ICANN

Report of the 2007 Nominating Committee

George Sadowsky, Chair

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PREFACE

The purpose of the 2007 ICANN Nominating Committees' Final Reports is to provide a clear, transparent, and well-documented account of the background, design, motivation and execution of the Nominating Committee's selection process.

By describing what authorized the Committees and what, why, how, and when the Nominating Committees carried out their activities, the report is also intended to encourage future understanding of and participation in Nominating Committee selection processes, and to convey useful information and tools to future Nominating Committees.

In order to protect the privacy of the candidates who allowed themselves to be considered by the Nominating Committee, statistical summaries are used in lieu of personally identifiable candidate data.

The ICANN bylaws mandate that each Nominating Committee submit a Final Report. The work load of the 2007 Committee has been very substantial, and represents a major workload assumed by each member and especially by the Chair.

The 2007 Nominating Committee was fortunate to be able to draw on the work of the preceding committees, and this report reflects both the processes of these years as well as the effort to establish standard procedures and precedents for the future. This Final Report of the Nominating Committee has been prepared by George Sadowsky, the Chair for 2007, with valuable assistance from Adam Peake, Associate Chair in 2007, as well as from Donna Austin and Patrick Jones, ICANN staff who supported the work of the Committee. Committee members were helpful and generous of their time in providing suggestions for its improvement.

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1. Executive Summary

This report describes the positions which the 2007 NomCom was charged to fill, the final results of NomCom's work, along with summary statistical information about the candidate pool, the processes and activities of the NomCom and recommendations for future NomCom.

While the actual identities of candidates and discussion of their relative merits must necessarily remain confidential, the process by which the committee is formed and how it operates should be transparent. One goal of this report is to provide that transparency with respect to how the 2007committee has functioned during the year.

The 2007 Nominating Committee continued to have the benefit of having two face-to-face meetings, the first for orientation and discussion regarding its processes and procedures, and the second for the actual selection of nominees. The two meetings continued the practice of previous NomComs for such a schedule and facilitated the involvement of the members and the overall work of the committee.

The 2005 committee received 93 applications from which it nominated 9 candidates for leadership positions. Obtaining good candidates for a pool from which to select nominees was easier this year than in previous years, even though the deadline for submission had again to be extended in order to obtain applicant pools of sufficient size from which to select good and balanced slates of nominees. The amount of time required by each of these positions, especially the Board positions, continues to be a deterrent in attracting qualified individuals.

Committee evaluations were extensive, with each and every submission read by all members and investigated in depth by a member, discussed in a subgroup of the committee, and reviewed by the entire committee at the selection meeting. As in the past, the 2007 committee depended upon the Statement of Interest and references as the primary sources of information for each candidate. However the committee this year was more proactive in soliciting further information, including the use of telephone interviews and informal meetings with a subset of the candidates as well as 3rd party references not provided by candidates. The latter process was strictly controlled so as to maintain the confidentiality of the candidates and of the reference sources. The payoff from increasing proactivity continues to be very positive and contributed significantly to the quality of the committee's product.

The members of the committee have contributed a number of recommendations for the future. They address several dimensions of the process: scheduling, process, recruitment, evaluation, and post-selection issues. These recommendations, as well as those of previous Nominating Committees, were considered by the Nominating Committee review team, and the results of their work is still under review by the Board. We hope that our recommendations will be considered seriously and acted upon as a result of that lengthy process.

By the nature of its composition, the committee reflects at least indirectly the hopes and aspirations of ICANN as well as the frictions and divisions within the community. Nevertheless the committee has taken its mandate quite seriously and has worked diligently as best it could to provide ICANN with good leadership for the future.

2. Results and Summary Statistics

A. 2007 Selected Nominees

<u>Slate 1: The ICANN Board</u>

3 Terms: Conclusion of 2007 Annual Meeting to conclusion of 2010 Annual Meeting

Harald Tveit Alvestrand	(Norway)
Dennis Jennings	(Ireland/UK)
Jean-Jacques Subrenat	(France)

<u>Slate 2: The GNSO Council</u>

2 Term: From conclusion of Annual Meeting 2007 to conclusion of Annual Meeting 2009

Avri Doria	(USA)
Olga Cavalli	(Argentina)

<u>Slate 3: The Interim At Large Advisory Committee (ALAC)</u>

3 Terms: From conclusion of Annual Meeting 2007 to conclusion of Annual Meeting 2009

Vanda Scartezini	(Brazil – Latin American and the Caribbean)
Fatimata Seye Sylla	(Senegal – Africa)
Nguyen Thu Hue	(Vietnam – Asia/Australia/Pacific)

<u>Slate 4: The ccNSO Council</u>

1 Term: From conclusion of Annual Meeting 2007 to conclusion of Annual Meeting 2010

Nashwa Abdel-Baki	(Egypt)

B. 2007 Summary Statistics

Total Number of Candidates: 93

Region	Distribution of Candidates	Distribution of Nominees
Africa	13.7%	22.2%
Asia/Australia/Pacific	24.2%	11.1%
Europe	24.2%	33.3%
Latin America/Caribbean Islands	11.6%	22.2%
North America	26.3%	11.1%
Total	**100%**	**100%**

Gender Distribution	Candidates	Nominees
Male	87%	33%

Female	13%	67%
Total	**100%**	**100%**

Citizenship of Candidates

45 Countries: Argentina, Australia, Bahrain, Bangladesh, Belgium, Brazil, Canada, China, Denmark, Ecuador, Egypt, Ethiopia, France, Germany, Haiti, Hong Kong, India, Iraq, Ireland, Italy, Japan, Kenya, Luxembourg, Malaysia, Mauritius, Mexico, Namibia, Nigeria, Norway, Pakistan, Peru, Russia, Singapore, South Africa, Spain, Sweden, Syria, Taiwan, Tajikistan, Tanzania, Togo, Trinidad & Tobago, United Kingdom, United States, Vietnam

Citizenship of Selected Nominees

10 Countries: Argentina, Brazil, Egypt, France, Ireland, Norway, Senegal, UK, USA, Vietnam (one candidate has dual nationality).

3. 2007 Committee Activities

A. Committee Formation

Organizations selecting NomCom delegates were asked to begin their appointment processes during September and October 2006, in time for appointed delegates to attend the ICANN 2006 Annual General Meeting in Sao Paulo during 4-8 December 2006. The first meeting of the 2007 NomCom was held immediately afterwards, on 8-9 December 2006.

During the Annual General Meeting in Sao Paulo, the ICANN Board appointed George Sadowsky to a second full term as NomCom Chair   As he would be serving a third term as Chair, the position for the previous Chair as non-voting advisor was left vacant. The 2007 Committee therefore consisted of 22 voting and non-voting members., not 23 as prescribed in the bylaws.

Members of the NomCom from the Governmental Advisory Committee (non-voting liaison), Business Constituency (Large), Higher Education (appointed by the ICANN Board), and Technical Liaison Group were not appointed in time for them to be able to attend the Sao Paulo meeting.

In Sao Paulo the NomCom met with members of the ICANN community, including ALAC, ASO, the ICANN Board, GNSO and ccNSO. The Committee's first tasks were to begin work on procedures and a timeline for activities during 2007.

The practice of the NomCom holding its first meeting after the conclusion of the ICANN Annual General Meeting, the beginning of the committee's period of work, is proving valuable. Each year more than half the NomCom are new members; such an early meeting gives the group the opportunity to get to know each other. Furthermore, it allows all committee members to meet and talk with members of the ICANN community, and to listen to an participate in supporting organization council meetings, as well as to meet with board members and staff for individual consultations.

At its meeting in Sao Paulo, the NomCom reached agreement on the overall schedule for the year, gained an understanding of how they would organize and conduct their work, and discussed priorities for recruitment. Main documents were discussed in preparation for some later editing.

B. Ensuring Confidentiality of Candidate Information

Each candidate for any open ICANN leadership position submits a Statement of Interest <http://www.icann.org/committees/nom-comm/soi-2007.html> (SOI). The SOI is an application form that asks for personal information about the candidate, including what they can bring to ICANN and why they want to fill such a leadership position. The candidate is also asked to provide the names and contact information of several references. The SOIs, the information obtained from references and additional information gathered in confidence about a candidate is made available to all members of the NomCom, and altogether is a significant collection of confidential information.

Earlier NomComs used various types of password protected systems to store and exchange information about candidates, and discussed the names of candidates and their merits, but only by candidate number, in ordinary email. Since then, a number of systems have been used to maintain candidate information and make it available to committee members. In 2007, the committee adopted the TRAC system <http://trac.edgewall.org/ >, an enhanced wiki and issue tracking system for software development projects. The system is highly customizable and easy to use, while an appropriate level of security was enabled through secure HTTP and good practice in access and password control. The committee's 22 members were easily able to share the approximately 450 candidate generate documents (SOIs and reference letters) and share many committee produced documents easily and safely. Lucy Lynch was instrumental in evaluating the alternative possibilities, as well as in implementing an configuring the TRAC system for effective use by committee members.

C. Documentation

The committee concentrated on several main documents use for its work.

1. Statement of Interest (SOI)

The Statement of Interest (SOI) form must be completed by anyone wishing to become a candidate. Successive committees have improved the form so as to gain better and more useful information. Having benefited from a major examination in the previous year, only minor changes were made to the 2007 SOI.

The SOI form used in 2007 is online <http://www.icann.org/committees/nom-comm/soi-2007.html>.

2. Description of Leadership Positions

The "leadership positions" document provides information about the roles and responsibilities of the positions NomCom selects and is intended to help candidates understand the requirements of the positions they wish to be considered for. The document includes formal criteria taken from the ICANN bylaws and any other relevant documents, and from descriptions of the characteristics and experience needed as provided by the ICANN board, ccNSO, GNSO and ALAC, and also through comments provided by the ICANN community.

The Board, the Interim ALAC, the ccNSO Council and the GNSO Council each responded to requests to update their respective descriptions, and these were further edited to reflect the sense

of NomCom members. These descriptions can be found at
<http://www.icann.org/committees/nom-comm/positions-2007.html>.

The 2007 NomCom was concerned, as other NomComs have been in the past, that estimates of the time required to effectively perform the duties of the respective positions may be stated as too low and may be misleading to people considering applying to fill these positions. The committee obtained more realistic estimates, and included them in the position descriptions.

Successful candidates are expected to attend ICANN meetings, and over time these meetings have become longer and more intense. Policy development processes generally require more time. Volunteering to serve in any and all positions that the NomCom selects requires a very significant commitment of time and effort.

3. Nominating Committee Code of Ethics

The NomCom Code of Ethics is agreed to by all NomCom members, as well as by staff members and by any consultants working with the NomCom <http://www.icann.org/committees/nom-comm/ethics-2007.html>. The Code of Ethics is a commitment to good practice and good service to the NomCom and to ICANN and the Internet community, and provides procedures for handling conflicts of interest.

The diversity of the NomCom achieved by selection of members from across the ICANN and Internet community defends against possible capture by a particular interest. The Code of Ethics provides the rules by which NomCom members agree to operate.

4. NomCom Procedures and the FAQ List

NomCom procedures <http://www.icann.org/committees/nom-comm/procedures-2007.html> and the FAQ http://www.icann.org/committees/nom-comm/faqs.htm associated with the nomination process were updated slightly to reflect new procedures.

