., EVALUATING OUTSIDE COUNSEL WITH 3 KEY METRICS, Bloomberg Law - Big Law Business (May 19, 2015).
- Joseph R. Tiano, Jr., 5 WAYS DATA CAN HELP OPTIMIZE YOUR OUTSIDE COUNSEL STAFFING MIX, InsideCounsel (March 13, 2015).
- Joseph R. Tiano, Jr., 5 TECHNOLOGY-ENABLED, DATA-DRIVEN STRATEGIES TO REDUCE ADMINISTRATIVE BURDENS AND SPEND, InsideCounsel (February 25, 2015).
- Joseph R. Tiano, Jr., DATA ANALYTICS TOOLS CAN INFORM A LAW DEPARTMENT'S INITIAL INSOURCING DECISION, InsideCounsel (January 23, 2015).
- Joseph R. Tiano, Jr., Regulators Building Investor Confidence: Chinese Style, BLOOMBERG CORP. L. J. (March 2006).
- Joseph R. Tiano, Jr. Anatomy of a Chinese APO: Speed, Certainty, and Flexibility in an Ever-Changing Environment, The Issuer's Guide to Pipes: New Markets, Deal Structures, and Global Opportunities for Private Investments in Public Equity (October 10, 2005).
- Joseph R. Tiano, Jr., The Liability of Computerized Information Service Providers: A Look Back and a Proposed Analysis for the Future" 56 U. PITT. L. REV. 655 (1995).

COMMERCIAL PUBLICATIONS (available on LinkedIn profile page or Legal Decoder Resources page).

LEGAL INDUSTRY PERSPECTIVES

- [Pricing Uncertainty: The Legal Industry's \\$60 BILLION Challenge](#) (October 28, 2016).
- [How Lawyers Demonstrate Their Value: A Proposed Analytic Framework](#) (April 17, 2017).
- [The Legal Industry's Road Ahead: Interview conducted by High Performance Counsel](#) (June 23, 2016).
- [The "What NOT to do" List in Business](#) (May 27, 2016).
- [For the Entrepreneurially-Minded: Thoughts, Realities and Encouragement by an Entrepreneur-in-Progress](#) (February 7, 2016).

ARTIFICIAL INTELLIGENCE, LEGAL DATA ANALYTICS AND TECHNOLOGY

- Joseph R. Tiano, Joseph D. Wilson & Nancy B. Rapoport, Federal Court Standing Order Tracker, Thomson Reuters (website forthcoming)
- Nancy B. Rapoport & Joseph R. Tiano, Jr., AI in Bankruptcy Practice (February 2024) available at <https://www.reuters.com/practical-law-the-journal/transactional/ai-bankruptcy-practice-2024-02-01/>
- Fortifying Law Firm Economics Against the Perils of GenAI and Ethics Rule 1.5 (January 2024), available at <https://www.legaldecoder.com/blog/2024/1/11/generative-ai-legal-ethics-and-pricing-whitepaper>.
- The Duality of Legal Spend Analytics (December 6, 2019).
- Getting the Most from A Legal Analytics Initiative (December 11, 2018).
- [The Legal Industry Riding the Data Wave...](#) (April 26, 2016).
- [FitBit for Your Legal Department: Evaluating Legal Data Analytics Solutions](#) (January 28, 2016).
- [12 Smart Things In-House Law Departments Can Do with Big Data](#) (April 30, 2015).
- [The Emergence of Data Driven Lawyering](#) (February 12, 2015).
- [Fighting Fires without Legal Spend Analytics Tools](#) (June 11, 2015).
- [Clients Can Drive Outside Counsel's Workflow Efficiency](#) (May 28, 2015).
- [5 ways data can help optimize your outside counsel staffing mix](#) (March 13, 2015).
- [Why You Should Care About Outside Counsel's Billing Hygiene](#) (May 12, 2015).
- [Can Corporate Legal Departments Realize a 766.0% ROI in Technology/Data Solutions?](#) (March 28, 2015).
- [In-House Legal Using Technology and Data to Cut the Administrivia](#) (February 25, 2015).
- [Getting the Most Out of LegalTech 2015](#) (January 29, 2015).

LAW DEPARTMENT OPERATIONS AND MANAGEMENT

- [2016 Law Department Operations Survey: A Blueprint for Law Departments \(AND LAW FIRMS!\)](#) (December 11, 2016).
- [Case Study | Legal Spend Authentication \(LSA\). Technology \(complimentary copy now available\).](#) (July 28, 2016).
- [Aligning Other Departments with the Corporate Legal Department](#) (August 25, 2015).

