



# CRAIG NIERMAN

Nierman ADR

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## CURRENT EMPLOYMENT

### **Nierman ADR**

*Mediator and Arbitrator*

### **University of Iowa College of Law**

*Adjunct Professor:  
Arbitration and Insurance*

## EDUCATION

### **Harvard Law School**

#### **Cambridge, Massachusetts**

*Negotiation Master Class, 2024*

### **University of Iowa College of Law Iowa City, Iowa**

*Juris Doctor, 1999*

*With High Distinction*

### **University of California Davis, California**

*Bachelor of Arts, 1990*

## PROFILE

### **Mediator and Arbitrator**

Serving as neutral in commercial, insurance, healthcare, and tort cases. "AV" rated, 25+ year litigation veteran. Additional experience teaching Arbitration and Insurance Law, managing claims for an international insurer, and publishing on business, insurance, and ADR topics.

## PRIOR EXPERIENCE

### **Phelan Tucker Law LLP; Iowa City, Iowa**

*Attorney and Partner, 2017-25*

Served as neutral in commercial, insurance, healthcare, and tort claims. Represented businesses, government entities, individuals, insurers, medical providers, and non-profits in commercial litigation including jury and bench trials motion practice, appeals, as well as arbitrations.

Matters included:

- First and third-party insurance claims as well as extracontractual damages, subrogation, "no fault," and producer liability claims;
- Professional negligence, payor/provider disputes, as well as other healthcare contracting and compliance matters;
- Business torts and contracts as well as employment claims; and
- Real estate development, leasing, and construction.

### **Nierman Law, PLC; Iowa City and Coralville, Iowa**

*Attorney and President, 2001-17*

Served as neutral in commercial claims..

Represented businesses, individuals, medical providers, and non-profits in commercial litigation including jury and bench trials, motion practice, appeals, as well as arbitrations.

Matters included:

- First and third-party insurance claims as well as extracontractual damages, subrogation, "no fault," and producer liability claims;
- Professional negligence, payor/provider disputes, as well as other healthcare contracting and compliance matters;
- Business torts and contracts as well as employment claims; and
- Real estate development, leasing, and construction.

### **Dell Richard Law Office; Iowa City, Iowa**

*Attorney, 1999-2000*

Represented clients in litigation and transactional matters including business, insurance, tort, employment, real estate, and taxation cases.

### **State Farm Insurance Companies; Indianapolis, San Francisco, and Iowa City**

*Claim Specialist, 1990-97*

Managed first and third party litigated, injury, and property cases. Participated in arbitration and mediation. Testified in litigation.

## SELECTED PUBLICATIONS

### **Not What We Bargained For: Deception's Unintended Consequences**

— THE BRIEF — (2025)

### **Data-Driven Negotiations: Applying Counterintuitive Research to Avoid Bargaining Regrets**

53 THE BRIEF 4 (2024)

### **Arbitration of Iowa Insurance Claims**

83 IOWA LAWYER 6 (2023)

### **Virtually as Good? Psychological, Practical, and Performance Issues in Online Mediation**

AMERICAN BAR ASSOCIATION, PROFESSIONAL LIABILITY LITIGATION COMMITTEE, (2024) (original publication: 83 IOWA LAWYER 2 (2023))

### **Intentional and Unintentional Business Torts and Court Procedure**

in COMPREHENSIVE BUSINESS LAW, 3rd ed., Cognella (2022)

## BAR ADMISSIONS

**United States Court of Appeals  
Eighth Circuit**  
2001

**United States District Court  
Northern District of Iowa  
Southern District of Iowa**  
1999

**Supreme Court of Iowa**  
1999

## SELECTED PROFESSIONAL PRESENTATIONS

### **Mediating Insurance Coverage Cases**

September 2025, American Bar Association, Tort, Trial and Insurance Practice Section, Chicago (invited)

### **Virtually As Good? Psychological and Practical Issues in Online Communication and Mediation**

July 2025, University of California, Berkeley School of Law, Berkeley Judicial Institute (teleconference) (invited)

### **Data-Driven Negotiations: Applying Counterintuitive Research to Avoid Bargaining Regrets**

June 2025, Iowa State Bar Association

### **Using Focus Groups, Jury Surveys and Jury Consultants**

June 2025, Iowa State Bar Association

### **Electronic Medical Records**

May 2025, American Bar Association, Litigation Section (teleconference)

### **Data-Driven Negotiations: Applying Counterintuitive Research to Avoid Bargaining Regrets**

April 2025, American Bar Association, Business Section, New Orleans

### **Winning with Arbitration: Everything You Wanted to Know About Arbitration (but were afraid to ask)**

April 2025, Iowa State Bar Association (teleconference)