D. Committee work

1. Initial work

The 2007 NomCom website was made available in January 2007 with key documents, and the following timeline:

  * Announcement of Formal Call--1 February 2007
  * Deadline of Formal Call for Full Consideration--1 May 2007
  * Review and Evaluation--May to early July
  * Face-to-Face Meeting and Selection--early July 2007
  * Results Announced to ICANN Secretary--before 2 October 2007
  * Selected candidates take their positions as the conclusion of the
    ICANN General Meeting 2007, 2 November 2007

The deadline was later extended to 18 May 2007 23:59 UTC

The formal call for statements of Interest was issued on 1 February 2007, with a deadline of 1 May. All NomCom members began recruitment through their personal networks, and through new means such as the ICANN blog and public participation site. The 2007 NomCom asked the ICANN board, ccNSO, GNSO and ALAC for comments on the document and their feedback was

incorporated in the final version. Concerns were expressed about the amount of time required by volunteers for all positions, particularly the Board and GNSO Council.

2. Nominating Committee Code of Ethics and commitment to confidentiality.

The NomCom Code of Ethics is agreed by all NomCom members, staff and any consultants working with the NomCom <http://nomcom.icann.org/ethics-2007.html> The Code of Ethics is a commitment to good practice and good service to the NomCom, ICANN and the Internet community, and provides procedures for handling conflicts of interest.

The diversity of the NomCom achieved by selection of members from across the ICANN and Internet community defends against possible capture by a particular interest. The Code of Ethics provides the rules by which NomCom members agree to operate.

The 2007 Committee adopted as system called "Trac" <http://trac.edgewall.org/ >, an enhanced wiki and issue tracking system for software development projects. The system is highly customizable and easy to use, while an appropriate level of security was enabled through secure HTTP and good practice in access and password control. The committee's 22 members were easily able to share the approximately 450 candidate generate documents (SOIs and reference letters) and share many committee produced documents easily and safely. We recommend that TRAC be developed further by the NomCom and ICANN staff.

3. Discussions with Constituent Groups
During the Lisbon meeting, the NomCom Chair, the Chair's adviser and the Associate Chair visited all the ICANN constituencies, Supporting Organizations and Advisory Committees to describe the 2007 process and the positions the committee would fill, and to answer questions. NomCom members were encouraged to join meetings of the entities that placed them on the committee.

4. Issue: NomCom as a "Dual Pathway" to Leadership Positions
The outreach meeting in Lisbon with the Country Code Names Supporting Organization (ccNSO) raised questions about NomCom's consideration of candidates who had either played a significant role in a Supporting Organization and who as a result might be judged to have a path to the Board or to other positions directly through nomination by that Supporting Organization, and who may have stood unsuccessfully in that Supporting Organization election. The NomCom selects a portion of the ICANN leadership bodies to complement those filled via Supporting Organization processes, and it was suggested that a person who had access to these Supporting Organization processes would not be looked on favorably by the NomCom in its selections.

This "dual pathway" was a concern for earlier NomComs (cf NomCom report 2004), but as the NomCom process has matured and gained acceptance in the ICANN community it has become less of a concern. The 2007 NomCom held the opinion that a candidate being considered by the NomCom for any leadership position would be considered on her or his merits alone. Having stood for election to the board through a Supporting Organization process would be viewed in the same way as any other aspect of a candidate's experience: depending on the context it might be considered as positive, negative or even irrelevant, compared to other factors. Having stood for selection through some other process would not be viewed as inappropriate in a candidate. People

with such experience can be assured that their candidacy would be given full and fair consideration.

F. Candidate Recruitment

On 1 February 2007 the NomCom published a Formal Call for Statements of Interest and Suggestions for Candidates, with a deadline of 1 May 2007. Publication of the formal call launched the period of candidate recruitment.

1. Outreach

The ICANN bylaws mandate that the members of the NomCom are to be appointed to reflect the broad ICANN and Internet communities, to provide a diverse geographic representation and bring access to a wide and diverse potential pool of candidates. Using their institutional and individual networks, NomCom members are expected to do their best to find the highest-qualified candidates for consideration by the NomCom, and to do their best to encourage those individuals to serve. This commitment to outreach is part of the Code of Ethics agreed by all members.

2. Workshop

The NomCom held a workshop during ICANN's meeting in Lisbon. Wednesday, 28 March 2007 with the purpose of informing the ICANN community about the nomination process works and to encourage people to become candidates and to encourage others. Workshops have the dual purpose of aiding recruitment, while also providing information about what is by necessity a confidential and opaque process. A transcript of the workshop is available <http://www.icann.org/meetings/lisbon/transcript-nomcom-28mar07.htm>

3. Advertising

The 2006 NomCom decided to experiment with advertising the positions in two international publications: The Economist and International Herald Tribune. The response to both advertisement was quite limited, an the 2007 committee felt that it was not worth repeating.

4. NomCom "Flyer"

As in 2006, the committee produced a double-sided "flyer" which describes the NomCom process and positions available in simple terms, printed in color on high quality stock paper. Flyers in Portuguese and English were available in February, in printed and PDF form. Spanish and French versions were published in March, an only on the web. Copies of the flyer were distributed with the conference materials at the ICANN meeting in Lisbon (copies in the conference bags and for open distribution.) Copies were also distributed at other conferences, through the ICANN regional liaison staff, and by NomCom members.

The flyer was a useful document and the 2007 NomCom recommends future committees continue to develop its use further and make sure it as available to all committee members early in the process so they can use it in their outreach. Production can begin as soon as the dates of the recruitment period are known and that could be soon after the committee first meeting.

5. Attendance at meetings

NomCom members attended targeted meetings and made statements in plenary sessions regarding ICANN and the special role of the NomCom in recruiting candidates for leadership positions. These meetings included GAID in Santa Clara (February), Damonpulse in Baden

(February), IETF in Prague (March), A2K in New Haven (April), CFP in Montreal (May), IGF in Geneva (February and May), Afrinic in Abuja (May), ARIN in San Juan (April), and RIPE in Tallinn (May). Recruitment of candidates remains a significant problem, and while NomCom members attending some meetings may find a hand-full of candidates, most are recruited through NomCom members own networks and direct activities such as distribution of information on mailing lists, and though outreach by members of ICANN's many constituencies. The Internet community at large is still the largest resource of candidates.

6. Extension of Candidate Recruitment Period

Like all previous NomComs, the 2007 NomCom found it necessary to extend the recruitment period.

After three months of recruitment by the deadline of 1 May the NomCom had received 33 Statements of Interest. With so few SOIs received it was clear the candidate pool could not have the necessary diversity to enable good choices, and the committee decided to extend the deadline to 18 May.

At the time the decision was taken to extend the recruitment period, 29 of the candidates were male, while only 4 were female. 14 candidates were from Europe, 6 from Asia/Australia/Pacific, 5 from Latin America/Caribbean, 5 from North America, and 3 from Africa. 25 candidates declared a willingness to serve on the ICANN Board, 12 to serve on the GNSO Council, 7 to serve on the ccNSO Council, and 7 declared to serve on the ALAC (some candidates have asked to be considered for more than one position.)

In the period from May 1 to May 18, the applicant pool almost tripled in size, providing an solid basis for selecting an excellent group of nominees.

G. The Evaluation Process

1. Assignment of candidates to committee members

Each candidate is asked to name three or four people who will provide references. Candidates should inform the reference provider before giving the person's name to the NomCom. It is important that the reference provider knows they will be asked by the NomCom to provide a reference and understand its purpose. NomCom suggests to candidates that they give the reference provider a copy of their Statement of Interest so that they can respond knowledgeably. SOIs and references are the primary source of information the NomCom has about a candidate.

Each NomCom member is assigned candidates on a round robin basis as the SOIs are received. With 90 SOIs this averages out at four candidates for each NomCom member. NomCom staff sent a reference request to all those named by candidate, this email included a letter from the NomCom chair informing them about the reference process, a copy of the candidate's SOI and a Confidential Reference Request Form. NomCom members are responsible for collecting all information about their four (or more) candidates, this includes chasing references, taking references by telephone interview if requested, and generally becoming familiar with the candidates they have been allocated.

2. Evaluating candidates

Each NomCom member was assigned four or more candidates to investigate in depth. Candidates were assigned on a round-robin basis, so that assignments were random. In addition to becoming

expert on their candidates, all members read and became familiar with the SOIs and references for all candidates.

The 22 member NomCom divided into three sub-groups, each of which was responsible for the in-depth evaluation of 1/3 of the candidate pool. Each sub-group held a number of teleconference calls to discuss and evaluate their candidate sub-pool. During the first call each NomCom member presented their candidates to other group members. On subsequent calls the sub-groups discussed the candidates in their group and then discussed candidates in the entire pool. The goal was to steadily build knowledge of all candidates, and to be able to attend the selection meeting with a good knowledge of the 89 remaining candidates who the NomCom would be considering.

A number of third-party references were taken, particularly to address specific issues raised by a candidate's SOI. The NomCom also sent requests for written clarification to a number of candidates, and included their responses in the evaluation process.

3. Issues of diversity

The NomCom has an important role in considering actively various dimensions of diversity in the composition of the Board and of the leadership of the constituent groupings. Important dimensions of diversity are geography, gender, culture and language. At the Board level, the bylaws state that no ICANN region shall be represented by more than 5 members. This constraint applies both to Board members nominated by constituent groups and those nominated by the NomCom. In this respect the actions of the NomCom with respect to geographic representation are affected by the mid-year nominations of the constituent groups, and the actions of the constituent groups are likewise affected by the end of year nominations by the committee.

While the distribution of other dimensions of diversity are not strictly defined in the bylaws. The NomCom has an obligation to consider them in making its selections. It should be noted that three of the four women currently on the Board are the result of committee nominations.

4. Physical meetings with candidates

The ICANN meetings, first in Lisbon and then in San Juan, were used by individual committee members and small groups of members to meet informally and casually with candidates who were attending the meetings. Attempts were made to maintain the confidentiality of the candidates. It was stressed that the meetings were not formal interviews but only a method of getting to know individual candidates better.

5. Evaluation Meeting

The NomCom met in Toronto, Canada during July 9-13. One member was not able to attend the meeting for health reasons, but was connected by telephone for the entire meeting an participate actively. Another member was not able to be present and could not be connected by telephone.

All candidates were considered for the positions for which they applied. Candidates were presented by the committee member to whom they had been assigned, and the merits of the candidate were discussed. In particular, with respect to appointments on the Board, the committee looked very careful into the special skills of candidates compared with the strengths and lacunae of the residual board members as a whole. Each appointment was made to fill potential gaps in the residual skill set.

6. Telephone Interviews

As an important part of the selection process, the 2007 NomCom scheduled and held telephone calls with a subset of promising candidates during the evaluation meeting. The NomCom held calls with about two dozen candidates in total. A set of questions were devised by the committee and were posed to each candidate. Based upon the candidate's responses, some follow-up questions were occasionally asked. The telephone calls with candidates were extremely useful and the 2007 NomCom recommends that future NomComs consider how to use such calls more efficiently and effectively.

4. Specific Issues of Interest

A number of specific issues arose during the discussions within the Committee that may be of interest. They are presented here, not necessarily in order of importance.

A. Public identification of candidates

During 2006, two candidates for the ICANN Board of Directors independently publicly announced their candidacies and published sections of their Statements of Interest. Nothing in the bylaws or in the NomCom process prohibits such an act. The candidates were making known their opinion that the process of applying for ICANN leadership positions should be open and transparent with respect to the application process.

Different members of the committee had different opinions regarding whether an open public application process would discourage desirable candidates from applying. To obtain evidence, the chair contacted most of the individuals nominated by the 2005 and 2006 NomCom and posed questions to them. The results were split; some individuals would not have minded such a process but the majority would either have hesitated to apply or would not have applied. The committee decided not to change the confidentiality of the application process.

B. Search consultant

The committee discussed the possibility of employing a search consultant to assist in gathering names of people who had the desired characteristics for leadership positions but who would not necessarily be known to members of the committee. If employed, the consultant's role would be limited to identifying individuals who might be interested and available, and would not include any role in candidate evaluation.

