Ladies and gentlemen being academic in the Scandinavian part of the world, we are always working with so-called academic quarter. It means if it says 9:00 we start at 9:15.

Wolfgang:

I think it's nice to have you here and be able to talk about the upcoming work of the nomination committee which has to select leaders for ICANN positions until the end of the month of June. After the Brussels meeting we will have to fill in 7 new positions in the various ICANN committees, councils and boards.

I welcome in particular all the members of the nomination committee. We are here since the beginning of the week and had various presentations and various consults and committees and all the reason why a number of people who had questions to the nomination committee already had a chance to listen to our presentation. Anyhow, for people who are not participating in the council and committee meetings we thought a workshop would be a good idea to exchange views and you have a chance to ask questions and know some members of the nomination committee in real life.

So we have here Hong from China, Jose from Venezuela, Bill Manning from the US, and Robert from Cambodia and Olaf Nordling is the ICANN staff representative and I am Wolfgang Kleinvector (sp??) and I'm chairing this year's nomination committee. In my regular job I'm a Professor for Internet Policy and Regulation at the University of (name – 4:45) in Denmark and I'm involved in ICANN issues for many years as I said. This is my 36th ICANN meeting and I served in the nomination committee already for 3 years, 2 years as a voting member and 1 year as an associated Chair.

So this year I'm a non-voting Chair though I think this is one of the special internal regulations of the nomination committee that we have 15 voting members which are delegated by the various ICANN constituencies. But the Chair is appointed by the Board Governance Committee and has no voting rights. The associated Chair has no voting rights and is nominated by the Chair itself. And the advisor to the Chair is the former Non-Com Chair is Tricia Twakes a former ICANN Director. She was Chair last year and the nomination committee and was also unable to come.

This is so that you have a little bit of an overview of the nomination committee. So it's the community itself which selects the people for the leadership positions. My role as the Chair is to steer the debate to have an open dialogue among the Non-Com members, so the voting members can make a reasonable decision when it comes to the final stage.

But let me start with some slides. We have a short agenda so I will have a very brief introduction and then the people can have a short exchange on this and the Non-Com members can have some ideas. Later in this hour, Rod Beckstram will join us and give his prospect. This is a good opportunity to raise this one point of the independence of the nomination committee. So while

we are well aware that the decision making body in ICANN is the ICANN Board. But the nomination committee is totally independent from the ICANN Board. But it means the voting members of the Board, as I said; they're selected by the various constituencies. And the Chair is nominated by the Board Governance Committee but I don't have to report back to the Board.

So when they appointed me I had a guarantee that I Chair the commission totally independent from the Board, which is important so that the CEO, Rod Beckstram, cannot tell the committee, cannot tell me whom to select. So we are acting on behalf of the international community and certainly we are very interested. We have the perspective of the CEO because this is important. He has, we send him the people to work with and it would be stupid to ignore his expectations. But we take this as additional food for thought, which broadens our perspective. But it is not a directive we will get from the CEO. So we will make our own judgment based on the various criteria.

As I said, the Non-Com sends people not only to the Board but also to the various GNSO Council, CSNO Council, the advisory committees. By the way, the nomination committee totals 8 Directors to the Board. That means the majority of the Board members; the voting Board members are coming via the nomination committee. So if you take this perspective then the nomination committee has a key role, has a powerful role because selecting the people means also to influence at the end of the day the decisions of the Board because we send the voting members to the Board.

This year we have to fill 3 candidates for the Board. We have to send 1 to the CNSO Council and one to the GNSO Council and 2 to the At Large Advisory Committee. The deadline for the submission is April 2nd. We didn't make the deadline April 1st so then probably some people would have thought this is a joke. So that why we have an additional day, so it's the 2nd and we close then the period for the accepting SOI's and you will find all the information on the Non-Com website, which is at www.NonCom.ICANN.org.

What is the procedure? If you are interested to send an SOI the only thing you have to do is really to send it. So go to the Non-Com page and you have all the explanations there. By the way, we also have some flyers there in various languages and we have as promotional material, which you can take away and distribute it among your friends.

