The 2004 NomCom Selection Process

Jean-Jacques Damlamian, Chair
ICANN 2004 Nominating Committee
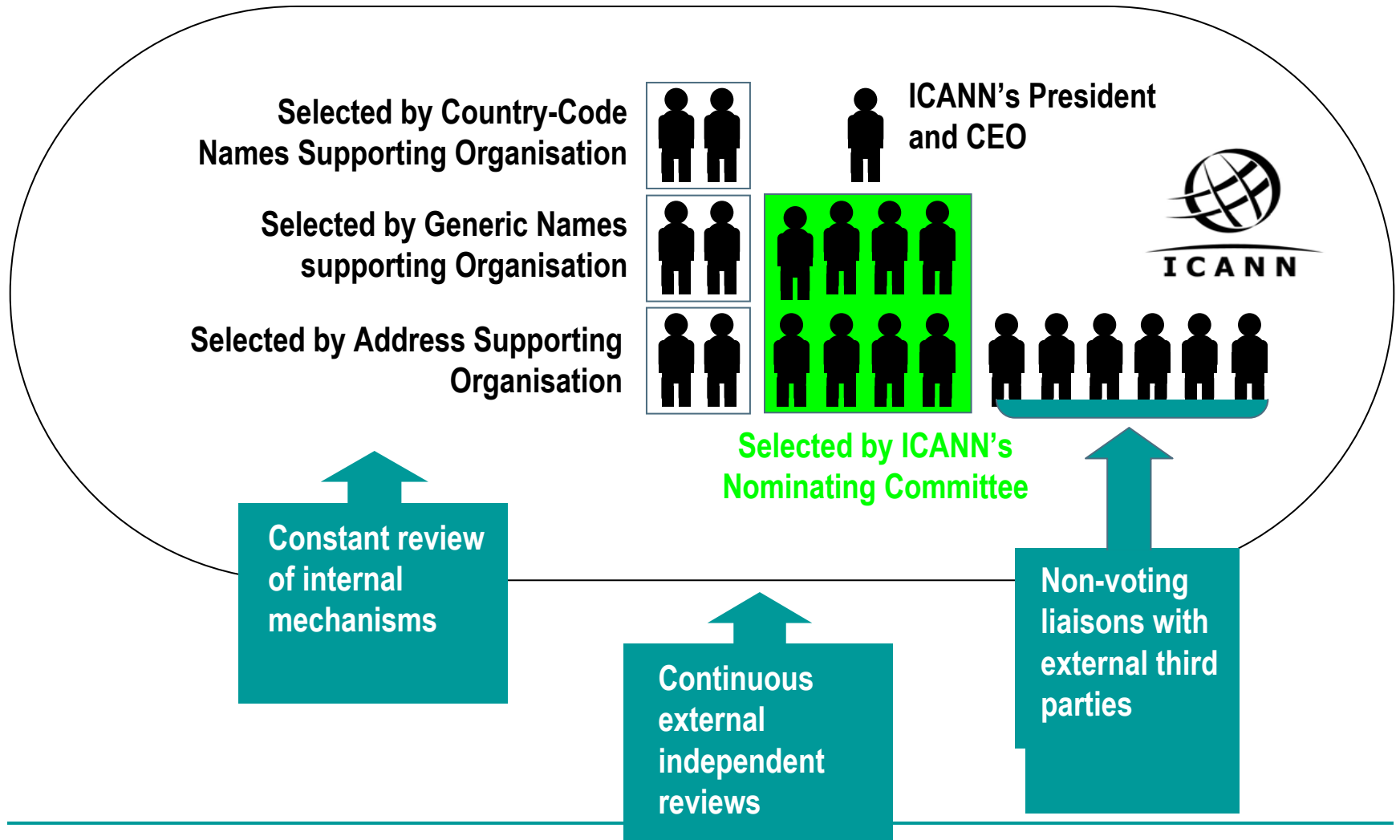
December 2004
Cape Town, South Africa