The committee decided not to employ a consultant for candidate identification. It was felt that such a decision would require substantial education for the consultant, and that the committee would be better off using the funds in other ways.

C. Transparency of committee activities

The committee was aware of criticisms that had been made in the past of NomCom activities as non-transparent.

The NomCom walks a fine line between trying to be transparent with respect to process and activities, but being explicitly opaque and confidential with respect to the identity of applicants and the details of the selection process. In order increase the transparency of that can be revealed, the NomCom published more status reports of its activities on the ICANN web site than had been published in previous years.

D. NomCom regional composition and distribution of NomCom appointees since 2003

During the recruitment period, the Chair of the NomCom received an e-mail message from a European member of the ICANN community who was concerned about the regional bias of the current NomCom itself, asking how such a geographically unbalanced body could make decisions that treated all regions, especially Europe, fairly. The NomCom then made an analysis of the Board and GNSO nominees of the 2003-2006 NomComs, and produced the following result:

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BOARD Nominations by the Nominating Committee

  Region:  Asia  Europe  NAmerica  LAC   Africa
Year:

2003          3      3        3      1       1
2004          1               1      1
2005                          1              1
2006          1      1
             --     --       --     --      --
Total         5      4        5      2       2


GNSO Nominations by the Nominating Committee

  Region:  Asia  Europe  NAmerica  LAC   Africa
Year:

2003          1      1               1
2004                          1
2005                          1              1
2006                 1
             --     --       --     --      --
Total         1      2        2      1       1
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E. Balance between competence and diversity

An important NomCom goal is nominate individuals with high competency for the positions for which they are nominated, while at the same time ensuring several dimensions of diversity. These two subgoals are not necessarily complementary, and depending upon the composition of the candidate pool, can be difficult to reconcile.

The 2007 Nominating Committee felt that this was not an issue in their selections, i.e. that the selection of thoroughly competent people for all positions was met at the same time that geographical and gender diversity requirements were fully satisfied.

F. Increasing reliance on 3rd party contacts

The committee was concerned to obtain sufficient information about each candidate that their individual evaluations would be based on sufficient information to provide a true picture of the candidate. While SOIs and references were useful, sometimes they were sometimes judged to be insufficient by themselves.

The committee therefore solicited third party references more actively during the year. In order to maintain confidentiality, each third party was asked if they were willing to provide a reference for a candidate, name not mentioned, and maintain not disclose the request and the response to anyone, not even to the candidate. Only when we were satisfied that this degree of confidentiality would be maintained did we disclose the name of the candidate and ask for further information.

G. Candidates with multiple citizenship

Several candidates this year had multiple citizenships, and some claimed citizenship in multiple ICANN regions. This has negative impact upon consideration of candidates for Board seats.

The bylaws state that, *inter alia*, there can be a maximum of 5 Directors from any one region. In the case where a candidate claims citizenship in multiple regions, the committee inquired of ICANN Legal Counsel how the bylaw should be met. Legal Counsel provided their interpretation of the bylaws, which is that the candidate, if nominated, counts for quota purposes against all regions in which citizenship is claimed. For example, in the hypothetical case of a Tunisian citizen who also claims Italian and Canadian citizenship, if nominated that Director would add one to the number of Directors from North American Europe, and Africa.

Because some regions either have the maximum or close to the maximum number of Directors associated with them, candidates with dual regional citizenship might actually be disqualified *a priori* because one of the quotas would be full, or more likely would cause the committee difficulty in forming a well balanced slate because the multiple citizenships would reduce the degrees of freedom available for forming a final slate.

The committee has followed the advice of legal counsel in choosing its nominees, but believes that in doing so it has followed the letter of the bylaws but has violated the spirit of the bylaws. The committee believes that the bylaw should be clarified and that in the case of multiple citizenships, there be a method of choosing one of them to be the citizenship of record for satisfying bylaw requirements.

5. Recommendations of the 2007 Committee

The recommendations of the 2007 Nominating Committee fall into six categories; (1) scheduling; (2) process; (3) recruitment; (4) evaluation; and (5) post selection issues.

A. Scheduling

The Nominating Committee process involves a great deal of work on the part of all members. Alterations in the schedule can help to lighten this load and improve the process and, hopefully, the results also. We suggest the following:

A. *The Nominating Committee benefited this year from being able to hold its first face-to-face meeting immediately after the end of the Annual General Meeting. This practice allows members of the committee to attend the AGM and to better understand current ICANN issues, as well as minimizing travel for committee members who would in any case have attended the AGM. This practice should continue. It does require earlier action by the Board and the Supporting Organizations to choose their committee members sufficiently early for them to attend the meetings.*

B. *Alternative arrangements for initiating the due diligence process for nominated candidates should be established early in the year so that the process can begin immediately after candidate selection, if not before. The date of the committee's selection meeting is not confidential, and announcement dates of one month after the meeting result in unnecessary suspense for members of the candidate pool.*

C. *The performance of the committee is enhanced by a good understanding of the priorities, activities, and needs of the various constituencies as expressed by constituency leaders*

and representatives. Ample time should be set aside at the first face-to-face meeting for both formal and informal interaction between committee members and such representatives.

B. Process

A. *NomCom's understanding of the needs of constituencies for which nominees are to be selected could be improved. Additional contact between members of the NomCom and constituency events and members would be useful, as well as more knowledge on the part of NomCom members regarding the needs of the constituency that appointed them to the committee. In this regard, it should be noted that the Board is not directly represented on the Committee, so that extra measures should be taken to ensure that the committee has a very good understanding of the needs of the Board, as expressed by the Board as well as by others in the community.*

B. *From year to year, the candidate pool contains candidates who are clearly unacceptable with regard to qualifications. Previous NomComs, as well as the 2007 NomCom, send a uniform letter to all candidates who are not nominated. Future NomComs should strive to differentiate between clearly unacceptable candidates and those who are acceptable, and should find means to discourage the former from reapplying, while ensuring that their candidatures have been adequately considered.*

C. *The TRAC system for information management is the best system so far used by NomComs. Nevertheless the process of using it was not adequately sorted out prior to implementing how information should be entered, stored, and retrieved. TRAC should be retained and improved by future NomComs, and the processes for information storage and retrieval improved. This is likely to require additional staff time and effort.*

D. *During telephone interviews, general mechanisms supplied by current firms using voice lines were cumbersome and inexact, resulting in dropped lines, verbal transmission of phone numbers, and ill-informed monolingual operators regarding international dialing and time differences. We believe that this is a general problem that affected the NomCom more strongly this year. Given the amount of work ICANN accomplishes by teleconference, the organization should search for and find more effective and possibly less expensive teleconference systems or services that work well.*

C. Recruitment

A. *The NomCom's main documents --the statement of interest (SOI), procedures and descriptions of positions the NomCom selects-- have been developed and added to by each year's committee. The NomCom believes the statement of interest used in 2007 now asks the right questions of candidates and is now is a stable document (except for minor editing) and can be reused in future years. The committee's procedures will need to be revised as each committee believes fit, but again they are also reaching a stable state.*

B. *The 2007 NomCom agreed that as the SOI was unlikely to change greatly in 2008 and all unsuccessful candidates should be given the opportunity to have their SOI and reference letters forwarded to the 2008 Committee. In the past, the SOI form changed considerably between years requiring candidates who wished to be considered by later committees to complete a new form, this is no longer necessary. This development should aid recruitment and make further extensions of the recruitment deadline unnecessary. `The*

committee therefore recommends that a process be established to roll over the candidate pool from year to year, based on the candidates' willingness to do so.

C. *Attendance by NomCom members at related professional events should be encouraged, with a view to making announcements and speaking about ICANN and the NomCom process. Such meetings provide good opportunities to identify suitable candidates in related fields who may not be visible to or in the ICANN community.*

D. *The 2005, 2006 and 2007 committees all considered the possibility of engaging a professional search consultant to identify good candidates that would be unlikely to be identified through existing mechanisms. Although neither committee chose this option, it is still worth considering in the future. Success in the use of such a consultant would require identification of an unbiased consultant and appropriate terms of reference, including the fact that the consultant's job is to identify possible good candidates and not to make selections*
.

E. *There is a need to go beyond the "usual suspects" of the ICANN community to bring fresh blood to the process (in a reasonable way). Efforts to advertise the call in non ICANN constituencies - from GAID to A2K and CFP etc. - are important in the long run to get more acceptance and support from a broader Internet community.*

D. Evaluation

A. *The use of telephone calls and informal discussions to obtain additional information regarding selected candidates was very helpful to the committee's deliberations. Future committees should consider extending their search for information about candidates to other sources, but always ensuring that strict confidentiality will not be damaged.*

B. *The principle of maintaining the candidatures of all of the candidates until the final decision process was established and maintained by the first two nominating committees. Future committees might want to assess an alternative of a two stage process for selecting nominees, allocating more effort to a more intense examination of more promising candidates.*

C. *Personal interviews can be very important for assessing the worth of a candidate. For the top few candidates for the ICANN Board, future committees may wish to consider a formal in-person interview process to discriminate among best applicants.*

E. Post-selection

A. *The due diligence process needs to be managed and managed actively by the committee. It needs to be budgeted for, but ICANN staff beyond the ICANN General Counsel should not be involved in order to assure the independence of the nominating process.*

B. *New nominees who formally join their organizations immediately after the Annual General Meeting should be proactively included informally in all activities during the week of the AGM. Such inclusion is a valuable introduction to the issues confronting the body that they will be joining and gives them a head start in integrating themselves into the work of that body.*

Appendices

A1. Background of the ICANN Nominating Committee

A. Origin and Role

The Nominating Committee emerged out of ICANN's comprehensive reform and restructuring process as a key element of the ICANN 2.0 structure. The Nominating Committee represented a new way to fill a portion of key ICANN leadership positions, a path operating in parallel with and complementary to those within the Supporting Organizations.

In making its selections, the Nominating Committee has explicit responsibilities in supporting ICANN's Core Value 4.

> Seeking and supporting broad, informed participation reflecting the functional, geographic, and cultural diversity of the Internet at all levels of policy development and decision-making. <Bylaws Article I, Section 2(4)>

The Nominating Committee functions independently from the ICANN Board, Supporting Organizations, and Advisory Committees. The Nominating Committee's selections are final.

B. Rationale

A central rationale for using a Nominating Committee to select a portion of the ICANN leadership bodies is to balance the representation-based selection of Directors, Council and Advisory Committee members with selection of a set of individuals of the highest integrity and capability who will place the *broad public interest* ahead of any particular interests, and who are nevertheless knowledgeable about ICANN, its communities and responsibilities.

To achieve this broad public-interest orientation, the membership of the Nominating Committee is drawn from across the ICANN and global Internet communities, on the theory that a Nominating Committee consisting of independent delegates of widely varying backgrounds and interests will, by the imperative of consensus, be able to produce slates of outstanding, highly-qualified, well-respected, and diverse nominees.

Nominating Committee members, although chosen from various constituencies within ICANN, act only on behalf of the interests of the global Internet community, and within the scope of the ICANN mission and responsibilities assigned to it by the ICANN Bylaws. They carry no personal commitments to particular individuals, organizations, or commercial objectives. Thus, although appointed by Supporting Organizations and other ICANN entities, Nominating Committee members act as individuals and are not beholden to their appointing constituencies. NomCom members are, however, accountable for adherence to the Bylaws and for compliance with the rules and procedures established by the Nominating Committee.

C. Prescribed Composition of the Nominating Committee

The Bylaws:

- set forth the criteria for selecting members of the Nominating Committee.

