

The 2003 NomCom Selection Process

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ICANN 2003 Nominating Committee

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2003 ICANN Nominating Committee Overview

- 🕯 Origin, Charge, and Selection of Committee
- 🕯 Positions to be Filled: Roles, Terms, and Criteria
- 🕯 Committee Objectives, Basic Principles and Procedures
- 🕯 Outreach and Recruiting
- 🕯 Review and Evaluation
- 🕯 Key Issues Addressed
- 🕯 Slates of Nominees
- 🕯 Summary Statistics
- 🕯 Next Steps



Origin & Design of Nominating Committee Process (NomCom)

- ⦿ Emerged from 2002 Comprehensive ICANN reform and restructuring process
- ⦿ A key element of ICANN 2 organization structure
- ⦿ A new way to fill a portion of key leadership positions
- ⦿ Operates in parallel to other selection processes for leadership positions
- ⦿ Functions independently



Charge of the Nominating Committee

- ❏ Pursue broad public interest of global Internet Community, *not* particular interests of any constituency, employer, or organization
- ❏ Develop and Publish Committee Procedures
- ❏ Make Final Selection of Nominees
 - ❏ Of highest integrity and capability
 - ❏ Committed to place broad public interest of global Internet community ahead of any particular interests
 - ❏ Knowledgeable about environment in which ICANN operates
- ❏ Use Bylaw-specified Criteria, Eligibility Requirements, Other Considerations



Composition of 2003 Nominating Committee

- ⌚ Composition and criteria for membership defined in Bylaws
- ⌚ Members act on behalf of global Internet community
- ⌚ Members carry no personal commitments to particular individuals, organizations, or commercial objectives



2003 NomCom Membership

- **ALAC**
 - C. Ahlert, L. Brandt, P. Duggal,
 - B. Fausett, D. Kasole
 - **Business Users Constituency**
 - M. Roberts, G. Forsyth
 - **gTLD Registry Constituency**
 - D. Heath
 - **gTLD Registrars Constituency**
 - H. Grote
 - **Internet Service Providers Constituency**
 - A. Tavares
 - **Intellectual Property Constituency**
 - M. Bohannon
 - **Non-commercial Users Constituency**
 - M. Schneiders
 - **ccNSO Constituency (by Board after consultation with constituency)**
 - T. Staley
 - **Council of ASO**
 - G.Valdez
 - **Internet Engineering Task Force**
 - M. St. Johns
 - **Technical Liaison Group (ETSI, ITU-T, W3C, and IAB)**
 - D.Weitzner
- ## Non-Voting
- **Government Advisory Committee**
 - C. Wilkinson
 - **Security & Stability Committee**
 - R. Mohan
 - **Chair**
 - L. Wilson
 - Associate Chair P. Wong
- ## Staff Support:
- K. Lentz, A. McLaughlin, C.Mill



Positions to be Filled: Roles, Terms

🕯 ICANN Directors

- 🕯 Responsible for exercising powers of ICANN, controlling its property, generally conducting or directing its business and affairs
- 🕯 Serve as individuals with duty to act in best interests of ICANN and *not* as representatives of the entity that selected them, their employers, or any other organizations or constituencies
- 🕯 Serve staggered three year terms, modified for initial transition

🕯 GNSO Council Members

- 🕯 Responsible for managing the policy development process of the GNSO
- 🕯 Serve staggered two year terms, modified for initial transition

🕯 Interim At Large Advisory Committee Members

- 🕯 Responsible to consider and provide advice on activities of ICANN insofar as they relate to interests of individual users
- 🕯 Serve staggered two year terms, modified for initial transition



Selection Factors

- ⌚ Detailed Criteria, Eligibility Requirements, Additional Considerations set forth in Bylaws
<http://www.icann.org/general/bylaws.htm>
- ⌚ Summary of Criteria and Eligibility
 - ⌚ Stature and other specific desired characteristics
 - ⌚ Understanding of ICANN, its mission, potential impact
 - ⌚ Committed to ICANN's success
 - ⌚ Broad cultural, and geographic diversity
 - ⌚ Functional familiarity *in the aggregate*
 - ⌚ Willingness to serve as uncompensated volunteer
 - ⌚ Able to work and communicate in English
 - ⌚ Specific geographical requirements and
 - ⌚ Specific exclusions



