Nominating Committee Review Implementation

Drafting of Detailed Implementation Plan

Status Update in Preparation for ICANN65
13 June 2019 @ 2300 UTC
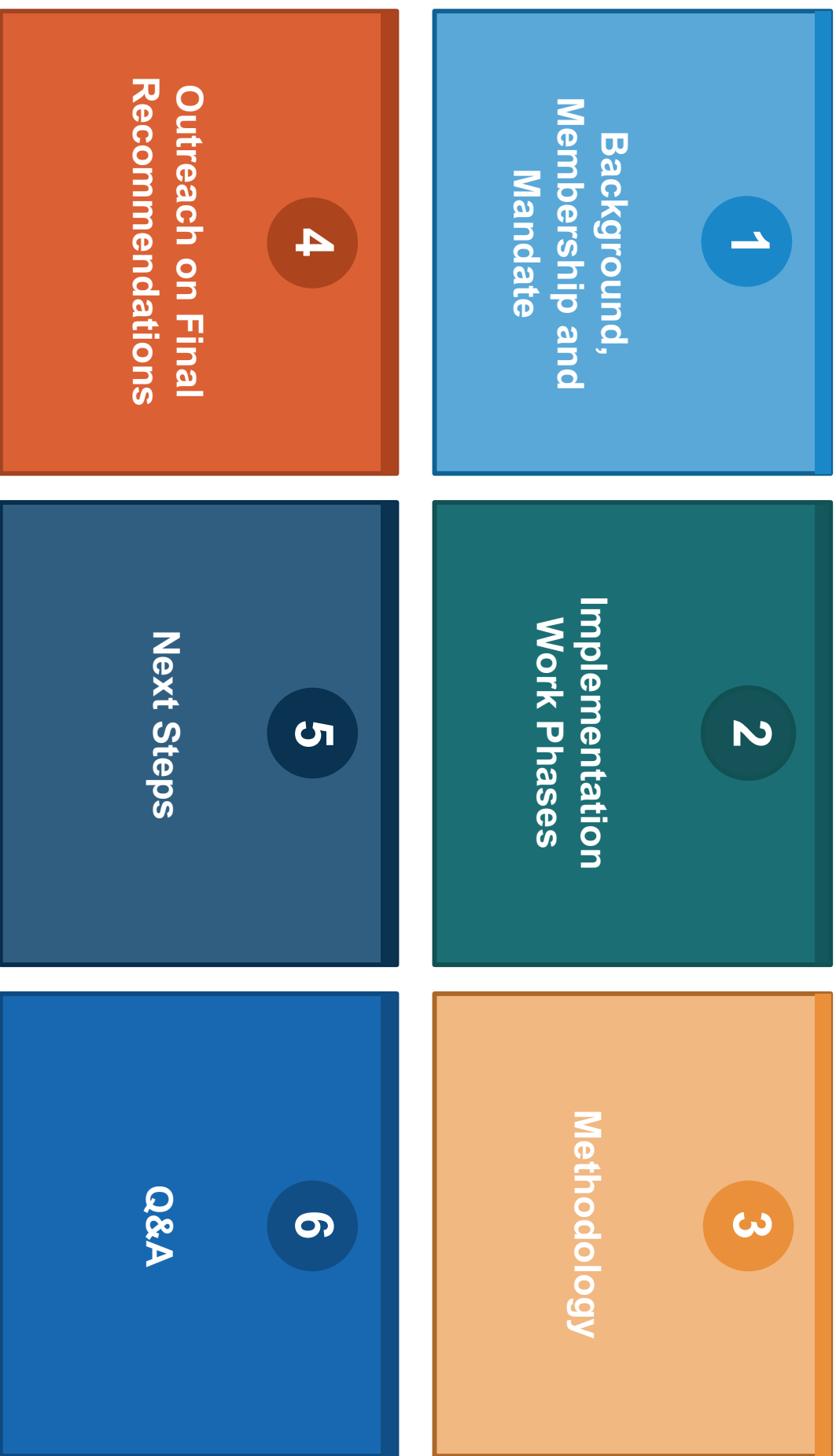
Presenters