We are looking also for candidates which are outside the traditional usual suspects, which are in the ICANN community. ICANN is as good as the people who lead it. So we need fresh ideas, we need fresh people and so far it is important to get outsiders who have certainly the knowledge about ICANN and who understand ICANN's mission. But there is no need for you to have been involved here for 10 years to be considered as a serious candidate, if you bring skills that add value to the Board. If you bring knowledge which has substantial value for the global internet community. If you bring, in particular, engagement then you are the right candidate.

So we are working on the various timeframes. So a Board Director is selected for 3 years, other members for the country code name supporting organization is selected for 3 years, while the other 2 bodies the At Large Committee and GNSO Council they are selected for 2 years. So there is a certain rotation and we have certainly to follow some principles of diversity, geographic diversity and other so that we always get the right balance.

So what are the selection criteria? We have in our guiding principles and documents, you can read all this. We want to have people who have integrity, objectivity, intelligence, sound judgment, open mind, capacity for thoughtful group decision making and so on.

But I think, first of all, we need people who love the internet. And we need people who love ICANN. But as we all know from our own personal experience, includes also a very sometimes critical relationship and conflicts. So that means we invite people who are critical with regard to ICANN but who love ICANN because we all know ICANN is the best in town but it's not perfect. We want to make it better. And to make ICANN better we need the right people on the Board and in the various councils and committees.

So far, if you're not satisfied with ICANN, if you say oh ICANN hasn't delivered this or that, then you are the right candidate. It makes no sense just to raise your critical voice outside the community and to lament about ICANN is bad and not doing the things in the right way. So you should join and work within the various groups and you should then help to make ICANN better. So there is no real barrier for making ICANN better. The only barrier is the people who are leading us.

So that means if you want to remove the barriers, if you want to create a better future for ICANN then you are the right candidate. So I think this is really a more or less horizontal criteria. We want to have people who love ICANN but who are also critical of ICANN and have the energy and courage to raise their voice and say okay please stop here and do this or that.

So thirdly, we expect the candidates have an understanding of the internet, understand ICANN's mission, understand all the ICANN commitment to the model of participative governance. I think the multi-stakeholder governance principle is really an innovation in international global policy development. Normally policy is made by governments and then private sector is lobbying governments and civil society is demonstrating in the streets against wrong decisions of governments and the technical community is providing services to all 3 stakeholders.

But the ICANN model is totally different. Here people from the various stakeholder groups are working hand in hand. This is a collaborative mechanism, a mechanism for enhanced cooperation which includes enhanced communication, coordination, collaboration and so it means we have the experience that the Government Advisory Committee works together with the various non-government constituencies already in the beginning of a new issue when a policy process just starts. So they don't wait until the community comes with a result and then makes a governmental decision of yes or no.

It means working hand in hand with people with a different background recognizing that they have a different role to play but an important role to play and to accept that the various stakeholders participating in their respective role in the global policy development. This is important. This is a new type and different from when you work in just a traditional private corporation or in a traditional non-governmental organization or in a traditional government.

This is a challenge and if you're excited by this multi-stakeholder governance principle you are really a perfect candidate. Thirdly, you also have to be ready to serve as a volunteer, so without compensation other than the reimbursement of certain expenses. For some people this is an issue and if you have questions I'm ready to answer them but I think this has certainly to be mentioned.

And it would also be very useful if you are able to work and communicate in English. I think this is another issue because ICANN stands for diversity. We have the IDN process and we have introduced more languages to the internet. And it is important that people have a chance to communicate in their local language, in Chinese, in Russian, in German which is my own language, in Danish which I do not speak so perfectly although I'm teaching in Denmark.

But on the other hand, we are a global community and so we live not anymore in the times when the Tower of Babel was built. So the confusion then started with the different language. So that means we have to recognize and work towards language and geographical diversity. But we should also agree that in the interest of efficiency and delivery of results it is very helpful if you have basic communication skills for English. So this has nothing to do with discrimination against your language but it is just a simple thing that if you have to translate every email and you get hundreds of emails if you are selected, then you will have a problem.

So far you should know about this, there is no need you speak perfectly English. So that means I had a discussion with a lady from Senegal saying our main language is French, so I communicate a little bit in English but I have some difficulties. I encouraged her to send an SOI by saying okay your English is good enough that we can communicate here in a small talk. This is already sufficient. But on the other hand, if you have no knowledge of English then this would be bad and really a barrier.