Detailed Criteria

- ⌚ Accomplished persons of integrity, objectivity, intelligence, reputation for sound judgment and open minds, and demonstrated capacity for thoughtful group decision-making;
- ⌚ Person with understanding of ICANN's mission, potential impact of ICANN decisions on global Internet community, and committed to ICANN's success;
- ⌚ Persons who will produce the broadest cultural and geographic diversity consistent with meeting the other criteria;
- ⌚ Persons who, *in the aggregate*, have familiarity with the operation of gTLD registries and registrars; with ccTLD registries; with IP address registries; with Internet technical standards and protocols; with policy development procedures, legal traditions, and the public interest; and with the broad range of business, individual, academic, and non-commercial users of the Internet;
- ⌚ Persons willing to serve as volunteers, without compensation;
- ⌚ Persons able to work and communicate in written and spoken English.



The Focus of the NomCom

- 1) Focused on building slates of accomplished, 'best qualified' Candidates who place the public interest of the global internet community ahead of any particular interest
- 2) Balance the other ICANN leadership selection processes based on Supporting Organizations and Constituencies

Together:

Ensure that ICANN benefits from Functional, Cultural, Geographic Diversity in its policy development and decision-making as the Internet evolves.



Other Considerations in Selection

- 🕯 Key Challenges before ICANN
- 🕯 Experience relevant for roles of the Board, ALAC, GNSO Council
- 🕯 Statement of Interest (SOI) provided by the Candidate
- 🕯 Comments from References and NomCom Members
- 🕯 Selection of Highly Qualified Candidates, both 'Multi-talented' and 'Deeply Talented'
- 🕯 Mix of experience and skills in each slate to enable each ICANN body to fulfill its role effectively
- 🕯 Value of some continuity during transition to restructured ICANN.



Basic Operating Principles

- 🕯 Consensus decision-making
- 🕯 Balancing commitment to openness and transparency with respect for privacy and confidentiality of candidates
- 🕯 Commitment to Code of Ethics re: integrity, conflict of interest, and confidentiality
- 🕯 Fairness and consistency for candidates
- 🕯 Disclosure of members' affiliations
- 🕯 Collaborative cross-constituency work processes
- 🕯 Flexibility to capitalize on emerging information
- 🕯 Encouragement of holistic perspective by focus on construction of slates, not just individual candidates



NomCom Openness and Transparency

- Published Committee Composition, Bios
- Published Committee Procedures, Formal Call, FAQ's
- Published Charge to Conflicts of Interest Subcommittee
- Broad outreach and recruiting
 - Nom-Comm webpage on ICANN site, Announce lists,
 - Outreach to constituencies, relevant organizations, individuals
- Recruiting by NomCom members, others
- Mechanisms for public input
 - Recommendations invited to nomcom.submissions@icann.org
 - Statements of Interest invited to nomcom.submissions@icann.org
 - Comments invited to nomcom.comments@icann.org
 - Suggestions to NomCom members individually
 - Teleconferences offered in outreach



NomCom Code of Ethics

- ❏ Central to Procedures:
 - ❏ *All* NomCom Members and Staff agreed to abide by Code of Ethics
- ❏ Managing Conflicts of Interest
 - ❏ Charge to the Subcommittee on Conflicts of Interest Published 24 May 2003
 - ❏ Disclosure and Recusal for actual conflicts
 - ❏ Avoiding the appearance of conflict
 - ❏ Subcommittee: H. Grote, B. Fausett, T. Staley
- ❏ Managing Confidentiality and Privacy
 - ❏ Use of coded communications and password protected files



Basic Operating Procedures

- 🕒 Teleconferences (13)
- 🕒 Email
- 🕒 Individual NomCom member work
- 🕒 Subcommittee Work
- 🕒 Face-to-Face Meeting (Boston)



Design of the NomCom Selection Process

- ❖ Solicitation and Recruitment of Candidates
 - ❖ *Only* Statements of Interest Considered
 - ❖ Recommendations used only to widen the Candidate Pool
- ❖ Review and Evaluation of Candidates
 - ❖ Focussed on aggregate qualities and strengths of Slates (not individuals)
 - ❖ *All* Candidates in consideration till final Slates were chosen



