
Report of The 2006 Nominating Committee

George Sadowsky, Chair
ICANN 2006 Nominating Committee

December 2006
Sao Paulo, Brazil

2006 ICANN Nominating Committee Overview

- Nominating Committee
- Results
- Process
- Recommendations

Composition of and Charge to 2006 Nominating Committee

- Composition and criteria for membership defined in Bylaws
 - 23 members, 17 of whom are voting members
- Members act on behalf of global Internet community and pursue broad public interest
- Members carry no personal commitments to particular individuals, organizations, or commercial objectives
- Members commit to Code of Ethics re: integrity, conflict of interest, and confidentiality issues
- Committee operates in parallel to other selection processes for leadership positions
- Committee functions independently of ICANN

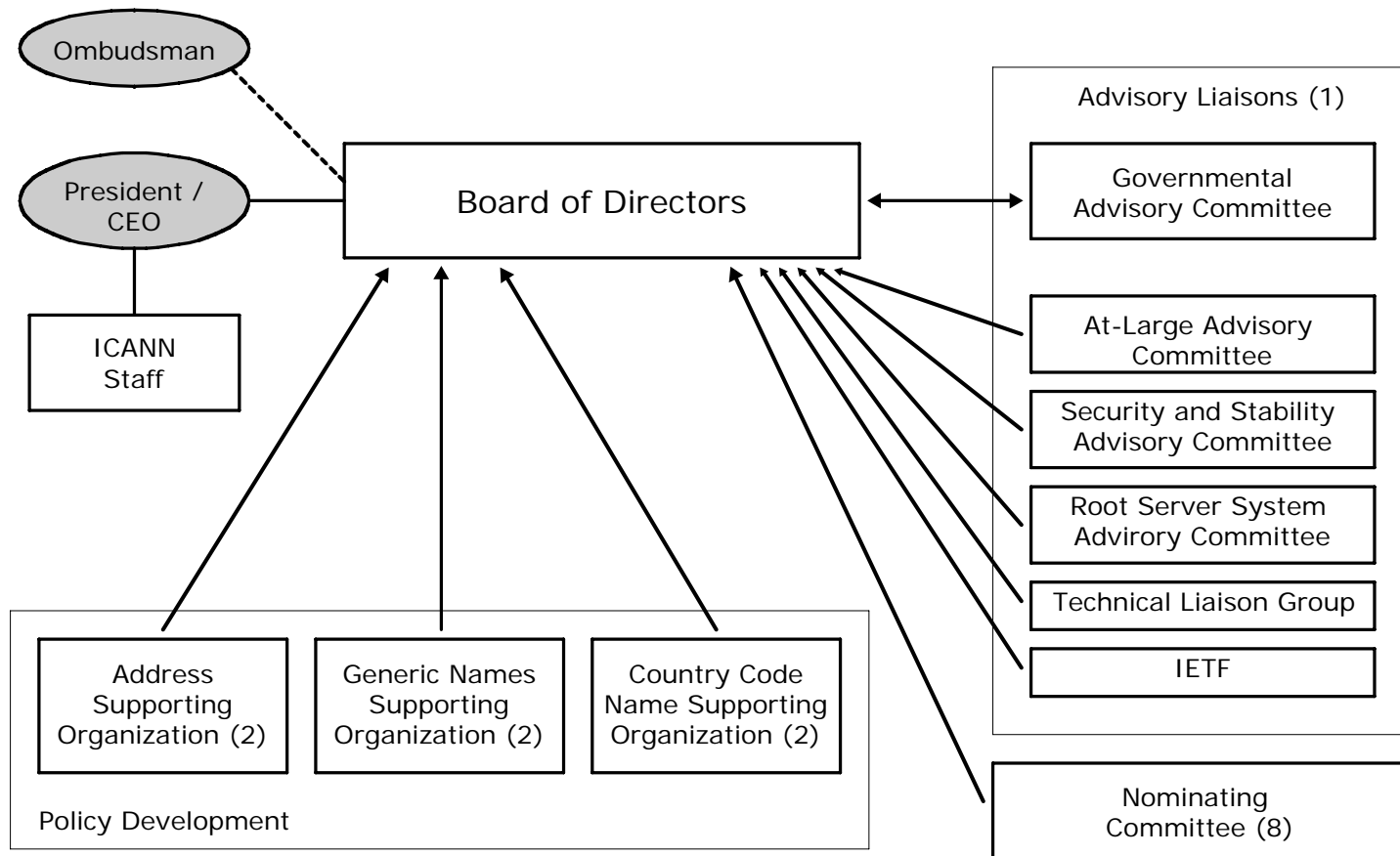
2006 Nominating Committee

Composition

- Eugenio Triana, Chair (- 31 May)
- George Sadowsky, Chair (31 May -)
- Adam Peake, Associate Chair
- Mohamed El Fatih El Tigani Ali
- Marilyn Cade (- 29 April)
- Jayantha Fernando
- Ken Fockler (16 June -)
- Michael Froomkin
- Catherine Gabay
- Sandy George
- Tony Harris
- Rodney Joffe
- Wolfgang Kleinwachter
- John Klensin
- Lars-Johan Liman
- Lucy Nichols
- Elliot Noss
- Madanmohan Rao
- Thomas Roessler
- José Ovidio Salgueiro
