CR - 2012 NomCom Workshop
Wednesday, March 14, 2012 – 09:00 to 10:30
ICANN - San Jose, Costa Rica

Vanda Scartezini: Good morning. People could you sit if you want to stay please? We need remote participants and we need to respect them. So this is our regular open meeting for Nomination Committee just to encourage outreach in each region the ICANN meets. So this is our presentation for the time. We are the Nomination Committee. The Nomination Committee for NomCom, I happen to be the Chair. Here is Rob Hall, Rob Hall is the Chair-elect. We're going to talk about that. And this is our agenda, we could go up.

So this is the structure that we already have now; it's almost impossible to see. I don't know if it's in the external, there is people that is following us – they can see that? Okay. So this is our structure. We have the Chair.   We have the Chair-elect. And we have voting and non-voting members. All those, it's about five and seven, so 12, 16 is voting member. And the others no color is no vote members that is part of this group.

As well as I as the Chair and Rob as the Chair-elect, we don't vote. So it is a big committee. We could have an associate Chair, so to have more allocated budget for the whole year to keep more opportunities to do outreach, we decide not to have the associate Chair. So that is the idea. And to understand better what is the function and the whole of the Chair-elect, Rob Hall that is Chair-elect for 2012 will just address the things to you, please Rob.

Rob Hall: Hi. My name is Rob Hall; I think most of you know me. For those that don't, I'm the first Chair-elect, so this is a new position. The former way of doing things in the NomCom was you had the Chair and then the past Chair, and the past Chairs job was to try and help the Chair who'd just been dropped off the

Note: The following is the output resulting from transcribing an audio file into a word/text document. Although the transcription is largely accurate, in some cases may be incomplete or inaccurate due to inaudible passages and grammatical corrections. It is posted as an aid to the original audio file, but should not be treated as an authoritative record.

deep end learn everything quickly. The ATRT, the transparency review committee suggested that you create a Chair-elect that could learn the job before becoming Chair and start to prepare.

So my job is very different than in past years. This year my job is to start preparing for next year. So I've spent time going through budgets and trying to get stuff in place. I'll also have the privilege of getting the next NomCom decided on who's going to be seated earlier in the year than normal. So typically that happens right before the Toronto meeting, this year I'm hoping to do it around the Prague meeting timetable. So we've been talking to all the different constituencies about electing their people earlier this year.

In discussions with the Board, I should point out that Vanda and I serve at the pleasure of the Board, we're appointed by the Board. In discussions with the Board when they appointed me, they asked if I would also start documenting a procedure manual as to how NomComs traditionally do things. Because one of the interesting things of a NomCom, this is my third I've been on, is that every year it's almost like we have to start from scratch and have debates about the same thing of how should we do something without really the knowledge or history of how the past six or seven years of NomCom have done it.

So I've committed to start working on that, and in fact, it blends in with the transparency that Vanda will talk about later, which is I believe that the NomCom should be much more transparent in what we do. So I believe that we're doing ourselves a disservice by applying confidentiality to everything we do. The documents we sign and the things we need to be careful about are candidate identities and personal information and even our closed discussions about them should always of course be confidential. But things like when we're meeting and agendas and the documents we sign and work from should be much more open.

So with that involved you'll see next year we'll start to publish information much earlier, even during this year's NomCom. And Vanda and I are working together to start publishing more to the community about what we're doing,

such as this presentation. So she'll go into that more about this year in a later slide, I just wanted to put the stake in the ground to say what John Jeffrey said to the Nominating Committee in Dakar was very interesting. He said "ICANN now looks at every document and says 'why shouldn't this be released, rather than why should it'." And I think we should be adhering to a similar standard to look at something and say "Is there anything confidential in here that shouldn't be released about a candidate" and if not, "Why don't we release it and let the community see it." Because I fear, or I suspect that the community is fearing what they don't know and if they knew it they would look at it and say "Well, there's nothing to fear there." Thank you.

Vanda Scartezini: Just for the benefit of the remote participants, we have sitting in this committee the RSAC, the SSAC, the ccNSO, the ASO, the technical liaison that's this time is [Three DubC]; the IAB for IETF. In ALAC, we have representatives from the five regions that is Africa, Latina America and Caribbean, Asia Pacific, Europe and North America. And then we have seven representation from the GNSO. We have representation for ccNSO too.

