

2021 Nominating Committee

Delegate Peer Reviews



The Survey & Results

- The results shown are from the **2021 Nominating Committee Peer Review**.
- The survey was taken by the 2021 NomCom Delegates. Review of the Leadership Team is conducted through a separate process (see here for more details: <https://www.icann.org/nomcom2021>). The survey received 12 responses (out of a possible 17).
- There were seven (7) questions in the survey (below) regarding the Committee Delegate's work and contribution to the 2021 NomCom. The questions are rated on a 1 (lowest) to 5 (highest) scale. **The average rating for [all delegates](#) on all questions was 4.26.**

Q1. NomCom delegate contributed effectively to preparatory work of the Committee, including in any Sub Committees and during teleconferences. **[Avg. Score = 4.30]**

Q2. NomCom delegate collaborated effectively and shared the workload during deep dive process. **[Avg. Score = 4.20]**

Q3. NomCom delegate was well prepared for and contributed positively to preliminary candidate review, including in discussions and deliberations during the virtual NomCom meetings. **[Avg. Score = 4.30]**

Q4. NomCom delegate appeared to act in the best interests of ICANN and to further NomCom's mission. **[Avg. Score = 4.31]**

Q5. NomCom delegate was engaged and effective in presenting their opinions on shortlisted candidates during final deliberations. **[Avg. Score = 4.27]**

Q6. NomCom delegate was respectful of the opinions of other delegates of the NomCom. **[Avg. Score = 4.33]**

Q7. NomCom delegates look forward to working with this NomCom delegate in another ICANN related committee or working group. **[Avg. Score = 4.13]**

- The survey also requested respondents to provide any additional feedback/comments on the committee delegates:
Feedback Q1. Please list five words to describe [Committee Delegate]

2021 Nominating Committee Delegates

ASO | [Pankaj Chaturvedi](#)

ccNSO | [Juhani Juselius](#)

RSSAC (Non-Voting) | [Amir Qayyum](#)

SSAC (Non-Voting) | [Robert Guerra](#)

ALAC (AF) | [Hadia Elminiawi](#)

ALAC (AP) | [Amrita Choudhury](#)

ALAC (EU) | [Sébastien Bachollet](#)

ALAC (LAC) | [Vanda Scartezini](#)

ALAC (NA) | [Glenn McKnight](#)

GNSO (BCUC-Large) | [Scott McCormick](#)

GNSO (BCUC-Small) | [Adetola Sogbesan](#)

GNSO (IPC) | [Michael Graham](#)

GNSO (ISPCP) | [Marie-Noémie Marques](#)

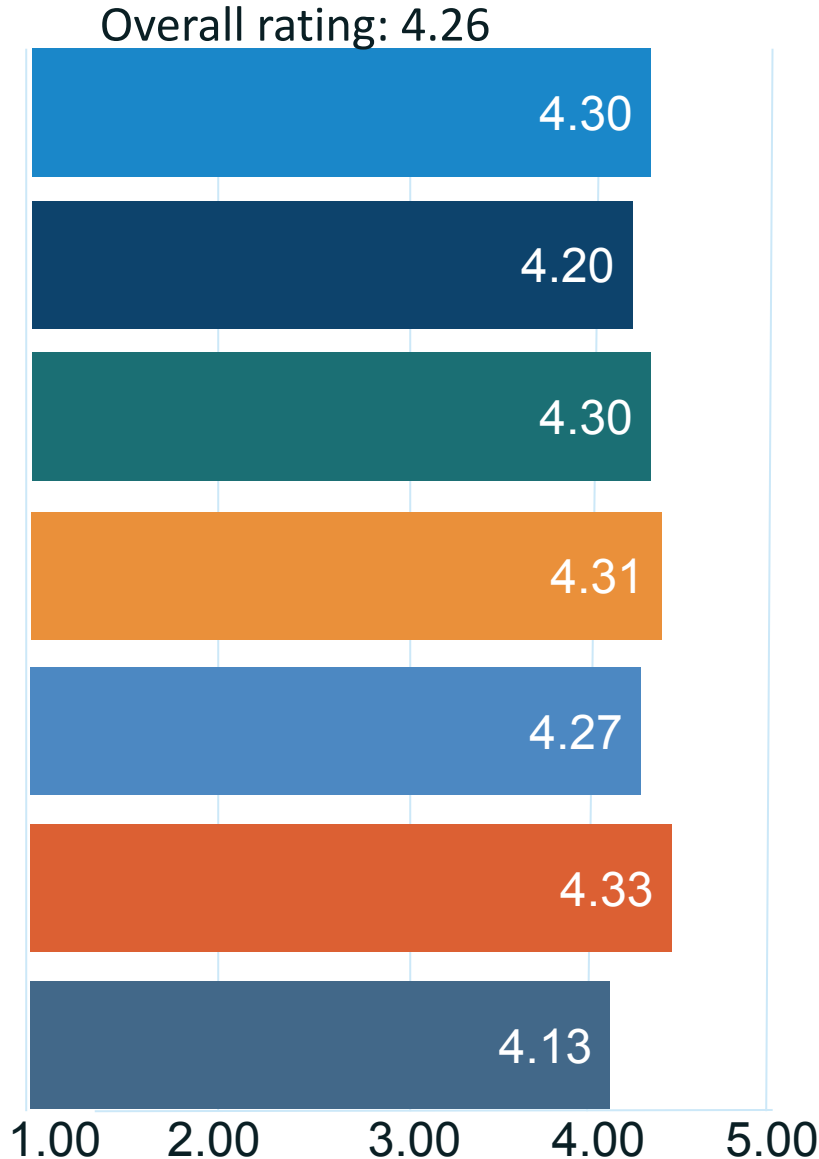
GNSO (NCUC) | [Wolfgang Kleinwächter](#)

GNSO (RySG) | [Paul Diaz](#)

GNSO (RrSG) | [Tobias Sattler](#)

IAB (IETF) | [Peter Koch](#)

Delegate Peer Review | Aggregate Results



Questions

Q1: Contributed effectively to preparatory work of the Committee including Sub Teams and during teleconferences.

Q2: If you were on a Deep Dive team or Subcommittee with the NomCom delegate being evaluated, do you feel the delegate collaborated effectively and shared the workload?

Q3: During the virtual NomCom meetings, NomCom delegate was well prepared for and contributed positively to preliminary candidate review, including in discussions and deliberations.

Q4: Appeared to act in the best interests of ICANN and to further NomCom's mission.

Q5: Was engaged and effective in presenting their opinions on shortlisted candidates during final deliberations.

Q6: Was respectful of the opinions of other delegates of the Nominating Committee.

