

# Nitin SUD

**HOMETOWN:** WILMINGTON, NORTH CAROLINA  
**POSITION:** OWNER OF SUD LAW IN BELLAIRE  
**BOARD MEMBER:** DISTRICT 4, PLACE 5 SINCE 2021

INTERVIEW BY **WILL KORN**  
 PHOTO COURTESY OF **NITIN SUD**



**MY DECISION TO GO TO LAW SCHOOL CAME AFTER COLLEGE,** while working with a health care nonprofit organization in Washington, D.C. My focus involved lobbying for expanding access to pharmaceuticals for public hospitals and community health centers. I thought I'd go to law school and then back to D.C. to work in some capacity in lobbying or administrative law. My plans changed after I moved to Texas to attend the University of Houston Law Center.

**THE VAST MAJORITY OF MY PRACTICE OVER MY LEGAL CAREER HAS BEEN LABOR AND EMPLOYMENT LAW, MOSTLY LITIGATION.** My interest in this field began the summer after my first year of law school when I interned with two federal judges in Houston. The civil rights and employment trials were the most captivating, usually not very document intensive, and we could see the immediate and direct impact on individuals who felt they had been wronged. Over the past 11 years, I've been mostly representing employees and workers in various employment-related matters, such as wrongful terminations, wage violations, or employment contract disputes.

**MY ADVICE TO LAW STUDENTS OR NEW ATTORNEYS:** 1) always advocate for your client but never forget your ethical obligations and duty of candor; 2) don't be afraid to take

risks when appropriate, including taking on difficult or unpopular cases, pushing for a change in legal precedent, or refusing to follow a directive from your employer or boss that goes against your principles; 3) as you gain more experience, continue to be willing to step out of your comfort zone to acquire new skills; and 4) try to preserve the right to a jury trial.

**THROUGHOUT MOST OF MY CAREER, I DID NOT PAY MUCH ATTENTION TO THE BAR'S ACTIVITIES.** Then, a few years ago, I became involved as a witness in an attorney disciplinary matter. I was impressed with the process and learned more about the bar, especially how beneficial it can be for new attorneys, as well as solo practitioners and small firms. I encourage everyone, especially those who have been reluctant to give the bar a chance, to spend just 15 minutes looking online at the resources the bar can provide. Also, do not hesitate to reach out to your district directors with any concerns or ideas you may have to improve the profession or how to better serve the public.

**I HAVE BEEN A MEMBER OF THE CLIENT SECURITY FUND SUBCOMMITTEE THROUGHOUT MY ENTIRE INVOLVEMENT AS A DIRECTOR.** This fund compensates clients who basically lost money due to improper or neglectful actions by their attorneys. This could include attorneys who essentially stole from their clients and were accordingly disciplined, as well as attorneys who did not put proper procedures in place in case they become incapacitated or died. The consequences for their clients can be severe. We meet quarterly to make determinations on individual applications and, while there is a cap on how much any individual can receive, it does act as a safety net providing some relief to clients who have been harmed by their attorneys.

**I THINK SOME OF THE TOP ISSUES FACING TEXAS ATTORNEYS TODAY ARE:** 1) the continued lack of sufficient diversity in the profession, especially when compared to the demographics of Texas' population; 2) the relatively high percentage of attorneys over age 65 and lack of succession planning, especially for solo practitioners; 3) the lack of emphasis on ethical obligations and the neglect of the rules of professional conduct; and 4) the ongoing eradication of the right to a jury trial, which predominantly benefits the wealthy and big businesses to the detriment of individuals and marginalized groups.

**I AM CONTINUALLY IMPRESSED BY THE DEDICATION OF THE DIRECTORS AND OTHER LEADERS OF THE BAR IN THEIR UNIFIED GOAL OF TRYING TO IMPROVE THE LEGAL PROFESSION.** Over the past few years, the bar has taken steps to increase the discussion regarding, and provide resources for, personal and mental health issues affecting attorneys. This makes it easier for attorneys to seek out assistance without the fear of adverse repercussions to their ego, law practice, or ability to help their clients and the public. **TBJ**