2004 ICANN Nominating Committee Overview

- Results
- Nominating Committee
- Procedures
- Issues

ICANN Structure – Board of Directors

NomCom selected 3 seats for 2004 (3-year terms – through Annual Meeting 2007)

Selected by Country-Code Names Supporting Organisation

Selected by Generic Names supporting Organisation

Selected by Address Supporting Organisation

ICANN's President and CEO

ICANN

Selected by ICANN's Nominating Committee

Constant review of internal mechanisms

Continuous external independent reviews

**Non-voting liaisons with external third parties**

Slate 1: The ICANN Board

- Vinton Cerf (USA – North America)

- Joichi Ito (Japan – Asia/Australia/Pacific)

- Vanda Scartezini (Brazil – Latin America/Caribbean Islands)

- Term: Conclusion of 2004 Annual Meeting to Conclusion of 2007 Annual Meeting

ICANN Structure – GNSO Council

NomCom selected 1 seat for 2004 (2-year term – through Annual Meeting 2006)
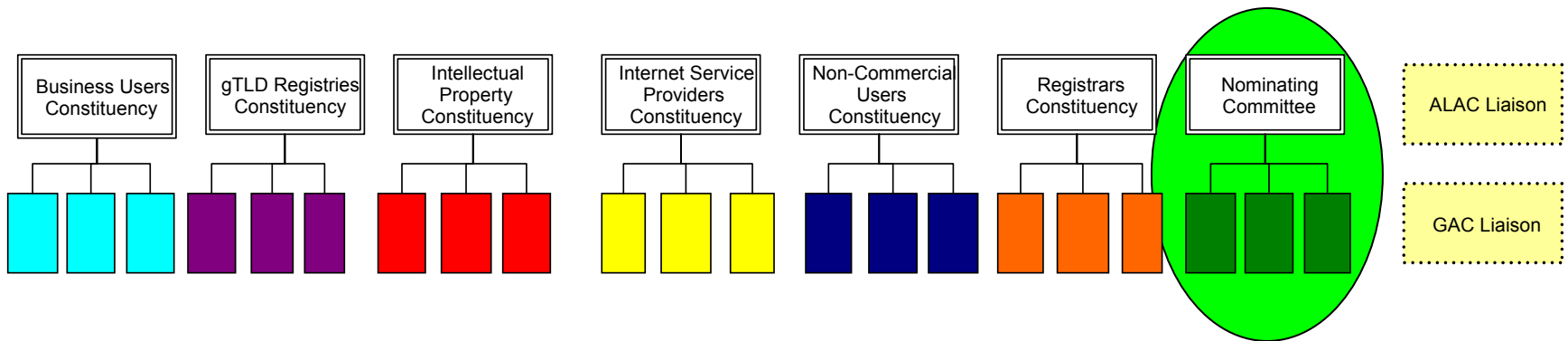
Bylaws provide for 2 representatives per constituency – Transition Article allowed for 3 representatives per constituency and this has been extended by the Board

Slate 2: The GNSO Council

- Maureen Cubberley (Canada – North America)