- Michael Silber
- Bill St. Arnaud
- Ken Stubbs
- Frannie Wellings
- Donna Austin, ICANN Staff support

ICANN Structure – Board of Directors

ICANN Structure



() indicates number of board seats.
President is an ex officio voting board member.

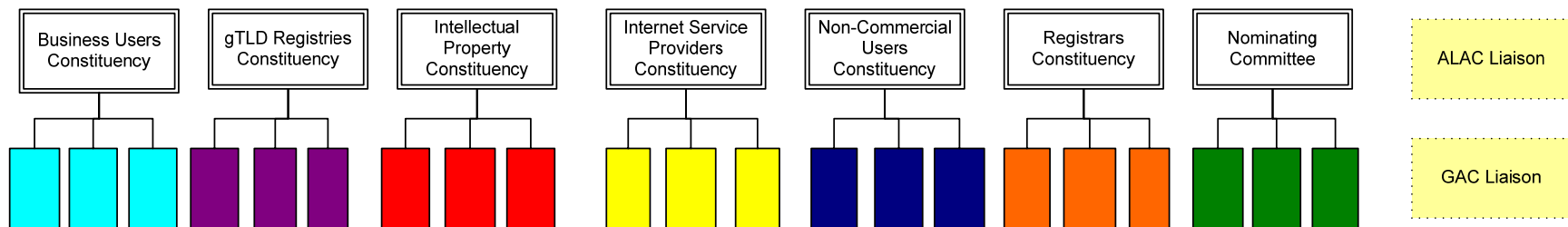
Slate 1: The ICANN Board

- Roberto Gaetano (Italy – Europe)
- Steven Goldstein (United States – North America)
- Rajasekhar Ramaraj (India – Asia)

- Term: Conclusion of 2006 Annual Meeting to Conclusion of 2009 Annual Meeting

ICANN Structure – GNSO Council

NomCom selected 1 seat for 2006 (2-year term – through Annual Meeting 2008)



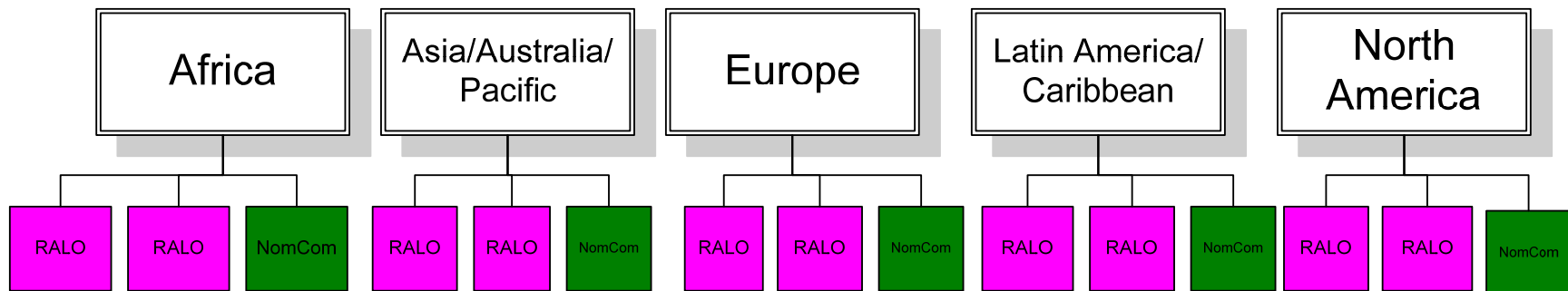
Bylaws provide for 2 representatives per constituency – Transition Article allowed for 3 representatives per constituency and this has been extended by the Board

Slate 2: The GNSO Council

- Jon Bing (Norway – Europe)
- Term: Conclusion of 2006 Annual Meeting to Conclusion of 2008 Annual Meeting

ICANN Structure – Interim ALAC

NomCom selected 2 seats for 2006 – North America and Europe
(2-year terms – through Annual Meeting 2008)



The Bylaws provide that the 2 members from each region are chosen by the RALO (Regional At-Large Organization) as shown. Until these RALOs are in place, the members are selected by the Board with nominations by the At-Large Organizing Committee.