Tom Barrett
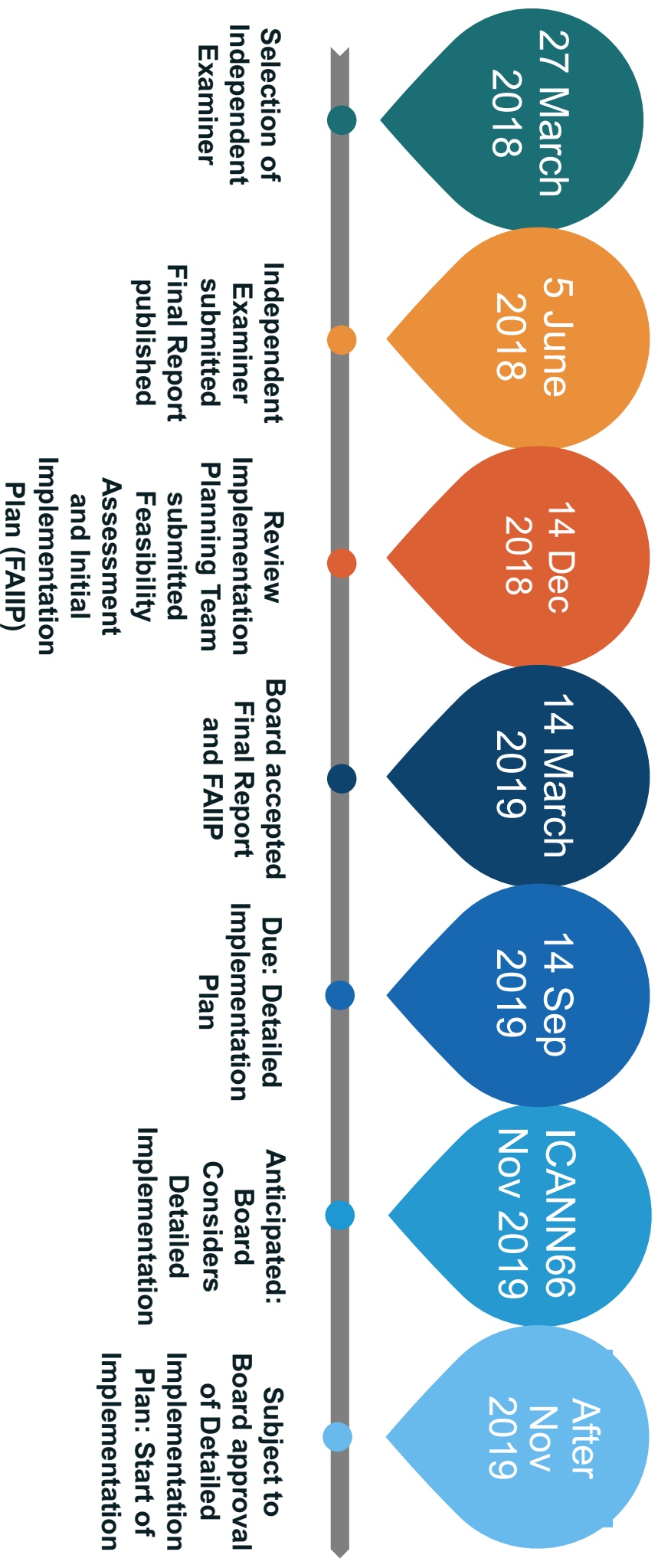Chair

Cheryl Langdon-Orr
Vice-Chair

Zahid Jamil-IG
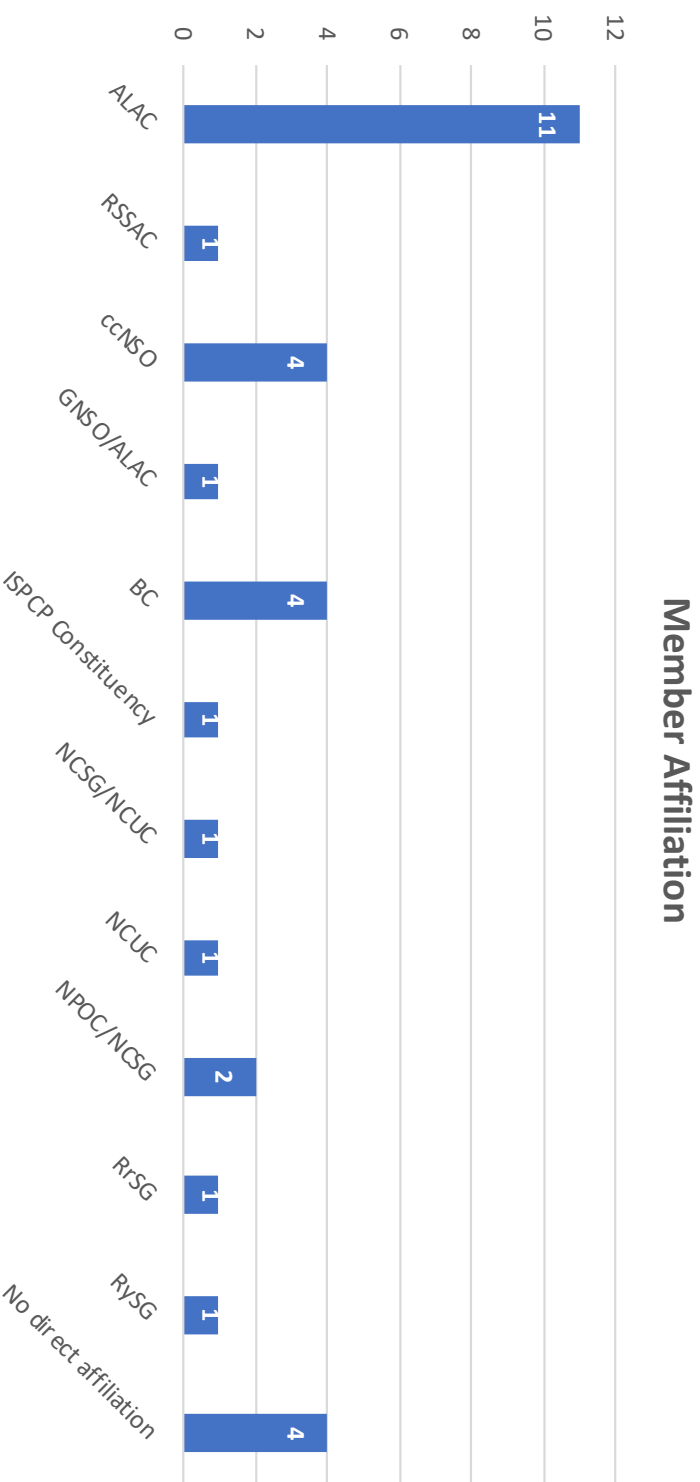Vice-Chair

Agenda

1 Background, Membership and Mandate

2 Implementation Work Phases

3 Methodology

4 Outreach on Final Recommendations

5 Next Steps

6 Q&A

Background, Membership and Mandate

Agenda Item #1

Background – NomCom2 Review Timeline

Date	Milestone
27 March 2018	Selection of Independent Examiner
5 June 2018	Independent Examiner submitted Final Report published
14 Dec 2018	Review Implementation Planning Team submitted Feasibility Assessment and Initial Implementation Plan (FAIIP)
14 March 2019	Board accepted Final Report and FAIIP
14 Sep 2019	Due: Detailed Implementation Plan
ICANN66 Nov 2019	Anticipated: Board Considers Detailed Implementation
After Nov 2019	Subject to Board approval of Detailed Implementation Plan: Start of Implementation

Membership

- 32 Members

Member Affiliation

Bar chart of Member Affiliation:
- ALAC: 11
- RSSAC: 1
- ccNSO: 4
- GNSO/ALAC: 1
- BC: 4
- ISPCP Constituency: 1
- NCSG/NCUC: 1
- NCUC: 1
- NPOC/NCSG: 2
- RrSG: 1
- RySG: 1
- No direct affiliation: 4

- No representatives from ASO, GAC, SSAC, and IPC

- Held 9 teleconferences to-date

- Implementation working group remains open to new members throughout its work. **If interested to join the NomCom Review implementation working group**, please send an email to reviews@icann.org

Mandate

14 March 2019

ICANN Board accepted the **Nominating Committee (NomCom) Review Feasibility Assessment and Initial Implementation Plan (FAIIP)** from the NomCom Review Implementation Planning Team, subject to appropriate implementation costing.

Board Request

ICANN org to work with the NomCom Review Implementation Planning Team, who had drafted the FAIIP, to **convene an implementation working group** to:
1) draft a detailed implementation plan of the recommendations, and
2) oversee the implementation of the recommendations.

With its resolution, the Board has authorized the NomCom Review Implementation Working Group to make implementation-related decisions. Already, the Working Group has reached out to the community to obtain input prior to finalizing the detailed implementation.

