

2016 Nominating Committee Report Card #3

January 2016

Date: 1 February 2016

1) Application requests coming in

Application requests are currently coming in for the positions that the 2016 Nominating Committee is responsible for filling, i.e. three Board Directors, one member of the GNSO Council, one member of the ccNSO Council and two members of the ALAC (one each from Europe and North America).



By 20 January 2016, the Nominating Committee had received 53 requests for online application forms, which is the first step of the application process. This figure, slightly higher than last year at the same time, is an early indication of interest in NomCom-appointed leadership positions; applications are accepted until 20 March. An analysis of the requests so far informs the NomCom on where additional outreach efforts might be necessary, both in terms of geographical and gender balance. The graph below shows the regional breakdown of application requests. As to the gender imbalance, more than 90% of the requests so far have come from men.



While requesting access to the protected online application forms, potential candidates indicate which positions they are interested in. Of the total 53, a vast majority (44) are interested in a Board position, and for 30 as their first preference. Corresponding figures for other positions are: GNSO (39) 7, ccNSO (39) 7 and ALAC (27) 7.

2) NomCom activities

During the current phase of NomCom work cycle, outreach is among the top priorities for all members. Outreach opportunities have been effectively used at events big and small, from global meetings like WSIS+10 at the United Nations and World Economic Forum in Davos, to key gatherings of specific segments of the Internet community such as NamesCon in Las Vegas.



Outreach will continue until and during ICANN 55 in Marrakech. The application deadline is 20 March. 2016.

A large part of the work of the 2016 Nominating Committee is being done in its nine Sub-Committees. The full Nominating Committee met on 21 January and received updates from all of them (Chairs and members listed in the Appendix):

- **SOI Revision Sub-Committee:** Revisions to the content and language of the SOI forms have been made and the forms are live online since the opening of the application period 17 December 2015. Having done its work, the Sub-Committee is closed, with thanks from the Chair.
- **Application Software Sub-Committee:** The sub-committee will observe the functioning of the application software in the workflow of the NomCom over coming weeks and months, and suggest improvements if appropriate.
- **Outreach Sub-Committee:** All NomCom members need to be doing active outreach especially in regions where interest has been weak so far. Marrakech meeting to be used to target specific areas to achieve a more balanced candidate pool.
- **Recruitment/Evaluation vendor Sub-Committee:** In order to avoid hasty decisions, the Sub-Committee did not suggest changes in 2016 (i.e., Odgers Berndtson office in Brussels continues to assist NomCom in recruiting and OB Frankfurt in assessing selected candidates). Now the Sub-Committee focuses on finding possible alternative vendors in 2017.
- **Recommendations Sub-Committee:** A preliminary list of recommendations for the 2017 NomCom has been compiled.
- **Reference Communications Sub-Committee:** Work continues on improvements to the reference form.
- **Conflict of Interest Sub-Committee:** There have been no conflicts of interest.
- **Transparency Sub-Committee:** The Sub-Committee has decided to keep the present format of Report Cards. It is currently discussing how to make the NomCom open meeting in Marrakech more interesting for the community. Staff to work with communications team to attract attendance from all SO's/AC's
- **Travel Logistics Sub-Committee:** Closed with thanks from the Chair. Visa issues are beyond our control. Feedback on travel reimbursement issues requested from members for a meeting with the CFO.

3) Next steps

The Nominating Committee is scheduled to meet in Marrakech on Sunday 6 March, Monday 7 March and Wednesday 9 March. In addition to the open business meeting, a practice since 2013 to increase NomCom's transparency, NomCom is going to have an intensive training session in interview techniques. This type of training has been part of NomCom's spring meeting for a few years, and members have found it has provided helpful tips on how to formulate questions to the candidates, and how to interpret their answers.

After Marrakech and after the close of the application period, the NomCom enters the most intensive phase of its work cycle, perusing applications and references and starting the process of winnowing down the candidate pool by the means of straw polls and teleconference deliberations, until final decisions are made after ICANN 56 in Panama City.

Appendix: 2016 NomCom Essentials

Leaders to be selected

- Three members of the ICANN Board of Directors
- Two At-Large Advisory Committee (ALAC) members (one each from Europe and North America)
- One member of the Council of the Generic Names Supporting Organization (GNSO)
- One member of the Council of the country code Names Supporting Organization (ccNSO)

Committee Leadership:

Chair (chosen by the Board): Stéphane Van Gelder; Chair Elect (chosen by the Board to prepare for the Chairmanship of the 2017 NomCom): Hans Petter Holen; Associate Chair (chosen by Chair): Wolfgang Kleinwächter

Committee:

Voting members: Thomas Barrett (GNSO/Registrars SG), Steve Coates (GNSO/CBUC-Large), Eduardo Diaz (ALAC-NA), William Drake (GNSO/NCUC), Hartmut Glaser (ASO-AC), Zahid Jamil (GNSO/CBUC-Small), Dave Kissoondoyal (ALAC-AF), Yrjo Lansipuro (ALAC-EU), Sylvia Herlein Leite (ALAC-LAC), Osvaldo Novoa (GNSO/ISPCP), Amir Qayyum (ALAC-AP), Jörg Schweiger (ccNSO), Ellen Shankman (GNSO-IPC), Ken Stubbs (GNSO/Registries SG) and Tim Wicinski (IAB for IETF); Non-voting members: Alejandro Acosta (RSSAC), Mark Seiden (SSAC). ICANN Staff support: Joette Youkhanna, Jia-Juh Kimoto

Sub-committees:

SOI Revision Sub-Committee: Suggest improvements to the content design and language of the Statement of Interest forms. Chair: Steve Coates, Members: Zahid Jamil, and Thomas Barrett.

Application Software Sub-Committee: (Chair: Mark Seiden, members Amir Qayyum, Tim Wicinski, Zahid Jamil) to suggest improvements to the software currently used in the application process

Outreach Sub-Committee: (Chair: Wolfgang Kleinwächter, members Tom Barrett, Sylvia Herlein Leite, Amir Qayyum, Ken Stubbs, Yrjö Länsipuro, Dave Kissoondoyal, Steve Coates, Osvaldo Novoa, Tim Wicinski, Alejandro Acosta) to create and manage a calendar of outreach events at which NomCom attendance might be useful.

Recruitment/Evaluation vendor Sub-Committee: Prepare for possible alternative recruitment partners to work with future NomCom's, starting with the 2017 committee. Chair: Zahid Jamil, Members: Yrjö Länsipuro, Thomas Barrett, and Osvaldo Novoa.

Recommendations Sub-Committee: Review the recommendations from the 2015 NomCom and ensure the 2016 NomCom makes best efforts to enact them. Chair: Hans-Petter Holen, Members: Zahid Jamil, Tim Wicinski, and Eduardo Diaz.

Reference Communications Sub-Committee: Suggest improvements to the reference form. Chair: Bill Drake, Members: Dave Kissoondoyal, Jörg Schweiger, Eduardo Diaz, and Sylvia Herlein Leite.

Conflict of Interest Sub-Committee: Handle any declared conflicts of interest concerning a member of the NomCom. Chair: Wolfgang Kleinwächter, Members: Dave Kissoondoyal, Steve Coates, Zahid Jamil, Mark Seiden, and Ken Stubbs.

Transparency Sub-Committee: (Chair: Yrjö Länsipuro, members: Dave Kissoondoyal, Eduardo Diaz, Osvaldo Novoa, Jörg Schweiger) to ensure the NomCom operates as transparently as possible. This includes drafting the report cards.

Travel Logistics Sub-Committee: Suggest solutions to problems related to travel for face-to-face meetings (Visas, ICANN travel rules, etc.). Chair: Hartmut Glaser, Members: Zahid Jamil, Mark Seiden, Sylvia Herlein Leite, and Amir Qayyum.

Meetings:

Kick-off face-to-face meeting, Dublin, 23-24 October 2015.

In attendance: Chair; Chair Elect; Associate Chair; 5 ALAC; 2 CBUC; 1 RrSG; 1 RySG; 1 ISPCP; 1 ccNSO; 1 ASO-AC; 0 RSSAC; 1 SSAC; 0 IPC; 1 NCUC; 1 IAB for IETF. Apologies received from members unable to attend.

Meeting with the Board Governance Committee, 24 November, 2015.

In attendance from NomCom: Chair; Chair Elect; 0 Associate Chair; 5 ALAC; 2 CBUC; 1 RrSG; 1 RySG; 1 ISPCP; 1 ccNSO; 1 ASO-AC; 0 RSSAC; 0 SSAC; 1 IPC; 1 NCUC; 1 IAB for IETF. Apologies received from members unable to attend.

Meeting 8 December, 2015.

