



International Academy of Mediators

IAM Membership Report April 2021

2021 Spring Zoom Board Meeting

22 April 2021

Membership Chair:

Rob Daisley

Membership Committee:

Steve Paul – Vice-Chair

Jeff Hand – Recruiting Committee Chair

Executive Director:

Richard Rejino

1. IAM Membership Census April 2021

Paying Members: 198 (139 Regular; 59 Sustaining)

- Fellows - 22
 - 19 – Regular
 - 3 – Sustaining
- Distinguished Fellow: 160
 - 112 – Regular
 - 48 – Sustaining

- Distinguished Fellow Emeritus - 16
 - 8 Regular
 - 8 – Sustaining
- Honorary Members – 23 (not included in total)
- SIR - 2 (not included in total)
- Mentees – 13 (not included in total)

Renewals

- 198 renewals
- 0 – Currently Past Due

Demographics of Current Paying Membership

- 158 – North American Members
 - 40 – Non-North American Members
-
- | | |
|-----------------------|-------------------------|
| 1. Australia – 2 | 11. India – 2 |
| 2. Belgium – 1 | 12. Italy - 2 |
| 3. Brazil - 1 | 13. Kenya – 1 |
| 4. Canada – 31 | 14. Mexico - 1 |
| 5. Germany – 2 | 15. New Zealand – 4 |
| 6. France – 3 | 16. Russia – 1 |
| 7. Great Britain – 12 | 17. Singapore – 1 |
| 8. Greece - 1 | 18. Spain - 1 |
| 9. Hong Kong – 1 | 19. Switzerland – 3 |
| 10. Israel - 1 | 20. United States – 127 |

2. Fellow versus Distinguished Fellow Issue

The Membership Committee proposes that we eliminate the distinction between Fellows and Distinguished Fellows and that henceforth, all dues-paying members in good standing be referred to as Distinguished Fellows.

We have wrestled with this distinction since the issue was first raised in the Membership Task Force Report that led to the Zurich improvements to our membership nomination process. Presently, we have 22 Fellows and 160 Distinguished Fellows. The original reason for the Fellow category, to afford less-seasoned mediators the opportunity to become members while gaining sufficient experience for DF status has become largely moot by virtue of the success of the Mentorship program.

Applying the distinction to Nominations of qualified candidates remains a consistently awkward challenge for the Membership Committee. For example, two current Nominees from Australia qualify as DF's, while several recent Nominees (now Fellows) from New Zealand qualified only for Fellow status. The primary, and outcome determinative difference between the two groups of candidates, is that there are fewer people, and mediations, in NZ as compared to AU. These dilemmas arise in many other contexts and jurisdictions, especially in light of our successful non-North American recruiting efforts. Accordingly, it has been quite difficult to apply a Fellow versus Distinguished Fellow distinction consistently, objectively and fairly.

The only feasible alternative, as we see it, is to admit all new members as Fellows and then "promote" F's to DF's after say 2 years of membership in good standing.

We see no upside to maintaining the distinction and plenty of downside, including of course, the perception that the relatively few Fellows in the organization are second-tier members.

In sum, as the IAM maintains a high threshold and nomination process as it is, we see no reason why all new members should not be admitted on equal footing with IAM Distinguished Fellows.

3. UPCOMING INDUCTIONS (Members Approved in July 2020, October 2020 and January 2021 who have not had the opportunity for formal inductions at a live conference)

July 2020 Class

[Fernando Navarro](#) – Fellow, Mexico City, Mexico (Mentorship program graduate); sponsored by Paul Van Osselaer and Steve Rottman

[Jarvis Scott](#) – Distinguished Fellow, Hamilton, Ontario; sponsored by Jon Fidler and Paul Iacono

[Federico Antich](#) – Distinguished Fellow, Firenze, Italy; sponsored by Chuck Doran and Rob Daisley

[Arthur Pressman](#) – Fellow, Boston, Massachusetts; sponsored by Chuck Doran and Ben Picker

[Joe Hassinger](#) – Distinguished Fellow, New Orleans, Louisiana; sponsored by Jeff Trueman and Rob Daisley

August 2020 Class

[Andrew Diamond](#) – Distinguished Fellow, Toronto, Ontario; sponsored by Allan Stitt and Cliff Hendler

