

Review Nominating Committee: presentation of review WG report

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Timeline

- Independent reviewers: Interisle Consulting Group, report issued October 2007
<http://www.icann.org/en/reviews/nomcom/report-23octo7.pdf>
- Public comments received
<http://forum.icann.org/lists/nomcom-review/msg00007.html>
- NomCom review Working Group (WG)
Alejandro Pisanty (Chair); Peter Dengate-Thrush, Njeri Rionge, Mouhamet Diop, Jonathan Cohen, and Steve Goldstein.
- WG report to the BGC, issued July 2008
Further action put on hold waiting for outcomes from Board review
- *Independent Board review, issued November 2008*
- *Board review WG, interim report presented in Mexico*

Review WG conclusions

A) Outreach and recruitment (1/2)

- *Create a full-time Administrative Director position*
No conclusive WG position on this. WG recommends that in case of acceptance, the AD be responsible to ICANN Board and NomCom Chair, not to Staff.
- *Treat candidates more respectfully*
Inform candidates of NomCom processes. Publish conference minutes, respecting confidentiality.
- *Recruit and select based on requirements*
Consult with Board to identify needed skills.

Review WG conclusions

A) Outreach and recruitment (2/2)

- *Separate recruitment from selection*

Manage processes separately; make use of existing ICANN networks in recruitment and outreach.

- *Seek candidates' info from many sources*

Agreement to continue the present working practices; assess the effects of activities of the external consultant supporting NomCom on this.

- *Boost awareness of ICANN and NomCom*

Agreement; build on increasing visibility and reputation of ICANN brand.

Review WG conclusions

B) Selection and appointment

- *Select all policy Directors from ICANN volunteer pool; ALAC to appoint two voting Directors*

No conclusive WG position on this, pending Board review. In case of acceptance, principle of NomCom nominating at least 50% of Directors will be broken.

- *SOs to select their Council Members from ICANN volunteer pool, based on qualifications needed, to be documented by SOs*

Disagreement; NomCom should remain in charge of this, in order to avoid capture and in the interest of objectivity.

- *ALAC to select its Committee Members*

Out of WG remit. Expected indications from ALAC review.

Review WG conclusions

C) Membership and Leadership (1/2)

- *Reduce NomCom membership*

No conclusive WG position on this, pending other ORs. Proposal for a membership of 7 voting Members, plus 4 non voting Members and an Administrative Director.

- *Select NomCom Members by lottery from a list of volunteers*

Limited support; the process would not ensure the needed skills, fairness and representation balance.

- *Focus NomCom on its core mission to seek independent, unaffiliated Directors*

Achievable by separating recruitment from selection, and with a smaller NomCom. Non affiliation could be hard to achieve, focus more on capacity to operate with independence of thought.

Review WG conclusions

C) Membership and Leadership (2/2)

- *Restructure NomCom leadership rules, providing balance of continuity and fresh perspectives*

Support of proposal to appoint the Chair one year in advance to serve as non voting Member of NomCom during the year prior to becoming Chair.

Review WG conclusions

D) Operations

- *Balance confidentiality and transparency; maintain core confidentiality of candidates' data and eliminate secrecy everywhere else*

Support, but need to foresee an opt-in mechanism for non selected candidates for subsequent recruitment rounds.

- *Enforce participation rules, by removing non performing Members*

To be left to the discretion of Chair, under Members' inputs.

- *Design and document NomCom key processes*

Support.

- *Audit yearly NomCom effectiveness, and publish results*

Agreement in principle, but it needs to be defined the relation with the standard OR processes.

Next steps

- **Updating of WG conclusions**, in consideration of time elapsed since independent review and WG work
- Publication for **public comments** of resulting draft report
- Issuing of **final recommendations to the Board**