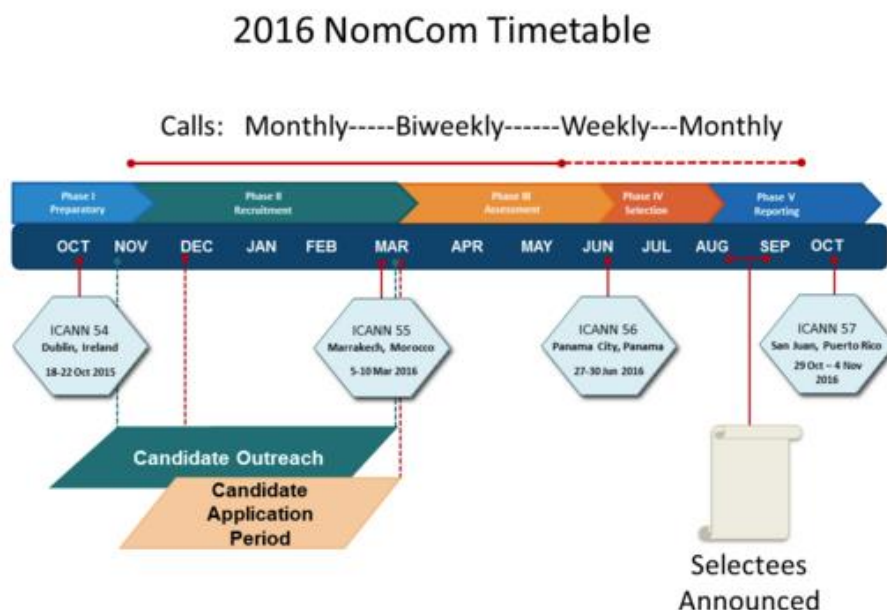
In attendance; Chair; Chair Elect; Associate Chair; 5 ALAC; 2 CBUC; 1 RrSG; 0 RySG; 1 ISPCP; 1 ccNSO; 1 ASO-AC; 1 RSSAC; 1 SSAC; 1 IPC; 1 NCUC; 0 IAB for IETF. Apologies received from members unable to attend.

Meeting 21 January, 2016

In attendance: Chair; Chair Elect; Associate Chair; 3 ALAC; 2 CBUC; 1 RrSG; 0 RySG; 1 ISPCP; 0 ccNSO; 1 ASO-AC; 0 RSSAC; 1 SSAC; 0 IPC; 0 NCUC; 1 IAB for IETF. Apologies received from members unable to attend.

Timetable:

See the chart below. The start of the application period was announced on 17 December 2015. It will end 20 March, 2016.



How the NomCom Works: a walk-through of the main steps in the NomCom process

Outreach/Application Phase

- **23 – 24 Oct 2015: 2016 NomCom convened in Dublin, Ireland**
 - Outreach opportunities discussed and planned
- **17 Dec 2015 – 20 Mar 2016: Candidate Application Period**
 - Interested individuals complete and submit the online Candidate Application Request Form to begin the application process. NomCom staff (Joette Youkhanna and Jia Kimoto) sends an email acknowledging that the Application Request Form was received.
 - Individual candidate applications are created in the RESTRICTED NomCom wiki platform for those that have submitted a Candidate Application Request Form. Each candidate is notified of their unique login credentials needed to access their application forms and information about the application process
 - NomCom staff monitors candidate applications for completeness during the application period. Applications in which candidates have indicated their application is complete are reviewed by NomCom staff and acknowledges the forms are complete or if information is missing.
 - As the end of the application process approaches, NomCom staff sends reminders to candidates that have not completed their applications
- **20 March 2016 at 23:59 UTC: Application Period Ends**
 - The online Application Request Form is disabled.
- **20 – 28 Mar 2016: Wiki Application Grace Period**
 - Grace period for candidates to complete their personalized application forms on the NomCom's RESTRICTED wiki platform. Candidate applications that are incomplete will not be considered.
- **29 March 2016: Wiki Applications Restricted**
 - Candidates are notified the application period has ended and the NomCom wiki is restricted to only NomCom members.

Assessment Phase

- **29 March to early-June 2016: Review, Evaluation and Shortlisting of Candidates**
 - Candidate references are contacted requesting they provide a reference
 - NomCom members review Candidate information, deliberate and agree on shortlisted candidates.
 - Assessment consultant performs interviews and provides NomCom with Scorecard (assessment summary) of each candidate interviewed.
 - NomCom 'Deep Dive' teams formed and perform more in depth assessment of shortlisted candidates which may include phone interviews.

- Shortlisted Board candidates are advised of the Board retreat in Istanbul, Turkey from 15 – 17 September 2016 and invited to participate if selected.
- SO/AC shortlisted candidates will be advised of dates of on-boarding/training sessions that they should plan to attend.

Selection Phase

- **26 – 30 June 2016: Interviews with Shortlisted Board Candidates**
(during ICANN56 Meeting) in Panama City, Panama
- **1 – 2 July 2016: NomCom Selection Meeting in Panama City, Panama**
- **Early July 2016: Selected Nominees Notified**
 - Selected nominees are notified individually by email they have been and due diligence begins
- **Early July 2016: The Secretary of ICANN Notified of Selected Nominees**
 - given written notice of the NomCom's selected nominees (Board, GNSO, ALAC and ccNSO)
- **Early July – early September: Due Diligence of Selected Nominees**
- **September 2016: Selected Nominees Announced**
 - NomCom publicly announces the 2016 NomCom selected nominees
- **15 – 17 September: Board Retreat in Istanbul**
 - Board selected nominees attend the Board Retreat in Istanbul, Turkey
- **29 October – 4 November 2016: ICANN57 in San Juan, Puerto Rico**
 - Selected Nominees attend ICANN57 meeting and take their positions at the conclusion of the ICANN Annual General Meeting.