- Term: Conclusion of 2004 Annual Meeting to Conclusion of 2006 Annual Meeting

ICANN Structure – Interim ALAC

NomCom selected 2 seats for 2004 – Europe and North America regions

(2-year terms – through Annual Meeting 2006)
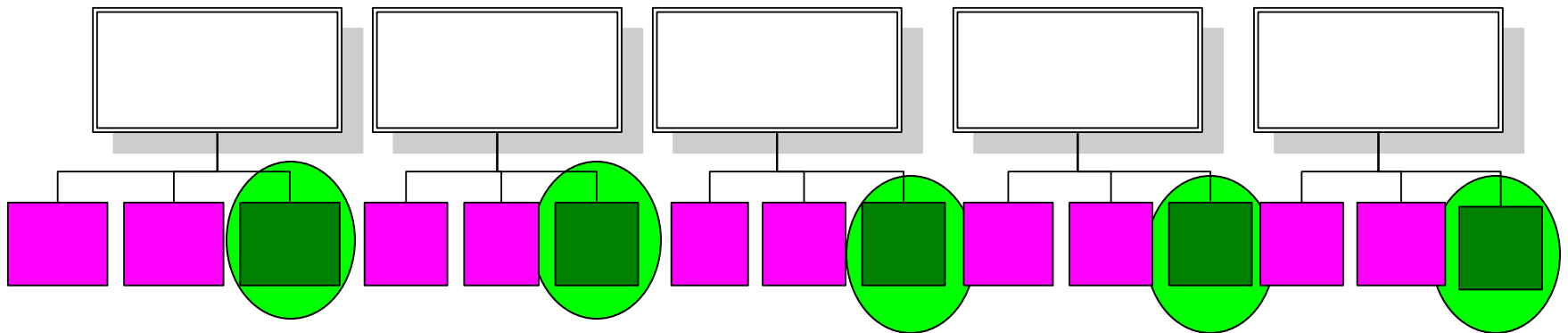
The Bylaws provide that the 2 members from each region are chosen by the RALO (Regional At-Large Organization) as shown. Until these RALOs are in place, the members are selected by the Board with nominations by the At-Large Organizing Committee.

Slate 3: The Interim ALAC

- Roberto Gaetano (Italy – Europe)
- Jean Armour Polly (US – North America)

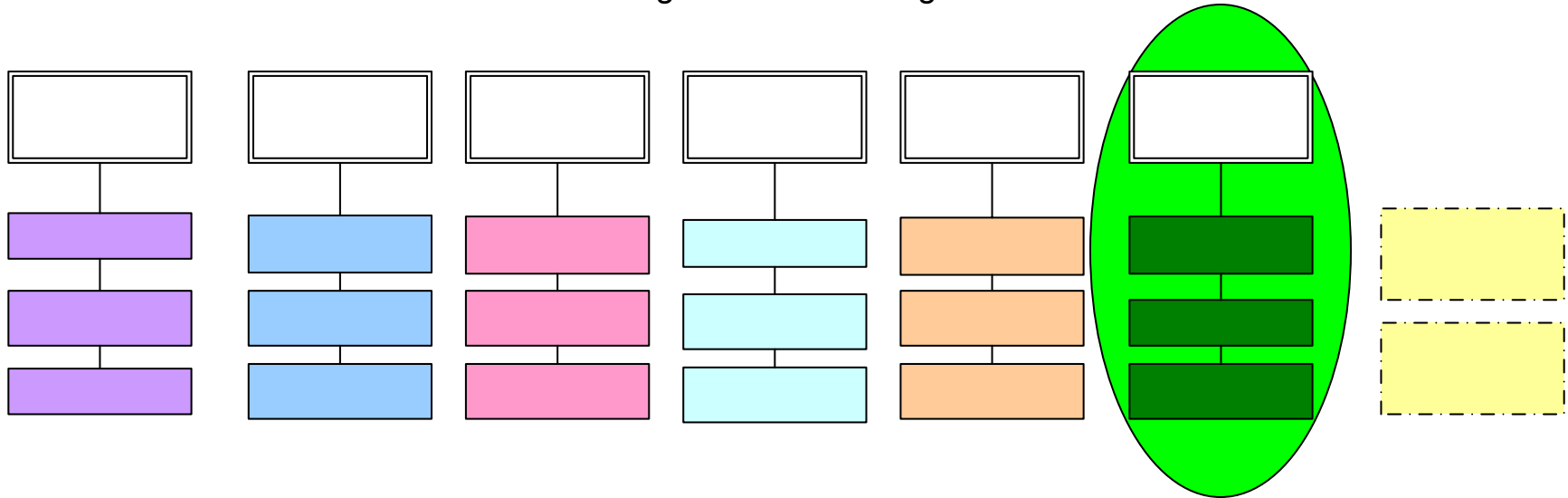- Term: Conclusion of 2004 Annual Meeting to Conclusion of 2006 Annual Meeting