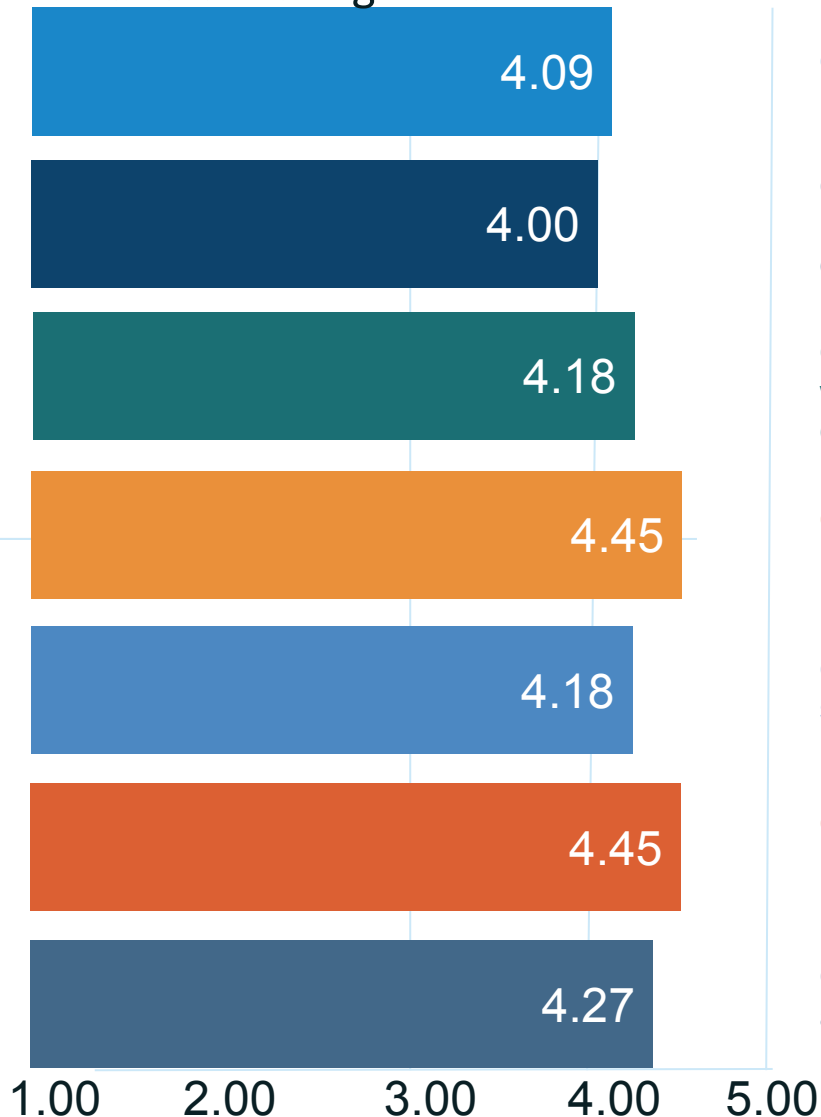
Q7: I look forward to working with this NomCom delegate in another ICANN related committee or working group.

“5 Words to Describe” Word Cloud (all delegates)



ASO | Pankaj Chaturvedi – Review

Overall rating: 4.23



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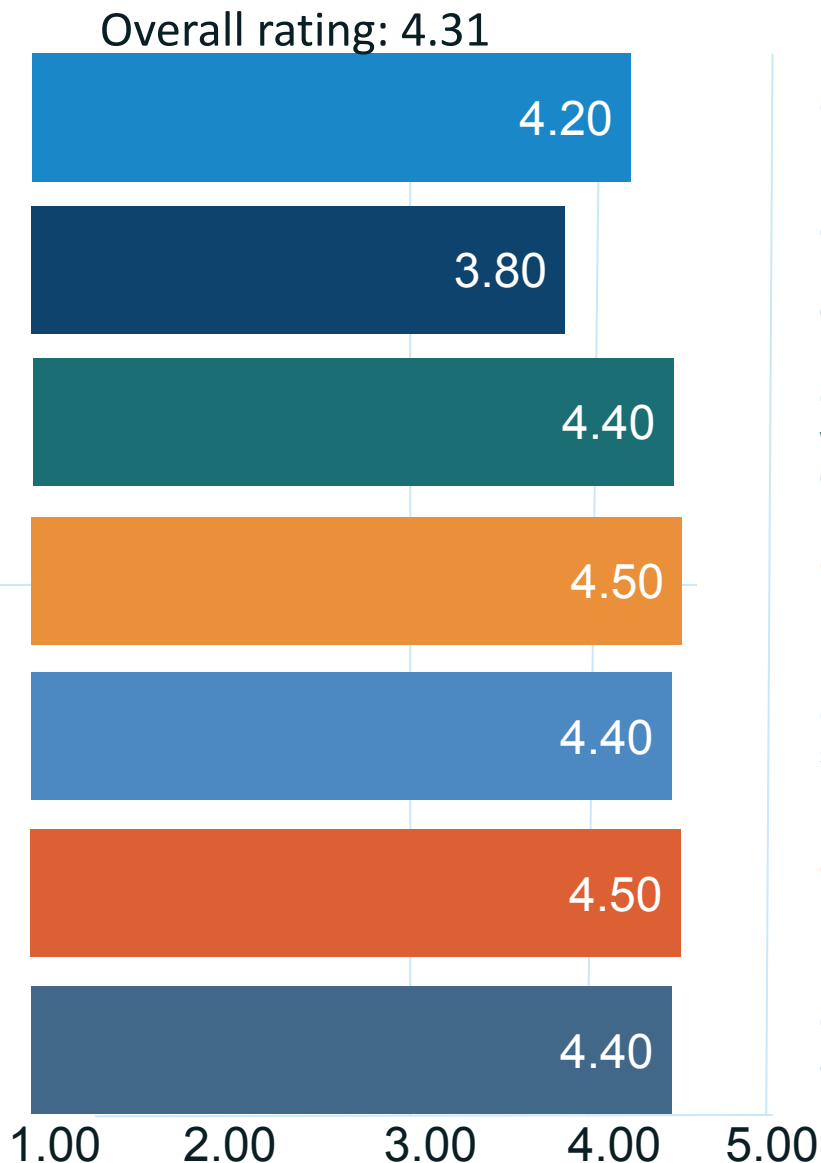
Q5: Was engaged and effective in presenting their opinions on shortlisted candidates during final deliberations.

Q6: Was respectful of the opinions of other delegates of the Nominating Committee.

Q7: I look forward to working with this NomCom delegate in another ICANN related committee or working group.

