

# AI & Dispute Resolution

# Human Talent in an AI Workforce

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# The Cultural Shift: What's Missing?

1. Quantifying Expertise
2. Training on Tacit Knowledge



# Quantifying Expertise

# Experience and Expertise

## Conceptual Questions in Developing Expert-Annotated Data

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### ABSTRACT

In this paper, we argue that nuanced expert annotation often requires a significant rethinking of the traditional paradigms of data annotation. In a small pilot study, we find that even the most highly trained experts demonstrate significant heterogeneity in their evaluation of the document-level coherence of bespoke contracts. The outcomes of our study provide preliminary considerations of how paradigms of document annotation should fully utilize expert annotations in bespoke contexts.

### CCS CONCEPTS

- **Computing methodologies** → **Natural language processing**;
- **General and reference** → **Design**; **Empirical studies**; **Experimentation**;
- **Theory of computation** → *Semantics and reasoning*;
- **Applied computing** → **Document preparation**; **Annotation**; **Law**.

### KEYWORDS

data annotation paradigms, large language models, contract review, domain expertise, legal NLP

forth a small qualitative study to assess the annotation practices of an expert-annotated contract dataset.

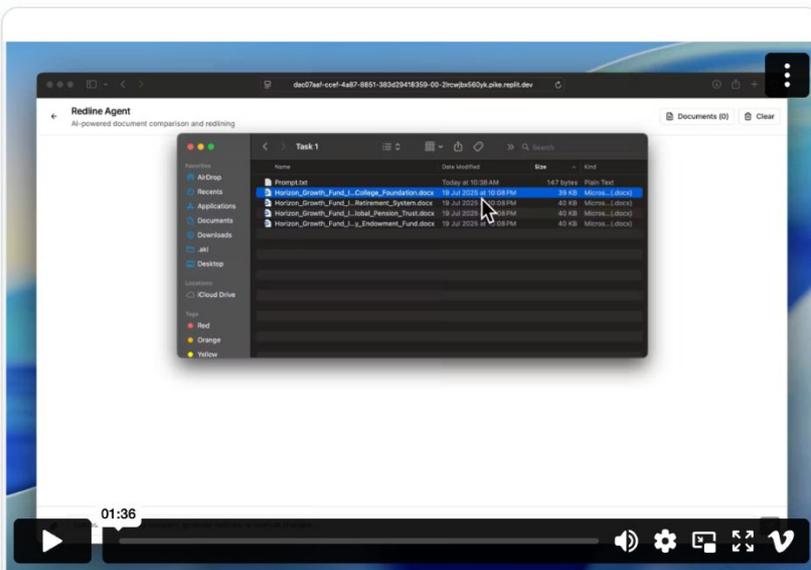
Previous evaluation efforts in the domain of contract review can broadly be categorized into two groups: (1) information retrieval (e.g., CUAD [2], Lease Contract Review [5], etc.); and (2) document-level coherence (i.e., ContractNLI [3]). While most prior research has focused on the former (e.g., identifying the presence or absence of individual clauses), recent studies have proposed to treat contracts as "systems" in which individual clauses can interact in complex ways [9]. As such, the answer to a legal inquiry might often not be found in a single provision. Instead, it is important to understand the overall structure of the agreement.

In this paper, we argue that nuanced expert annotation often requires a significant rethinking of the traditional paradigms of data annotation. Current approaches are designed to allow experts to extract limited pieces of information from more bespoke texts such as contracts. However, this use of expertise is rather one-dimensional and does not account for the full scope of annotator proficiency. In effect, the dominant prescriptive paradigm offers a narrow scope of how expertise is translated and operationalized in the labeling process, and thereby, may be underutilizing expert knowledge. For