ICANN Structure – ccNSO Council

NomCom selected 3 seats for 2004 (staggered terms to effect transition)

1 through Annual Meeting 2005

1 through Annual Meeting 2006

1 through Annual Meeting 2007

Africa

Asia/Australia/

Europe

Latin

Slate 4: The ccNSO Council

- Yassin Mshana (Tanzania – Africa)

Term: Conclusion of Annual Meeting 2004 to Conclusion of Annual Meeting 2005

- Eva Frölich (Sweden – Europe)

Term: Conclusion of Annual Meeting 2004 to Conclusion of Annual Meeting 2006

- Charles Shaban (Jordan – Asia/Australia/Pacific)

Term: Conclusion of Annual Meeting 2004 to Conclusion of Annual Meeting 2007

Summary Statistics

- **Total Number of Candidates**   84
- **Total Number of Recommendations**   102

Region	Distribution of Candidates	Distribution of Nominees
Africa	11%	11%
Asia/Australia/Pacific	24%	22%
Europe	29%	22%
Latin America/Caribbean	10%	11%
North America	26%	33%
Total	100%	100%

Gender	Distribution of Candidates	Distribution of Nominees
Male	74%	56%
Female	26%	44%
Total	100%	100%

Summary Statistics II

- ## Candidate Citizenship
  - Argentina, Armenia, Australia, Bangladesh, Belgium, Brazil, Canada, China, Congo, France, Germany, Hong Kong S.A.R., India, Italy, Japan, Jordan, Kenya, Mauritius, Morocco, New Zealand, Nigeria, Pakistan, Peru, Philippines, Portugal, Serbia and Montenegro, Singapore, Spain, Sudan, Sweden, Tanzania, Trinidad and Tobago, UK, USA

- ## Nominee Citizenship
  - Brazil, Canada, Italy, Japan, Jordan, Sweden, Tanzania, USA

Origin & Design of Nominating Committee Process (NomCom)

- Emerged from 2002 Comprehensive ICANN reform and restructuring process
- A key element of ICANN 2.0 organizational 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 2004 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

NomCom 2004 Timeline

20 April 2004	Invitations sent to constituencies/groups to select NomCom members
25 May 2004	NomCom holds first teleconference meeting
30 June 2004	NomCom issues Formal Call for Recommendations & Statements of Interest
25 August 2004	Submission deadline for Statements of Interest
13-14 September 2004	NomCom holds face-to-face meeting to select Nominees
September/October 2004	Due diligence carried out on selected Nominees
11 October 2004	NomCom announces 2004 Nominees
4 November 2004	NomCom holds final teleconference meeting
December 2004	Nominees take office at conclusion of Annual Meeting

Board Member Selection Timeline
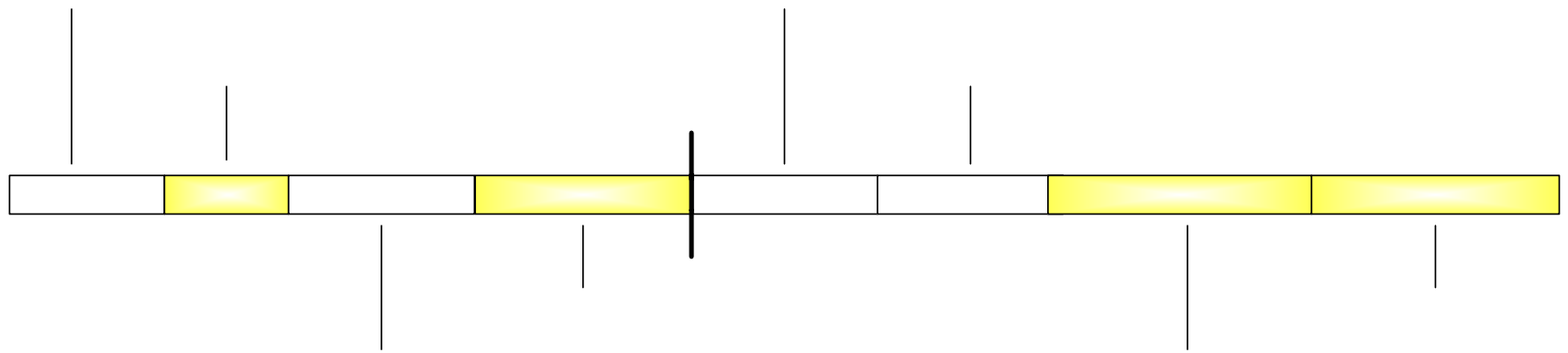
SOs name selections   SOs n