Words to Describe Pankaj Chaturvedi

- Reliable, concise, adaptable, dependable, and clear thinker
- Objective, idealistic, cheerful, calm, bold
- Respectful, serious, collaborative, friendly, balanced
- Professional attitude, respectful, well prepared, participative
- Amiable, well prepared, inclusive, respectful of others views, team player
- Friendly, respectful
- Cautious, competent, observant, prudent, engaged



Questions

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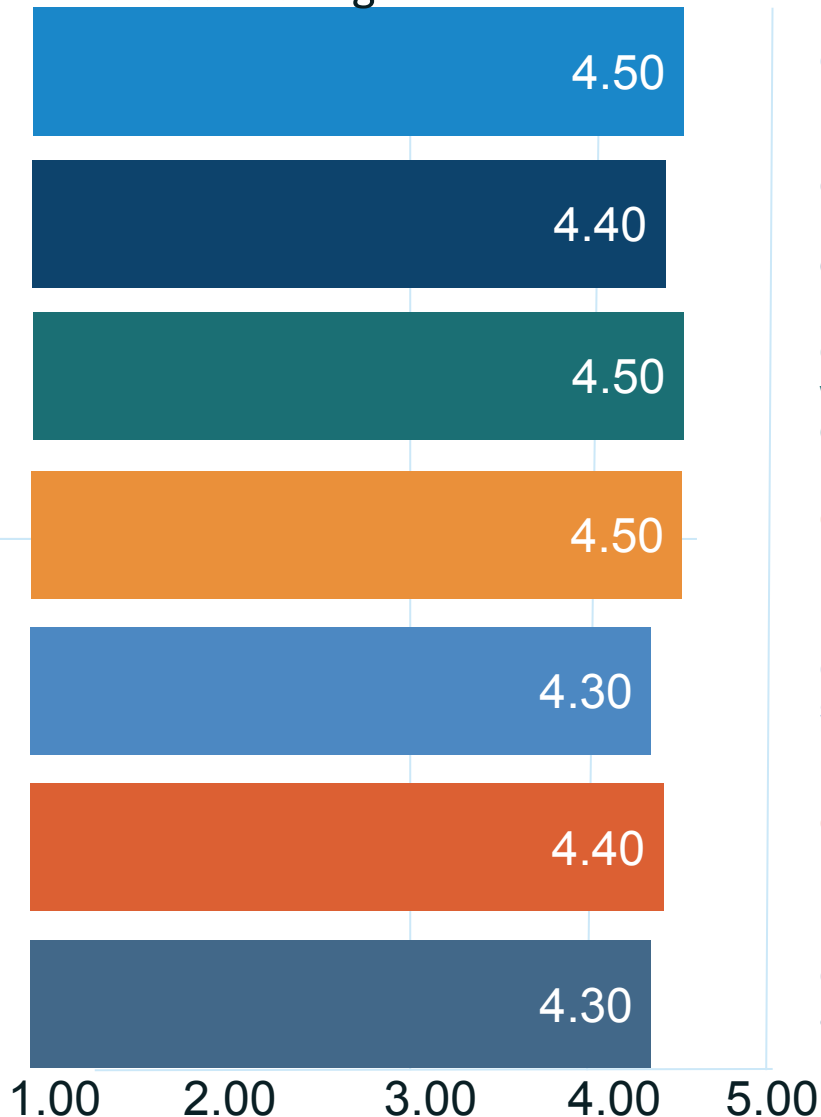
Q7: I look forward to working with this NomCom delegate in another ICANN related committee or working group.

Words to Describe Juhani Juselius

- Effective, motivated, concise, thinker, and insightful
- Calm, objective, participatory, impartial, engaging
- Focused, respectful, friendly, balanced, present
- Sincere, well prepared, knowledgeable, inclusive, respectful of others views
- Respectful, friendly, humble
- Cautious, competent, restrained, informed, professional

RSSAC (Non-Voting) | Amir Qayyum – Review

Overall rating: 4.41



Questions

Q1: Contributed effectively to preparatory work of the Committee including Sub Teams and during teleconferences.

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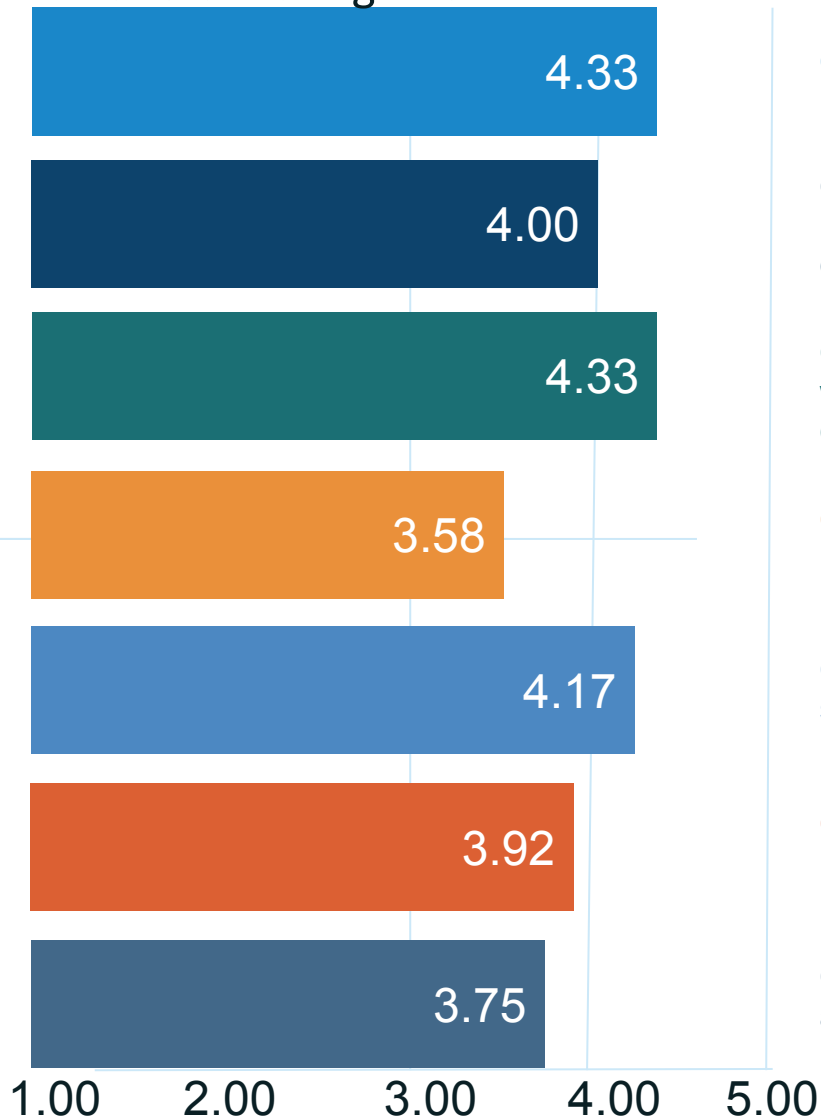
Q7: I look forward to working with this NomCom delegate in another ICANN related committee or working group.

Words to Describe Amir Qayyum

- Analytical, dependable, balanced, forthwith, and adaptable
- Mature, calm, collaborative, objective, professional
- Interested, friendly, dedicated, participative, respectful
- Nuanced, well prepared, knowledgeable, inclusive, respectful of others views
- Observant, cautious, experienced, considerate, balanced