We have certainly to respect certain balances and cultures, agendas, geographic and at the moment we have just one voting woman on the ICANN Board and she goes out in the next year, not this year but next year. It would be bad if ICANN would becomes a man's club so that's why I encourage in particular a woman on the table and please tell it to your friends and also the men in the room tell your girlfriends if they love the internet why they should not consider to apply if they have the qualification and skills and knowledge. We need strong and good women.

I think for the future of ICANN and the future of the internet it is good if half the population is from a gender perspective let's say represented adequately in the Board. So it's a special invitation to our ladies here.

How to proceed? This brings me to the end of this short presentation. As I said, send the SIO until April 2nd and then you should give us also some references, 3 or 4 references where some respected people of the community support your application that we know. Okay this guy acts not only on behalf of him or herself but is recognized in a certain community, in your local community it is good also to have some support which goes beyond your local community so we understand you have a lot of contacts which go beyond your very special task in your day to day work.

As an ICANN Director or as a Council member or Committee member you work for the whole global internet community. That means you should also be aware that you have a lot of responsibility and obligations to help the global community and you should be recognized also by this community. Thirdly, you have to have your main roots in your local community but you also have to have a global view. So there is no internet for Iran, there is no internet for Pakistan, no internet for Brazil or Germany and so that means this is global internet and that's the beauty of the internet. And ICANN's mission is to keep the unity of the internet and keep it in a stable and secure and resilient way we can continue with this beautiful instrument which allows communication among millions and billions of people around the globe.

Okay there is a final point I want to raise because this is important for a lot of people. This is a selection what the nomination committee does and not an election. We had in ICANN's history where we had elections in the year 2000 and election is a public campaign. You disclose to the rest of the world that you want to get the job and become elected.

The election produced mixed results and some people were enthusiastic about it and others skeptical. And in the reform process of ICANN the nomination committee was introduced as a procedure to find candidates and for the Board. One of the basic principles was the principle of confidentiality. Confidentiality is not, some people call this a conspiracy, 15 people sitting in a room making deals, horse trading, if you accept my friend then I will support your friend.

So this is total nonsense. This does not take place. I have worked in 3 nomination committees and I think Bill Manning was in 5 or 6 nominating committees, Jose was in 3. So all that will prove that this is not, it is totally unrealistic that if you have a very personal agenda you cannot do it in the nomination board.

Why is it confidential? It's confidential to protect the candidates. If you are applying and not selected you are not a loser. If you are in an election and you win or lose the election then you are loser. If you apply for a job under the existing regulations of the nomination committee, nobody will know that you applied. If you disclose it to your friends that's a different story and it's out of the nomination committee's responsibility. But if you want to keep this confidential then we will treat your application as a very confidential application.

This is also important because if you're not selected, very often this has nothing to do with your personal skills, nothing to do that you are not qualified for the job. So very often we have 7, 8 or

9 of the final candidates which all would fit perfectly to the Board but only have 2 or 3 seats we have to make a choice and then additional criteria come in like geographical balance, gender, age or something like that. So there are a lot of other criteria's.

For instance, this year if you look at the compensation of the Board then we see we have already a bigger representation of some regions like North America but more or less unbalanced representation in the Asian Pacific region where the whole Asian Pacific region is represented by an Australian and a guy from New Zealand and India. And big communities like China and Korea and Japan which have languages and in particular in time of the IDN are not represented in the Board.

I think this is certainly a criteria that if it comes to the final selection we say from a clear political point of view does ICANN really represent the community in an adequate way? Certainly here we have to find a certain balance. We are obliged by the bylaws that at least of the 5 regions are represented with one Director. So we have outgoing European Directors, if we would say okay enough Europeans we close it for Europe then Europe would have no voting Director on the Board. So it means we're obliged by the bylaws to send at least one European Director back to the Board.

So that means these are additional issues which will influence the final selection. I understand very well that a well qualified candidate who is not selected is frustrated at the end of the day saying I sent my SOI, I sent good references and I'm not selected. So these are stupid people in the nomination committee because this was certainly a black deal.

So this is really not true. The only answer I can give is remain in the pool. When you send in an SOI there is a box you can check which says do you accept if you are not selected to be considered the next year. We have extended this now for 3 years and so it means if you apply under the 2010 nomination committee procedures then you will be considered automatically in the year 2011 and 2012.