Review and Evaluation

- 🕯 Quick Sort and Strengths Matrices
- 🕯 Role of Subcommittees
- 🕯 References
- 🕯 Slates Development
- 🕯 Consensus and Unanimous Ratification
- 🕯 Due Diligence on Nominees



Key Issues Addressed

- ⦿ Balancing NomCom and SO pathways
- ⦿ Gender diversity as critical part of cultural diversity
- ⦿ Confidentiality re candidate identity
- ⦿ Balancing desirability of continuity and renewal
- ⦿ Relevance of past service contributions to ICANN
- ⦿ Keeping all candidates under consideration to end of process
- ⦿ Scope of due diligence a volunteer committee can undertake



Slate 1: The ICANN Board

 Term: Conclusion of 26 June 2003 ICANN meeting – conclusion of Annual Meeting 2003

Masanobu Katoh (Japan - Asia/Australia/Pacific)

Veni Markovski (Bulgaria/Macedonia – Europe)

Hualin Qian (China - Asia/Australia/Pacific)

 Term: Conclusion of 26 June 2003 ICANN meeting – conclusion of Annual Meeting 2004

Ivan Moura Campos (Brazil - Latin America/Caribbean islands)

Vinton Cerf (U.S.A. - North America)

Tricia Drakes (U.K. - Europe)

 Term: Conclusion of 26 June 2003 ICANN meeting – conclusion of Annual Meeting 2005

Thomas Niles (U.S.A - North America)

Njeri Rionge (Kenya – Africa)

 Term: Conclusion of Annual Meeting 2003 – conclusion of Annual Meeting 2006

Hagen Hultzsch (Germany - Europe)

Veni Markovski (Bulgaria/Macedonia - Europe)

Hualin Qian (China - Asia/Australia/Pacific)



Slate 2: The GNSO Council

⌚ Term: From Notification of selection – conclusion of the Annual Meeting 2004

Amadeu Abril i Abril (Spain – Europe)

⌚ Term: From Notification of selection – conclusion of the Annual Meeting 2005

Demi Getschko (Brazil - Latin America/Caribbean islands)

Alick Wilson (New Zealand - Asia/Australia/Pacific)

Slate 3: The Interim ALAC

⌚ Term: From Notification of selection – conclusion of the Annual Meeting 2004

Roberto Gaetano (Italy – Europe)

Kenneth Hama (U.S.A. - North America)

⌚ Term: From Notification of selection – conclusion of the Annual Meeting 2005

Sunday Folayan (Nigeria - Africa)

Toshifumi Matsumoto (Japan - Asia/Australia/Pacific)

Tadao Takahashi (Brazil - Latin America/Caribbean islands)



Summary Statistics

Total Number of Candidates 110

Total Number of Recommendations 115

Region	Distribution of Candidates	Distribution of Nominees
Africa	5%	12%
Asia/Australia/Pacific	25%	23%
Europe	31%	29%
Latin America/Caribbean Islands	8%	18%
North America	31%	18%
Total	100%	100%

	Distribution of Candidates	Distribution of Nominees
Male	83%	88%
Female	17%	12%
Total	100%	100%



Summary Statistics II

Candidate Citizenship

Argentina, Australia, Brazil, Bulgaria, Canada, Chile, China, Egypt, France, Germany, Greece, India, Italy, Japan, Kenya, South Korea, Mexico, Netherlands, New Zealand, Nigeria, Portugal, Romania, Singapore, Spain, Sri Lanka, Sweden, Switzerland, Taiwan, Uganda, UK, USA and Zimbabwe.

Nominee Citizenship

Brazil, Bulgaria/Macedonia, China, Germany, Italy, Japan, Kenya, New Zealand, Nigeria, Spain, UK and USA.



Next Steps

- 🕯 Publish Interim Report
 - 🕯 Standby for role in additional NomCom selections
 - 🕯 Complete Final report.
- 🕯 Further information:
- <http://www.icann.org/committees/nom-comm/>