SSAC (Non-Voting) | Robert Guerra – Review

Overall rating: 4.01



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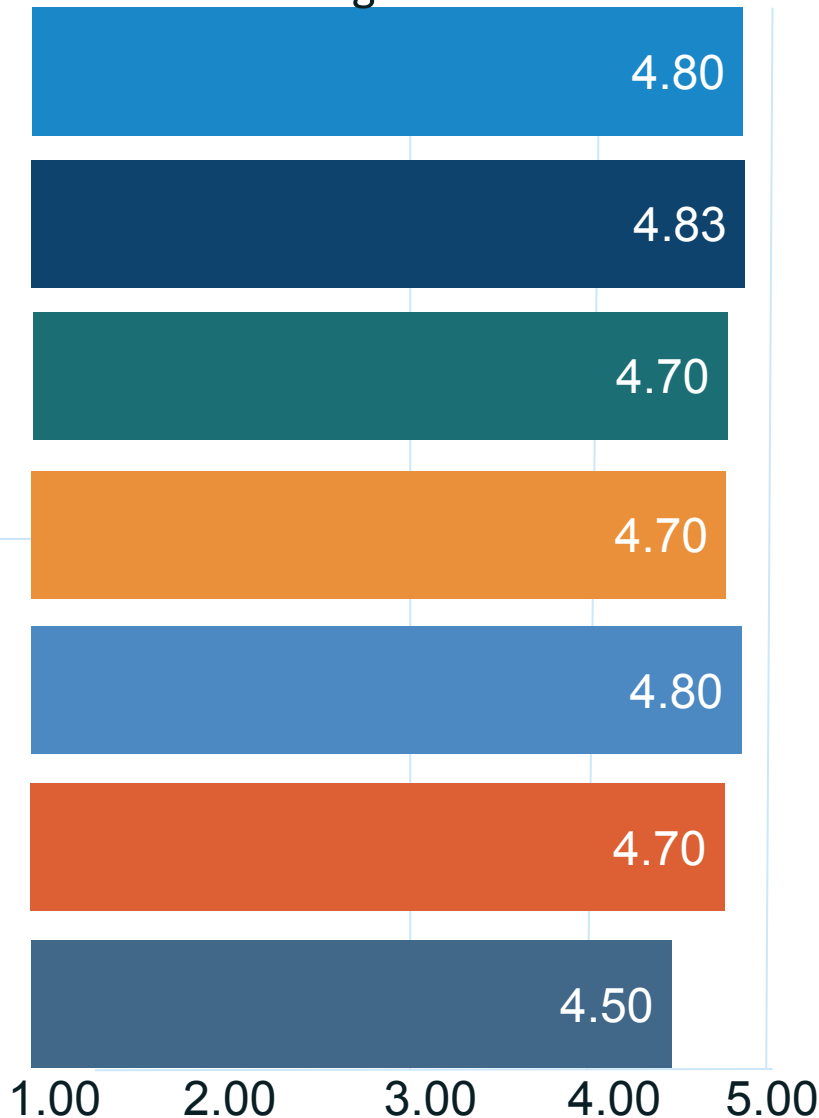
Q7: I look forward to working with this NomCom delegate in another ICANN related committee or working group.

Words to Describe Robert Guerra

- Opinionated, biased, distracting, favoritism, and inconsistent
- Bold, energetic, idealistic, independent, objective
- Participative, lecturer, reliable, friendly, prepared
- Professional, respectful, well prepared, participative
- I, I, I, I, The First
- Knowledgeable, well prepared, biased, not respectful towards others views
- Technical, knowledgeable, friendly
- Confident, versed, engaged, passionate, elaborate

ALAC (AP) | Amrita Choudhury – Review

Overall rating: 4.72



Questions

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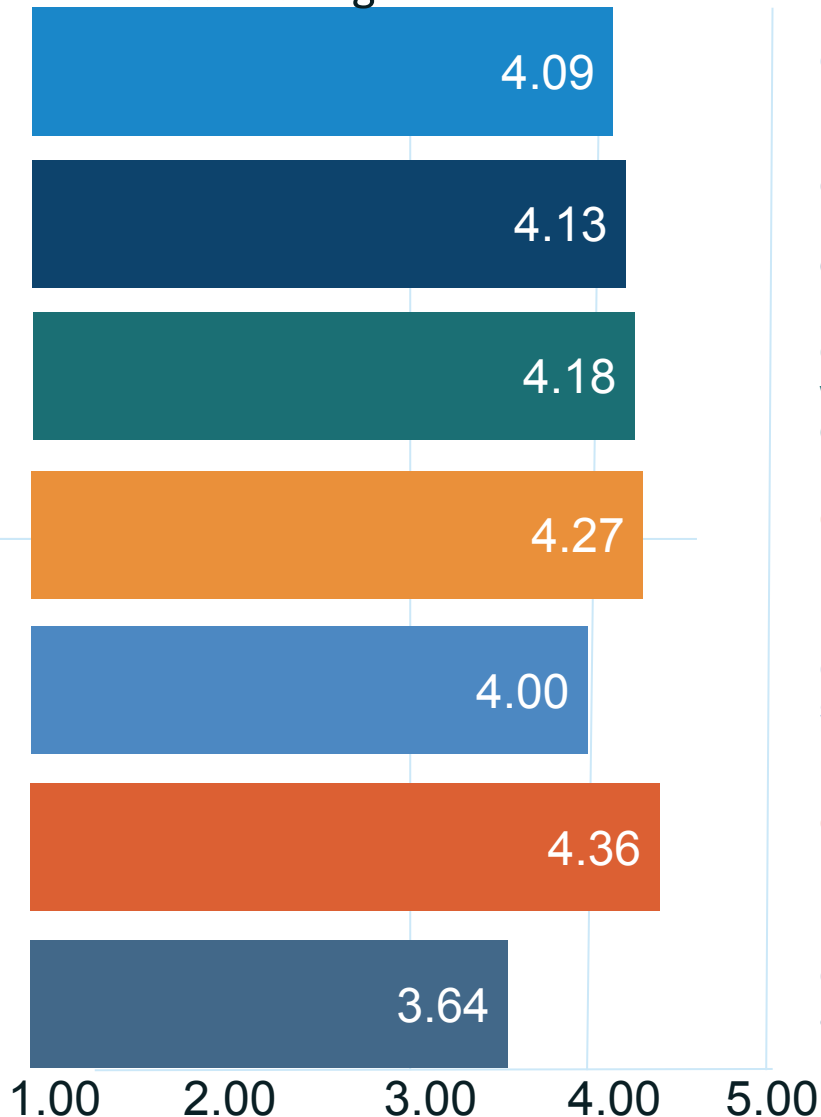
Q7: I look forward to working with this NomCom delegate in another ICANN related committee or working group.

Words to Describe Amrita Choudhury

- Accurate, dependable, frank, honest, and realistic
- Engaging, vocal, opinionated, impartial, objective
- Prepared, respectful, participative, contributive, friendly
- Professional, respectful, well prepared, participative
- Friendly, participating, motivated, flexible
- Agile, engaged, experienced, elaborate, prudent