I think your application is not just for this year, it is for the next 2 years and because the composition of the Board is changing every year because 6 other Directors coming from the supporting organization influencing the geographic distribution and one voting Director will come from the At Large Advisory Committee to the Board. So all this that means the whole picture changes from year to year and we have to take this into consideration. So at the end of June when we have to make the final selection then we will know what is the present composition of the Board and by taking this then into consideration the final decision will certainly be influenced by the geo-political consideration.

So this is what I wanted to say and now it's open for Q & A. It would be good to introduce yourself and I invite all the other fellow Non-Com members to say something from their perspective. In particular, probably Hong from the Asian Pacific perspective and Jose from Latin America or Bill from North America.

Lee:

Lee Williams from the financial community. Is it possible to extend the terms of any of the 3 who are completing their current terms on the Board?

Wolfgang:

Yes you have under the ICANN bylaws you can be reappointed for a 2nd term. That means you can continue to serve 3 more years but then it comes to an end. We had a very interesting case a couple of years ago when the term of the Chair of the Board terminated. He was sent by the nomination committee once and then for a 2nd term. When this expired some people proposed a nomination committee elect him and to allow him to continue another 3 years. He never asked for this and the nomination committee never considered it because we say okay this is an independent committee and we have such a rich community and so many brilliant people from all corners of the world. And while we admire Sven's work and he was certainly a great Chairman of the Board and from today's perspective it was a very biased decision because it kept the independence of ICANN and others produced a counter argument for some blame which they said okay this is a family.

Paul:

My name is Paul Muchini (sp?? – 28:53) and I'm a participant from Kenya. I wanted to know about the selection criteria. You mentioned integrity, creativity, intelligence, sound judgment and open mindedness. But how do you determine if a candidate has all this let's call it qualities when he or she submits their application?

Wolfgang:

When you go to the SOI you will see you have to answer some questions about it. You have to give your biographical background, your professional background and also you have to answer some questions as a first impression. Based on this and based on the material of the references our plan is to produce a short list and there will then be professional interviews done by a consulting firm which will interview the candidates to find out in particular 2 special types of skills, one is the communication skills and the other is the personality skills.

These firms have very good methodologies developed over the years and they are acting on the global market. They are interviewing people for leading positions in corporations, organizations and things like that. so they will give us feedback so that the external consulting firm which will interview on the spot the people and then based on the feedback, the nomination committee members themselves will check and analyze the ICANN knowledge, so whether you are familiar with ICANN or not. So let's say we have 3 types of interviews, 2 for professional skills and communication skills and the 3rd on ICANN skills.

Then we produce another short list for the final candidates and probably it's not yet decided because we have to discuss this among the full nomination committee whether we would have a 2nd round of deep diving interviews. So it would be good for you if you considered to write an SOI to take this criteria very seriously and to give us some supporting information which would demonstrate you have a lot of these qualities.

For instance, if you have Chaired a group in your community, if you have led a policy process in a company or NGO I think this is important information for the nomination committee to know okay this guy is not just an individual member who has an interest but he has already carried out certain responsibilities and he understands to communicate with others and he's a member of a network. All this is important information which should be in your SOI.

Randall:

Randall Parmove from Romania. Will age be a criteria?

Wolfgang:

To a certain degree yes. The argument is we have to have the next generation of leaders in ICANN, so when I said it should not be a men's club, it should not be an old men's club. That means we have to have the next generation of leaders there. I think the last nomination committee selected a rather young guy from Chile was it, he was in his 30's, 32 yeah and I think this is the youngest ICANN Director forever so far. If you are 31 then you would beat him.

But I think this is really, at least for me as Chair, I would welcome applications from people from their 30's because I myself am the Chair of a summer school on internet governance which we created and we invest a lot in people. Our slogan is, "Teaching The Internet Governance Leaders of Tomorrow." We have to start now to invest into these people and probably if you're in your 30's you should apply for the At Large Advisory Committee or one of the councils so you can learn and get the qualifications to become later a Director.

But age, particularly in your case, probably a winning point.

Bill:

So age is a constraint. Because you will be a Director, you have to be a fiduciary which means you have to be legally capable of handling that. So a 12 year old cannot become a Director. The Board has a fairly extensive and difficult set of schedules. There are the regular ICANN meetings which are in many different places, the Board has retreats so there is an extensive travel schedule and you're expected to participate.