SO selectees take office

Selection Factors

- Six detailed criteria
- Eligibility requirements and specific exclusions
- Role specific considerations
- Diversity (cultural, functional, geographic)
- Term limits on some positions

Bylaws Criteria

- Stature and specific desired characteristics

- Understanding of ICANN's mission and potential impact

- Committed to ICANN's success

- Familiarity with one or more of specific functional areas needed

- Willingness to serve as an uncompensated volunteer

- Able to work and communicate in English

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
- Keeping all candidates under consideration to end of process
- Scope of due diligence a volunteer committee can undertake

Recommendations

- Begin NomCom process earlier in the year
- Focus on recruitment and evaluation
- Develop procedures for filling any vacancies in NomCom-selected seats
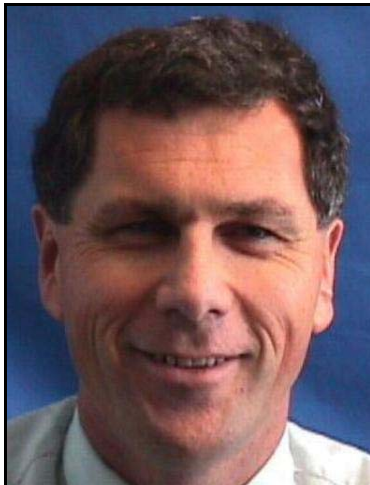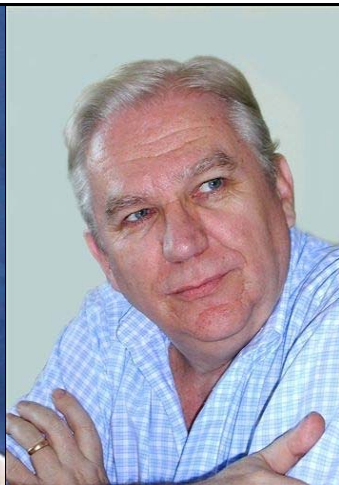- Enhance orientation for Nominees

Further Information

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

2004 NomCom Membership

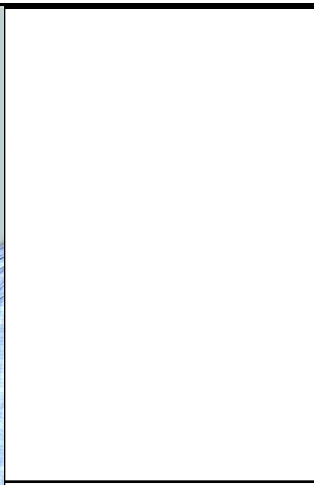|				
Bernard Aboba **IETF**	Jose Luis Barzallo **ALAC**	Jean-Michel Becar **Registrars Constituency**	Alan Davidson **ALAC**	Pavan Duggal **ALAC**

2004 NomCom Membership

Grant Forsyth **Business Users Constituency**	Hartmut Glaser **ASO**	Rainer Händel **Technical Liaison Group**	Alf Hansen **ccNSO**	Jeanette Hofmann **ALAC**

