

## **2018-2019 ISOC Nomcom Public Report**

### **Report by Glenn McKnight, Chair of 2018-2019 NOMCOM**

The following ISOC NOMCOM report summarizes the process and results of this year's NOMCOM. As a whole we functioned with efficiency and dexterity with staff and committee members working cooperatively. Extra efforts were made to accommodate some of the members with the committee endorsement to provide rebooking times.

Our interviews were 30 minutes each, We used the Q and A question pool with some adaptability to the flow and we singled out members of the committee to ask specific questions.(see below) Upon completion of the interview we did a quick strawpoll on what people thought of the candidates.

The wrap up decisions for each slate was done quickly. Kevin sent an anonymous Doodle poll for the voting for the Organization Members candidates. The slate for the Chapters had each member email to myself their top three choices. In the case of the Chapter picks we had 100% consensus. In the case of Organization Members selection we had clear winners as well for the top four spots. We didn't need to do any run off votes.

The general view was that everything was accomplished successfully. A special recognition for Hiroshi since his time zone were less favourable, despite the time differences he managed to provide insightful contributions.

#### Timelines

- Opening of Nominations on Oct 26, 2018
- Closing of applications on Dec 15, 2018@ 1500 UTC
- Committee members evaluate each application
- Evaluate each based upon their documentation, geography, gender etc
- Short list out of the 26 candidates were made- 13 interviews
- Outreach by Kevin booked times for interviews
- Jan 22, 28, 30, 2019 Interviews
- Only 10 interviews were done out of 13( see below)
- Communication
- Jan 31 Sent out letters of non interview candidates
- Jan 31 Send out letters to successful Organization members(4)
- Jan 31 Sent out letters to successful Chapters members
- Feb 1 Announcements on Chapter list
- Feb 1 Announcements on Organization list
- Petition Phase
- Friday, 15 February at 15:00 UTC. Deadlines for Petition requests
- Friday, 22 February at 15:00 UTC, Deadline for receipt of Petition signatures
- Monday, 25 February. **Final candidate slates** - including any candidates added as a result of successful petitions

## Committee Composition

The volunteers included( Board member \*)

- Hiroshi Esaki \*
- Rob Evans
- John Levine \*
- Glenn McKnight \*
- Desiree Miloshevic \*
- Robert Pepper \*
- Peter St. Andre
- Beatriz Rodriguez
- Chris Wood

Promotion

We did the standard promotion on social media and ISOC website and some direct one on one promotion.

Circle ID blog post

ISOC Website

Announcement in English, French and Spanish

Outreach efforts

- IGF Paris
- ISOC Social in Barcelona
- Organization Members during the ISOC meeting in Thailand
- ICANN
- DNS and Women Group
- Facebook Internet Governance Hub
- Women on Boards organizations( ***followup on recommendation from Last year's NOMCOM***)
- Outreach to the last year's candidates

Brochures

The end result was a total of 26 submissions

## **Organization Slate**

Mr. Tejpal Bedi

Mr. Mike Godwin

Hirash Pillay

Ms. Mieke van Heesewijk

## **Chapter Slate**

Olga Cavalli

Susannah Gray

Chester Soong

Slate by Gender

Number of females- Three

Number of males- Four

Applications by region

- North America 3
- Asia Pacific 5
- Latin America 5
- Europe 6
- Africa 7

Short list for interviews by region

- North America 3
- Asia Pacific 2
- Latin America 3
- Europe 4
- Africa 1

Observations

- US applications had the highest percentage of applications moving to the interview stage
- African applications only had 1 out of 7 moved to the second phase

The interviews were held on  
Jan 22 , 2019  
Jan 29, 2019  
Jan 30, 2019

## Interview Questions

The Nominating committee used the following questions during the interviews:

- 1) Please tell us about your background, and experience – especially the skills and experience you could bring to Board. **Question by John Levine**
- 2) Have you ever worked on a team that was truly global multi-national? [Have you ever led a team of diverse cultural backgrounds? **Question by John Levine**
- 3) Thinking about the Internet Society, what do you see as the strengths and weaknesses of it? What sorts of challenges might arise in the future? **Question by Glenn McKnight**
- 4) Do you have any Conflicts of Interest? **Question by Chris Wood**
- 5) Have you read the ISOC Business Plan? Please detail **Question by Desiree**
- 6) What is your views on ISOC's direction. What is missing or absent from the strategy? **Question by Desiree**
- 7) (Organizations Only question) How do you see us outreaching to the OMAC more effectively? **Question by Robert Pepper**
- 8) The board has a significant time commitment and can involve periods of frequent committee meetings and travels. How does that level of time commitment sound to you? How will you make the time commitments of the Board fit your current schedule? **Question by John Levine**
- 11) The NOMCOM timeline and process summarized by **Kevin Craemer-Staff**
- 12) Do you have any questions of us? 13) Do any others of the NOMCOM have questions?

## Interview and Assessment Results

### Observations on Slate

- Three out of seven are female
- All regions are included
- Six Countries
- Kenya. Africa
- Argentina, South America

- Washington DC USA
- Netherlands
- Singapore
- San Francisco, USA
- Hong Kong, China

#### Issues

1.Limits of members per region- Five

2.Two email requests. Two late application requests for submission- Action Responded stating that it wasn't possible to accept any submission regardless who was sending the application

#### Observations by committee

##### Good

- Time per interviews were good
- Structure and flow of the process was good

##### Change

- Tweek the questions
- Ask candidate if they are new or have run before
- Add to questions the " Conflict of Interest" question
- Pre email to nominees to be aware of the ISOC Business Plan
- Increase number of interviewers that are female( only one female on the committee out of nine, we had a second female committee member but didn't participate)
- Recommend
- Make sure the ISOC NOMCOM Chair is subscribed to the Chapter list.
- The admin will need to make sure this is done in advance of the time sensitive announcement

Signed

Glenn McKnight

ISOC Nomcom Chair

Date Feb 25th, 2019