If your health or age won't let you do that you probably shouldn't consider it. So common sense bounding on either end because you will end up being a fiduciary of this organization you really do need to have that kind of age and expertise.

Randall:

I was actually asking because I'm only 24 and although I have a big portfolio and experience I know I'm very young. So I would like to know if I have a chance.

Wolfgang:

In your case, I would recommend you apply for the At Large Advisory Committee because the At Large Advisory Committee we have a system that we select this year 2 members from Europe and North America and next year 3 members from Asian Pacific, Latin America and Africa. So that means this year is good for a European candidate.

I think being in the At Large Advisory Committee would allow you to get more knowledge about ICANN to be pulled into the process and create your own networks and your own contacts. Then that would probably enable you to apply in the coming years for a Council or even Board position. But I think the point Bill made is very important and that's why I didn't talk about it but I think if you're in your 30's you are not too young for the Board.

But the general approach and this was my message is if this organization needs fresh ideas coming from the next generation of leaders and we certainly and my position as an academic it's my responsibility to teach the people but then such organizations like ICANN benefit from fresh ideas coming from the next generation leaders.

Herman:

Herman Hussein from Pakistan and I'm a 2nd time fellowship alumni to the ICANN community. My question comes in the sense of to serve on the Board obviously you represent such a large and vast community and it's such a big responsibility. Sometimes you see some people who are already engaged with ICANN and they are contributing immensely. If, for example, they might be serving on somebody like GNSO are they eligible to be nominated by the community?

Wolfgang:

I think you cannot have 2 positions at the same time. They would exclude each other. But if you have served in one of the councils I think this is certainly an additional value. Then you have inside knowledge which is helpful for the Board. I think this is absolutely clear. By the way, Bruce Tompkin and others have made to the Board by the Council.

Herman:

I was reading the nominating procedures to nominate someone else and it says it also keeps; we have the option to keep ourselves confidential when nominating a candidate. So just in case the candidate is selected and he's offered and he wants to leave his old position is that also possible that he leaves his council and goes as a Board member?

Wolfgang:

Certainly we have to look and this can be a very individual case. But as long as he applies under the rules of the nomination committee procedure, then his application is treated confidentially. If he decides to disclose it either to the Chair of the Council then it is up to him. I think we take the SOI as it is and we certainly take into consideration that this guy has worked in a board. On the other hand, if you're a member of a special community which has its own supporting organization, which has its own channel to send members to the Board like the GNSO or the CNSO or ASO, then this could raise an issue. Where we would say okay for some members of the community why they could have a chance to use 2 channels? Either the normal channel via their own supporting organization to go to the Board or via the nomination committee.

I think in the Bruce Tompkin case this is a very good example. He was after he served on the GNSO Council was nominated by the GNSO Council and was sent to the Board. It means for a former council member of the GNSO Council or CNSO Council my recommendation would be apply under the CNSO and the GNSO and the ASO procedures if you want to become a Board member.

But every case has to be handled individually and it will be the wisdom then of the 15 voting members of the nomination committee whether they see the very specific concrete case as an exception as this could be accepted or not. That means there is no general answer to your question.

But before we go to the next question I want to welcome Rod Beckstram the CEO and President of the ICANN Board. We are very proud to have him here. He was from the early moments very supportive to the nomination committee. He came to our first meeting in Seoul and gave us his perspective. He was engaged in a number of outreach activities in Berlin and Beijing just recently. I explained to the people here in the room that the nomination committee works totally independent.

(40:36 – tape goes out)

Rod:

…interested in moving the organization forward. It has been built on incredible efforts, blood, sweat and tears of ICANN community participants like you. From the standpoint of a CEO, as I mentioned to Non-Com in Seoul when you were kind enough to ask me to come in and speak, I mentioned that one of our hopes was that we would have more participation on the Board from Asia, for example. At that event, Professor Hong kindly offered to organize a ginger tea party in Beijing. And that took place just this last week and it was a beautiful, wonderful event with many excellent candidates there and Chinese internet founders, pioneers of the industry as well as new people involved.

I just wanted to formally thank you Dr. Hong for that wonderful event.

So that relates to a few of the themes, continued internationalization of ICANN. We have quite a global Board but would like to see that continue. We've had a little bit less participation from Asia than some other regions and it would be very nice to see that evolve. But all over from the world leadership is needed on the Board.