Detailed Implementation Plan

The detailed implementation plan, including appropriate implementation costing, shall be submitted to the Board as soon as possible, but no later than six months after approval of the 14 March 2019 Board resolution.

Implementation Work Phases

Agenda Item #2

Implementation Work Phases

Phase 1: Develop a Detailed Implementation Plan

- Detailed Implementation plan to address the implementation of the 27 recommendations of the NomCom Review, as specified in the IPT's Feasibility Assessment and Initial Implementation Plan and accepted by the Board.
- Provide realistic costings for the implementation of each of the recommendations
- Assure the wider community is aware of the NomComRIWG's work and is, to the largest extent possible, supportive of its achievements.
- Submitted to the ICANN Board as soon as possible, but no later than six months after approval of the 14 March 2019 Board resolution, i.e. 14 September 2019.

Phase 2: Oversee the implementation of these recommendations, once approved by the ICANN Board
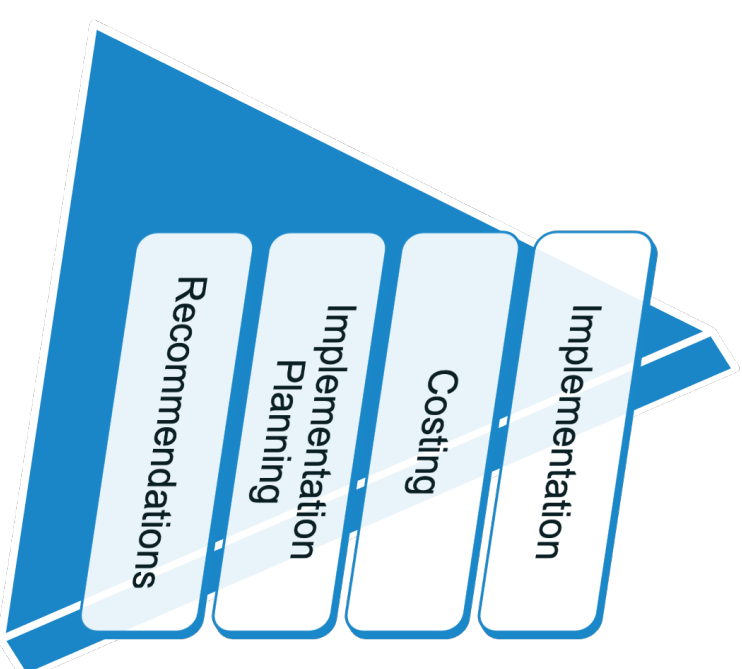
- Expected duration 24-36 months following Board Action

Methodology

Agenda Item #3

Working Group Methodology

- NomCom Review mandated by ICANN's Bylaws

- Transparent, open to any volunteer(s)

- Consensus-based decision making

- Fact-based analysis

- Appropriate Community outreach when necessary

Recommendations

Implementation Planning

Costing

Implementation

Outreach on Final Recommendations

Agenda Item #4

Outreach on Final Recommendations

- SO/ACs have been asked to provide feedback on implementation planning for 6 of the 27 recommendations.

- Input received will inform the drafting of our Detailed Implementation Plan.

- ICANN Org has been asked for feedback related to cost estimates for training-related recommendations

Feedback is expected during the week of:

10 June 2019

Recommendations

Recommendation 10: Representation on the NomCom should be re-balanced immediately and then be reviewed every five years.

- What process, based on which principles, would you suggest for the implementation of this recommendation to rebalance the NomCom? And, what criteria should the overall allocation of all NomCom seats among the SO/ACs be based on?

Recommendation 14: Formalize communication between the NomCom and the Board, SOs/ACs, and the PTI Board in order to understand needed competencies and experience.

- What process would you suggest to formalize the communication of the needed competencies and experiences of NomCom appointees to your SO/AC?

Recommendations

Recommendation 16: Implement and codify a system for providing feedback to the NomCom regarding the contributions and participation of members up for re-appointment by the NomCom (i.e. for the Board, PTI, GNSO, ALAC and ccNSO)

- What process would you suggest to improve feedback to the NomCom regarding the contribution and participation of NomCom-appointees members that wish to apply for re-appointment by the NomCom?

Recommendation 24: An empowered body of current and former NomCom members should be formed to ensure greater continuity across NomComs, and in particular, to recommend and assist in implementing improvements to NomCom operations.