Female: Yeah, you said the ccNSO.

Vanda Scartezini: Yeah, yeah, okay. So registry stakeholder group, the registrar stakeholder group, the business user constituency, the business [at-large] for small business and for the large business, non-commercial users, the internet service providers, intellectual property constituency. So it's all voting members and that's our organization. We have two staff – Joette and Olof that is with us today.

So going further, there is the name of everybody; we don't need to go through that. And it's open and you can see in our webpage. So the open leadership position for 2012 is three members for the Board, and one position must be filled from the Latin American and Caribbean region. It's mandatory because

our Bylaw says that we are not allowed really to have less than one person representing each region. And it happens that there is only one person and his term will end in the end of this year, so we need to replace this position; whatever will be the candidate.

So we need to have the best pool of candidates in that region, Latin American Caribbean, to make sure that we can select the best one. So, two members to At-Large committee – one from Europe and another from North America. Next year it's a rotation issue. Each time we select for one for Europe and North America and the next year for the three other regions – Africa, Latin America and Caribbean, and the Asia Pacific region. So this time is for Europe and North America.

One member for the GNSO – the GNSO is also rotating. One year we select two candidates and the next year just one, and always for a two year term. The ccNSO, the country code support organization, is a three year term. Each year we select one person for that. So that is our leadership position for the time, for this year. So what the ATRT just demands us from the Affirmation of Commitment, we had a working group that presented some interpretation and definition what we should do as a whole community to follow the Affirmation of Commitment.

And for the NomCom we have one important task, that is to get information from the community on what is the best profile we need to look after for the candidates to make sure that we're going to select a good profile and the best ones for the Board position. So our task was to ask the community all the time if they are, if they have some thoughts, they understand our task, and also if they have some guidance to us as to how to find, and which profile those people have to have to go to the Board.

So last year in December we started this committee and we talked with each one of those groups, the whole community in ICANN to get information and to define attributers and profiles, experience they want to see in the Board

members. So we select that, make a resume of that and we put that in the slides here. You need to shoot.

Female: The next one is our timeline.

Vanda Scartezini: But anyway what we're talking about is how we go back now to the community, get back their feedback about our understanding about that and post this for everybody to see and use that as a guidance for us. There is also a timeline and the most important issues for this timeline that's going to be posted is that we have on April 2nd, our window for applications will be closed. So if you have some candidates, if you think of yourself as a candidate, you need to enter and apply.

So after that we'll start the selection process. This selection process will have some independent selection companies to interview the candidates, some of the candidates. And then in the end of Prague in June ICANN meeting, we're going to have this selected and our job is done. So go ahead.

So what we expected from Board members that we collected from the community is some points of experience; technical – there is no need to be very deeply involved in technical issue, but need to have a general view; policy – Boards don't make policy, but "understand," it needs to understand the policy we are doing here; governance; Board experience is quite important. so to apply for the Board position, you need to demonstrate in some way that you have Board experience, previous Board experience in non-profit organization, in profit organizations; that is an important issue to pay attention.

Ability to use communicate in English, but more and more other languages are becoming very relevant. Personal skills – we need a person with ability to listen, a capacity to building relationships, that has diplomatic attitude to face the community to talk with the governments, has executive mind, can assimilate a lot of information and make decisions over that in a short period of time, has

integrity, honesty, especially independency for not having conflict; that you avoid any kind of contribution for the Board. Must be confidant but not arrogant. Must accept easily public criticism with elegance, certainly needs to have a good ability to delegate because Boards is not an executive members, they are supervisory members.

A strong understanding and belief about the ICANN multi stakeholder model; this is quite important for any applicant to understand the model and to believe in that, because you need to defend this model. Understand that clear communication is the basis for the consensus building process that all ICANN is about; it's bottom-up process, so they need to have some knowledge about how to behave in this environment. And time availability – you can see in our website the time demanded. For some positions it's not so high, for the Board it's really a high demand.