ALAC (LAC) | Vanda Scartezini – Review

Overall rating: 4.10



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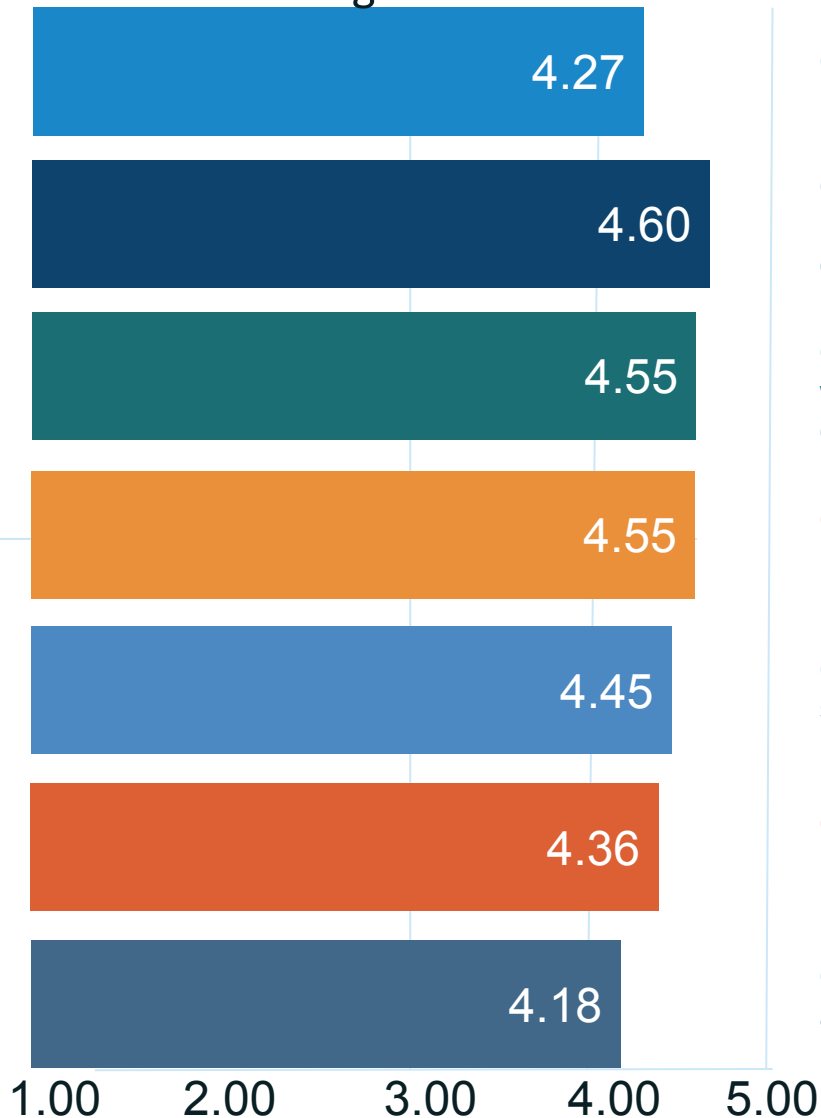
Q7: I look forward to working with this NomCom delegate in another ICANN related committee or working group.

Words to Describe Vanda Scartezini

- Distracting, inconsistent, biased, incoherent
- Experienced, knowledgeable, logical, mature, organized
- Reliable, interested, balanced, friendly, participative
- Hard working professional, respectful of others' opinions, participative, friendly, and experienced
- Well prepared, experienced, inclusive, respectful of others views, open
- Experienced, knowledgeable, friendly, flexible, participating
- Engaged, passionate, elaborate, experienced

ALAC (NA) | Glenn McKnight – Review

Overall rating: 4.42



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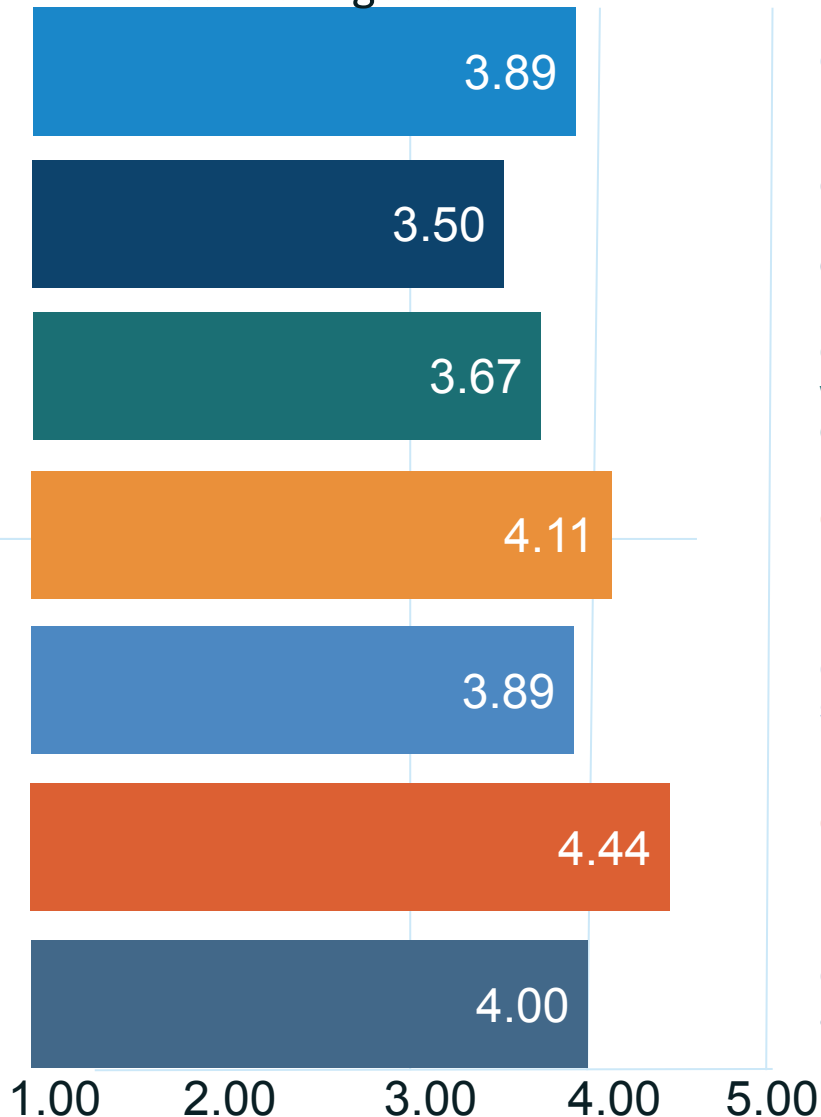
Q7: I look forward to working with this NomCom delegate in another ICANN related committee or working group.

Words to Describe Glenn McKnight

- Objective, experienced, participatory, humorous, teamplayer
- Communicative, clear, collaborative, prepared, friendly
- Respectful, participative, collaborative, inventive, pedagogic
- Well prepared, inclusive, respectful of others views, experienced, team player
- Experienced, knowledge sharing, friendly, enthusiast
- Engaged, versed, confident, convinced, socializing
- Well engage

