



International Academy of Mediators

IAM Membership Report July 2020

Mid-Summer Zoom Board Meeting

28 July 2020

Membership Chair:

Rob Daisley

Membership Committee:

Steve Paul – Vice-Chair

Jeff Hand – Recruiting Committee Chair

Elaine Gordon – Member Services Committee Chair

Executive Director:

Richard Rejino

1. IAM Membership Census July 2020

Paying Members: 186 (131 Regular; 55 Sustaining)

- Fellows - 18
 - 14 – Regular
 - 4 – Sustaining
- Distinguished Fellow: 152
 - 107 – Regular
 - 45 – Sustaining
- Distinguished Fellow Emeritus - 16
 - 10 Regular
 - 6 – Sustaining
- Honorary Members – 21 (not included in total)
- SIR - 2 (not included in total)
- Mentees – 12 (not included in total)

Renewals

- All members have renewed

Demographics of Current Paying Membership

- | | |
|-----------------------|-------------------------|
| 1. Australia – 2 | 9. India – 2 |
| 2. Brussels – 1 | 10. Kenya – 1 |
| 3. Canada – 27 | 11. New Zealand – 2 |
| 4. Germany – 2 | 12. Russia – 1 |
| 5. France – 3 | 13. Singapore – 1 |
| 6. Great Britain – 13 | 14. Spain - 1 |
| 7. Hong Kong – 1 | 15. Switzerland – 3 |
| 8. Israel - 1 | 16. United States – 124 |

2. PROPOSED CHANGE TO CONFERENCE ATTENDANCE PRE-REQUISITE FOR NOMINATION TO MEMBERSHIP

Summary: The Membership Committee has concluded that it would be in the best interest of the IAM if we were to dispense with the conference attendance prerequisite, but with the expectation that new members must attend one or more virtual or live IAM events within twelve months of nomination.

As part of the recruitment process, sponsors would be encouraged to invite potential nominees to attend at least one IAM function before their nomination is submitted, but attendance at an IAM conference would no longer be a strict prerequisite to consideration for membership.

Background: This topic has arisen at prior Board meetings. Please forgive me for not recalling who made the excellent suggestion that we give this idea some study. It was noted that our current policy makes it more difficult, and far more time-consuming, to attract new members from outside North America. At that time, several Board members noted that our emphasis on collegiality is what prompted the conference attendance prerequisite to be included in our membership criteria.

With what turns out to be no in-person conferences to take place in 2020, the Board agreed to a temporary solution whereby attendance at a virtual conference would satisfy the current conference attendance prerequisite.

The question became, then, whether we could find an alternative means of promoting our core value of collegiality.

Though prompted to take action sooner due to current travel restrictions, we are proposing with doing away with the conference attendance prerequisite permanently. We hope and expect that more frequent virtual events (eg., happy hours, webinars, book club, etc.) will continue to be available to foster collegiality moving forward. We also hope and expect that this change will greatly assist us with our non-North American recruiting efforts.

Reasoning:

Jeff Krivis succinctly explained the reasoning behind the proposed change in an email to me a couple of months back:

Rob,

The conference requirement has served us well for 25 years and created huge collegiality, particularly when the field was new and nobody had any idea where it was going.

Now that very successful mediators don't have a lot of time we need to recognize and respect their time and be prepared to acknowledge their station in the field. If we can do this in an expedited fashion it will push the lid off membership concerns and allow us to recruit the best of the best without waiting a year or two for them to comply.

I recommend an “expedited process” for all Fellows. If a couple members recommend them to the board and they check out, they are admitted with the specific understanding that they will attend a conference within a year. That way we get them in quickly and reverse the conf requirement. We maintain the importance of attendance but show respect to our colleagues who qualify now without making them jump through hoops. We give them a symbolic gift or certificate of membership that they can put in their office. If they don’t participate or attend a conf they are from over from membership. I could recruit 10 people in a heartbeat that way. It’s a win-win.

Jeff

The Membership Committee is confident that the renewed spirit of collegiality prompted by the 2020 pandemic and exemplified best by the enthusiasm and heartwarming support of each other displayed at the virtual happy hours will continue for many years to come.

3. NOMINATIONS

[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

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

4. RECRUITING

Recruiting Chair Jeff Hand has submitted an excellent report on the very encouraging progress with respect to our non-North American recruiting efforts.

In addition, members already have identified several very promising candidates who are interested in applying after the virtual conference in October (or sooner, if we go in that direction).

5. MEMBER SERVICES (from Elaine Gordon)

Since the beginning of the pandemic, the membership services committee has been officially quiet, but our members themselves created resources to move everyone's practices forward through online mediation.

Those who led the way saved us!

In addition, we will never forget the kinship, camaraderie and comfort provided by our Saturday Zoom meetings.

The ongoing efforts to create a library of listserv topics and member updates continues.

Thanks also for Jeff Kichaven's book discussions.

The current plan is to resume organized efforts in the fall.