- identify the constituent parts of ICANN that should select the delegates and liaisons.

- set the number of delegates/liaisons to be selected and their terms of service.

- provide for the ICANN Board to appoint the Committee Chair, for the preceding Chair to serve as an Advisor, and for the Chair to appoint an Associate Chair.

- designate which members of the Committee shall be entitled to vote, and set forth certain restrictions regarding eligibility to serve on the Nominating Committee.

D. Criteria and Restrictions for Selection of Nominating Committee Members

The Bylaws state the criteria for selection of Delegates as follows:

Delegates to the ICANN Nominating Committee shall be:

> *1. Accomplished persons of integrity, objectivity, and intelligence, with reputations for sound judgment and open minds, and with experience and competence with collegial large group decision-making;*
>
> *2. Persons with wide contacts, broad experience in the Internet community, and a commitment to the success of ICANN;*
>
> *3. Persons whom the selecting body is confident will consult widely and accept input in carrying out their responsibilities;*
>
> *4. Persons who are neutral and objective, without any fixed personal commitments to particular individuals, organizations, or commercial objectives in carrying out their Nominating Committee responsibilities;*
>
> *5. Persons with an understanding of ICANN's mission and the potential impact of ICANN's activities on the broader Internet community who are willing to serve as volunteers, without compensation other than the reimbursement of certain expenses; and*
>
> *6. Persons who are able to work and communicate in written and spoken English.*
> *<Bylaws Article VII, Section 4>*

The Bylaws specify the period of service for members and clarifies the re-appointment of voting delegates and non-voting liaisons

- Each voting delegate shall serve a one-year term. A delegate may serve at most two successive one-year terms, after which at least two years must elapse before the individual is eligible to serve another term.
- The regular term of each voting delegate shall begin at the conclusion of an ICANN annual meeting and shall end at the conclusion of the immediately following ICANN annual meeting.
- Non-voting liaisons shall serve during the term designated by the entity that appoints them. The Chair, the immediately previous Chair serving as an advisor, and any Associate Chair shall serve as such until the conclusion of the next ICANN annual meeting.

- Vacancies in the positions of delegate, non-voting liaison, or Chair shall be filled by the entity entitled to select the delegate, non-voting liaison, or Chair involved. A vacancy in the position of non-voting advisor (immediately previous Chair) may be filled by the Board from among persons with prior service on the Board or a Nominating Committee. A vacancy in the position of Associate Chair may be filled by the Chair in accordance with the criteria established by Section 2(9) of this Article.
- The existence of any vacancies shall not affect the obligation of the Nominating Committee to carry out the responsibilities assigned to it in these Bylaws. <Bylaws Article VII, Section 3>

The Bylaws also place some restrictions that affect the selection of all NomCom members and the selections that NomCom makes. These restrictions help ensure the real and perceived integrity of the NomCom's work. Specifically, the Bylaws state that:

- "No person who serves on the Nominating Committee in any capacity shall be eligible for selection by any means to any position on the Board or any other ICANN body having one or more membership positions that the Nominating Committee is responsible for filling, until the conclusion of an ICANN annual meeting that coincides with, or is after, the conclusion of that person's service on the Nominating Committee." <Bylaws Article VII, Section 8>

After the 2003 NomCom was appointed, the Bylaws were further amended to clarify that:

- "No person who is an employee or paid consultant to ICANN (including the Ombudsman) shall simultaneously serve in any of the Nominating Committee positions described in Section 2 of the Article." <Bylaws Article VII, Section 9>

The 2007 NomCom membership complied with these Bylaw requirements.

A2. The 2007 NomCom Composition

A. The Bylaw Requirements

According to the Bylaws the Nominating Committee shall be composed of the following persons:

1. A non-voting Chair, appointed by the ICANN Board;

2. The immediately previous Nominating Committee Chair, as a non-voting advisor;

3. A non-voting liaison appointed by the ICANN Root Server System Advisory Committee established by Article XI of the Bylaws;

4. A non-voting liaison appointed by the ICANN Security and Stability Advisory Committee established by Article XI of the Bylaws;

5. A non-voting liaison appointed by the Governmental Advisory Committee;

6. Subject to the provisions of the Transition Article of these Bylaws, five voting delegates selected by the At-Large Advisory Committee established by Article XI of the Bylaws;

7. Two voting delegates, one representing small business users and one representing large business users, selected by the Business Users Constituency of the Generic Names Supporting Organization established by Article X of the Bylaws;

8. One voting delegate each selected by the following entities:
a. The gTLD Registry Constituency of the Generic Names Supporting Organization established by Article X of the Bylaws;
b. The gTLD Registrars Constituency of the Generic Names Supporting Organization established by Article X of the Bylaws;
c. The Council of the Country Code Names Supporting Organization established by Article IX of the Bylaws;
d. The Internet Service Providers Constituency of the Generic Names Supporting Organization established by Article X of the Bylaws;
e. The Intellectual Property Constituency of the Generic Names Supporting Organization established by Article X of the Bylaws;
f. The Council of the Address Supporting Organization established by Article VIII of the Bylaws;
g. An entity designated by the Board to represent academic and similar organizations;
h. Consumer and civil society groups, selected by the Non-commercial Users Constituency of the Generic Names Supporting Organization established by Article X of the Bylaws;
i. The Internet Engineering Task Force; and
j. The ICANN Technical Liaison Group established by Article XI-A of the Bylaws; and

9. A non-voting Associate Chair, who may be appointed by the Chair, at his or her sole discretion, to serve during all or part of the term of the Chair. The Associate Chair may not be a person who is otherwise a member of the same Nominating Committee. The Associate Chair shall assist the Chair in carrying out the duties of the Chair, but shall not serve, temporarily or otherwise, in the place of the Chair.

B. Membership and biographies of the 2007 Nominating Committee

The 2007 Nominating Committee consisted of members selected in accordance with ICANN Bylaws Article VII, Section 2. Biographical information on the Nominating Committee members was posted at http://www.icann.org/committees/nom-comm/bios-2007.htm and http://www.icann.org/committees/nom-comm/bios-2007.htm

The members were:

Karen Banks

Karen Banks is a networking pioneer who has worked with ICTs and their application as a tool for social change since 1990.

Between 1990 and 1997 she maintained an international gateway called 'GnFido' at GreenNet, a small non-profit ISP in London, and founding member of the Association For Progressive Communications (APC). The gateway used simple 'store-and-forward' technology (fidonet and uucp) providing in many cases, the only means of cheap, efficient electronic communications to thousands of individuals, NGOs, Academics, Researchers and quasi-governmental departments in Africa, Asia, Latin America and Central and Eastern Europe.

In 1993, along with women colleagues from APC, she formed the APC Women's Networking Support Programme (APCWNSP) which led an all women team of 40 to the UN Fourth World Conference on Women in 1995, where they provided email and web access to over 10,000 delegates. She went on to coordinate the APC WNSP from 1996 to 2004.

She coordinated APC's participation in the WSIS process and continues to coordinate APC's participation in post WSIS activities such as the Internet Governance Forum.

She leads APC's work in the CRIS (Communication Rights in the Information Society) campaign and has recently taken up position as Network Development Manager for APC after coordinating APC's Women's Networking Support Programme for 8 years and coordinating APC's internet rights work globally, and in Europe from 1998-2001.

She remains a Director of GreenNet and is currently a trustee of Privacy International, an international privacy rights and civil liberties watchdog based in the UK, member of the civil society working group on the Commonwealth Action Programme for the Digital Divide.

She was a member of the WSIS Working Group on Internet Governance (WGIG) and was awarded the Anita Borg Social Impact Award with the APCWNSP in 2004.

Mohamed El Fatih El Tigani Ali

Mohamed obtained a Masters degree in Computer Science with distinction from Pune University (India) in 1998.

He worked as a guest lecturer at the Interdisciplinary School of Scientific Computing Pune University (India) from Aug 1998 up to March 1999.

He also worked as a systems software engineer in Nulink Co. Ltd. (India) for one and have years where he was involved in the design and implementation of a network management system for various telecom and data network equipment.

Mohamed joined Sudan Telecom Co Ltd as a network engineer and system administrator in April 1999 where he was in charge of the foundation of the Internet Sector responsible for delivering the Internet Services to other ISPs within the country. He was also responsible for the IP address space allocation policy, Initial BGP setup & DNS systems and became the head of the enterprise networks and systems sector of the IT department in May 2002.

In February 2004, he became the head of the software development sector of the IT dept and was responsible for the development and operations of all the applications development activities for Sudatel as a telecom operator (BSS i.e. Billing & CC, Interconnection billing - OSS i.e. Mediation, OMC, Traffic Measurements, ERP i.e. GL, HR, Information Systems).

He is also a Professional Courses Instructor, technical consultant and Projects Manager for Datanet Co. Ltd., a leading solutions provider in the Sudanese market.

Mohamed is a founder and executive committee member of the Sudan Internet Society, an NGO that is responsible for the .sd ccTLD management.

Mohamed is a voting member of the Nominating Committee, and has been selected by the ALAC.

Jayantha Fernando

Jayantha Fernando is an Attorney by profession and holds a specialized Masters Degree in Information Technology & Communications Law from the University of London, completed on the prestigious *British Chevening Scholarship* awarded by the UK Government (2001-2003).

He commenced his career as a Judicial Intern to Senior Judge of the Supreme Court (1994/95) and thereafter was functioned as Junior Counsel in several leading Constitutional and Commercial matters primarily in the appellate Courts. In addition to his Legal practice, he was associated with the apex Government IT Policy Agency in advising the Government on the laws required for ICT growth in Sri Lanka (1995 – 2001).

He was a member of the Computer Crimes review Committee of the Sri Lanka Law Commission (1999-2000) and was the Convenor of the Computer Crimes Advisory Committee which assisted the Government in finalizing the **Computer Crimes Bill**, presented to Parliament and enacted as legislation in May 2007. As the Program Director person responsible for the e-Laws Program at the ICT Agency of Sri Lanka (www.icta.lk) he advises the Government in ICT policies and helped in the preparation of the **Electronic Transactions Act** No. 19 of 2006. He is presently advising the Government in the adoption of a Data Protection Code of Practice.

He has several international and local papers in ICT Law and lectures extensively on ICT Law and is a lecturer and examiner at the Sri Lanka Law College and is visiting faculty of University of Colombo School of Computing (www.ucsc.cmb.ac.lk) and Department of Computer Science and Engineering, University of Moratuwa (www.cse.mrt.ac.lk)

He has extensive overseas experience lecturing and training policy makers and government officials in ICT Legal and policy issues. He has researched and implemented Laws and Policies in the field of Telecommunications and ICT Laws in developing countries. During 2003/04 Jayantha was the Legal Advisor on Telecom and ICT Legal Reforms to the South African SADC Secretariat on a USAID funded initiative. In this capacity he has prepared a model Law on e-Commerce and Data Protection which is be adoption by SADAC. He also functions as a world wide Advisory Member to an Info-dev led program led by Centre for Democracy and Technology CDT and Internews preparing e-government toolkit for developing countries.

Jayantha also has expertise negotiating large ICT related Agreements and Telecommunications Interconnection arrangements.

He is a Member of the Board of Directors of LK Domain Registry (www.nic.lk) and a Board Director at the Sri Lanka Standards Institution (www.slsi.lk). He is helping to develop Dispute resolution principles for LKNIC domain name registry.
In March 2005, Jayantha was selected to function as the Associate Chairman of the ICANN Nominating Committee and served as the GAC representative to the NomCom in 2006.

He also serves as a member of the ICANN's Registry Services Technical Evaluation Panel.

Jayantha serves as the Non-voting liaison of the ICANN Governmental Advisory Committee.