December 15, 2025

# **Transitioning Legal AI from the Era of Execution to the Era of Experience**

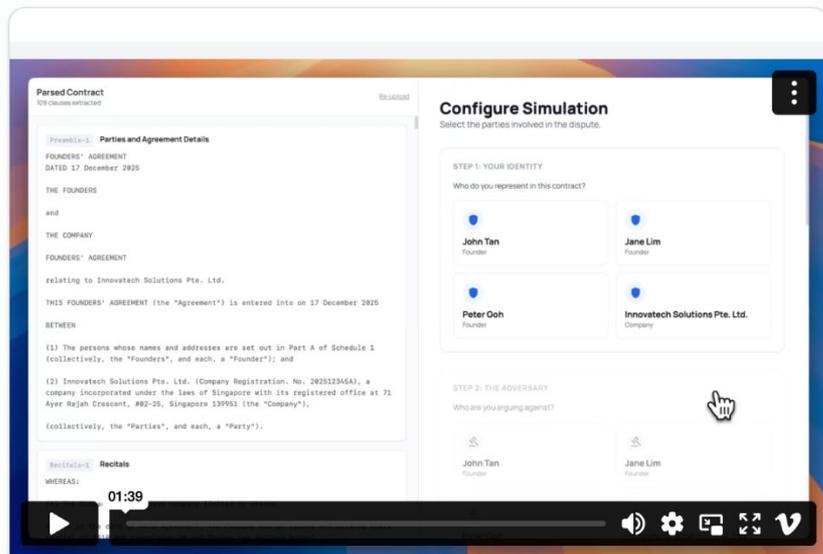
# Lawyer-Coded



## Redline Agent

AI-powered document comparison agent. Upload two documents, generate redlines with track changes, and get AI analysis of...

- DOCX Redline Generation
- Track Changes Analysis
- Character Level Text Comparison



## Contract Simulation

Stress-test your contracts with AI agents that simulate opposing counsel, identify weak clauses, and suggest protective amendments.

- AI-powered dispute simulation
- Real-time clause highlighting
- Arbitrator rulings with confidence scores



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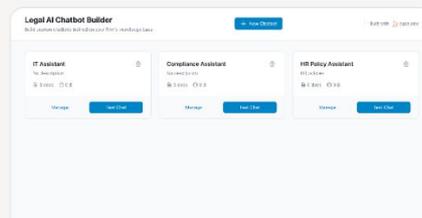
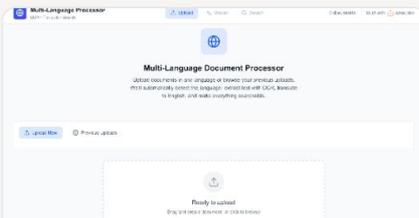
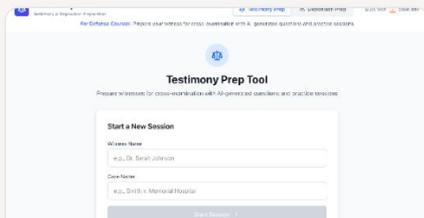
LLM