- [Speaking the Language of the Corporate Legal Department...](#) (June 30, 2015).
- [Re-Characterizing the Corporate Legal Department as a Cost \(Mitigation\). Center](#) (June 18, 2015).

LAW DEPARTMENT STRATEGIC GOALS AND INITIATIVES

- [Most Popular Law Department New Year's Resolutions for 2016](#) (December 15, 2015).
- [Corporate Legal/Claims Departments Thinking Ahead: Law Firm Convergence Next Era Undercurrents](#) (September 5, 2015).
- [Corporate Law Departments: Recent Sound Bites from Your ACC-Houston Peers](#) (February 21, 2015).

BILLING, RATES, BUDGETING AND OUTSIDE COUNSEL COST MANAGEMENT

- [Getting to "Yes" on Alternative Fee Arrangements](#) (August 13, 2015).
- [Inside Counsel Intelligently Steering the Budget Process for Outside Counsel](#) (June 5, 2015).
- [Outside Counsel's Hourly Rates: Another Perspective for Legal Department Leaders](#) (April 2, 2015).
- [Are Outside Counsel Rate Freezes Translating to Cost Savings?](#) (January 8, 2015).
- [Does Outside Counsel Understand your Need for Budget Certainty?](#) (December 17, 2014).

OUTSIDE COUNSEL SELECTION AND EVALUATION

- [Are Smaller, Boutique Law Firms Right for your Law Department?](#) (October 13, 2015).
- [Optimize Value from Outside Counsel's Junior Personnel](#) (December 24, 2014).
- [Legal Departments: Annual Evaluations of Outside Counsel are Changing](#) (December 13, 2015).
- [Engaging a Mega-Firm: Four Simple Inquiries for Law Department Leaders](#) (April 16, 2015).
- [Legal Departments: Critically Assess Your Use of Service Partners](#) (December 31, 2014).
- [Hiring Outside Counsel on a Moment's Notice](#) (February 6, 2015).

MANAGEMENT OF OUTSIDE COUNSEL

- [5 Simple \(well-received\). Ways Inside Counsel Can Capitalize on Newfound Leverage](#) (September 15, 2015).
- [The Immaculate Succession: 4 Steps for Legal Departments](#) (July 15, 2015).
- [The Evolving Attorney-Client Relationship: Marriage 101?](#) (March 20, 2015).
- [3 Ways to Reduce Costs related to Outside Counsel's Personnel Turnover](#) (March 6, 2015).
- [Capitalize on Outside Counsel's Core Expertise](#) (January 21, 2015).

SELECTED SPEECHES, CLE PRESENTATIONS, LECTURES AND SEMINARS

- Expert Panelist, AI in Bankruptcy Law, Arizona State Bar Association Annual Meeting (June 14, 2024)
- Lecturer, TechTalks, Arizona State Bar Association 2024 Annual Meeting (June 13, 2024)
- Lecturer, Sandra Day O'Connor College of Law, Conference on Governance of Emerging Technologies, "AI and Legal Ethics" (May 16, 2024)
- Panelist, Fifth Circuit Judicial Conference, "AI and Legal Ethics " (May 11, 2024)
- Lecturer, National Academy of Continuing Legal Education, "AI and the Duty of Supervision" (April 26, 2024)
- Panelist, AI and In-House Counsel: Special Considerations for Lawyers in Regulated Spaces, New York City Bar Association Corporate Counsel Symposium (April 19, 2024).
- Presenter, AI Is Coming for You: The Practical and Ethical Implications of How Artificial Intelligence Is Changing the Practice of Law, American Bar Association Business Law Section 2024 Spring Meeting (April 4, 2024)
- Presenter, Law Firm Pricing in the Age of GenAI, TVPi Intersect 2024: 10th Annual Miami Value Meeting (January 2024).
- Presenter, Arizona Inns of Court, "AI and Legal Ethics" (December 12, 2023).
- Presenter, Arizona Summit on Artificial Intelligence, Law and the Courts, "AI and Legal Ethics" (December 11, 2023).