Ken Fockler

Ken Fockler is the President of Tenac Consulting, a company he founded in 1997 after the wrap up of CA*net Networking Inc. where he was President from 1992 to 1997.

CA*net was a Canadian federally incorporated non-profit organization of regional networks that came together to create and manage a national backbone network in Canada. Prior to CA*net Ken was with IBM Canada Ltd. and was instrumental in founding NetNorth in 1984, a coast to coast university network connected to BITNET and EARN. In 1996 he helped establish CAIP, the Canadian Association of Internet Providers, and served as the first chairman and President. He was also a founder of CIRA, the Canadian Internet Registry Authority and served on the initial board.

From 1992 to 1997 he served on the board of directors of CANARIE, the Canadian Network for the Advancement of Research, Industry and Education. He served on the board of the CA*net Institute, a non-profit organization dedicated to the development and use of the Internet for the public good. He served a one-year term on the board of ARIN, the American Registry for Internet Numbers, and an additional year as an officer of ARIN in the role of Treasurer.

In 1999, Ken served on a Panel of Experts for WIPO, the World Intellectual Property Organization, for a study on domain names.

Ken served on the ICANN Board from October 1999 to September 2001. He was selected by the Address Supporting Organization.

In 1996 Ken received the Chairman's Award from CBTA, the Canadian Business Telecommunications Association, for his outstanding contribution to the Canadian Telecommunications Industry.

In Ken's consulting work he has worked with telecommunications companies such as Bell Canada and federal government departments such as Industry Canada. He also serves as a consultant to the Tralliance Corporation, the registry for dot travel.

Ken has also been involved in charitable work and has served on boards in the Toronto area including the CNIB, the Canadian National Institute for the Blind.

He is a graduate of the University of Toronto, Engineering Physics 1961, and is married with three grown daughters.

Grant Forsyth

Grant Forsyth currently works for British Telecom Global Services, as Head of Global Interconnection, based in London with a focus on Europe. Prior to moving to London in 2006 Grant was Manager of Industry & Regulatory Affairs for TelstraClear in New Zealand for seven years and prior to that he held the role of CEO of TUANZ (the Telecommunications Users Association of New Zealand) following a career in IT in NZ, UK and USA.

Mr. Forsyth was a BC representative on the GNSO Council 2000-2006 and an Internet New Zealand Council rep 2002 – 2006 (INZ is the delegated manager of the .nz domain).

Mr. Forsyth holds an MBA from the University of Auckland and MSCE from the University of Washington.

Michael Froomkin

A. Michael Froomkin is a Professor at the University of Miami School of Law in Coral Gables, Florida, specializing in Internet Law and Administrative Law. He is a founder-editor of ICANNWatch, and serves on the Editorial Board of Information, Communication & Society and of I/S: A Journal of Law and Policy for the Information Society. He is on the Advisory Boards of several organizations including the Electronic Freedom Foundation and BNA Electronic Information Policy & Law Report.

Prof. Froomkin is a director of Out2 Media Group, which provides hyper-local online newspapers to communities throughout the US. He is a member of the Royal Institute of International Affairs in London.

Professor Froomkin writes primarily about Internet governance, electronic democracy, and privacy. Other subjects include e-commerce, electronic cash, the regulation of cryptography, and U.S. constitutional law.

Before entering teaching, Prof. Froomkin practiced international arbitration law in the London office of Wilmer, Cutler & Pickering. He clerked for Judge Stephen F. Williams of the U.S. Court of Appeals, D.C. Circuit, and Chief Judge John F. Grady of the U.S. District Court, Northern District of Illinois. Prof. Froomkin received his J.D. from Yale Law School, where he served as Articles Editor of both the Yale Law Journal and the Yale Journal of International Law. He has an M.Phil in History of International Relations from Cambridge University in England, which he obtained while on a Mellon Fellowship. His B.A. from Yale was in Economics and History, summa cum laude, phi beta kappa with Distinction in History.

Prof. Froomkin is married to University of Miami Law Professor Caroline Bradley. They have two children.

Professor Froomkin serves a voting member of the Nominating Committee, selected by ALAC's North American region.

Sanford H. George

Sanford H. George has been working in the networking and data communications field since 1977. He currently assists in the management of Los Nettos at the University of Southern California's Center for High Performance Computing and Communications. He also assists with engineering and operations on the Pacific Wave internet exchange project. He was previously at USC's Information Sciences Institute.

Prior to working at USC, Sanford spent twelve years managing the multi-protocol routing infrastructure at NASA's Jet Propulsion Laboratory at the California Institute of Technology. He received seven NASA awards for his contributions to NASA research and flight projects.

He has been certified as a Cisco CCNA, CCDA, CCNP, CCDP and CSE and as a 3Com Certified Solutions Associate. Before establishing a career in the networking field, he owned and operated a sport parachuting and glider school in Northern California.

Sanford served on the ARIN Advisory Council from 2002 to 2004. Sanford's current term on the ASO AC (NRO NC) expires December 31, 2007.

Sanford serves as a voting member of the Nominating Committee, selected by the ASO constituency.

Anthony Harris

Anthony Harris has been active in the telecommunications industry since 1958, having served in managerial positions in:

1958-1969-Cable & Wireless Ltd. (Foreign Staff) in United Kingdom, Argentina, Bolivia, Uruguay and Puerto Rico.
1969-1978-Western Union International Inc. (now MCI) in Argentina.
1986-1990-FTC International Inc. (New York) in Argentina.
1991-1994-McDonnell Douglas TYMNET Inc. in Argentina

Mr. Harris has also held various other positions including:

1979-1983-Norpen S.A. (Argentina), Executive Vice President of a textile industry with 500 employees
1986-1994-Politronics S.A. (Argentina), Director International Commerce for a manufacturer of telephone PABX and Key Systems equipment.
1994-1997-ITT Standard Electric S.A. (Argentina), International Relations specialist, Entrepreneur: Implemented and marketed an online trade leads portal, updated weekly (1996 to date, still in operation)

More recently Mr. Harris has been an Executive Director of CABASE-Argentina Internet Services Association, non-profit entity since 1998, and Executive Director of eCOM-LAC - Latin America & Caribbean Federation for the Internet and Electronic Commerce, non-profit entity since 1999.

Mr. Harris serves as a voting member of the Nominating Committee, selected by the ISP Constituency.

Wolfgang Kleinwaechter

Wolfgang Kleinwaechter is a Professor for International Communication Policy and Regulation at the Department for Media and Information Sciences of the University of Aarhus / Denmark.

He has studied Communication, International Law and International Relations at the University of Leipzig (B.A. 1971, M.A. 1974, Ph.D. 1981). His Academic Teaching Experiences includes Institute for International Studies, University of Leipzig (until 1991), Department for Communication, University of Tampere (1991/1992 and again since 2005), School of International Services, American University, Washington, D.C, (1992/1994) and Department for Media and Communication Studies, University of Oerebro (2002/2003). Since 1998 he teaches a full Course on "Internet Policy and Regulation" at the University of Aarhus.

From 1994 to 1998 he was the Chairman of the Management Board of the "Inter-Regional Information Society Initiative" (IRISI) of the European Commission in Brussels and coordinated the regional "Saxonian Information Initiative" (SII) of the government of the Free State of Saxony in Germany.

He is involved in Internet Governance issues since 1997 and has participated in various capacities in all ICANN meetings since its first meeting in Singapore (1999). He was a member of ICANN Membership Information Task Force and was elected as member of the Steering Committee of At Large (2001/2002). In the WSIS process he was a member of the Civil Society Bureau and co-chaired the Internet Governance Caucus in 2002 and 2003. In 2004 he was appointed by UN Secretary General Kofi Annan as a member of the UN Working Group on Internet Governance (WGIG).

He is a member of the International Council of the "International Association for Media and Communication Research" (IAMCR) and served as the president of the IAMCR Law Section between 1988 and 1998. He was a member of the Parliamentarian Media Council and the Media Law Commission of the German Democratic Republic (1989/1990) and Corresponding Member of the German UNESCO Commission (1991/1999). He is the Co-Founder and Member of the Board of the Media City Leipzig e.V., Leipzig, Germany (since 1990) and of the ICANN Studienkreis (since 2000).

He was Member of the Programme Committee for INET 2002, Internet Society, Washington D.C. and a Key-Note Speaker, Panelist, Moderator and Rapporteur of numerous international conferences on the Information Society, Information Law and Internet Governance, *inter alia* UN, ITU, EU, Council of Europe, OECD, UNESCO, UNICTTF, Global Business Dialogue on eCommerce. PTC and others.

His research work includes more than 100 international publications, including 5 books, on issues of Broadcasting Legislation, Global Information Society, Internet Governance and WSIS. Recent articles has been published in "Loyola of Los Angeles Law Review", "Development", "Telecommunication Policy", "info" and "Gazette". His two latest books has been "The World Summit on the Information Society: From the Past into the Future", UNICTTF, New York 2005 (with Daniel Stauffacher) and "Power and Money in Cyberspace: How WSIS Frames the Future of the Information Age" (Heise Publisher 2004 / in German). He served also a member of several advisory boards of scientific journals, including "Transnational Data and Communication Report" (until 1996), Computer Law and Security Report (until 1999), The Journal of Media Law and Practice (until 2001) and "Gazette" (since 1992).

Wolfgang serves as a voting member of the Nominating Committee, selected by ALAC.

Lucy Lynch

Lucy Lynch was recently hired as the Director of Technical Projects for the Internet Society (ISOC). Prior to moving to ISOC she worked at the University of Oregon (UO) as part of the Academic Computing and Network Applications group. During her years at the UO she worked with the Network Startup Resource Center (NSRC), The Oregon RouteViews Project, and the UO Multicast Team. She was been an active participant in both the North American Network Operators Group (NANOG) and the Internet Engineering Task Force (IETF) and is just completing a term as Chair of the IETF Administrative Oversight Committee (IAOC).

Lynch holds a Master's degree in Mass Communications from the University of Oregon and has a long history of service in non-profits ranging from Mental Health to a Hands-on Science Museum. She has been a grant writer, project manager, and a computer programmer. She also once managed the Flying Karamazov Brothers (http://www.fkb.com/) and hopes to put that experience to good use as a member of the NomCom.

Bill Manning

Bill Manning was a contributing scientist on Neustar's UltraDNS, and served on the research staff at USC's Information Sciences Institute under Jon Postel. His primary technical interests have been in network operations and naming systems.

At Texas Instruments, Bill was responsible for the deployment of IP networking first in the Semiconductor division and then throughout the corporation. He then joined Rice University to become the lead engineer for the NSFNet's SESQUINET regional network. Based on his responsibility and performance in handling the migration of SESQUINET and MIDnet from the NSFNet to commercial networks, he was asked to assume a role in the NSFs Routing Arbiter project at ISI.

He is active in the IETF, and has been active in the DNS and Routing working groups as an active participant, working group chair and code developer. Bill was responsible for specifying the method for adding NSAP support to the DNS, and then developed and implemented a plan to expand the Internet root server system to add four new nodes ... J, K, L, and M.

He is a Trustee of ARIN (American Registry for Internet Numbers) and is the managing partner in EP.NET, a private consultancy. He is a member of the Root Server System Advisory Committee and has responsibility for one of the root name servers.

Karsten Meinhold

Karsten Meinhold joined Siemens AG in 1973. He has worked in several business groups, departments, and functions with responsibilities for telecomm legislation and regulation since 1990. He is active in several national (German) and international associations (mainly EU level). Karsten has been involved in standardization issues, in particular at the governance level, for about 15 years. 4 years of GA Vice chairman and 4 years of GA Chairman in ETSI, ended Nov 2006. He has a university degree and diploma in Physics.