GNSO (BCUC-Large) | Scott McCormick – Review

Overall rating: 3.93



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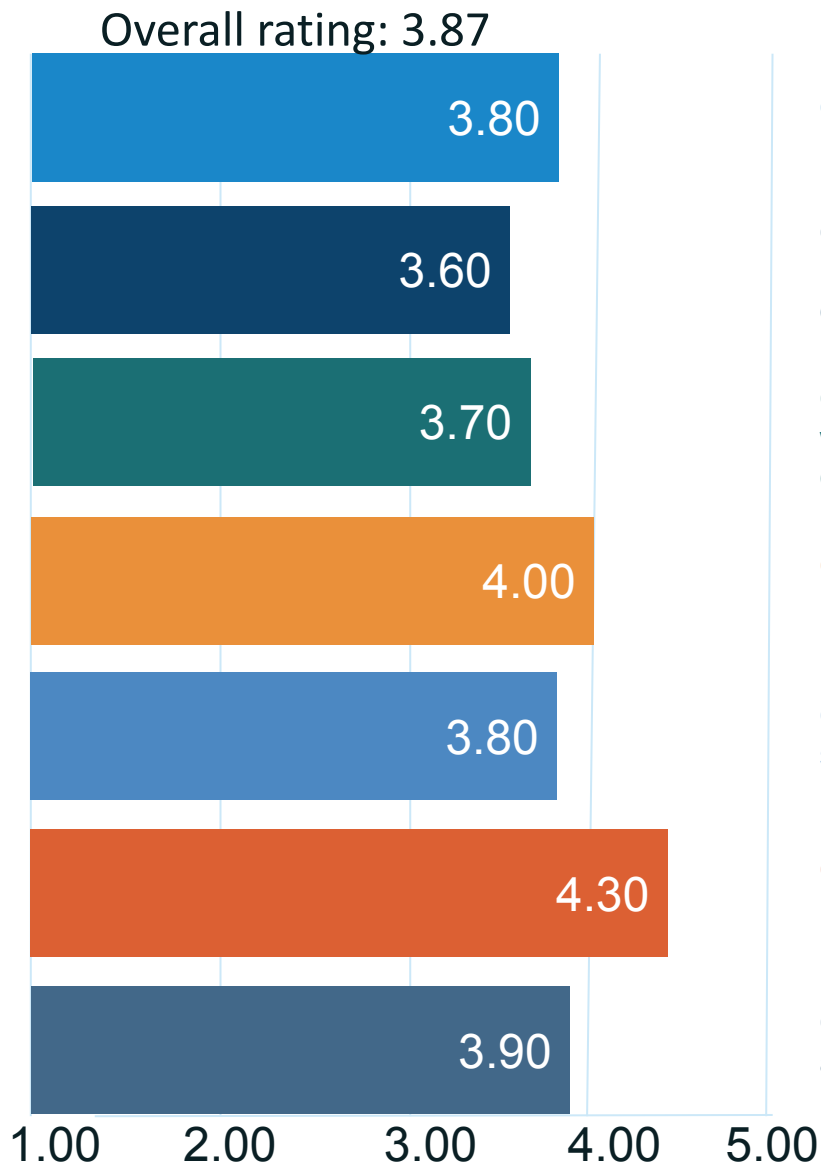
Q6: Was respectful of the opinions of other delegates of the Nominating Committee.

Q7: I look forward to working with this NomCom delegate in another ICANN related committee or working group.

Words to Describe Scott McCormick

- Calm, introverted, listening, focused, professional
- Present, balanced, friendly, joyful, clear
- Knowledgeable, respectful of others views, open, inclusive
- Friendly, enthusiast, thoughtful

GNSO (BCUC-Small) | Adetola Sogbesan – Review



Questions

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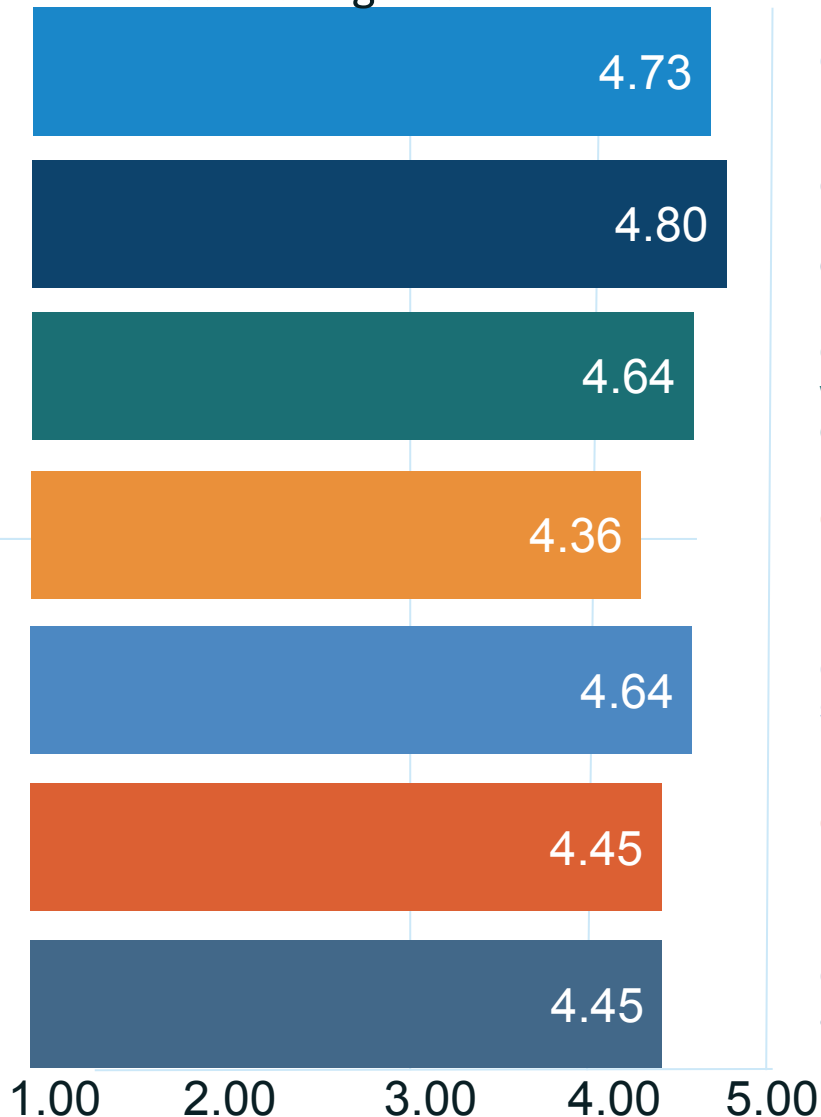
Q7: I look forward to working with this NomCom delegate in another ICANN related committee or working group.

Words to Describe Adetola Sogbesan

- Elaborate, articulate, balanced
- Friendly, enthusiast, motivated
- Irrational at times, inclusive, respectful of others views, brings a different perspective
- Focused, interested, balanced, friendly, independent
- This person has serious audio connectivity issues