[Diego Faleck](#) – Distinguished Fellow, Sao Paulo, Brazil; sponsored by Claude Amar and Chuck Doran

[Duncan Glaholt](#) – Distinguished Fellow, Toronto, Ontario; sponsored by Allan Stitt and Cliff Hendler

[Nina Khouri](#) – Fellow, Auckland, New Zealand; sponsored by Geoff Sharp and Mark Kelly

[Mark Tweedy](#) – Distinguished Fellow, Vancouver, British Columbia; sponsored by Jeff Hand and Simon Margolis

[Paul Sills](#) – Fellow, Auckland, New Zealand; sponsored by Geoff Sharp and Mark Kelly

January 2021 Class

[Kelly Knight](#) – Fellow, Los Angeles, California; sponsored by Mike Young and Gene Moscovitch (and Jeff Krivis) (former Mentee)

[Allesandro Bruni](#) – Distinguished Fellow, Rome Italy; sponsored by Mercedes Tarrazon and Louise Senft

[Hilary High](#) – Distinguished Fellow, Tampa, Florida; sponsored by Rob Daisley and Kim Sands

[Zoe Giannopoulou](#) – Distinguished Fellow, Thessaloniki, Greece; sponsored by Michel Kallipetis and Jeff Hand

4. NOMINATIONS (New Members)

[Andrew Crowe](#) – Distinguished Fellow, Brisbane, Queensland, Australia; sponsored by Doug Murphy and Lee Jay Berman

[Lee Nevison](#) – Distinguished Fellow, Brisbane, Queensland, Australia; sponsored by Doug Murphy and David Gaszner

[Andrea Hartmann-Piradeau](#) – Distinguished Fellow, Stuttgart, Germany; sponsored by Claude Amar and Jeff Hand

[Beryl Ouma](#) – Fellow/Distinguished Fellow, Nairobi, Kenya; sponsored by James Mangerere and Jeff Hand

[Lisa Rau](#) – Fellow/Distinguished Fellow, Philadelphia, PA; sponsored by Rob Daisley and Ben Picker

5. RECRUITING

Recruitment Committee Annual Report

I am pleased to provide this annual report on the work of the Recruitment Committee during the past year.

Following the Zurich Board meeting held in late 2018, it was decided to establish a Recruitment Committee as a sub-committee of the Membership Committee. The need for a more focused approach on recruitment was born out of several issues confronting IAM in the coming years:

1) the demographic of our current membership is heavily weighted towards senior practitioners who can be expected to retire, or at least reduce their mediation practices, in the coming decade;

2) our current membership is heavily weighted in North America and the Board feels, as confirmed the results from our membership survey, that IAM will benefit from expanding our international membership.

3) the need to make better use of our own members in helping to identify candidates for nomination to IAM who are likely to meet our membership criteria.

To assist in our international recruitment efforts, we decided to reach out to all of our members in countries outside north America to ask them to identify the top mediators in their jurisdictions who could be approached to see if they were familiar with IAM, invite them to one of our virtual conferences, and ultimately determine if they wish to pursue nomination.

Identifying suitable candidates in countries where IAM currently has no members is a more challenging endeavour. However, an excellent suggestion was put forward by Gene Moscovitch to make use of the Who's Who Legal listings for leading mediators around the world.

An initial letter of congratulation was sent to these mediators from President, Jon Fidler. This resulted in new attendees at our virtual conferences last year, and there were inquiries from many of these mediators to Richard Rejino or me to provide additional information about IAM. It was often determined that some of these mediators already knew some of our existing members and in some cases, this eventually led to nomination forms being submitted.

I am pleased to report that in the past year, (a pandemic year no less!) that we have added 21 new members, not only from North America, but from New Zealand, Mexico, Australia, Italy, Greece, Brazil, Germany, and Kenya. There is ongoing dialogue currently underway with mediators in the Netherlands, Croatia, Turkey, and Austria.

Our Committee is thankful for the input we regularly receive from our existing members in identifying potential candidates. After all, who better to know the leading mediators in your communities than those of you who practice in those regions.

I am encouraged by the initial results of our recruitment efforts. Building on the diversity that comes with expanding our membership beyond North America will only serve to strengthen and improve our organization as we continue to learn from each other.

Respectfully submitted,

Jeff Hand

Recruitment Chair