

## **2015 Recommendations to 2016 NomCom**

The following table is a set of recommendations that were made by the 2015 NomCom to 2016 NomCom.

NC15 Recommendation to NC16
<p><b>1) NC15 Recommends</b> a Whistleblower email for the 2016 NomCom to use if members need to report misconduct. The system should allow conflicts to be declared even if it is the Chair that is suspected of being in conflict. The system should also be designed to be useable by the community and as such, the email should be published and advertised on the NomCom2016 website. NomCom Staff should be the administrators of the mailbox and share information with ICANN Legal for further review.</p>
<p><b>2) NC15 Recommends</b> that a professional recruiting firm be used by every NomCom as an invaluable source of assistance during the recruitment phase. However, although the firm used since 2013 has always been the same and an excellent working relationship has been built up between the NomCom and this firm, there should not be a default assumption that it will be used at every cycle. Future NomComs should explore alternatives if they are available, although NC15 suggests that the experience knowledge and experience of the Nominating Committee process built up by this firm might be useful for future NomComs as well.</p>
<p><b>3) NC15 Recommends</b> creating sub-committees within the NomCom to focus on particular areas (such as Conflict of Interest, Outreach, Transparency, Application Form revisions, and Alternate sub-committees). These sub-committees should report to the full committee and any conclusions drawn should be passed on to the next NomCom cycle so that it is not lost.</p>
<p><b>4) NC15 Recommends on Outreach:</b></p> <ul style="list-style-type: none"><li>• Create a geographic &amp; open position matrix to determine regions to focus outreach efforts.</li><li>• Develop a global calendar of events that will take place from now through to the end of the application period.</li><li>• Use social media (including existing ICANN Twitter and Facebook accounts and get support from ICANNs Communications team.</li><li>• Review ‘candidate call’ invitation (on web site; in print materials) to ensure that the language used is understood globally and recommend revised language where needed.</li><li>• Create outreach materials such as PPT presentation available to all members for their use and an Outreach video that can be used for event presentation or for posting on various lists or social media, etc.).</li></ul>

**5) Transparency: NC15 Recommends -**

- Adopting the balance between confidentiality and transparency established by previous NomComs: maximal transparency within the limits set by confidentiality requirements regarding the personal data of individual candidates. “Process is open, data is secret”.
- Issue regular Report Cards during the entire NomCom cycle. Adopt a concise and factual writing style.
- Attract more community participation to NomCom open meetings at ICANN meetings by:
  - Targeting invitations to ICANN SO/ACs.
  - Structuring these meetings to make participation as meaningful as possible.
  - Request from ICANN meeting staff that NomCom open meetings be held in a room that is central in the venue, easily accessible, and accommodating to the community.
- Encourage NomCom members to use their own accounts to disseminate information about the NomCom process.
- Make the Leadership Team's video interview on the ICANN web page a regular feature at all important junctures of the NomCom cycle.
- Write a detailed and comprehensive Final Report to help interested readers follow the NomCom work step by step and post an announcement of the Final Report on the ICANN web page.

**6) NC15 Recommends Application Form Revisions:** continue working with ICANN staff on developing, testing, and improving the application tools.

- Create a Survey Plug in to obtain feedback from all Candidates to provide deeper insight into the effectiveness of the application process.
- Send a “Thank you note” from Nom Com Chair, thanking the Candidates for filling out the application, explaining the process that will then occur (in broad strokes) and requesting their feedback to improve the application process.
- Create surveys for the various NomCom processes to understand how well/poorly the NomCom process is received by people who participate in it.

**7) NC15 Recommends Management of Alternates, creation of a holdover pool:** the following should be enacted by future NomComs and added to the NomCom Bylaws:

1. Alternate Committee as a Standing Committee: the Alternate Committee to be appointed prior to the candidate selection process, and shall be maintained as a standing committee throughout the Nominating Committee term.
2. Alternates Preliminarily Designated During Selection: As candidate selection proceeds, the Nominating Committee may determine that a non-selected candidate who has otherwise been considered for selection by the Nominating Committee, is or is not suitable for consideration as an alternate candidate. Alternate candidates shall be candidates considered qualified for the positions for which they have been designated an alternate. If no candidate is considered qualified, then there shall be no alternate candidate for the position. The Alternate Committee will maintain a list of candidates who have not been selected, but whom the Nominating Committee has designated for consideration as alternates.

3. Availability of Candidates: Candidates considered alternate candidates shall be given the option of maintaining status as an alternate candidate at or after the Nominating Committee selections are made, and to consent to additional due diligence to be prepared for appointment if necessary. Candidates designated as alternate candidates shall inform the Nominating Committee of any change in status or qualifications that may affect their suitability for appointment for as long as such candidates remain an alternate candidate. Alternate Candidates shall be required to maintain confidentiality of such status, and designation as an alternate shall not be a consideration in evaluating the candidate for selection, other than to fill a vacancy, during a successive Nominating Committee term.
4. Holdover Pool: After the Nominating Committee has made its selections for the present term, the Alternate Committee will present the list of accumulated alternate candidates to the Nominating Committee for designation to the Holdover Pool. In the case of positions to bodies having numerical geographic limits, consideration in designation of alternates shall be given to the least-represented ICANN geographical region in that body. At the conclusion of the Nominating Committee term, the alternate candidates in the Holdover Pool and their application materials shall be maintained by ICANN Nominating Committee staff, and provided to the successive Nominating Committee in the event of a vacancy. The successive Nominating Committee shall not be bound by any determination of the suitability of an alternate candidate from the Holdover Pool.
5. Vacancy: When a vacancy in a Nominating Committee-appointed position occurs, the Nominating Committee shall consider whether to leave the position vacant for the remainder of the term, or filling the remainder term of the vacancy from among:
  - a. Candidates evaluated by the Nominating Committee, provided the Nominating Committee has proceeded to the candidate evaluation stage.
  - b. Candidates from the Holdover Pool. If the Nominating Committee has not proceeded to the candidate evaluation stage, or if the Nominating Committee otherwise so requests, staff will provide the Holdover Pool materials to the Nominating Committee. The Nominating Committee may consider other candidates at the recommendation of the community who may be former or present but term-limited holders of the vacant position; and may further issue a public call for candidates, supplemental to the general call for candidates and specific to interim appointment to the vacant position.

Note: Perhaps ICANN NomCom staff can maintain the holdover pool and deliver it to the next NomCom.

**8) NC15 Recommends** it should be made very clear to NomCom applicants that there is an expectation for them, if selected, to complete the term they have been selected for. "Position hopping" should be avoided. This is where NomCom Appointees resign from a position they have been appointed to, just to take up another ICANN volunteer position

**9) NC15 Recommends** meeting with the BGC more than once during its cycle.

**10) NC15 Recommends** that other key groups, such as the ICANN Board, either self-evaluate or if they are already subject to an evaluation process of some kind, make the results of that process public.

**11) NC15 Recommends** redouble their efforts to achieve a better gender balance in the candidate pool. Even though there was an emphasis on women applicants in NomCom2015's outreach activities, the committee feels this result is disappointing.