2004 NomCom Membership

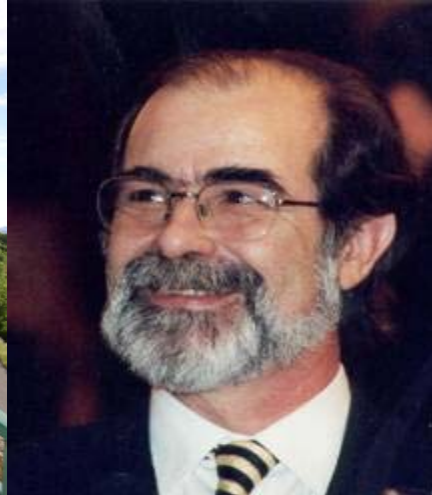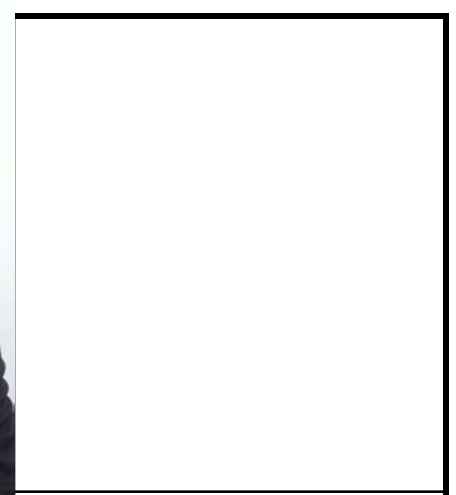| George McLaughlin	Ram Mohan	Simbo Ntiro	Adam Peake	Michael Roberts
Higher Education (appointed via Board process)	**gTLD Registries Constituency**	**ALAC**	**Non-Commercial Users Constituency**	**Business Users Constituency**

2004 NomCom Membership

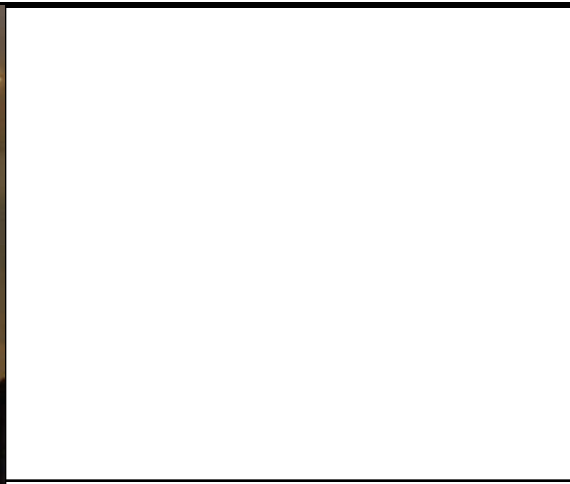| Ellen Shankman **Intellectual Property Constituency**	Antonio Tavares **Internet Service Providers Constituency**	Christopher Wilkinson **GAC**	Suzanne Woolf **RSSAC**

2004 NomCom Membership

Jean-Jacques Damlamian **Chair**	Pindar Wong **Associate Chair**	Linda Wilson **Advisor & Chair of 2003 NomCom**

NomCom at Work

Thank you!

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, GNSO Council, ALAC, ccNSO 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
- Competing values of continuity and change

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 NomCom 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 Code of Ethics

- ## Central to Procedures:
  - *All* NomCom Members and Staff agreed to abide by Code of Ethics

- ## Managing Conflicts of Interest
  - Disclosure and recusal for actual conflicts
  - Avoiding the appearance of conflict
  - Subcommittee: Alan Davidson, Pavan Duggal, Ellen Shankman

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

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
    - Focused on aggregate qualities and strengths of Slates (not individuals)
    - *All* Candidates in consideration until final Slates were chosen

Review and Evaluation

- Role of subcommittees
- References
- Slates Development
- Consensus and Ratification
- Due Diligence on Nominees