- What process do you suggest should be put in place to help ensure cross-community consensus on developing the Charter and formation of this body? The Charter would address issues such as membership, term-limits, number and allocation of seats?

Recommendations

Recommendation 25: Improve NomCom selection decisions by assessing the performance and needs of all bodies receiving NomCom appointees.

- What process would you suggest for your organization to inform and improve future NomCom appointments?
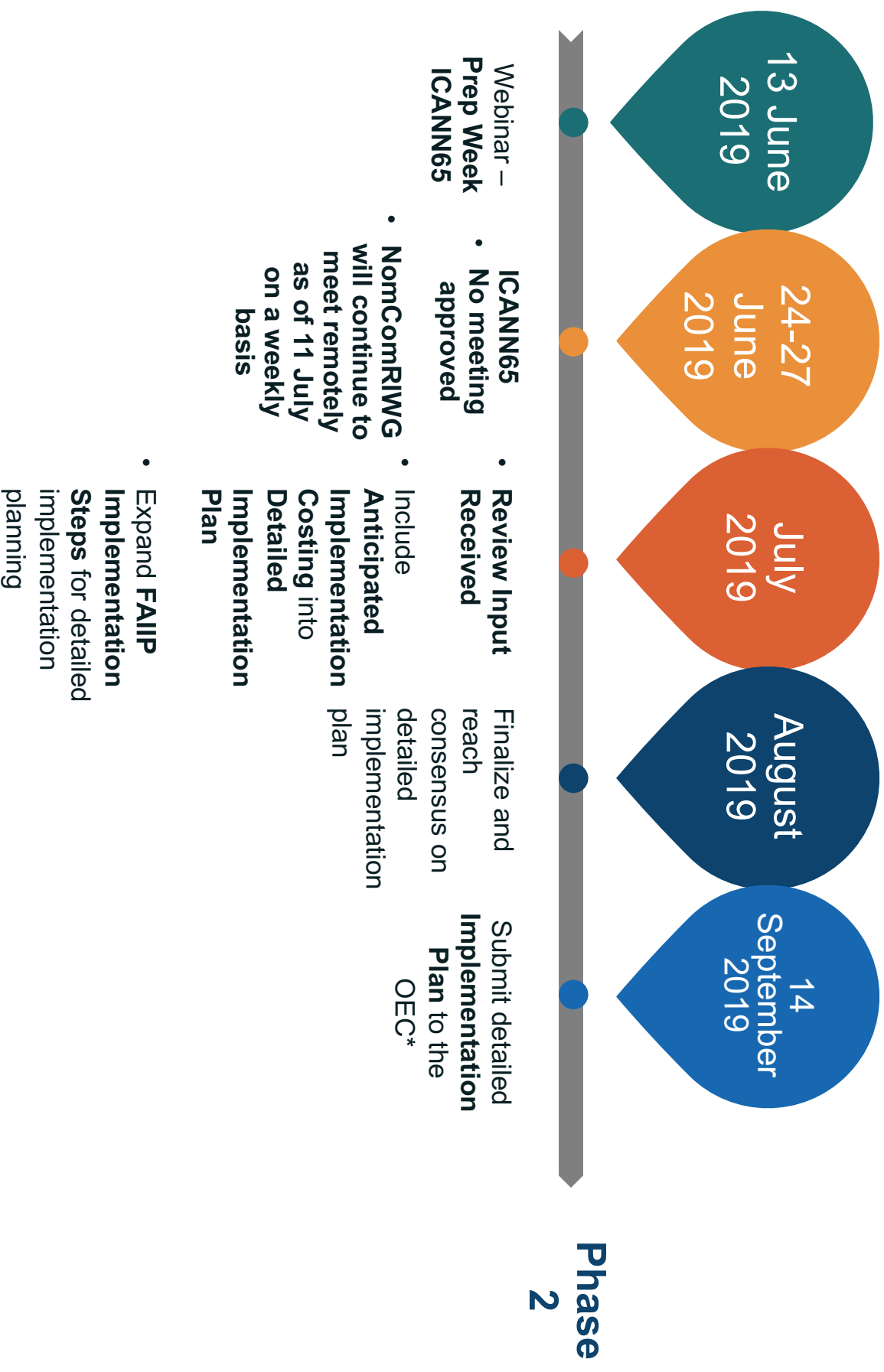
Recommendation 27: Provide clarity on desire for and definition of "independent directors". Upon clarification of desire and definition, determine the number of specific seats for "independent directors".