Karsten Meinhold has been appointed to the NomCom by the Technical Liaison Group.

Russ Mundy

Russ Mundy is a Principal Networking Scientist at SPARTA, Inc. His primary responsibilities include research in the areas of Internet infrastructure security, network security, and protocol development. In his current position, he is primarily responsible for several Internet infrastructure security, remote network management and protocol development projects. These efforts include initial research and development, prototype software development, and operational deployment of emerging Internet infrastructure security technologies. In addition to his internal responsibilities, Mr. Mundy is a member of the ICANN Committee on Security and Stability for the Internet, the ICANN Registry Services Technical Evaluation Panel and is an active participant in the Internet Engineering Task Force (IETF). Russ has over thirty years experience with development,

implementation and operation of numerous networking and computer systems. Prior to this position, Mr. Mundy was the Chief Scientist for the first large-scale operational use of Internet technology, the U.S. DoD's Defense Data Network.

Mr. Mundy serves as a non-voting member of the Nominating Committee, selected by the SSAC.

Lucy Nichols

Lucy Nichols is an attorney specializing in Intellectual property. She currently holds the position of Global Director of IPR, Brand Protection for Nokia Corporation and is responsible for managing the company's Trademark, Product Design and Enforcement teams.

Ms. Nichols attended the University of Texas where she earned an undergraduate degree in Political Science and Georgetown University Law Center in Washington D.C. where she was awarded a Juris Doctorate degree in 1990.

Ms. Nichols was in private law practice in Washington D.C. and New York City prior to joining Nokia in 2000. She is a recognized expert in intellectual property issues and is a frequent speaker at international conferences.

Ms. Nichols is on the Board of Directors for the International Trademark Association.

Ms Nichols is a voting member of the Nominating Committee, selected by the Intellectual Property constituency.

Adam Peake-Associate Chair

Adam Peake is a senior researcher at the Center for Global Communications (GLOCOM), Tokyo. He works on projects related to telecommunications, Internet and broadband policy, network and information security policy and trends, and follow-up activities for the World Summit on the Information Society (WSIS). Adam has been working on Internet policy related projects in the Asia Pacific region since the mid-1990s, and has been active in policy-making activities for Internet resource allocation since that time.

He was a participant in the G8 Dot Force, which made recommendations to the Group of Eight nations for action to address the "digital divide". He is currently a member of the UN Secretary-General's Advisory Group on the Internet Governance Forum (IGF).

Before coming to Japan in 1989, Adam was employed at British Telecom as a project manager working on the interconnection of Other Licensed Operators (cellular radio, radio paging and competitive telephony carriers.)

Dr Madanmohan Rao

Dr. Madanmohan Rao, a consultant and writer from Bangalore, is a research consultant at the Asian Media Information and Communication centre (AMIC). He is the editor of three book series: "The Asia Pacific Internet Handbook", "The Knowledge Management Chronicles" and "AfricaDotEdu" (McGraw Hill). He is also editor-at-large of DestinationKM.com and contributor

to the Poynter Institute blog on new media trends. Madan was on the international editorial board of the recently published book, "Transforming e-Knowledge."

Madan was formerly the communications director at the United Nations Inter Press Service bureau in New York, and vice president at IndiaWorld Communications in Bombay. He graduated from the Indian Institute of Technology at Bombay and the University of Massachusetts at Amherst, with an M.S. in computer science and a Ph.D. in communications. He is currently the director of the InfoComm Observatory at the Indian Institute of Information Technology, Bangalore.

Madan is a frequent speaker on the international conference circuit, and has given talks and lectures in about 50 countries around the world. He has worked with online services in the U.S., Brazil, and India. His articles have appeared in DestinationKM.com, The Economic Times, Electronic Markets magazine, Economic and Political Weekly, and the Bangkok Post. Madan is on the board of directors/advisors of numerous content and wireless services firms in Asia. He also participates in consultations at UNESCO, IDRC, and the Friedrich Ebert Stiftung (FES) foundation in India and Nepal.

He is the conference chair for India Internet World, India's largest annual Internet business conference, and serves on the conference committees of trade show group Messe Frankfurt in Germany, Singapore-based Asian Media Information and Communication Centre, and the global Internet Society.

Madan serves as a voting member of the Nominating Committee, selected by the ALAC.

José Luiz Ribeiro Filho

Jose Luiz Ribeiro-Filho has a Ph.D. in Computer Science from London University and a M.Sc. from Universidade Federal do Rio de Janeiro (UFRJ), Brazil. As a senior researcher at Computing Center at UFRJ he worked in several research projects in the Computer Architecture and Networking areas.

Between 1996 and 2000 José Luiz was in charge of the Brazilian Research and Education Network, sponsored by the Ministries of Education and Science and Technology. He was also member of the Board of the Brazilian Internet Steering Committee (CGI.Br) and chair of the Internet Engineering Working Group under the CGI.Br back in 1995 to 1997.

Jose Luiz has participated in the early stages of ICANN creation during the public consulting sessions in Buenos Aires, representing the Brazilian government, coordinated a session for the creation of the DNSO in Monterey (Mexico), and has attended several ICANN meetings (up to the year 2000).

In Latin America, he was also involved in the creation of the LACNIC back in 1999 – 2000 and in the organization of several international meetings in region for the Internet community as well as ISOC training seminars.

Currently working as a consultant for RNP, he is in charge of a nationwide project (Redecomep) which is deploying optic fiber networks on 27 Brazilian metropolitan regions for the use of the local Universities and Research Centers. He also supervises other network infrastructure projects in areas such as Telemedicine, Digital Cities, etc. for RNP.

Jose serves as a voting member of the Nominating Committee, selected by the Board of Directors to represent the Higher Education community.

Sebastian Ricciardi

Sebastian Ricciardi holds a bachelor's degree in law from the Buenos Aires University (Universidad de Buenos Aires UBA) and a master's degree in business administration (MBA) from the Universidad del CEMA. He has almost 10 years of experience in the consumer industry, covering different managerial positions. In 1999, he founded a technology company, working in wireless applications and marketing of new services. He is currently affiliated with Jauregui & Associates, a specialized law firm based in Buenos Aires, Argentina.

Ricciardi is the Vice President of the Internet Society Argentinian chapter. He was recently selected to participate in the ISOC WSIS Ambassador program, working with ISOC chapter members from around the world in the prepcom and the Tunis phase of WSIS. He's also member of the Public Interest Registry Advisory Council.

Ricciardi has been working with ICANN's At-Large Advisory Committee since 2002, when he was appointed by the ICANN board. His responsibilities over the past years have included outreach activities among the Latin America communities and policy work. The ICANN At-Large Advisory Committee appointed him to the WIPO2 Assistance Group and the Transfers Assistance Group, amongst other tasks.

Ricciardi serves as a voting member of the Nominating Committee, selected by ALAC.

George Sadowsky - Chair

George Sadowsky received an A.B. degree in Mathematics from Harvard College and M.A. and Ph.D. degrees in Economics from Yale University.

After spending 1958-1962 as an applied mathematician, his career concentrated on applying computers to economic and social policy, leading academic computing and networking organizations, and making the Internet useful throughout the world. During 1966-1970 he founded and directed the Computer Center at the Brookings Institution in Washington; from 1970-73 he did economic research at the Urban Institute leading to his Ph.D, dissertation on the subject of micro-analytic simulation of the household sector.

During 1973-86 at the United Nations, he supported the transfer of information technology to developing countries. He has done work in about 50 developing countries and continues to do so. Among other things, he introduced the use of microcomputers for census data processing in Africa in 1979, and he worked in China during 1982-1986 supporting the computing activities of the 1982 Census of Population and Housing.

From 1986 to 2001, he directed academic computing and networking activities, first at Northwestern University and then at New York University. He has been a consultant to the U.S. Treasury Department, the U.S. Congressional Budget Office, UNDP, the Swiss Government, and a number of foundations. He was a Board member of AppliedTheory Corporation and was a Trustee of the Corporation for Research and Educational Networking (CREN) and the New York State Educational and Research Network (NYSERNet). He was actively involved in World Bank activities during 1996-2002 as a member and Coordinator of the Technical Advisory Panel for the

infoDev program, as well as in UNDP and USAID activities. In 1994, he and Larry Landweber formulated the USAID's Leland Initiative for Internet connectivity in 20 African countries. He has been a member of the Internet Society Board of Trustees (1996-1999 and 2000-2004) and has served ISOC as Vice President for Conferences (1996-1998) and Vice-President for Education (1998-2001). He headed a group of ISOC volunteers who defined and conducted the ISOC Developing Country Network Training Workshops from 1993 through 2001. He has written and lectured extensively on ICTs and development.

From 2001-2005, he was the Executive Director of the Global Internet Policy Initiative (GIPI), which directed Internet policy reform projects in 16 developing countries, and also served as the Senior Technical Adviser within USAID's dot-GOV program. He now works on projects in the area of ICT for development. (see http://www.georgesadowsky.com for more information).

Mr. Sadowsky served as the non-voting Chair of the Nominating Committee in 2005 and was special adviser to the Chair in 2006 until the Chair's resignation at which time Mr. Sadowsky was appointed Chair. Mr. Sadowsky has been appointed Chair of the 2007 Nominating Committee.

Paul Stahura

Paul Stahura is the President and COO, and a member of the board of directors of Demand Media, Inc. (www.demandmedia.com). Demand Media is the parent company of eNom, Inc. After the Demand Media acquisition Paul remains the CEO of ENom, (www.enom.com) an ICANN accredited registrar and leading provider of domain name registration, hosting and other online services. eNom is a member of the Registrars Constituency, and Paul is a member of the ICANN Whois Task Force.

Paul comes from an engineering and business background, with Bachelor of Science and Master of Science degrees in electrical engineering from Purdue University, and has over twenty years experience in the software development industry, with the most recent ten of those years spent in the Internet and DNS space.

In 1997, with one small computer on an ISDN line, Paul launched eNom, Inc. out of his garage in Redmond, Washington. Now, seven short years later, Paul and his team have taken eNom from start-up to the largest and most active domain distribution reseller network in the domain industry, with over 8.5 million domain names on the eNom platform. Recognized as the second largest domain name registrar in the world, eNom has also won various industry awards; for example, as the best registrar for resellers from Name Intelligence five years running.

Prior to eNom, Paul was a Principal in a company that performed consulting services for Fortune-500 clients with enterprise-wide development, database, and complex system architecture and PM needs. Paul and his partners sold the 60-employee company in 2000.

Paul, known for his creative technical ideas, business collaborations and friendly approachable nature, continues to set the technological and business directions for eNom while residing in the beautiful Pacific Northwest with his wife and three children.

Paul is a voting member of the Nominating Committee, selected by the Registrars Constituency.

Ken Stubbs

Ken Stubbs has provided consulting services to various clients for over 25 years, with a principle focus on the development of marketing strategies and operational and organizational structures. Previously, Mr. Stubbs worked for KPMG and Ernst & Young specializing in accounting systems and operations management consulting with special emphasis on travel, retail, and real estate industries.

Since 1994, Mr. Stubbs has consulted on Internet business development strategies for the development of both commercial as well as non-profit web sites. Mr. Stubbs is also the former Chairman of the Executive Committee of CORE (3 years) and has testified before both the United States House Commerce as well as the House Judiciary Committees as an expert on Internet development and commerce.

Mr. Stubbs has been an active participant in ICANN activities since it's inception, participating as a member of the Names Council, (serving as its chairman for 2 terms) representing both the Registrar as well as Registry constituencies. He was a member of the working group which formulated the UDRP and has been an active member of numerous task forces over the last 5 years. He has also been active participant in the World Summit on the Information Society and United Nations ICT Task Force. Mr. Stubbs is a graduate with "Distinction" in Business from California State University at San Diego and is a Certified Public Accountant..