One thing that is quite important for the community, and Rob already said, is transparency. So we're going to have all those slides posted on our website that you can see on the screen. And we're going to also put the methodology we are using for NomCom and how we operate to find the best person and then select in the pool we have. So we also will post clearly the timeline. We also have done some NomCom survey from the results of 2011 to the end of this month, we're going to be posting. It's going to be posted in the website, it's important to take a look about that.

And I've already said that this presentation will be available for everyone to see. So, I believe that that is what it's about, and if you have any questions we are open now, here to listen to you. And remember that to apply go to our website http://nomcom.icann.org. And do it before April 2nd because that's our deadline. So thank you very much for your attention. Any questions we are open to answer. Please Tony.

Tony: Yeah. This presentation was quite clear to me. Having been on the NomCom for two years some time back, I just have a question on procedures, perhaps

you're going to get to that later. There is a closure date for applications, that's clear. As for those of us who have to look at the submissions of the applicants, will this begin to be done after the date of closing for applications or will we be getting started before that, looking at what is already in the basket? Thank you.

Rob Hall: Tony the NomCom traditionally operates in a manner, and I'm cognizant we're in a public meeting here as opposed to our closed session, so I'll answer it this way. The NomCom starts evaluating applications as they come in and there's no advantage to applying earlier or later. So we look at the application that comes in the last day in a similar fashion as on the first day, but we do try and get a head start on it and start looking at those that are already in, and staring them through the process as they come in. But there's no advantage given to those applying earlier. I think we can go into this more offline if you want, of what our actual procedures are for this year, but I think we've already asked people to start looking at the applications this year on the Wiki.

Vanda Scartezini: Yeah, just to be quite well-informed, because this amount of information, we should start to reading that. But we will start our process after the closing, so everybody will be in the same pool and we will analyze everybody together; all the applications together. The problem is there is a lot of things of information that come in to us, so starting reading is a good process. Jacqueline?

Jacqueline Morris: Hi, I just wanted for you to explain to the people who are around, what mechanisms we're using to get the word out in the various countries. Are we using social media, local media, press, TV, that kind of thing? Where would they be able to hear about us apart from going to the website?

Vanda Scartezini:	Thank you Jacqueline, this is a very good idea. We are trying to use all the information networks that we have, and contacts that we have, but also this year we decided to post in the LinkedIn and I asked Joette that's our staff here, to just talk a little bit about how this LinkedIn can be accessed and informed. Just talk about the LinkedIn – you know the LinkedIn?
Joette Youkhanna:	My name is Joette Youkhanna, I'm staff support for the Nominating Committee. We've reached out to LinkedIn and have received proposals for banner ads, and we'll e doing that type of advertisement.
Vanda Scartezini:	Yeah. And this advertising goes to the five regions, so everybody, because LinkedIn has a lot of separations and address for advertising for each region, so we got all the five regions to make sure that everyone in Africa and Asia Pacific area, in Latin America, North America and in Europe will have opportunity to see the click of that with our information and how to apply and blah, blah, blah. And certainly when they send you to this website, everything that you are seeing here, and all the information about how to deal with the application and how to proceed will be there.
	So, the last one is just my time to thank you about your time, and for the remote participation. Thank you and please help us to find good people, think yourself, think in your network and apply till April 2nd. Thank you.
	I don't want the outside….okay, so I guess we are done. We are free to go. And we are disconnected Olof? Yes, please?
Jacqueline Morris:	Well I think especially for the people who are removed and in the room, is there anything you can tell us about the process that the NomCom goes through with regard to getting the names, choosing the names. Because remember, you said

you wanted to be open on process, not on the actual people, so maybe we could say something more on about the process.

Rob Hall: You mean what happens after we get the application?

Jacqueline Morris: Yes.

Rob Hall: Sure. The staff receive the application, it's called a statement of interest. The statement of interest is posted on a private Wiki that only NomCom members have access to; so all the details of that are posted. The Nominating Committee starts evaluating people and put them into one of what I'll call three buckets; either green – thumbs up, we want to look at this person more absolutely; red being no we don't think this person is appropriate for that position, although they may still be appropriate for others, and a yellow which says we want to go back and have a discussion about the person with the entire group as to which bucket they should be in.