GNSO (IPC) | Michael Graham – Review

Overall rating: 4.58



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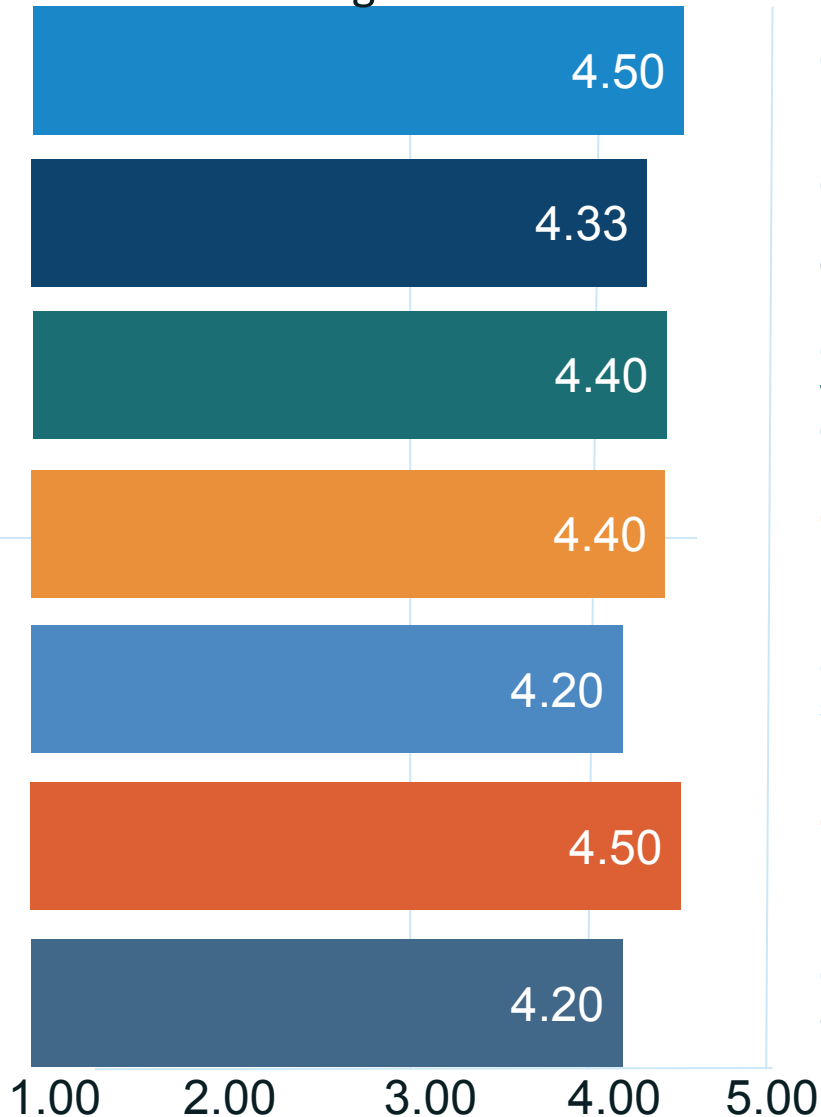
Q7: I look forward to working with this NomCom delegate in another ICANN related committee or working group.

Words to Describe Michael Graham

- Analytical, cautious, respectful, clear, thoughtful
- Engaging, opinionated, objective, participatory, flexible
- Interested, participative, friendly, respectful, collaborative
- Professional, respectful, serious
- Effective, insightful, passionate, cooperative, engaged
- Well prepared, respectful of others views, open, punctual, regular
- Experienced, participating, strong opinion
- Experienced, elaborate, balanced, professional

GNSO (ISPCP) | Marie-Noémie Marques – Review

Overall rating: 4.36



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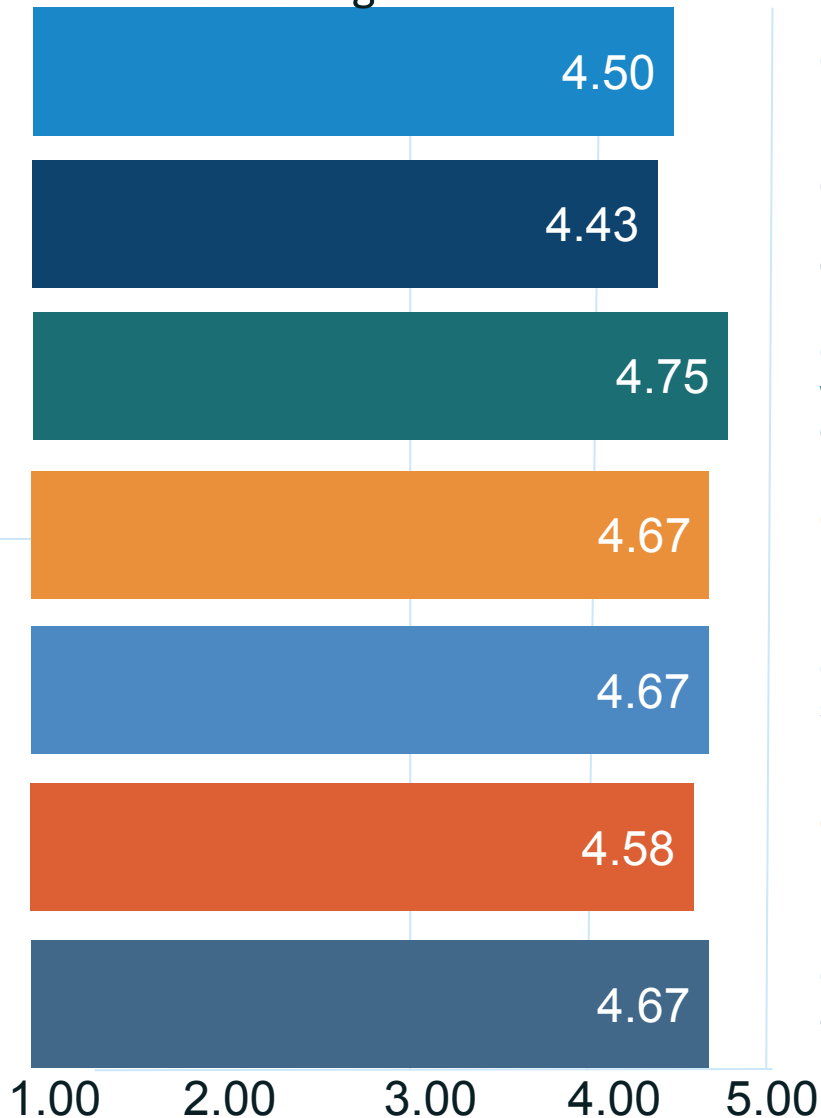
Q7: I look forward to working with this NomCom delegate in another ICANN related committee or working group.

Words to Describe Marie-Noémie Marques

- Pleasant, good humored, accurate, concise, and knowledgeable
- Calm, mature, friendly, objective, accommodating
- Interested, focused, collaborative, friendly, balanced
- Sincere, regular, well prepared, detailed, inclusive, respectful of others views
- Respectful, humble, friendly
- Engaged, experienced, elaborate, prudent, professional

