



Qualification Criteria and Responsibilities for Members of the AAA® Roster of Arbitrators

The American Arbitration Association® (AAA) is committed to providing neutrals in whom parties can have the utmost confidence. Our Roster consists of individuals with whom the AAA has a strong and positive relationship, driven primarily by caseload demands and user preferences. This document sets out the qualification criteria for candidates to the AAA's Roster of Arbitrators and roster members' on-going responsibilities.

The AAA Panels of Arbitrators listed below are as examples of the diverse caseloads AAA administers and are not an exhaustive list of AAA's arbitrator panels.

Qualification Criteria

1. Professional Experience

A. Attorneys: Generally, 10-15 years of legal practice.

While not an exhaustive list, the following caseload-specific panels require that a substantial portion (typically 30-50%) of a roster candidate's practice be focused on the relevant field, in addition to the candidate's meeting the minimum threshold of years of experience.*

- **Cannabis:** Minimum of 10 years of legal practice and focus on cannabis law constituting (a) at least 30% of overall legal practice or (b) having served as an arbitrator, mediator, or judge specifically handling disputes involving the cannabis industry.
- **Construction:** Minimum of 10 years of legal practice with at least 50% of practice for the past 10 years devoted to the practice of construction law.
- **Consumer:** Minimum of 10 years of legal practice with at least 30% of practice within the past 10 years devoted to consumer-related matters.
- **Employment:** Minimum of 10 years of experience in employment law with 50% of practice devoted to this field; retired judges or academics teaching employment law.
- **Franchise:** Minimum of 10 years of experience with (a) at least 30% of practice within the past 10 years devoted to the practice of franchise law or (b) having acted as an arbitrator in a minimum of 10 franchise cases throughout one's career or at least three franchise cases within the last five years.
- **Healthcare:** Minimum of 10 years of experience with at least 30% of practice for the past 10 years devoted to practicing healthcare law (includes in-house and outside counsel with major healthcare trade associations, hospitals, health plans, and health systems).
- **Pension/ERISA (MEPPA, Employee Benefit, and Trustee Deadlock Panels):** Minimum of 10 years of experience in pension/ERISA law with 50% percent of practice devoted to this field
- **Sports:** Minimum of 10 years of experience with at least 30% of practice for the past 10 years devoted to practicing sports law.



B. Judges: Minimum of 10 years as state court or federal court judge.

C. Industry Professionals: Generally, 10-15 years of industry-related experience.

- **Construction:** Minimum of 10 years of experience as a construction professional (demonstrating progressive project responsibilities and performance) or 10 years of construction experience as a business executive with at least seven years in senior-level positions of a construction industry company, firm or organization.
- **Healthcare:** Minimum of 10 years of healthcare industry experience with at least seven years in senior-level positions of a healthcare industry company, firm, or organization. Includes: physicians, nurses, allied health professionals, CEOs, CFOs, and consultants.
- **Sports:** Minimum of 10 years of experience in representing or providing ADR services for sports governing bodies and entities (i.e., teams, conferences, organizations, or associations), athletes or coaches involving eligibility or participation issues, or 10 years of executive-level business experience, including business executive experience with at least seven years in one or more senior-level positions of a sports industry-related company, firm, association or organization.

2. Education and Licensing

Educational degree(s) and professional license(s) appropriate to the candidate's field of expertise.

3. Professional Recognition

Honors, awards, and citations demonstrating leadership in the relevant field.

4. ADR Experience and Training

Training or experience in arbitration, mediation, or other forms of dispute resolution.

5. Professional Affiliations

Membership in relevant business, trade, or professional associations.

6. Additional Qualifications

Other relevant experience or accomplishments (e.g., published articles, speaking engagements). Knowledge of cybersecurity and relevant technology risks and benefits.

Responsibilities

1. Neutrality

- Freedom from bias and prejudice.
- Commitment to impartiality and objectivity.
- Ability to evaluate and apply legal, business, or trade principles.



2. Judicial Capacity

- Appropriate temperament—unbiased, patient, professional.
- Dispute resolution skills—ability to manage the arbitration process, including the hearing.
- Proven ability to conduct a thorough and impartial evaluation of testimony and other evidence.

3. Reputation

- Held in the highest regard by peers for integrity, fairness, and good judgment.
- Dedicated to upholding the AAA/ABA Code of Ethics for Arbitrators in Commercial Disputes.

4. Commitment to the ADR Process

- Willingness to devote the necessary time and effort when selected to serve in accordance with the parties' and the case's needs.
- Commitment to efficiency, economy, and a just resolution.
- Support for AAA efforts, policies, and practices that best serve the field of ADR.
- Willingness to complete any required AAA initial and ongoing training.

The AAA has sole discretion over the composition of its Roster of Arbitrators and the industry-specific panels, including arbitrator selection and retention decisions. To meet caseload needs, the AAA may waive any of the above minimum criteria. Continuation on the AAA Roster overall or a specific Industry Panel is subject to routine review based on service needs and the arbitrator's qualifications and performance. Acceptance to the AAA Roster or appointment to cases does not make any Roster member an employee, agent, or independent contractor of the AAA. Costs and obligations associated with being a member of the AAA Roster include an annual panel fee and continuing education requirements.

* Certain specialty panels may have different experience requirements. For more information, contact Panel Resources and Development at eCenter@adr.org.