### **What I Want from My Mediator**

April 2025, American Academy of ADR Attorneys, Des Moines

### **Data-Driven Negotiations: Applying Empirical Research to Mediation**

March 2025, American Academy of ADR Attorneys (teleconference)

### **Using Scientific Research to Out-Negotiate Your Opponent**

March 2025, American Bar Association, Litigation Section, Tucson

### **Data-Driven Negotiations: Applying Counterintuitive Research to Avoid Bargaining Regrets**

February 2025, American Bar Association, Tort, Trial and Insurance Practice Section, San Diego

### **Data-Driven Negotiations: Applying Counterintuitive Research to Avoid Bargaining Regrets**

February 2025, American Bar Association, Tort, Trial and Insurance Practice Section

### **Applying Psychological Research to Improve Mediation Success**

February 2025, American Arbitration Association (teleconference)

### **Effective Summary Judgment Strategies**

February 2025, Iowa State Bar Association (teleconference)

### **Virtual Mediation: Psychology and Practice**

December 2024, Lincoln Inn of Court (teleconference)

### **Online Mediation: Five Years In**

January 2025, American Bar Association (teleconference)

### **Practical Uses of AI**

January 2025, David R. Hansen Inn of Court (teleconference)

### **Litigating Business Valuations**

January 2025, Iowa State Bar Association (teleconference)

## PROFESSIONAL MEMBERSHIPS AND AWARDS

### American Academy of ADR Attorneys

President  
Board Certified Mediator

### American Arbitration Association

Arbitrator and Mediator

### American Bar Association

Business Law, Dispute Resolution,  
Health Law, Litigation, as well  
as Tort, Trial, and Insurance  
Practice Sections (and multiple  
subcommittees)

### David R. Hansen Inn of Court

President

### Eighth Circuit Bar Association

Member

### International Academy of Dispute Resolution

Mediator of the Academy

### Iowa State Bar Association

Alternative Dispute Resolution (Chair),  
Business Law, Health Law, Labor and  
Employment, and Litigation Sections;  
Federal Practice Committee;  
Outstanding Section Chairperson  
Award; Pro Bono Honor Roll

### Johnson, Linn and Polk County [Iowa] Bar Associations

Member

### Martindale-Hubbell

"AV Preeminent"

### New Era ADR

Arbitrator and Mediator

### Order of the Coif

Inducted Member

### State of Iowa

Governor's Volunteer Award

### *Ethics Issues in Litigation*

December 2024, Iowa State Bar Association (teleconference)

### *Using Empirical Research in Negotiations*

December 2024, Lincoln Inn of Court (teleconference)

### *Damages in Wrongful Death Cases*

November 2024, Iowa State Bar Association (teleconference)

### *Online Mediation: Psychological and Practical Considerations*

October 2024, The New Possibilities Hour (teleconference)

### *The Psychology of Online Communication: Virtually as Good as in Person?*

October 2024, National Association of Administrative Law Judiciary, Chicago

### *Mediating Professional Liability Cases*

October 2024, American Bar Association, Professional Liability  
Litigation Committee (teleconference)

### *Proving and Challenging Attorney Fee Claims*

October 2024, Iowa State Bar Association (teleconference)

### *Best Practices in Jury Selection*

September 2024, Iowa State Bar Association (teleconference)

### *Taking Medical Provider Depositions*

August 2024, Iowa State Bar Association (teleconference)

### *Virtual Mediation: Psychology and Practice*

June 2024, American Bar Association, TIPS Dispute Resolution  
Committee (teleconference)

### *Virtual Mediation: Psychology and Practice*

May 2024, American Academy of ADR Attorneys (teleconference)

### *Psychological Issues in Virtual [Arbitration] Hearings*

April 2024, Iowa State Bar Association, Des Moines

### *Virtual Mediation: Psychological and Other Considerations*

March 2024, Center for Conflict Resolution (teleconference)

### *How to Succeed in Virtual Mediations*

March 2024, American Bar Association, Insider TIPS Podcast

### *Tested and Proven Strategies for Success in Insurance Coverage Mediations*

March 2024, American Bar Association, Litigation Section, Tucson

### *Virtual Meetings: Science, Challenges and Solutions*

February 2024, American Arbitration Association (teleconference)

### *Helping all Parties Fully Participate in ADR*

December 2023, Iowa State Bar Association, Des Moines

### *The Science behind Virtual Mediation and Arbitration*

November 2023, Iowa State Bar Association, Des Moines

### *Mediation and Arbitration: Preparation, Strategy, and Advocacy*

June 2023, Iowa State Bar Association, Des Moines

### *Psychological Hindrances and Practical Remedies in Virtual Mediation*

June 2023, Iowa State Bar Association, Des Moines

### *Arbitration of Health Insurance Claim Disputes*

June 2023, Iowa State Bar Association (teleconference)