Workflows

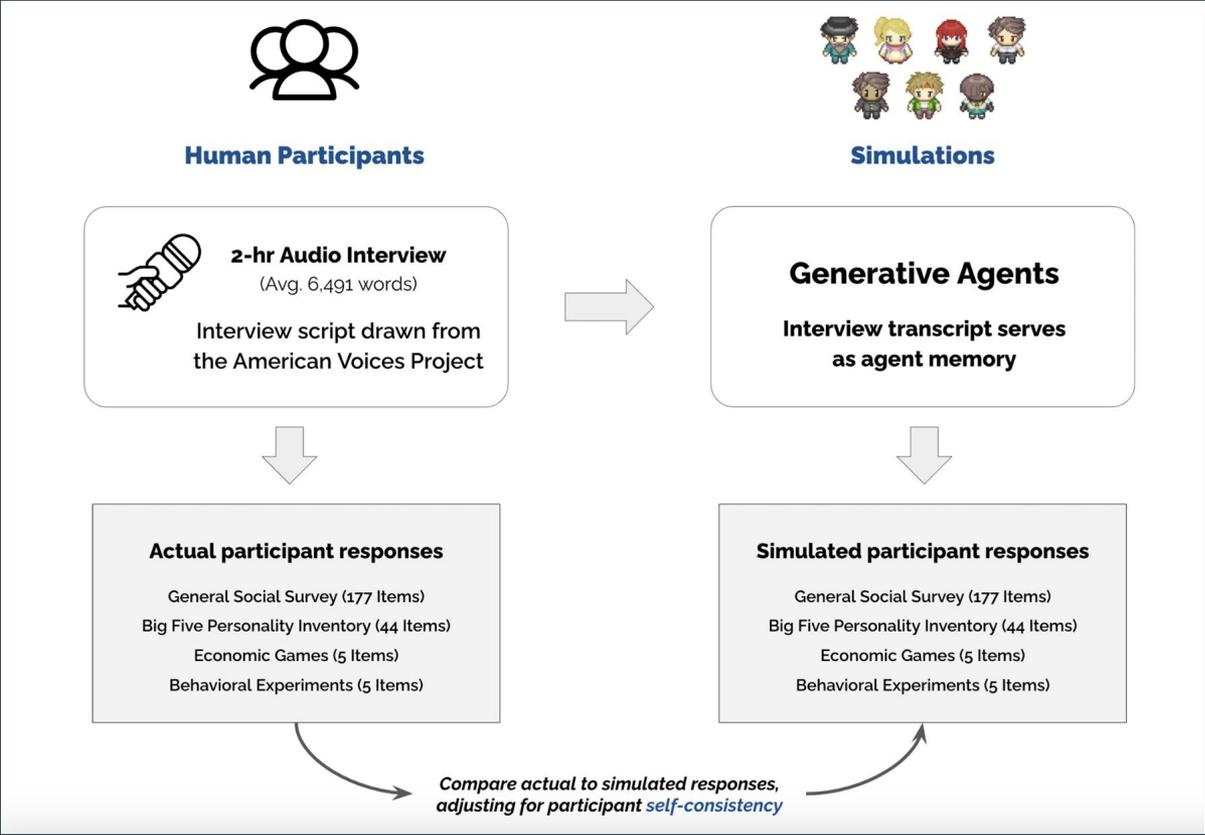
Convert

Payments

Format



# Generative Agent Simulations of 1000 People



# Personas Unlock Legal Intuition: Aligning LLMs to Subjective Expert Strategies

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## Abstract

Large language models (LLMs) perform well at objective legal tasks, yet their ability to capture the subjective decision-making process of specific expert lawyers remains under-explored. We study whether persona-conditioned prompting –injecting a concise profile focused on qualitative traits systematically distilled from interviews with each attorney – helps an LLM align with an attorney’s deposition strategies. We compare GPT 4.1, Gemini 2.5 Pro, and Claude 3.7 with and without persona information on a novel dataset of 2824 deposition choices by 3 U.S. trial lawyers. Persona conditioning significantly raises strategy prediction alignment by 22%.

## 1. Introduction

The rapid popularization of large language models (LLMs) has drastically advanced several significant frontiers within legal informatics. Current state-of-the-art approaches in tasks like contract understanding, issue spotting, or legal prediction rely heavily on LLMs [7]. In

selection is influenced by a lawyer’s litigation style and individualized assessments, making this data set the first to target subjective legal tasks specifically. Alongside their depositions, we conducted two-hour interviews with all three lawyers on their litigation perspectives and specific deposition strategies. We attach one such interview in the supplemental materials. We then automatically generated personas, lightweight personality, and legal experience descriptions with these interviews, as detailed in Section 3.2. We benchmarked state-of-the-art LLMs, including GPT 4.1 [17], Gemini 2.5 Pro [6], and Claude 3.7 Sonnet [2] on their prediction of deposition strategies given the transcript context. We observe that deposition strategy alignment is challenging, with the baseline LLM performance averaging 33.1% across all personas. Presenting the associated persona in an LLM context increases alignment from baseline by 22% to 40.4% in all LLMs. This indicates that while LLMs struggle with subjective legal tasks, providing personalized details of the lawyer behind these tasks significantly improves performance.

### 1.1 Our contributions include:

# Legal AI Personas: A “Partner” in Every Workflow

 FACTORY

PRICING

ENTERPRISE

DOCS

CAREERS

NEWS

## partner ~~An engineer~~ in every tab

Delegate software development tasks to agents called Droids. Droids take commands and deliver: pull requests, tickets, docs, and more.