- Panelist, American Bankruptcy Institute - Winter Leadership Conference 2023, "To Use or Not to Use: Ethics and the Use of AI in the Legal Industry " Scottsdale, Arizona (December 2, 2023).
- Presenter, San Diego Bankruptcy Forum, "Friend or Foe? Incorporating AI into the Practice of Bankruptcy Law" (November 30, 2023).
- Presenter, Central Arizona Estate Planning Council (Fall Meeting), "Being a Professional in the Age of Artificial Intelligence and Data Analytics" (October 9, 2023).
- Panelist, ABA Standing Committee on Lawyers' Professional Liability National Legal Malpractice Conference, *Cutting Edge Data Analytics - Claims Prediction and More* (plenary session) (September 2023).
- Lecturer, District of Arizona Annual Conference, "Teleworking and Professional Responsibility" (May 19, 2023).
- Lecturer, National Academy of Continuing Legal Education, "Why Lawyers Need to Bill Strategically in an Age of Legal Artificial Intelligence" (May 15, 2023)
- Lecturer, American Bankruptcy Institute - Winter Conference 2022, "Don't Just Say No: Ethics and the Changing Practice of Law" (December 10, 2022)
- Lecturer, New York City Bar, "How Billing Practices Can Foreshadow Malpractice Risk" (December 7, 2022)
- Lecturer, myLawCLE, "Legal Ethics: Reasonableness of fees" (December 30, 2022)
- Lecturer, Columbus Bar Association, "Billing Judgment: The Importance of Reasonable Billing (November 3, 2022)
- PLUS blog, *Becoming an LPL "Precog"*, <https://plusblog.org/2022/10/10/plus-podcastbecoming-an-lpl> (October 10, 2022)
- Co-Presenter, General Counsel Roundtable, *Using Data Analytics to Predict an Individual Lawyer's Legal Malpractice Risk Profile*, (with Joseph R. Tiano, Jr.) (June 2022).
- Co-Presenter, General Counsel Roundtable, *The Specter of Malpractice*, (with Joseph R. Tiano, Jr.) (April 2022).
- Presenter to Ninth Circuit Conference of Chief Bankruptcy Judges, Bankruptcy Court Clerks and Bankruptcy Lawyer Representatives, Billing Judgment (March 2022)
- Presenter, CLE Ethics Presentation, Ethics Rule 1.5, Data Analytics and Legal Fees (December 2020)
- Lunch Speaker, Value KPIs and Metrics for Law Firms, TVPi Intersect 2020: 6th Annual Miami Value Meeting (January 2020)
- Panelist, Leveraging Legal Analytics and Spend Data as a Law Firm Self-Governance Tool, Arizona State University's 7th Annual Conference on the Governance of Emerging Technologies & Science: Law, Policy & Ethics (May 2019).
- Presenter, Legal Analytics, Social Science, and Legal Fees: Reimagining "Legal Spend" Decisions in an Evolving Industry, Georgia State Symposium on Legal Analytics (2019)
- Presenter, Leveraging Legal Analytics and Spend Data as a Law Firm Self-Governance Tool, Legal Marketing Association: P3[®] - The Practice Innovation Conference (2019)
- Co-Chair (with Joseph R. Tiano, Jr.) of SALI Bankruptcy Working Group (developing a bankruptcy taxonomy (2021-present) (sali.org).

WEBINARS AND PODCASTS

- 3-Part Webinar Series, "How to Run an Effective Outside Counsel Review Program" presented by Legal Decoder (December 2021-February 2022)
- Presenter on Build-a-Business Podcast, Episode 115 How to Unleash a Flood of Sales ... Do One Simple Thing (November 2021)
- Presenter on Law Clerk Podcast, Virtual Summit: The Successful Business and Practice of Law (May 2020)
- Presenter on Build-a-Business Podcast, Episode 8, "How Do You Transition from having a Long Career as an Attorney and Become a High-Tech Entrepreneur? (April 2020)

INDUSTRY VOLUNTEER ACTIVITIES, MEDIA INTERVIEWS, ARTICLES, AND AWARDS

- Responsible Use of AI in Law (RAILS Initiative - Duke University Law School): Working Group IV: AI Policy Guidelines and Best Practices for In-House Law Departments
- SALI Project, Co-Head Bankruptcy Task Force
- (Interview) Becky Yerak, *Machine Learning Comes to Bankruptcy*, Wall Street Journal, April 16, 2024 at B4.

- (Interview) "On The Money: Experts Discuss Data Driven Techniques For Evaluating Fees In Complex Bankruptcy Cases, Interview by High Performance Counsel, available at https://hpctest.com/otm_experts_bankruptcy_analysis/ (February 22, 2019).
- (Interview) "10 Lawyers-Turned-Entrepreneurs Creating a Revolution in Law" available at <https://www.entrepreneur.com/article/295194> (June 14, 2017).
- (Interview) "Booming Legal Tech Market Draws Attorneys Looking for New Path," available at <https://news.bloomberglaw.com/us-law-week/booming-legal-tech-market-draws-attorneys-looking-for-new-path> (May 16, 2019).
- Fastcase 50 Honoree, <http://www.fastcase.com/fastcase50/?class=2018>
- Featured, "Embracing Data-Driven Legal Intelligence" www.legaltech.com