- What are your suggestions regarding the process of implementing of this recommendation?

Next Steps

Agenda Item #5

Next Steps

Phase 2

13 June 2019

- Webinar – Prep Week ICANN65

24-27 June 2019

- ICANN65
  - **No meeting approved**

July 2019

- **Review Input Received**
- Include **Anticipated Implementation Costing** into **Detailed Implementation Plan**
- **NomComRIWG will continue to meet remotely as of 11 July on a weekly basis**

August 2019

- Finalize and reach consensus on detailed implementation plan
- Expand **FAIIP Implementation Steps** for detailed implementation planning

14 September 2019

- Submit detailed **Implementation Plan** to the OEC*

*OEC: Organizational Effectiveness Committee
*FAAIP: Feasibility Assessment and Initial Implementation Plan

Q&A

Agenda Item #6

Submit your feedback on implementation on 6 of the 27 recommendations: mssi-secretariat@icann.org

Follow our wiki at https://community.icann.org/x/aBplBg

Appendix

List of Recommendations

Recommendations

#	Recommendation
R1	Formalize a job description for NomCom members that emphasizes diversity, independence, and provide that description to the SOs/ACs.
R2	Implement and formalize training to further NomCom members' understanding of the roles and responsibilities of Board directors and the practices of high-performing Boards at other nonprofit organizations.
R3	Implement and formalize training for NomCom leadership to further their understanding of their roles, authority, and responsibilities, and confirm or appoint the next Chair earlier in the cycle.
R4	Formalize training for NomCom members in the candidate evaluation process.
R5	A professional recruiting consultant should continue to be involved in the role of identifying potential Board candidates. The role of the recruiting consultant should be clarified and published.
R6	A professional evaluation consultant should continue to be involved in the evaluation process for Board candidates. The role of the evaluation consultant should be clarified and published.

Recommendations

#	Recommendation
R7	NomCom members, except for leadership positions, should serve two-year terms, and be limited to a maximum of two terms.
R8	Maintain the current size of NomCom.
R9	All NomCom members should be fully participating and voting members, except for NomCom leadership.
R10	Representation on the NomCom should be re-balanced immediately and then be reviewed every five years.
R11	The senior staff member supporting NomCom should be accountable to and report to the office of the CEO.
R12	NomCom leadership should have input on the NomCom budget and staffing resources.
R13	Publish a "Process Diagram" and codify key elements of the NomCom process. Each year, the NomCom should be required to highlight and explain process changes to the ICANN community in an open session.
R14	Formalize communication between the NomCom and the Board, SOs/ACs, and the PTI Board in order to understand needed competencies and experience.

Recommendations

#	Recommendation
R15	The NomCom should publish detailed job descriptions for Board, SO/AC, and PTI Board positions. The job descriptions, in combination with specific needed competencies identified each year by the NomCom, should form the basis for recruiting and evaluation efforts.
R16	Implement and codify a system for providing feedback to the NomCom regarding the contributions and participation of members up for re-appointment by the NomCom.
R17	Maintain current diversity requirements for NomCom appointees.
R18	Publish a candidate communication schedule and codify a communication process with candidates.
R19	ICANN staff and the recruiting consultant, along with NomCom members, should leverage the detailed job description and desired competencies and experience to develop a marketing plan to better target prospective candidates.
R20	The evaluation consultant should undertake a preliminary screen of all Board candidates and provide blinded assessments to the NomCom to assist the NomCom with reducing the pool of candidates to the deep-dive shortlist.

Recommendations

#	Recommendation
R21	The NomCom should use a standardized tool to evaluate and prioritize candidates, based on desired competencies and experience as determined annually. This tool will not replace qualitative assessments of candidates.
R22	The NomCom should provide consistent interview questions and an interviewer evaluation form for the candidates interviewed during the deep-dive phase and the final face-to-face interviews.
R23	The NomCom should publish additional data on the candidate pool and the recruiting source of candidates.
R24	An empowered body of current and former NomCom members should be formed to ensure greater continuity across NomComs, and in particular, to suggest and assist in implementing changes to NomCom processes.
R25	Inform assessments of the NomCom by assessing the performance of the Board.
R26	ICANN should investigate advancing its nominations process into a Leadership Development function.
R27	Provide clarity on desire for independent directors and designate three specific seats for "Independent Directors."