

Membership Committee Report

At the last Board meeting the Membership Committee put forward a motion to eliminate the Fellow designation going forward and to refer to all IAM members as Distinguished Fellows (save and except those who hold Honorary or Emeritus status). Doing so removes the perception that we have two classes of mediators within IAM and it addresses the challenging, and sometimes awkward, task of admitting new members from other countries who are highly skilled and accomplished mediators notwithstanding that they practice in regions that do not have opportunities to mediate on a daily basis.

Given the high standards that we look for in new nominations there is no longer a need to have Fellows as distinct from Distinguished Fellows. We're all Distinguished!

In furtherance of the decision taken by the Board, the Membership Committee would like to present the necessary By-Law amendments and update to the Nomination form to reflect this change, for the Board's consideration and approval.

The metrics for nomination as a Distinguished Fellow are 300-600 mediation days and 3-5 years in a mediation practice, in developed markets. As before, there is a sliding scale adjusting these numbers for emerging and developing markets. There is no reduction in the required experience as a result of these changes. This is simply a change in how we refer to our members.

We have also added a definition of "commercial mediation" to the nomination form that tracks the language from our By-Laws.

Respectfully submitted,
Jeff Hand, Membership Chair



(Please read Membership Criteria and on pages four and five before completing this application)

1. Sponsor: _____

2. Co-sponsor: _____

3. Nominee Information

Name _____

Firm _____

Address _____

City _____ State/Province _____ ZIP/Postal _____ Country _____

Phone: _____ Fax: _____

Email _____

4. Description of Nominee's Practice (include information regarding the market in which the Nominee practices, eg., whether courts mandate mediation and how frequently mediation is utilized in that market)

Three horizontal lines for text entry.

5. Please attach the Nominee's current curriculum vitae, including mediation certifications, training, speaking, writing, teaching and training.

6. IAM Conference Attendance

Please list the place and date of all IAM Conferences (live or virtual) attended by the Nominee:

Two horizontal lines for text entry.

7. IAM Members Known. Please identify any IAM members the Nominee knows

Two horizontal lines for text entry.

8. Mediation Experience

- a. How many years has the Nominee served as mediator for compensation in commercial disputes? _____

- b. How many days has the Nominee served as a mediator for compensation in commercial disputes?
 - i. In the past 12 months _____
 - ii. In the past 3 years _____
 - iii. in the Nominee’s career _____

(Commercial disputes shall include a variety of business or economic conflicts as distinct from family, community, political, or public policy disputes. Commercial disputes do not include residential landlord/tenant or dissolution of marriage matters. A day is at least 4-6 hours or more, including preparation time.)

- c. Please attach a description of any other mediation-related experience that the Nominee considers to be relevant to this nomination for membership (eg., mediation training, teaching, presiding over settlement conferences as a judge or magistrate, etc.).

9. References

Please list three references whom the Sponsors have contacted and submit summaries of each reference’s comments along with this form. References should be counsel, parties, or party representatives with whom the Nominee has worked in a mediation session in the past year.

Name/Address/Phone/Email

Name/Address/Phone/Email

Name/Address/Phone/Email

10. Background

Has the Nominee ever been convicted of or are charges pending regarding a violation of any criminal law (other than minor traffic offenses), ethical, code of conduct, or disciplinary rules of any state government or provincial agency, bar association or private or public professional entity? _____

If yes, please explain status and/or resolution in an attachment.

Nominee Affirmation

The undersigned Nominee affirms and verifies that he or she has read and understands the information provided herein, and that the information is true and complete to the best of his or her knowledge, information and belief. Nominee also confirms that he or she understands this submission does not create any obligation on the part of the International Academy of Mediators to admit me as a member. If granted, membership is subject to the conditions of the IAM By-laws and Constitution, including but not limited to dues and conference attendance requirements.

Nominee's Signature/Date

Sponsors' Affirmations

We the undersigned sponsor and co-sponsor of this Nomination, affirm that based on our personal knowledge and review of at least three professional references, the Nominee meets all the qualifications for membership in the IAM and accordingly, we are pleased to nominate _____ to become a Fellow/Distinguished Fellow (circle one) of the IAM immediately upon approval of this Nomination by the Board of Governors. (Please attach any additional comments regarding this Nomination that you believe will be helpful to the Board in reviewing the Nomination)

Sponsor's Signature/Date

Co-sponsor's Signature/Date

INTERNATIONAL ACADEMY OF MEDIATORS MEMBERSHIP CRITERIA

Overview

New IAM members will be admitted to membership in the Academy under the following guidelines:

- Membership is by **invitation only**
- Membership is limited to **professional commercial mediators** who are **well established and recognized** in their local or regional community as **leading mediators** in the field
- The IAM is dedicated to **inclusiveness** and **diversity** across a full spectrum
- The Membership and Recruiting Committees assist Academy members in identifying mediators who meet the criteria for invitation by the Board of Governors to join as **Distinguished Fellows**

Criteria for Admission to Membership as Distinguished Fellow

Nominees for membership in the Academy in the **Distinguished Fellow** category must generally meet the following **minimum qualifications** with respect to **mediation experience**:

- in commercial mediation practice at least **3 to 5 years**, with corresponding certification for those mediators who practice in jurisdictions that have certifications for commercial mediation
- at least a **majority of their professional efforts** are dedicated to commercial mediation
- in developed markets, must have worked at least **300 to 600 commercial mediation days**
- in emerging markets¹, must have worked at least **150 to 300 commercial mediation days**
- in undeveloped markets², must have worked at least **50 to 100 commercial mediation days**
- **mediation days** consist of **at least 4 hours** of work focused on **mediation of commercial disputes** (including teaching, training or facilitating as well as mediating disputes and excluding days spent mediating pro bono, small claims and domestic relations matters)
- **alternative mediator experience** may be considered provided it is **substantially equivalent** (participation in mediations as party or counsel is not considered mediator experience)

Membership Nomination Process

Invitations to join the Academy are issued only upon **approval** by the **Board of Governors** of a **Nomination** from a qualified **Sponsor** and **Co-sponsor**

- **Sponsors** must be **Distinguished Fellows** who have been **members** of the IAM for **at least two (2) years** or **who have attended at least four (4) conferences**
- **Nominations** are **submitted** to the Board of Governors **only from** qualified **Co-Sponsors** on a form that includes **attestations vouching** that the prospective new member is a **pre-eminent distinguished or rising star mediator** in their local community
- **Nominees for membership** are encouraged to **attend at least one live or virtual IAM conference** at the **invitation of a member** before their Sponsors submit a Nomination on their behalf
- **Mentees** in the Mentorship Program who have gained the **requisite experience** are encouraged to seek Sponsors for nomination as **Distinguished Fellows (generally including the Mentor)**

¹ “Emerging” markets are those areas or regions where relatively fewer commercial disputes are mediated, in contrast with developed markets where the majority of commercial disputes get referred to mediation, whether by courts, counsel or parties. Factors include: the extent to which mediation is mandatory, the length of time mediation has been in use, the types of disputes that go to mediation and the numbers of mediators who practice on a full or substantial-time basis.

² “Undeveloped” markets are those areas or regions where mediation is just beginning to be utilized and thus very few commercial disputes are mediated and very few mediators practice on a full or substantial-time basis.

ARTICLE VIII – MEMBERSHIP

Section 1. Membership shall be limited to mediators of commercial disputes and other individuals who have met the criteria for membership as established by the Board of Governors in its sole discretion from time to time. Membership is by invitation only. Prospective members are encouraged but not required to first attend an Academy conference prior to their nomination, and are expected to attend a live or virtual IAM conference within 12 months of the Board's approval of their nomination. The nomination must be sponsored by a qualified sponsor and co-sponsor who must be Distinguished Fellows and (i) members of the IAM for at least two (2) years or (ii) have attended at least four (4) conferences. Membership may be granted in full or in part, and may be temporary, probationary, withheld, or denied. From time to time, by a majority vote of the Board of Governors in its sole discretion, membership may be suspended, reinstated, terminated, or otherwise modified at any time. Admission to the Academy shall not create any property right, entitlement, or any other form of privilege. In addition to the professional and personal qualifications of a nominee for membership, admissions may be limited or extended by such factors as the size of the organization, geographic diversity, and other appropriate considerations as the Board of Governors shall determine in its sole discretion.

Section 2. Commercial disputes shall include a variety of business or economic conflicts as distinct from family, community, political, or public policy disputes. The Board of Governors shall determine admission criteria, with recommendations from the Membership Committee.

Section 3. There shall be three categories of membership:

1. **Distinguished Fellow**, which category represents the active commercial mediation professional;
2. **Distinguished Fellow Emeritus**, which category represents those Distinguished Fellows who have requested this status based on a substantial reduction in their mediation practice and who satisfy the criteria set forth in Section 3.1 below; and
3. **Honorary Fellow**, which category includes the persons honored by the Academy with honorary membership in a non-dues paying status as recognition for outstanding achievement in the field of mediation. These persons are not subject to the requirement to attend one meeting every two years.