I will also mention the second thing that I brought up in Seoul I'll mention again is senior business experience and leadership. Specially experience on large organizational Board of Directors because there is a lot of fairly complex processes and procedures that go with large organizations. So it would be nice to have participants that represent business interests that aren't necessarily just the domain name business but broader commercial sector of the economy. We would very much like to see involved but it would be a double win to have someone with that large organizational experience or being involved in, for example, trade association or NGO.

So those are some of the wishes but of course the thing we hope most for is what all of you probably want to deliver and we get from our Directors is incredible amounts of time. Our Board members, many of them, spend half their time being a Board of Director member of ICANN. That means 20 to 30 hours a week. It is an incredible workload of documents, information, reading, networking, committee meetings because the Board is the final approval process on the policy shop of ICANN.

Some members spend a little less than that and some spend considerably more, the Chair and Vice-Chair and some of the committee Chairs but it is an extremely demanding Board because of the incredible amount of policy and information flow up to the Board for approval as well as all the community engagement and outreach. So it is a very demanding and challenging Board to be on.

Actually I've given you an estimate of what it takes to be Board member and others here have been on the Board so their expertise is better and I may have broken the rules by talking about how big the time commitment can be but maybe that's a worst case scenario.

In any event (45:27 – tape goes out) as the domain name industry continues to evolve with further global expansion, with the likely introduction of new generic top level domains in the not too distant future, as well as, DNS SEC, the cyber security issues, there is just a huge amount going on and globally in countries all over the world internet issues are elevating. We've seen this even in the United States where it was more just in one department until a year or 2 ago and now most of the issues are elevated up to the inter-agency group in the White House and, of course, in commerce it's more important than ever.

We see the same thing in countries all over the world. I heard the same thing on my trip to Asia that more and more departments and agencies were getting involved in countries there. It is an

important role and this is a precious institution and I'm excited to see more people interested in serving. Thank you very much.

Wolfgang:

Thank you. Are there questions? It is a unique opportunity to ask direct questions. We want to exploit you if you are here because it is a unique opportunity. Who has any questions?

Rod:

Great that was an efficient Q & A session. Thank you.

Wolfgang:

Thank you once again for coming and you will see the results at the end of June after the Brussels meeting.

Rod:

Wonderful and thank you so much.

Chris:

My name is Chris and I'm from the Democratic Republic of Congo. My question is you have indicated the person should have a background in commercial side and are you talking on the financial more or what should then be covered in order to be eligible?

Rod:

First thing I was mentioning is as a CEO I see continued global participation on the Board, which I think is critical as ICANN is a global institution. As a separate criterion and not necessarily for all the same candidates, separate criterion I feel that we would benefit from a commercial perspective that are not just domain name industry participants, Registrars, Registries, sort of the conventional parties that tend to get heavily engaged in ICANN because there is so much economic importance and policy and strategic importance to their business.

In terms of what that business is I don't have a strong opinion. The preference I would have is to see some candidates with large organizational Board experience. I would define large organization either in terms of revenues of the organization being multi-billion dollar companies or non-profits or at least hundreds of millions of dollars. Or if you ignore the revenue base look at the employees or span of industry that a group is involved in. but the ICANN Board is a very complex Board to operate. I'm not sure of the exact number and you can see online l think we have at least 6 different Board committees and they're very active. The Board has multiple roles.

A normal Board has a job to hire and fire the CEO, approve the strategic plan, approve budgets and then basically monitor performance against those at a high level. It is more oversight in the

policy function. This Board in addition to all that has to review policies that are developed by the supporting organizations which are also being recruited for here and they have to consider information comes in from the advisory community.

So in ways that are like a legislature as well as a conventional Board of Directors. So it is a dual role which is why the work load is so significant in the Board is that it has an incredible amount of issues to deal with every single meeting. When I came in as CEO, my first request was to decrease the Board meeting from 12 a year down to 6 simply because the demands on staff were so absolutely enormous for the Board preparation.

Now I realize that that's probably not even feasible. The amount of processing of items but we have reduced from 12 to 9 enduring the 2 special meetings the Chairman called in the last month that were 1 hour duration calls specifically on some security items we were reviewing for this event. Those were extraordinary meetings that I requested and the Chairman then called meetings for because I wanted to make sure the Board fully participated in the decisions regarding moving forward.