He is currently serving as the GTLD representative to the GNSO Council and has been a member of the Council since its inception in 1999. He is a Director of Afilias Registry as well as a member of the Afilias Board of Director's Executive Committee.

Mr. Stubbs is a voting member of the Nominating Committee, selected by the gTLD Registrars Constituency.

Christopher Wing To

Christopher obtained a Bachelor of Honours Degree in Manufacturing Systems with Electronics from Glasgow Caledonian University and a Bachelors of Honours Degree in Law from City University of Hong Kong. He also holds a Masters Degree in Arbitration and Alternative Dispute Resolution from City University of Hong Kong and a Masters Degree in Commercial Law from the University of Northumbria.

In May 2003, Christopher was elected by internet users to serve on the Hong Kong Internet Registration Corporation Limited and the Hong Kong Domain Name Registration Company Limited as a Director and in September 2004 he was elected as Chairman of the Board.

In 2001-2002 he was awarded Director of the Year by the Hong Kong Institute of Directors for his strive towards excellence in Corporate Governance and is currently the President of the Institute of Compliance Officers and a Council member of the Hong Kong Institute of Directors. He has been nominated by his peers as one of the world's leading practitioners in Commercial Arbitration – The International Who's Who of Commercial Arbitrators of 2005 and 2006, and is on the panel of arbitrators of various leading arbitration centers around the world. He is currently the Chairman of the Inter-Pacific Bar Association Dispute Resolution and Arbitration Committee and Secretary-General of the Hong Kong International Arbitration Centre and the Asian Domain Name Dispute Resolution Centre.

He actively lectures at local and overseas universities in the areas of Corporate Governance, Business, Engineering and Law and holds Adjunct Professorships in Engineering and Law at City University of Hong Kong. Since 2005 he has been an advisor to Shantou University in the Mainland of China. He is a member of the Appeal Boards Panel for Education and is a member of the Qualifications Framework working sub-group on Aircraft Engineering works in Hong Kong. Christopher is also a member of the Hong Kong Institute of Certified Public Accountants Ethics and Complaints Oversight Committees. He has written articles and books in areas such as Corporate Governance, Negotiation, Mediation, Arbitration, Intellectual Property, Domain Names Disputes and Ecommerce.

Christopher was appointed as a Member of the Preparatory Committee and subsequently Director for the Research and Development Centre for Logistics and Supply Chain Management Enabling Technologies by the Commissioner of Innovation and Technology of the Hong Kong Government. He is a member of the Hong Kong Government Internet Infrastructure Liaison Group and is a member of the Appeal Board Panels in Amusement Rides (Safety) and Lifts and Escalators (Safety) appointed by the Hong Kong Government.

He is a Fellow of various learned societies including the Institution of Engineering and Technology (previous known as IEE), Chartered Institute of Arbitrators, Hong Kong Institute of Arbitrators, Singapore Institute of Arbitrators and the Hong Kong Institute of Directors. He is also a Member of the Hong Kong Computer Society, Hong Kong Institution of Engineers, Hong Kong Corporate Counsel, Society of Construction Law, Intelligent Transport Systems, Hong Kong Mediation Council and an Associate Member of the Royal Aeronautical Society.

He is a Chartered Electrical Engineer and is currently a Registered Professional Engineer in the Disciplines of Information, Electronics and Manufacturing.

Christopher actively participates in many civic associations including charities, non-profit entities and learned associations both inside and outside of Hong Kong.

Christopher is a voting member of the Nominating Committee, selected by the ccNSO.

A3. NomCom process and methodology

A. Timetable for 2007

8 December 2006	ICANN Board announces George Sadowsky as Chair of 2007 Nominating Committee
8–9 December 2006	Nominating Committee holds first face-to-face meeting immediately after ICANN meeting in San Paulo, Brazil
1 February 2007	Formal call for Statements of Interest and Recommendations is issued with deadline date of 1 May 2007
30 April 2007	Deadline for receiving Statements of Interest is extended until 18 May 2007
1 July 2007	Nominating Committee notifies subset of candidates of possibility of telephone interviews during forthcoming meeting
9–13 July 2007	Nominating Committee holds second face-to-face meeting in Toronto, Canada for purpose of selecting Nominees\

July – September 2007	Due diligence carried out on the Nominees that were selected
25 September 2007	Nominating Committee announces its selection of 2007 Nominees
2 November 2007	Nominees take office at conclusion of ICANN's Annual General Meeting in Los Angeles

B. 2007 NomCom Operating Procedures

The NomCom adopted the following procedures for its work:
http://nomcom.icann.org/procedures-2007.html

A. Code of Ethics for the Nominating Committee Members

Scope
NomCom's Objectives
NomCom's Role
Integrity and Conflict of Interest
Confidentiality and Privacy
Formal Statement of Commitment to the Code of Ethics
B. NomCom Operating Procedures

Modifications to NomCom Procedures
Contribution of NomCom Members
Vacancies and Removal from NomCom
Language for Conduct of NomCom's Communications
Terminology
Internal Communications and Relations
    Communications and Meetings
    Volunteer Service
    Non-Voting Members
    Access to Information
External Communications and Relations
    Transparency
    Recruitment Consultations
    Public Input
    Confidentiality and Privacy
Criteria for Selection for ICANN Directors, GNSO Council Members, Interim ALAC
    Members and ccNSO Council Members
        Roles for the Positions to Be Filled
        Criteria for Selection of ICANN Directors
        Additional Considerations for the ccNSO Council Positions
Eligibility Factors for ICANN Directors, GNSO Council Members, Interim ALAC Members,
    ccNSO Council Members
        Eligibility Factors for ICANN Directors
        Eligibility Factors for GNSO Council Members
        Eligibility Factors for Interim ALAC Members
        Eligibility Factors for ccNSO Council Members
Review and Evaluation of Candidates

A4. Committee memberships

A. 2007 Nominating Committee Sub-Committees

Technical
Donna Austin
Karen Banks
Lucy Lynch
Bill Manning
Adam Peake
Paul Stahura

Conflict of Interest
Michael Froomkin
Bill Manning
Christopher To

FAQ
Donna Austin
Karen Banks
Ken Fockler
Patrick Jones
Adam Peake
Madanmohan Rao

Outreach
Karen Banks
Tony Harris
Wolfgang Kleinwaechter
Adam Peake
Madanmohan Rao

B. Committee Charge and Code of Ethics

.   Committee Charge

NomCom is responsible for the selection of all ICANN Directors except the President and those selected by ICANN's Supporting Organizations, and for such other selections as are set forth in the Bylaws. [Bylaws Article VII, Section 1]

The NomCom is charged with populating a portion of the ICANN Board as noted above, as well as the Council of the GNSO, the Interim ALAC, and the Council of the ccNSO. The NomCom complements the other means for filling a portion of key ICANN leadership positions achieved within the Supporting Organizations.

The Bylaws also state that the Nominating Committee shall adopt such operating procedures as it deems necessary, which shall be published on the Website.

The Nominating Committee is designed to function independently from the Board, the

Supporting Organizations, and Advisory Committees. Nominating Committee members act only on behalf of the interests of the global Internet community and within the scope of the ICANN mission and responsibilities assigned to it by the ICANN Bylaws.

Members contribute to the Nominating Committee both their understanding of the broad interests of the Internet as a whole and their knowledge and experience of the concerns and interests of the Internet constituencies which have appointed them. The challenge for the Nominating Committee is to integrate these perspectives and derive consensus in its selections. Although appointed by Supporting Organizations and other ICANN entities, individual Nominating Committee members are not accountable to their appointing constituencies. Members are, of course, accountable for adherence to the Bylaws and for compliance with the rules and procedures established by the Nominating Committee

.   Charge to Subcommittee on Conflicts of Interest

NomCom members developed and reached consensus on a Code of Ethics to which all NomCom members and NomCom staff have expressed their commitment to adhere.

This Code of Ethics applies to and must be agreed to by:

1) any and all ICANN Nominating Committee (NomCom) members
[http://www.icann.org/general/bylaws.htm#VII-2]
2) any and all ICANN staff members engaged in supporting the work of the Nominating Committee, and
3) any and all outside consultants who may be retained by the Nominating Committee to assist with any phase of its work.

Details of the Agreement to Adhere to Code of Ethics could be found at :-

http://www.icann.org/committees/nom-comm/ethics-2007.html

A5. 2007 Nominee Biographies

ICANN Board of Directors

Harald Tveit Alvestrand (Norway, Europe)

Harald Alvestrand was born in Norway in 1959, and graduated from the Norwegian Institute of Technology (NTH) in 1984. He has worked for Norsk Data, UNINETT (the university network of Norway), EDB Maxware, Cisco Systems and, since 2006, for Google.

He has been active in Internet standardization via the Internet Engineering Task Force (IETF) since 1991, and has written a number of RFCs, including RFC 1766, the first standard for language tags in Internet protocols.

In the IETF, he has been an area director of the Applications area (1995-1998) and of the Operations & Management area (1998-1999; a member of the Internet Architecture Board (1999-2001), and served as chair of the IETF from 2001 to 2006.

He was alternate chair of the ICANN DNSO General Assembly from December 1999 to April 2001, and was a member of the WIPO panel of experts on the DNS in 1998-1999.

He is currently a board member of NORID, the .no domain name registry, and of the Unicode Consortium.

He lives in Trondheim, Norway, is married, and has 3 children.

Dennis Jennings (Ireland/UK, Europe)

Dr. Dennis Jennings has a wide and varied career.

It has spanned venture capital, where he is the co-founder of 4th Level Ventures (2002 to present) - an Irish Venture Capital company whose primary objective is to invest in companies commercializing the business opportunities that arise from university research in Ireland (www.4lv.ie). He is also an "Angel" investor, investing in early stage technology companies.

In terms of board membership, he is currently chairman and/or board member of a small number of small technology companies, and has a wide experience of the issues relating to the start-up, funding, supervision and governance, and survival of early stage technology companies.

In regard to university/research IT management, Dr Jennings was the director of University College Dublin (UCD – www.ucd.ie) Computing Services from 1977 to 1999, where he was responsible for the university IT infrastructure and a staff of over 90 people. He was interim President of the Consortium for Scientific Computing at the John von Neumann Centre (JvNC) in Princeton, New Jersey, responsible for the start-up of the supercomputer centre (1986, on leave from UCD). He is currently Chairman of the Oversight Board of the Irish Centre for High-End Computing (ICHEC – www.ichec.ie).

He is also an Internet pioneer, having been responsible for the decisions that created NSFNET (1985/86) - the network that became the Internet - while working for the US Federal Government (on leave from UCD). He was actively involved in the start-up of research networks in the Europe (EARN - President; Ebone - Board member) and Ireland (HEAnet - initial proposal and later Board member. www.heanet.ie). He chaired the Board and General Assembly of the Council for European Top level domain Registries (CENTR) from 1999 to early 2001 - www.centr.org - and was actively involved in the start-up of the Internet Corporation for Assigned Names and Numbers (ICANN) - www.icann.org - during that period.

Dr Jennings holds a 1st Class honours physics BSc degree from University College Dublin (1967), and a PhD degree obtained for a search for high-energy gamma radiation from pulsars (neutron stars) (1972). He is an opera and classical music enthusiast, and is the chairman of the UCD Choral Scholars Board of Management.

Jean-Jacques Subrenat (France, Europe)

Jean-Jacques Subrenat is Chairman of the Advisory Board of Institut Pierre Werner in Luxembourg (2007~), a tutor at ENA (Ecole nationale d'administration in Strasbourg, 2007~), an elected member of the board of Lycée Vauban, the French school in Luxembourg (2006~).

