Review of the Nominating Committee

NomCom review WG – presentation of the draft report

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Chair, NomCom review finalization WG

October 2009

Report for public comment:

http://tinurl.com/ncreviewsep09

until 22 November 2009

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17 Recommendations from Reviewers

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1. Create a full-time Administrative Director position
2. Treat candidates more respectfully
3. Recruit and select based on requirements
4. Separate recruitment from selection
5. Seek candidates' info from many sources
6. Boost awareness of ICANN and NomCom
7. Select all policy Directors from ICANN volunteer pool; ALAC to appoint two voting Directors
8. SOs to select their Council Members from ICANN volunteer pool, based on qualifications needed, to be documented by SOs
9. ALAC to select its At-large Committee Members
10. Reduce NomCom membership
11. Select NomCom Members by lottery from a list of volunteers
12. Focus NomCom on its core mission to seek independent, unaffiliated Directors
13. Restructure NomCom leadership rules, providing balance of continuity and fresh perspectives
14. Balance confidentiality and transparency; maintain core confidentiality of candidates' data and eliminate secrecy everywhere else
15. Enforce participation rules, by removing non performing Members
16. Design and document NomCom key processes
17. Audit yearly NomCom effectiveness, and publish results

Criteria for Outreach and Selection

Chairman Succession

Committee Debrief

Committee Composition

SEOUL

" The NomCom should communicate regularly with the Board and other bodies, rather than relying upon individual NomCom members' (or the Chair's) relationship with them, in order to understand their requirements as they evolve over time. We recommend that the NomCom establish a formal procedure for discovering and understanding the requirements of each body to which it makes appointments. "

SEOUL

From reviewers' report

"A permanent search and recruitment function should seek potential candidates for all ICANN leadership positions (and other volunteer contributions) continuously, reaching out to encourage participation in ICANN throughout the year (not just when candidates are required for appointment to a specific leadership position). The resulting candidate pool should be maintained continuously from year to year. "

SEOUL

From reviewers' report

Candidate requirements:
Board identifies and communicates needed skills

SEOUL

But do we have the candidates we need?

e.g., gender bias
no nominating committee appointed women on the board

"71 of the 2009 candidates are men and 15 are women"

what else are we missing in the candidate pool?

experience?
gravitas?
seniority?
age diversity?
...

WG Recommendation:
establish criteria
target recruiting
evaluate

Chairman succession

current approach
chair advised by
previous chair

WG recommendation
incoming chair as non-voting member

SEOUL

"Audit yearly Nominating Committee effectiveness, and publish results"

SEOUL

From reviewers' report

1.
Establish formal outreach goals and metrics. Report and improve.

SEOUL

2.
Annual (anonymous) debrief of nominating committee members
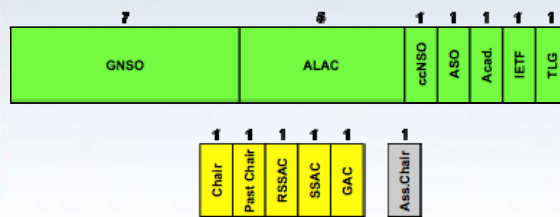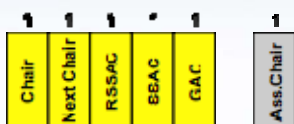
SEOUL

3.
Investigate performance goals and metrics

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Committee Composition

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drivers for change
Review
GNSO Reform
At-Large Director

SEOUL

Current Composition

GNSO	ALAC	ccNSO	ASO	Acad.	IETF	TLG

Chair	Past Chair	RSSAC	SSAC	GAC	Ass.Chair

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Strawman 1

GNSO, 1 per SG	ALAC	ccNSO	ASO	IETF	TLG

Chair	Next Chair	RSSAC	EBAC	GAC		Ass.Chair

Strawman 2

GNSO, 2 per SG	ALAC	ccNSO	ASO	IETF	TLG

Chair	Next Chair	RSSAC	EBAC	GAC		Ass.Chair
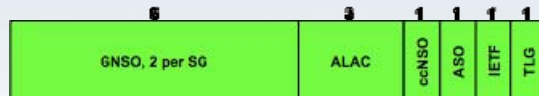
Thank You

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