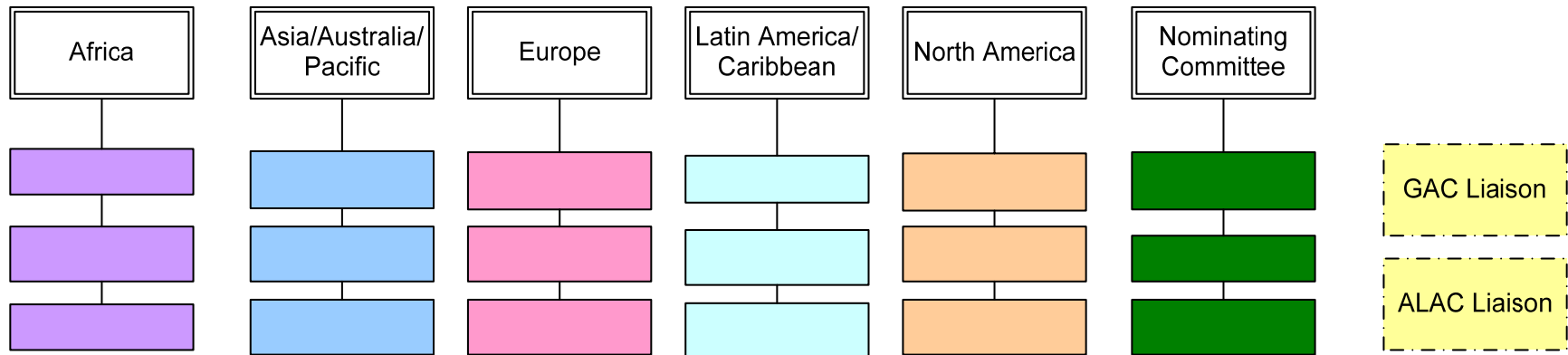
Slate 3: The Interim ALAC

- Alan Greenberg (Canada – North America)
- Annette Muehlberg (Germany – Europe)

- Term: Conclusion of 2006 Annual Meeting to
Conclusion of 2008 Annual Meeting

ICANN Structure – ccNSO Council

NomCom selected 1 seat for 2006
3-year term – through Annual Meeting 2009



Slate 4: The ccNSO Council

- J. Beckwith Burr (United States – North America)

Term: Conclusion of Annual Meeting 2006 to
Conclusion of Annual Meeting 2009

2006 Summary Statistics

- Total Number of Candidates 90
- Total Number of Recommendations 12

<u>Region</u>	<u>Distribution of Candidates</u>	<u>Distribution of Nominees</u>
Africa	4.5%	0%
Asia/Australia/Pacific	19%	14%
Europe	42%	43%
Latin America/Caribbean	5.5%	0%
North America	30%	43%
Total	100%	100%

<u>Gender</u>	<u>Distribution of Candidates</u>	<u>Distribution of Nominees</u>
Male	86%	71.5%
Female	14%	28.5%
Total	100%	100%

2006 Summary Statistics II

- Candidate Citizenship
 - 32 countries and areas
 - Argentina, Australia, Belgium, Bailiwick of Guernsey, Brazil, Canada, Czech Republic, Egypt, Fiji, Finland, France, Germany, Greece, Haiti, Hong Kong, Iceland, India, Ireland, Italy, Japan, Nigeria, Norway, New Zealand, People's Republic of China, Spain, Sweden, Switzerland, Taiwan, Turkey, United Kingdom, United States of America, and Venezuela

NomCom 2006 Timeline

4 December 2005	ICANN Board selects Eugenio Triana as Chair of 2006 Nominating Committee
16 January 2006	Nominating Committee holds first teleconference
31 March - 1 April 2006	Nominating Committee holds first face-to-face meeting immediately after ICANN meeting in Wellington, New Zealand
18 April 2006	Formal call for Statements of Interest and Recommendations is issued with deadline date of 16 July 2006
7 July 2006	Deadline for receiving Statements of Interest is extended until 1 August 2006
15-17 September 2006	Nominating Committee holds second face-to-face meeting for purpose of selecting Nominees
September–November 2006	Due diligence carried out on the Nominees that were selected
7 November 2006	Nominating Committee announces its selection of 2006 Nominees
8 December 2006	Nominees take office at conclusion of ICANN's Annual General Meeting in Sao Paulo

