



International Academy of Mediators

VidCon Board Meeting Minutes

March 8, 2020

10:30 AM to 12:30 PM ET

- Conference Line: +1 857-327-9269 / Conference ID: 649 611 37#
- Join Online: <https://mini.mwi.org/2wiiiGz>

Present were President Chuck Doran, President-Elect Jon Fidler, Secretary Elaine Gordon, Vice President Michel Kallipetis, Treasurer Larry Rute, Past-President Lee Jacobson; Governors Steve Paul, James Peter, Louise Senft, Paul Van Osselaer, Claude Amar, Elaine Gordon, Denise Madigan, Rob Daisley, Jeff Hand, Joyce Mitchell; ex-officios Marvin Johnson and Paul Monicatti; and Richard Rejino, Executive Director.

Not present, ex-officios Jeff Krivis and George Brown

- Call to order
 - President Chuck Doran called the meeting to order 10:36 EST
 - Review Agenda
 - C Doran reviewed the agenda
 - P Monicatti asked to hear an update about the Hong Kong Symposium (L Jacobson noted that it was set for Oct 27 and Jody Sin is retooling the program) and Pro Bono Initiatives if time permits. In the interest of time, C Doran asked to move the Pro-Bono discussion to Denver.
 - The agenda was approved as presented
1. Approval of Minutes from Paris Board Meeting (10:35)

P Monicatti made a clarification in the minutes that Marvin Johnson and Paul Monicatti are ex-Officio Board Members and not guests. The changes were made.

 - 1. Motion was made and seconded to approve the meeting minutes with corrections.**
 - 2. The motion carried unanimously.**
 2. Denver Conference Update - Paul J. Van Osselaer (10:40)
 - a. Registration status – P Van Osselaer reported that 27 members, 5 non-members, 3 mentees, and 2 admin/speaker have registered for the conference, for a total of 37. The number is roughly on pace with other conferences at this point in time.
 - b. Health issues – COVIC 19: It was reported that conference chair P Van Osselaer, C Doran, and the Executive Director are closely monitoring the conference as well as other conferences in the Denver area. The Brown Palace Hotel assured IAM that it will have hand sanitizer available and will change tablecloths and wipe down chairs nightly during the

meeting. It was noted that risk management steps must assure attendees that steps are being taken to ensure safety for all attendees. It was also reported that for the moment, Denver is not in a red zone, but IAM must look at its demographics, number of international travelers and if we can have video conferencing for those who are at highest risk. The key to this situation is to communicate often with attendees and potential attendees and keep them informed. The question of how to handle people who are sick or become sick at the conference would be investigated with the hotel. It was suggested that IAM identify testing facilities and have a few masks available, just in case. C Doran announced a sub-committee was formed to handle COVID-19 concerns, and whose purpose is to communicate regularly with the membership. Serving on the committee are: P Van Osselaer, C Doran, S Paul, J Fidler. P Monicatti suggests we contact Joe Epstein who is a Denver local for his perspective.

P Monicatti noted that 70% of IAM are in the highest risk COVID age group. L Senft mentioned to stay in close touch with those who are coming, but not to inject anything that would increase anxiety; M Johnson – suggested if the conference cancels we should have a video conferencing option; D Madigan – noted that if someone is worried about COVID, they will register later, and a video option may help maintain registration. C Doran wrapped up the discussion and asked for any other comments to be sent to P Van Osselaer or other members of the COVID committee.

3. Review and finalize By-Law Revisions - Steve Paul

S Paul recapped by saying the work on By-law revisions in Paris was very thorough and thanked the board for their input. He reiterated the open items that were left from Paris and began discussions for finalization of the by-laws.

A motion was made and seconded to enact the by law revisions dated March 1, 2020 with any further updates to be determined during the meeting.

- Article 8 Section 1: re: conference attendance requirement within 1 year of nomination for prospective members – A suggestion was made that it be changed to 3 years. Discussion points included omitting the conference attendance requirement because it is a barrier to all non-North Americans; that it should be retained because some prospective members may not have the right personality/collegiality to become members and the applicant would have the opportunity to see what IAM is about, too; in the affirmative, that there is a commitment on the part of the applicant; that IAM is for the elite mediators and such requirements should not be a problem. S Paul recommended that the requirement be changed from 1 year to 3 years with the understanding that any deviations be dealt with on a case by case basis. The board agreed.
- Article 8, Sect 3: confirmed that the phrase “substantial reduction in practice” was added.
- Art 8, Sec 6: confirmed that “nominees shall pay dues on a pro rata basis for the first year of membership based up on the date appearing on the dues notice and upon payment shall be entitled to full benefit.”
- Art IX Sect 1: Confirmed that “dues are payable on Dec. 31. Members who have not paid by Feb 15 shall be notified they are in arrears and will be assessed a \$100 late fee.”

It was decided that chair Steve Paul compile a final version of the by-laws to be sent via email for a final vote to accept.

C Doran thanked S Paul and other members of the committee, Lee Jacobson, Jon Fidler, Joyce Mitchell and Jeff Jury, for their work done on these important revisions.

4. Membership & Recruitment - Rob Daisley

R Daisley brought forth two membership applications for consideration: Robert Schieber and Mark Kelly. He noted that both applications come with high recommendations and that the applications are for Fellows in the IAM.

A motion was made and seconded that Rob Schieber and Mark Kelly be admitted as Fellows to the IAM. The motion carried unanimously.

R Daisley will ask that sponsors notify the application of their acceptance, and that the Membership Chair will follow up with instructions what to do next and to contact the Executive Director for payment of dues.

5. IAM's Highest Award - Chuck Doran / Michel Kallipetis

- a. C Doran presented an update on the IAM Highest Award topic: The board tasked C Doran and M Kallipetis to reach out to past recipients about their input about renaming the Award. All recipients of the Knight Award were contacted to let them know that it has come to the attention of the BOG that the name of the IAM's highest award is gender specific, has negative connotations, may be confusing to those outside North America, and should be updated with a more appropriate name. Five of the nine were strongly against the change; two supported the change; one was indifferent but leans to those who feel strong. One did not respond.
- b. The question was posed: Does the board want to follow through exploring the name change if C Doran and M Kallipetis provide the membership with an opportunity for input for a proposed new name, i.e. The Founders Award – IAM's Highest Award? Is it worth the boards time?
- c. The consensus was that the decision to change the name should be made by the board. C Doran emphasized that the intent is not to rush the decision but to be deliberative and respectful. He asked if there were any other suggestions to name the award, to contact him or M Kallipetis. The desire is to get back with past recipients to acknowledge their feedback and to let them know the board's plan moving forward. The discussion will be taken up again in Denver.

6. Other items / Wrap-up – Chuck Doran

S Paul wondered if IAM should have a best practice on Mediation in the midst of the COVID-19 issue. C Doran suggested that a member sum up the considerable discussion on the topic that has taken place on the listserv. As leader of the Listserv Project, D Madigan volunteered to summarize the topic.

Upcoming Meetings

1. Wednesday, April 29, 2020 - 2-6 PM - Denver - Board Meeting

7. Adjournment – President Chuck Doran thanked the Board for their time. The meeting was adjourned at 11:36 CST.