

2019-2020 Nominating Committee Report

1. Timetable

Amended 2019-2020 ISOC Elections Timetable

- Call for Nominations opens: Friday, 25 October 2019
- Nominations period closes: Friday, 6 December 2019 at 15:00 UTC
- Election eligibility cut-off date: Friday, 24 January 2020
- Nominations Committee deliberations end: Thursday, 6 February 2020
- Candidate slate announced. Petitions period opens: Friday, 7 February 2020
- Deadline for receipt of Petitions: Friday, 21 February 2020 at 15:00 UTC
- Deadline for receipt of Petition signatures: Friday, 28 February 2020 at 15:00 UTC
- Final candidate slate announced: Monday, 2 March 2020
- Candidates Forums start: Thursday, 5 March 2020
- Candidates Forums close. Ballots posted, Voting opens: Thursday, 19 March 2020
- Voting closes. Ballots counted: Friday, 3 April 2020 at 15:00 UTC
- Certification & announcement of results. Challenge period opens: Monday, 6 April 2020
- Deadline for receipt of Challenges: Wednesday, 15 April 2020 at 15:00 UTC
- Challenge response period ends: Wednesday, 22 April 2020
- Election results finalized and announced: Thursday, 23 April 2020

2. Applications received and selected candidates

Total applications received: 30

Chapters: 13

Organizations: 17

Regional distribution:

Chapters:

Africa: 3

Asia Pacific: 5

Europe: 1

Latin America and Caribbean: 2

North America: 2

Organizations:

Africa: 3

Asia Pacific: 3

Europe: 4

Latin America and Caribbean: none

North America: 7

Gender distribution:

Chapters:

No female candidates

Organizations:

Female: 6

Male: 11

2.1. Candidates for the Chapter's election

Nomcom selected a slate of six candidates for the Chapter's elections.

After this information was shared with the community, there was a petition made by George Sadowsky, which received the required number of signatures in its support.

Therefore, the final Chapters slate for two (2) board seats is as follows:

The candidates for each election slate are listed below in alphabetical order by last name.

Chapters Election (two seats available)

- Satish Babu
- Maimouna Diop
- Luis Miguel Martinez
- Glenn McKnight
- Amir Qayyum
- George Sadowsky
- Roberto Zambrana

2.2. Candidates for the Organization's election

The Nomcom selected a slate of two candidates for the Organization Members election.

One more candidate, Heather West, was added to the initial slate of candidates for the Organization Members election. She was originally identified for the slate by the Nominations Committee, but was excluded due to a potential conflict of interest.

The Nominations Committee subsequently learned that the potential conflict of interest was resolved. Therefore, the final Organization Members slate for one (1) board seat is as follows:

Organization Members Election (one seat available)

The candidates for each election slate are listed below in alphabetical order by last name.

- Olivier Alais
- Ted Hardie
- Heather West

Biographical information on all the candidates is available here:

<https://www.internetociety.org/board-of-trustees/elections/2020/nominees/>

3. Composition of the 2019-2020 Nominating Committee

Name (alphabetical order)	Country
Mieke van Heeswijk	ISOC BoT
Sean Turner	ISOC BoT
Olga Cavalli, Chair	ISOC BoT
Glenn Deen	OMAC-recommended member
Alfredo Calderón	ChAC-recommended member

4. Selection process

Fourteen candidates were shortlisted for interviews based on their suitability to serve as determined by the board criteria.

Seven were from the chapter's list of candidates and seven from the organization's list of candidates.

Thirteen interviews were made, only one selected candidate for the interview did not respond to the invitation, sent several times.

5. Criteria for rating the candidates for the interviews

A scale of 1 (less met) - 5 (Completely met) was used to score each individual criteria.

Thus, Interests and skills (max. of 45) and the Personal qualities and leadership (max. of 40). This was combined with a series of interview questions as described in the next section.

Interests and skills

1. Professional knowledge and skills needed by the board
2. Background, experience and skills that the candidate could bring to Board
3. Proven interest in ISOC mission
4. Knowledge and understanding of ISOC work
5. Connections in the community (internet, regulatory, industry, new entrants, education)
7. Cross cultural understanding
8. Good appreciation of internet issues (technical, policy, political)
9. Previous board experience or board training

Personal qualities and leadership

1. Ability to listen
2. Ability to express ideas and opinions clearly
3. Ability to effectively hold a balanced conversation (neither refraining nor monopolizing)
4. Positive attitude and constructive thinking
5. Ability to ask right, appropriate questions
6. Understanding time commitment / ability to participate on a regular basis in BoT work
7. Diversity: gender – geographic – others
8. Potential concerns and conflict of interest

6. Interview Questions

We informed the interviewee that there are only 20 minutes for the interview and that answers should be brief and concise.

- 1) Why are you interested in being part of the ISOC BoT? Which are your personal motivations, why do you want to join?
- 2) In which committees of the ISOC BoT would you be willing to participate?
- 3) In your view, which is the role of the ISOC BoT in relation with the ISOC organization and community?
- 4) From your perspective, which skills and experience do you bring to the Board?
- 5) Thinking about the Internet Society, what sorts of challenges might arise in the future? (PIR comments may arise here)
- 6) Possible PIR Related questions:
 - In your opinion
 - i. has the BoT acted in a transparent way?
 - ii. Should the BoT focus on the long term stability of ISOC?
 - iii. Others?
- 7) For chapters or organizations:
 - a. Chapters: what role do you feel should Chapters play within the Internet Society and the Internet Society's area of influence?
 - b. Organizations: what role do you feel that the Organizational Members should play within the Internet Society and the Internet Society's area of influence?
- 10) The board has a significant time commitment and involves committee meetings and travels. Candidates must be informed and aware of this.
- 11) The NOMCOM timeline and process summarized by committee members
- 12) Do you have any questions for us?