Those are exceptional but we have now moved to 9 board meetings a year, 3 are at these international meetings and 2 are typically at retreats somewhere in the world. So we have a reduction of 3 which I was encouraged by but initially I had thought and Wolfgang is laughing because he's been on the Board, he knows the amount of policy documents that have to be processed, etc.

So it's a unique Board and have a very unique role. Of course, very important for the world in helping to keep the internet unified because that is what the domain name system does. There is no other coordination body in the internet. There is an incredible standards body called the ITF and another standards body W3C but they're not operational. They develop standards.

The only daily coordination function is the internet root that ICANN handles. So ICANN has a special role and it also has a special role in internet governance as a part of a broader solution that IGF is engaged in and other bodies around the world.

Again, no specific business it's just this is a big complex organization and it's going to be getting larger, so in addition to the people who have the passion and interest in the specific area of what we do, internet policy in the domain name field looking for broader Board experience and business experience.

Wolfgang:

Thank you Rod. We're perfect in timing. We have 6 minutes to go if there are still some questions, maybe Hong you can give very specific Asian perspectives.

Hong:

Thank you Wolfgang. The Asian nomination committee would be really happy to see more applications from those presently and the represented community in ICANN. We would be happy to see these people to take the leadership roles in ICANN. And by the represented community I mean women, especially as Wolfgang has mentioned. We really encourage more women to apply, especially for the position of ICANN Board of Directors.

I especially encourage women from developing countries to apply and take the leadership role. Secondly, I emphasize the importance for those communities with a fast growing internet population. What we can see is presently in the world India and China have the largest internet population that outnumber that in the US. So for these fast growing internet populations they would need to have a proper representative on ICANN Board and other constituencies. Of course, we strongly encourage SOI submission from the fast growing regions.

The third point is I assume we should really encourage those potential growing internet communities that is specifically from Africa where our local host did a wonderful job and we can see the local talents of the women and men have great potential. They should really evolve in the process. You can actually submit your SOI and see how far you can go. Probably this kind of exercise and once you learn through the process you can move to the second step. I encourage you strongly to send your SOI to us. Don't be frightened by this process, especially I see some wonderful ladies from the African community who are highly talented and show great skill on international liaison and organization.

I guess the wonderful ladies should really come to us you're very welcome. Thank you.

Wolfgang:

Thank you Hong.

Herman:

My name is Herman Hussein and I'm from Pakistan. Thank you for the introduction to the Non-Com process. I just want to understand this a little more. Could you also share with us how the Non-Com members are selected?

Wolfgang:

Non-Com members have 15 voting members; nomination committee has 15 voting members and 6 non voting members which include the Chair, the Associated Chair, the Advisor to the Chair and 2 other liaisons. The 15 voting members, 5 coming from the At Large Advisory Committee so that means each regional At Large organization has the right to send one delegated voting member to the nomination board.

I think it is important to understand that the users because the users are represented by the At Large Advisory Committee so they have $1/3^{rd}$ of the voting power to influence the final

decisions. The other 10 voting members coming from the various constituencies that means from GNSO, the Registries and Registrars, ISP's send always one, the CNSO I think sends one and the other groups also. Everything is explained in detail on the Non-Com website that you know who are the voting members. So if you want to know who makes the decision about your application then there is full transparency with regard to the composition of the nomination committee.

All the selection processes for becoming a member of the Non-Com are independent, so there is no tradeoff. It means nobody can influence the European region and At Large organization to send this lady or this man to the nomination committee. Olaf please add some words

Olaf:

One question which is often asked or which I have been asked from people who might put through a statement is the question of whether they should have one application for one specific post or whether they should apply for more than one post or whether it changes the chances of them being elected?

Wolfgang:

You can apply for all the jobs but you should have a clear priority and apply to a maximum of 3 and not all 4 open positions. But you should indicate your first priority and then there is a box where you can say okay in case I'm not considered for this I would accept also consideration for At Large or one of the councils.

It is now 4:00 and I thank you for coming. I hope you will distribute this information to your colleagues and friends. Deadline is April 2nd and I hope to see you soon in one of the next ICANN meetings as one of the ICANN leaders. Thank you very much.