His professional experience is wide-ranging: he was a volunteer in the French Navy (1960-63), a scholarship student in Bordeaux and Paris (1964-68), a researcher at the CNRS in Paris and Kyoto (Centre national de la recherche scientifique, 1967-71), and in the French diplomatic service (1972-2005). He was an Ambassador for ten consecutive years (1995-2005).

He worked at the Ministry of foreign affairs in Paris, at the Policy Planning Staff (1976-78), on secondment to the Ministry of industry to help set up the Solar Energy Authority, as first Head of its department of international affairs (1978-80), Diplomatic Adviser to the Minister for Europe (1980-81), Deputy director for Asia and the Pacific (1984-86), Alternate director for development aid (1986-88), Alternate director for the Americas (1992-95).

He was posted in Singapore (Embassy Secretary 1973-76), in Japan (Counsellor 1981-84, Minister Counsellor & Deputy Head of mission 1988-92). He was Ambassador, Permanent Representative to the Western European Union (WEU in Brussels 1995-98), Ambassador to Estonia (1998-2002), Ambassador to Finland (2002-05), Acting Governor for France at the ASEF Board of Governors (2005).

Ambassador Subrenat has a doctor's degree from the Sorbonne University in Paris and various other degrees (Bordeaux, Paris, Osaka). He is frequently invited as a speaker and writes articles on global trends, current affairs, international relations, social matters. Edited a book on Estonia; published a book on a major music festival in Finland.

He visited the USA as an individual guest of the International Visitor Program (1986). He was awarded honorary distinctions by Estonia (2002), Finland (2005), France (1982, 1994, 2005), Japan (1992), Thailand (1987). He was born in 1940, and is remarried. He has four children.

GNSO Council

Avri Doria (USA, North America)

Avri Doria is an adjunct professor at Luleå University of Technology (LTU) in Sweden. She also works part time as a consultant to the IGF Secretariat at the UN, as an independent consultant and as an associate with Interisle consulting.

Ms. Doria, has been an Internet technologist involved in the development of Internet protocols and architectures for over 25 years, an active participant in the IETF, past chair of the IRTF Routing Research group, and Senior Fellow and past Technical Committee Chair of the Multi Service Forum She has also been active in Internet Governance for the past 5 years, is currently chair of the ICANN GNSO council, was an active participant in WSIS and post WSIS civil society, is a past chair of the Civil Society Internet Governance Caucus and was a member of the Working Group on Internet Governance (WGIG) . Ms Doria is a also a member of the APC Women's Networking Support Program.

Her current projects include research into methods of bringing the Internet into areas that are communication challenged and is working with the semi-nomadic Sámi population of Sapmi (aka Lapland) to develop an ICT infrastructure for the UNESCO heritage region of Laponia. Another current project involves creating a graduate curriculum in Internet Governance at LTU. Ms. Doria has one MA from the University of Chicago in Philosophy and one from Rhode Island College in Counseling Psychology and is allegedly trying to complete a trans disciplinary PhD dissertation

at Blekinge University of Technology in Sweden on the nature of the relationship between technology and governance.

Olga Cavalli (Argentina, Latin America & Caribbean)

Olga Cavalli is a ICT and Internet specialist with large experience in project management, market research, competitive analysis, public policy and regulations. This experience has been developed in a multistakeholder environment.

Ms. Cavalli is a professor at Universidad de Buenos Aires, at the Instituto Tecnológico Buenos Aires and at the Diplomacy Career of the Ministry of Foreign Affairs of Argentina. In these institutions she teaches subjects related with technology and public policy. She is also an invited teacher and speaker to several other institutions from Argentina and other countries. Ms. Cavalli is a member of the Advisory Group for the Internet Governance Forum.

As an advisor of the Ministry of Foreign Affairs of Argentina, she has represented Argentina in the WSIS Second Phase held in Tunis, also in the GAC of ICANN (Governmental Advisor Committee). She is also involved in activities in the ccNSO of ICANN and in LAC TLD. Ms. Cavalli is the argentine focal point for the eLAC 2007 Regional Information Society Plan of Action, she is the coordinator of the Internet Governance Group in eLAC 2007 and was former coordinator of the Financing eLAC 207 working group. She has also been responsible for evaluating the argentine export offer in technology and for advising the Ministry in technology trends and public policy related with technology.

She has published papers and articles in many magazines and newspapers from Argentina and South America, about Internet, telecommunications and IT regulations and market. In the private sector she has worked as a consultant for many companies and non governmental organizations from Argentina, Brazil, Chile, Uruguay, Venezuela, USA, Canada and Germany.

Graduated as Electronic and Electric Engineer at Universidad de Mendoza, she has completed her background with and MBA at the Universidad del CEMA and a Masters Degree in Telecommunication Regulation at Universidad de Buenos Aires. Today she is a PHD Candidate at the PHD in Business Administration program at the Universidad del CEMA.

She is fluent in English, German and Portuguese, and she can read and understand Italian and French. She is a member of the Argentine Chapter of Internet Society (ISOC) and she is a Certified Engineer at the Consejo de Profesionales de Ingeniería Electrónica of Argentina, COPITEC. She is the mother of Juana (12) and Federico (18).

At-Large Advisory Committee

Vanda Scartezini (Brazil, Latin America & Caribbean)

Vanda Scartezini is an Electronics Engineer and a Brazilian citizen, and graduated from college in 1970. Since then she has held many management positions with private technology companies and public institutions. She is the co-founder of and has been an active partner in Polo Consultores, a Brazilian IT consulting company, since 1985. She also acts as President of Altis, a Software & Service outsourcing company, www.altis.org.br, and as chair of the board of FITEC, an ICT R&D foundation www.fitec.org.br. She is also an associate partner of Getulio Vargas

Foundation Projects (www.fgvprojetos.fgv.br) and member of the board of ABES, the Brazilian Software Industry Association.

She has been working with the ICANN community since 2000 as a GAC member until March 2004 and an ICANN Board member from 2004 until the Los Angeles meeting.

She served as National Secretary of Industrial Technology and as National Secretary of Information Technology in the Brazilian Federal Government. She is also former President of the Brazilian Patent Office. From 2000 until March 2004 she was the Brazilian representative on the ICANN Governmental Advisory Committee. She also served as GAC Vice Chair until March 2004.

She has acted as Brazilian Government representative in many international missions around the world as well as an expert and consultant for international institutions. She was honored with many of the major prizes in the Brazilian IT Industry. She is also honorable member of Abranet, the IST Brazilian Association, and of the Brazilian Chamber of Electronic Commerce. Among other ICT associations, she is also a member of WTN – World Technology Network, www.wtn.net.

Fatimata Seye Sylla (Senegal, Africa)

Mrs. Fatimata Seye Sylla is an MIT/ Media Lab Master of Science with a first university degree from Le Havre University (France) in computer Science. She has a post graduate management degree from the African regional management school in Dakar (CESAG).

Fatimata has worked for ten years within the Senegalese government and for nine years in the IT private sector in Senegal. Within the Senegalese government, she has conducted the first national project to introduce ICT in the educational system as a project manager.

She is the founding President of the NGO Bokk Jang 2B1-SN (www.bokk.org), the Executing Agency for the USAID funded Program "Digital Freedom Initiative" (DFI) and the OSIWA E-Riders project in Senegal (2003 – 2005) under her leadership.

As an international consultant, she has worked and conducted research studies for Unesco, UNFPA, UNECA, ITU, USAID, UNDAW, FRANCOPHONIE, IDRC and PANOS Institute, in the field of Information and Communication Technologies use in Education, gender, media and development. She has written several papers related to IT and development, some of them are published. She was a Board Member of CATIA (Catalysing Access to ICTs in Africa), a DFID program (2003 – 2006).

Among other activities, she is a Board member of OSIRIS (www.osiris.sn), ISOC (www.isoc.sn) associations and of REGENTIC, a gender and ICT network in Senegal. She is presently the National Coordinator of the African Civil Society for the Information Society (ACSIS) in Senegal and a Council Member of Free and Open Source Software Foundation for Africa (FOSSFA).

Nguyen Thu Hue (Vietnam, Asia/Australia/Pacific)

Ms. Nguyen Thu Hue, born in November 1971 in Vietnam. Married with two children, Hue Anh (10) and Hai Minh (1). Ms. Nguyen lives and works in Hanoi, Vietnam.

She is the founder and director of the Center for Marine life Conservation and Community Development (MCD), a Vietnamese NGO. Prior to joining MCD, Ms Nguyen worked as the Country Coordinator for International Marine life Alliance (IMA), an international NGO with headquarters in the United States of America. Earlier, she held a position at the Hanoi office of Baker & McKenzie, an international law firm. She has diverse experience in working in cross-cultural environments, project management and planning, and working with the business sector and local communities.

Ms Nguyen has also worked on a number of international development projects outside of MCD. From July 2003 to August 2005, she was country coordinator for the Global Internet Policy Initiative (GIPI), an EU-funded project on internet policy reform in Vietnam. She was also program coordinator for the USAID funded project "Internet Training for Female NGO Heads and Female journalists in Vietnam" where she worked with Internews Network, a US based media organization. She has actively participated in Internet governance in Vietnam.

Ms Nguyen has a Masters degree in International Business Administration from the Asian Institute of Technology (AIT) in addition to a Degree in Economic Law from Hanoi Open University. She also studied Internet Law at Harvard Law School, USA, in 2004.

ccNSO Council

Nashwa Abdel-Baki (Egypt, Africa)

Nashwa Abdel-Baki is an IT expert with over 20 years of experience at the national, as well as regional and international level.

She is an early Internet pioneer, bringing Internet connectivity to Egypt in the early 1990s. As part of this process, she helped build Egypt's national networks both locally and regionally and took technical lead of the Egyptian Universities Network (EUN). Academically, she is a Doctor of Engineering in the field of multimedia networking from Ulm University, Germany. Dr. Abdel-Baki received an MSc from the Faculty of Engineering, Ain Shams University and a BSc from the Faculty of Engineering, Cairo University.

Nashwa Abdel-Baki joined the Egyptian Supreme Council of Universities directly from graduation as a systems engineer in the area of computer systems and networking architecture. She was responsible for engineering and development of system techniques and networking algorithms and architecture that suited the heterogeneity of the Egyptian national environment. This was accompanied with constructing, developing and leading the qualified working groups and teams for introducing the newly and locally developed concepts to the native community.

Based on experience gained earlier, her professional experience was extended to the regional and international level to help with deploying and developing the regional networking architecture - something that involved bringing the know-how of networking infrastructure and media connectivity to the local and regional domains of African, Arab and developing areas.

From 1993 to 1999, she also led, managed, organized and helped with teaching and educating a number of the international IT conferences and networking workshops (e.g., ISOC/INET) that targeted the methodologies and techniques to study, build, manage and maintain national networks. She was one of the four that submitted the first proposal to establish AfriNIC.

Dr. Abdel-Baki has also worked as an IT consultant and expert on the national and regional level for networking and IT deployment and maintenance. This includes fund raising schemes, and budget management while opening new domains of collaborative work within corresponding parties. Supported by her German DAAD scholarship, from 2000 to 2005, she led a research program in an academic project for the degree Doctor of Engineering in Ulm University in Germany. This fruitful phase of her professional life focused on the future integrated multimedia networking architecture and services, especially in the university environment, with emphasis on synchronized adaptive interactive multimedia communication systems, compression techniques, media simulation, Quos, MPLS, DiffServ...

Currently, Dr. Abdel-Baki is Vice Executive Director, EUN, and advisor for IT, Secretary General, Supreme Council of Universities (SCU).