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# Training on Tacit Knowledge

# ARTIFICIAL LAWYER

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LEGAL TECH

## How AI Can Reshape Legal Education + Lawyer Training

🕒 20th May 2024   👤 artificiallawyer   📁 AI + Education   💬 Comments Off

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# From Playbooks to Personalized Mentorship

Position	Explanation	Notes	Suggested clause
1. Automatic Renewal	We should generally not agree to auto-renewal clauses. These clauses create an ongoing burden for our commercial teams who will have to assess the continued need for the product ahead of time such auto-renewal and terminate if not needed. Preference is always to have the Supplier agree with us for a renewal conversation instead.	Where the contract value is low (e.g. low value SaaS subscriptions), we can agree to auto-renewal provided (a) the Supplier is required to give notice prior to the renewal and (b) we have right to terminate by giving notice.	Not applicable.
2. Termination assistance	If the goods/services are critical to our operations, we should require that the Supplier provides transition assistance / termination assistance as the Supplier may not be motivated to help us through the transition period, or even transition to another Supplier. If the goods and services are critical to our operations, we should require that the Supplier provides transition assistance / termination assistance as the Supplier may not be motivated to help us through the transition period, or even transition to another Supplier.	To discuss with commercial teams if transition assistance is appropriate as transition assistance is required to ensure a smooth transition to another Supplier.	

A playbook position usually contains:

- ✓ list of what to include and what to look out for
- ✓ explanation of why include/exclude
- ✓ fallback clauses / preferred clauses
- ✓ approval and escalation requirements



Image generated by DALL-E 3

# Scriptview Atelier: Real-Time Deposition/Cross-Examination Training

ScriptView Atelier Arbitration Litigation Dashboard History

### Documents

- Transcript Day 4.pdf (451.88 KB) Parsed
- Transcript Day 5.pdf (320.04 KB) Parsed
- Transcript Day 7.pdf (445.8 KB) Parsed

### Supplemental Information

Add comments, prompts, background info, etc.

### Witnesses

Selected

**Professor Lee**  
Professor of Law  
Academic Institution

**Background:**

An expert on Korean corporate law who testified for the Claimant (Elliott). He has extensively studied and written about the Samsung C&T-Cheil merger, focusing on the limitations of Korean law in protecting minority shareholders from unfair merger ratios, especially in cases involving conflicts of interest with a controlling shareholder.

**Key Points:**

- The mandatory nature of the statutory formula for calculating merger ratios for publicly listed companies in Korea.
- His opinion that the statutory formula, based on recent market share prices, can lead to an unfair transfer of value if share prices do not reflect intrinsic value.
- His conclusion that legal remedies available in Korean courts, such as the lawsuits pursued by Elliott, could not have provided a substantive remedy for the losses claimed from the unfair merger ratio.
- The 'Korea discount' and how market prices of Chaebol companies can be distorted and not reflect their net asset value.

**Statement:**

"Regarding mergers in which the conflict of interest with controlling shareholder is present, the legal relief through the courts is very hard to come by. So perhaps the only way for the shareholder to protect himself is to vote against the merger."

**Relevant Documents:**

Reset witnesses

- Witness [redacted]** (WR) National Pension Service
- Director [redacted]** (DR) Ministry of Health and Welfare
- Professor Sung-Soo Kim** (SK) Pusan National University
- Professor Lee** (L) Academic Institution Selected
- Mr. Richard Boulton** (RB) Independent Expert
- Professor Dow** (D) Academic Institution

Selected: Professor Lee Next



## Leadership



**Julian Nyarko**  
Faculty Director



**Megan Ma**  
Executive Director

## Staff and Collaborators



**Alex Salinas de Leon**  
Research Fellow



**Arya Gupta**  
Research Assistant



**Ashley Jun**  
Research Assistant



**Chiji Mgbahurike**  
Research Fellow



**Divya Vetticaden**  
Research Assistant



**Esmie Hurd**  
Research Fellow



**Neel Guha**  
JD-PhD Candidate



**Peter Adelson**  
PhD Candidate



**Pierce Kelaita**  
AI Engineer



**Riya Ranjan**  
Research Assistant



**Russell Yang**  
Research Fellow