GNSO (NCUC) | Wolfgang Kleinwächter – Review

Overall rating: 4.61



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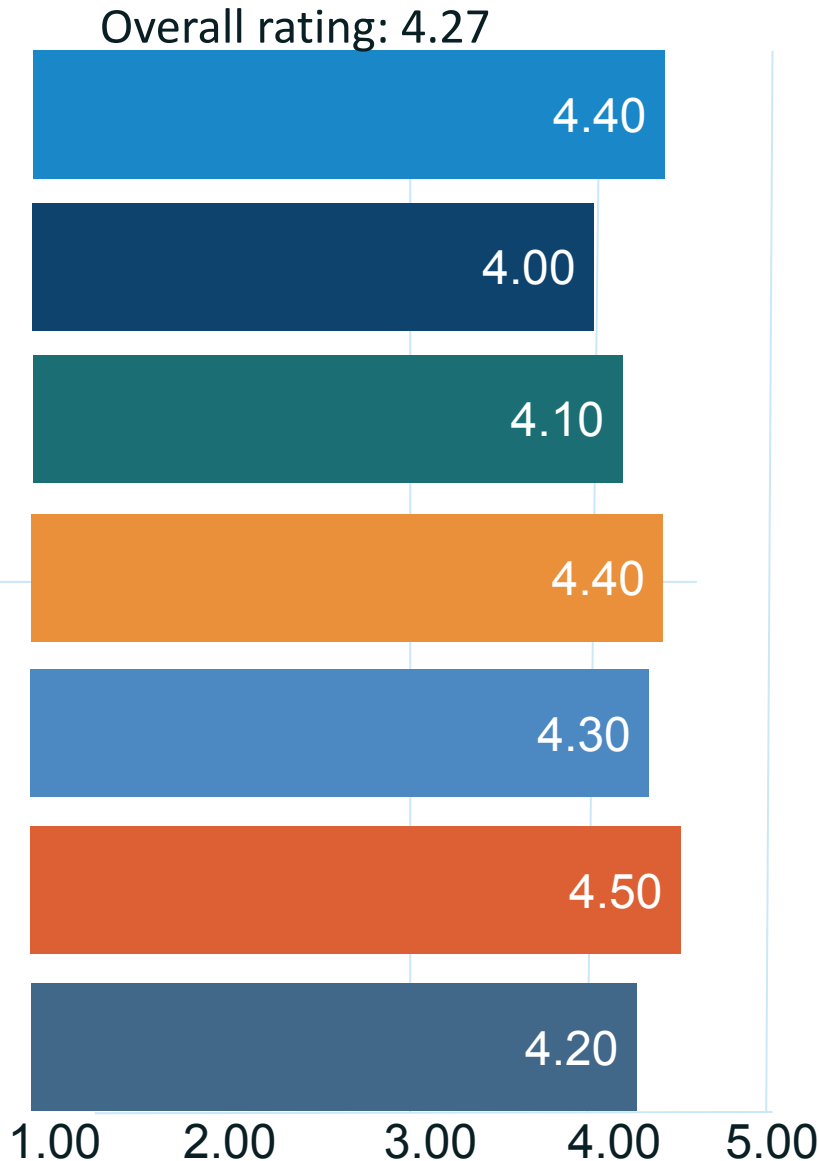
Q6: Was respectful of the opinions of other delegates of the Nominating Committee.

Q7: I look forward to working with this NomCom delegate in another ICANN related committee or working group.

Words to Describe Wolfgang Kleinwächter

- Experienced, logical, opinionated, consistent, and personable
- Knowledgeable, mature, modest, observant, organized
- Reliable, interested, balanced, friendly, communicative
- Experienced, learned, looking forward and visionary, general public interest
- Sharing, listening, nice guy
- ICANN Board knowledge, governance knowledge, ICANN knowledge
- Nuanced, well prepared, knowledgeable, inclusive, respectful of others views
- Visionary, very experienced, very knowledgeable, respectful, thoughtful discussions
- Experienced, strategic, versed

GNSO (RySG) | Paul Diaz – Review



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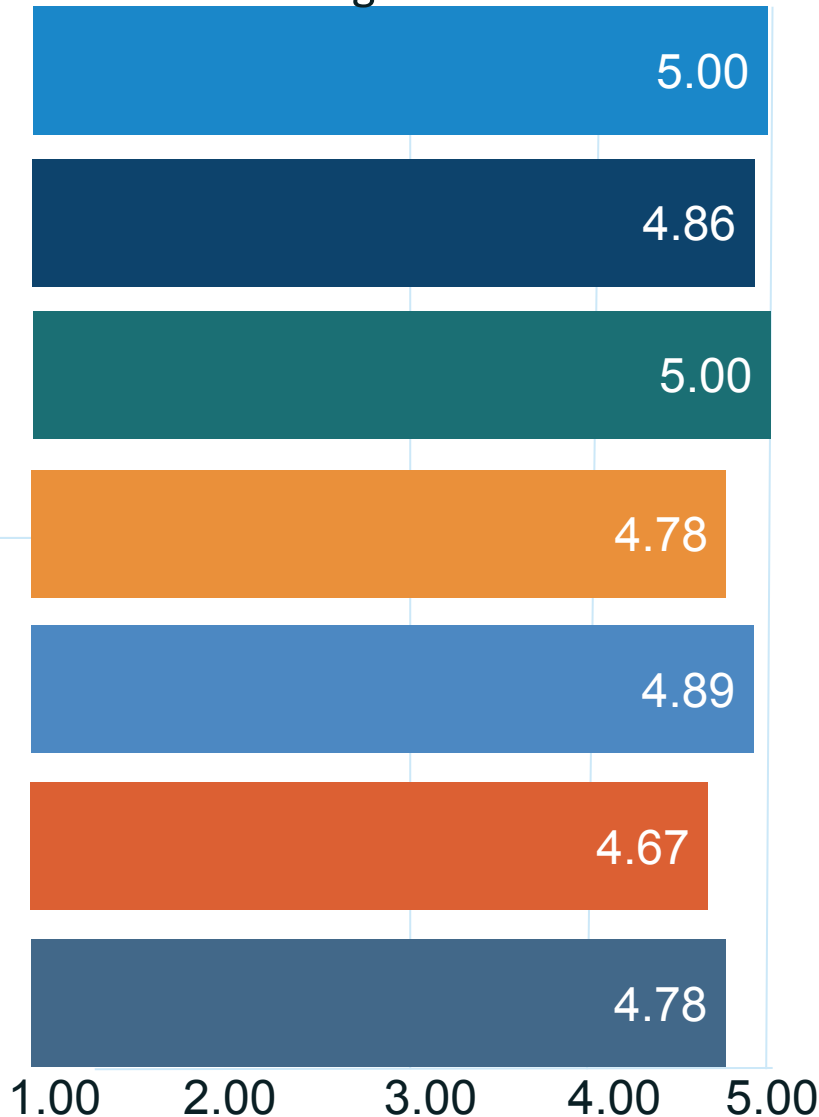
Q7: I look forward to working with this NomCom delegate in another ICANN related committee or working group.

Words to Describe Paul Diaz

- Reliable, analytical, proactive, dependable, and concise
- Accepting, adaptable, calm, cheerful, energetic
- Respectful, balanced, clear, affirmative, participative
- Nuanced, well prepared, knowledgeable, inclusive, respectful of others views
- Knowledgeable, participating, friendly, accommodating
- Engaged, balanced, articulate, prudent, professional

IAB (IETF) | Peter Koch – Review

Overall rating: 4.85



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Q7: I look forward to working with this NomCom delegate in another ICANN related committee or working group.

Words to Describe Peter Koch

- Sharp, proactive, concise, analytical, and dependable
- Accepting, bold, cheerful, objective, energetic
- Collaborative, participative, balance, friendly, reliable
- Professional attitude, respectful, well prepared, helpful
- Nuanced, well prepared, knowledgeable, inclusive, respectful of others views
- Experienced, knowledgeable, motivated, thoughtful, technical