So my past experience says that green and red are normally fairly straightforward decisions, the discussion normally centers around the yellow. The attempt here is obviously to weed the candidates early into the ones we want to look at further and the ones we don't think are appropriate for the positions. There is full discussion of all candidates at that point. The goal is to weed the yellow bucket to zero and either move a candidate up or down. The green candidates that are at the end of that process remaining in that bin are then forwarded to [Ogers & Bernstein] who is an outside third party who does interview with the candidate and future evaluated the candidate for us, and provides information back to the NomCom as to their results.

So again, that report from O&B is just one of the tools the NomCom will use when it starts discussing it. The NomCom will meet again, go through the entire

list of candidates again and say "Is there anyone we missed"; we'll look at them, we'll try and narrow down to the candidates the NomCom wants to interview in person. So last year for the first time under Adam, the NomCom was able to interview every single candidate for the Board that had made the final short list, if you will, in person; either by teleconference or face to face. We will attempt to do that again in Prague, so we will bring the candidates to Prague if they can travel, and we will try and video conference with them if not. The entire Board meets – sorry; the entire NomCom meets with the candidates in that way.

Following that in Prague, the two days after the meeting in Prague the NomCom will meet until it is able to pick its candidates. And the process we use on that day, I've heard it described as the World Cup Process, but it's similar to that although not exactly. Basically let's say we had 10 candidates on the short list for three Board positions, we start into rounds of discussion. So we'll go through every single candidate, well every one of the 10.

We will start into rounds of discussion and then we'll have what I call a straw poll, where everybody – let's say we're looking for three candidates, everybody writes down five names of the ones they're interested in. Deliberately more than what we're looking for. We tabulate those results and in my experience that very clearly starts to show a trend of "this person had no support." We've also gotten more information at this point from Ogers & Bernstein from the references and from their interview. So that helps us to start weed it down.

We then again, after these results are in, go through the entire list again and say "Does anyone want to advocate why this person didn't get any votes and maybe they should or why this person got one out of 20 people saying they're interested." We reach a cut off and we go through the process again, and this time we may only say like "four names down" or "three names down." The entire process is designed to start to weed down to the final few that you can have much more intense discussion about.

We're also looking at a variety of factors – what's the position, what's the region, what are the criteria and what experience, what slate – slate becomes

important when you get down into the final few as well. In other words you don't want to put necessarily, although there's certainly no prohibition against it, you may not want to put three from the same region. You may not want to put three of the same type of candidate on; you want a balance.

So those are all things that the NomCom may consider, and that I've seen considered in the past. We do that for each of the positions; so Board, ALAC, cc and GNSO. We go through that process over two days. And then at the final, the last thing the NomCom traditionally does is puts the slate of all candidates for all positions on the Board and has an official vote of "is this our slate that we're saying that we all agree on."

Last year I had the privilege of serving on a NomCom where that final vote was unanimous. So the NomCom felt it had gotten the slate that everybody in the room was the best possible slate and the vote was unanimous to say "this is our slate, we believe it's the best possible." So I think, I hope that answers the question and describes some of the process we go through. There is great debate and great discussion all the way through the process either on teleconferences or certainly in those final two days.

I am pleased to say I have never served on a NomCom where an individual didn't put their own alliances and allegiances aside and do what they thought was in the best interest of the NomCom and in fact the best interest of ICANN. So this is not a partisan method or process at all. It really is 20 intelligent, incredibly caring people getting together and trying to do the best job they can to select the candidates.

Vanda Scartezini: Just remember that this methodology will be posted. Thank you.

Rob Hall: I should also add, we take great strides to ensure that because a candidate may not have made whatever process along the way, in other words you may not have made the first cut or the short list; we are able to bring a candidate back.

And we often go through the entire list, I've seen it happen, even on the last day to say "is there anyone that better fits this." So, any candidate that applied is able to make a spot and be brought back into the discussion by any NomCom member, even one member saying "I want to discuss this candidate who didn't make the short list." And we will have a full and fruitful discussion on that candidate at that point. So that's open to any NomCom member at any time to say "I want to talk about this person even though we've passed them already."

Vanda Scartezini: Any other questions? So thank you very much for your attention, and let's close this session. Thank you.

[End of Transcript]