Recruitment

- ICANN family used heavily for recruiting
- Advertising tried, apparently had low payoff
- Representation and presentations at related meetings was useful
- “Flyer” describing positions widely distributed
- “Discouraged candidate effect” either not so visible or made moot by new show of interest

Evaluation

- Three subcommittees formed to evaluate all candidates in depth
- Selection meeting: Frankfurt 15-17 September
- More proactive use of 3rd party contacts, under confidentiality, to supplement information
- Telephone interviews with some candidates to explore candidature further
 - No “short list” as generally understood

Classes of Recommendations

- Scheduling
- Process
- Recruitment
- Evaluation
- Governance and Administration

Recommendations: Scheduling

- Accelerate future chair's involvement if possible, starting with attendance at selection meeting, or complete overlap, in previous year
- First meeting of new committee to be held immediately after AGM (success this year)
- Have substantial early exchange of views between NomCom and representatives of Board and constituencies (success this year?)
- Accelerate public announcement of results

Recommendations: Process

- Improve technology used for candidate data base
- Continue to improve Statement of Interest form
- Improve NomCom's understanding of needs of constituencies for which nominees are selected
- Improve leveraging of constituency members as one significant source of candidates

Recommendations: Recruitment

- Allow information regarding candidate pool to be carried over from year to year
- Re-evaluate use of professional search help
- Think how to improve entry points to involvement in ICANN, in order to provide a richer and more knowledgeable candidate set
- Reconsider advertising and general awareness strategy

Recommendations: Evaluation

- Increase and systematize processes for obtaining information from 3rd parties, while ensuring confidentiality
- Expand use of telephone interviews with candidates
- Consider a two-stage evaluation process based upon early evaluation by committee members

Recommendations: Governance and Administration

- Consider quorum requirement for meetings and teleconferences
- Issue of inactive committee members (-2005)
- Adjust NomCom budget to calendar year
- Eliminate disproportionate power when sitting constituency members serve on NomCom
- Establish official and published travel policy for NomCom members
- ***Initiate the NomCom Review Process!***

Further Information

<http://www.icann.org/committees/nom-comm/>



Selection Factors

- Six detailed bylaws criteria for candidates
 - Stature and specific desired characteristics
 - Understanding of ICANN's mission and potential impact
 - Committed to ICANN's success
 - Familiarity with specific functional areas needed
 - Willingness to serve as an uncompensated volunteer
 - Able to work and communicate in English
- Eligibility requirements and specific exclusions
- Diversity (cultural, functional, gender, geographic)
- Term limits on some positions

Considerations in Selection

- Build slates of best qualified candidates
- Balance other ICANN leadership selection processes
- Meeting key challenges before ICANN
- Relevant experience for Board, GNSO and ccNSO Councils and ALAC
- Candidate's Statement of Interest (Sol)
- References and NomCom member comments
- Functional, cultural, gender, & geographic diversity
- Mix of experience and skills in each slate to enable each ICANN body to fulfill its role effectively
- Balance competing values of continuity and change

Basic Operating Principles

- Consensus decision making wherever possible
- Balancing commitment to openness and transparency with respect for privacy and confidentiality of candidates
- Fairness and consistency for candidates
- Disclosure of NomCom members' affiliations
- Global perspective by focus on composition of slates as well as merits of individual candidates

NomCom Openness and Transparency

- Published Committee Composition, Bios
- Published Committee Procedures, Formal Call, FAQs
- Broad outreach and recruiting
- Recruiting by NomCom members and others
- Mechanisms for public input

The NomCom Selection Process

- Solicitation and recruitment of Candidates
 - Candidates submit Statements of Interest
 - Recommendations widen the Candidate Pool
- Review and evaluation of Candidates
 - Focus on aggregate qualities and strengths of Slates in addition to individual merit
 - All Candidates in consideration until final Slates chosen
- Difficulty in balancing slate across all dimensions given a limited number of selections to be made

Review and Evaluation

- Role of subcommittees
 - Three independent subcommittees evaluate subsets of candidates in depth
- References
 - Obtained in writing, follow-up as appropriate by telephone
- Slates Development
 - First performed by subcommittees, then by entire committee
- Substantial improvement in technical support through use of “Blogware” made available through TuCows
- Consensus and Ratification
- Due Diligence on Nominees
 - Thorough background checks ensure appropriateness of selection

Recommendations

- Begin NomCom process earlier in the year
 - Board approved but late this year
- Improve process to broaden the candidate pool
 - Need recruiting efforts beyond Internet community
 - Need to counteract 'discouraged candidate' effect
- Enhance orientation for Nominees
 - Initial trial at this meeting
- Formal written report to be submitted and published
 - Written with a view to assisting the upcoming Nominating Committee Evaluation process

