2021 Nominating Committee
Delegate Peer Reviews
The Survey & Results

- The results shown are from the **2021 Nominating Committee Peer Review**.

- The survey was taken by the 2021 NomCom Delegates. Review of the Leadership Team is conducted through a separate process (see here for more details: [https://www.icann.org/nomcom2021](https://www.icann.org/nomcom2021)). The survey received 12 responses (out of a possible 17).

- There were seven (7) questions in the survey (below) regarding the Committee Delegate’s work and contribution to the 2021 NomCom. The questions are rated on a 1 (lowest) to 5 (highest) scale. **The average rating for all delegates on all questions was 4.26.**

Q1. NomCom delegate contributed effectively to preparatory work of the Committee, including in any Sub Committees and during teleconferences. [Avg. Score = 4.30]
Q2. NomCom delegate collaborated effectively and shared the workload during deep dive process. [Avg. Score = 4.20]
Q3. NomCom delegate was well prepared for and contributed positively to preliminary candidate review, including in discussions and deliberations during the virtual NomCom meetings. [Avg. Score = 4.30]
Q4. NomCom delegate appeared to act in the best interests of ICANN and to further NomCom's mission. [Avg. Score = 4.31]
Q5. NomCom delegate was engaged and effective in presenting their opinions on shortlisted candidates during final deliberations. [Avg. Score = 4.27]
Q6. NomCom delegate was respectful of the opinions of other delegates of the NomCom. [Avg. Score = 4.33]
Q7. NomCom delegates look forward to working with this NomCom delegate in another ICANN related committee or working group. [Avg. Score = 4.13]

- The survey also requested respondents to provide any additional feedback/comments on the committee delegates: **Feedback Q1.** Please list five words to describe [Committee Delegate]
# 2021 Nominating Committee Delegates

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<thead>
<tr>
<th>ASO</th>
<th>Pankaj Chaturvedi</th>
<th>GNSO (BCUC-Large)</th>
<th>Scott McCormick</th>
</tr>
</thead>
<tbody>
<tr>
<td>ccNSO</td>
<td>Juhani Juselius</td>
<td>GNSO (BCUC-Small)</td>
<td>Adetola Sogbesan</td>
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<tr>
<td>RSSAC (Non-Voting)</td>
<td>Amir Qayyum</td>
<td>GNSO (IPC)</td>
<td>Michael Graham</td>
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<tr>
<td>SSAC (Non-Voting)</td>
<td>Robert Guerra</td>
<td>GNSO (ISPCP)</td>
<td>Marie-Noémie Marques</td>
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<tr>
<td>ALAC (AF)</td>
<td>Hadia Elminiawi</td>
<td>GNSO (NCUC)</td>
<td>Wolfgang Kleinwächter</td>
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<tr>
<td>ALAC (AP)</td>
<td>Amrita Choudhury</td>
<td>GNSO (RySG)</td>
<td>Paul Diaz</td>
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<tr>
<td>ALAC (EU)</td>
<td>Sébastien Bachollet</td>
<td>GNSO (RrSG)</td>
<td>Tobias Sattler</td>
</tr>
<tr>
<td>ALAC (LAC)</td>
<td>Vanda Scartezini</td>
<td>IAB (IETF)</td>
<td>Peter Koch</td>
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<tr>
<td>ALAC (NA)</td>
<td>Glenn McKnight</td>
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Delegate Peer Review | Aggregate Results

Overall rating: 4.26

Questions

Q1: Contributed effectively to preparatory work of the Committee including Sub Teams and during teleconferences.

Q2: If you were on a Deep Dive team or Subcommittee with the NomCom delegate being evaluated, do you feel the delegate collaborated effectively and shared the workload?

Q3: During the virtual NomCom meetings, NomCom delegate was well prepared for and contributed positively to preliminary candidate review, including in discussions and deliberations.

Q4: Appeared to act in the best interests of ICANN and to further NomCom's mission.

Q5: Was engaged and effective in presenting their opinions on shortlisted candidates during final deliberations.

Q6: Was respectful of the opinions of other delegates of the Nominating Committee.

Q7: I look forward to working with this NomCom delegate in another ICANN related committee or working group.

There were seven (7) questions in the survey regarding the Committee Delegate’s work and contribution to the 2021 NomCom. The questions are rated on a 1 (lowest) to 5 (highest) scale.
“5 Words to Describe” Word Cloud (all delegates)
There were seven (7) questions in the survey regarding the Committee Delegate’s work and contribution to the 2021 NomCom. The questions are rated on a 1 (lowest) to 5 (highest) scale.
Words to Describe Pankaj Chaturvedi

➢ Reliable, concise, adaptable, dependable, and clear thinker
➢ Objective, idealistic, cheerful, calm, bold
➢ Respectful, serious, collaborative, friendly, balanced
➢ Professional attitude, respectful, well prepared, participative
➢ Amiable, well prepared, inclusive, respectful of others views, team player
➢ Friendly, respectful
➢ Cautious, competent, observant, prudent, engaged
## ccNSO | Juhani Juselius – Review

### Questions

<table>
<thead>
<tr>
<th>Question</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Q1: Contributed effectively to preparatory work of the Committee including Sub Teams and during teleconferences.</td>
<td>4.20</td>
</tr>
<tr>
<td>Q2: If you were on a Deep Dive team or Subcommittee with the NomCom delegate being evaluated, do you feel the delegate collaborated effectively and shared the workload?</td>
<td>3.80</td>
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<tr>
<td>Q3: During the virtual NomCom meetings, NomCom delegate was well prepared for and contributed positively to preliminary candidate review, including in discussions and deliberations.</td>
<td>4.40</td>
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<tr>
<td>Q4: Appeared to act in the best interests of ICANN and to further NomCom's mission.</td>
<td>4.50</td>
</tr>
<tr>
<td>Q5: Was engaged and effective in presenting their opinions on shortlisted candidates during final deliberations.</td>
<td>4.40</td>
</tr>
<tr>
<td>Q6: Was respectful of the opinions of other delegates of the Nominating Committee.</td>
<td>4.50</td>
</tr>
<tr>
<td>Q7: I look forward to working with this NomCom delegate in another ICANN related committee or working group.</td>
<td>4.40</td>
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</table>

### Overall rating: 4.31

There were seven (7) questions in the survey regarding the Committee Delegate's work and contribution to the 2021 NomCom. The questions are rated on a 1 (lowest) to 5 (highest) scale.
Words to Describe Juhani Juselius

- Effective, motivated, concise, thinker, and insightful
- Calm, objective, participatory, impartial, engaging
- Focused, respectful, friendly, balanced, present
- Sincere, well prepared, knowledgeable, inclusive, respectful of others views
- Respectful, friendly, humble
- Cautious, competent, restrained, informed, professional
There were seven (7) questions in the survey regarding the Committee Delegate’s work and contribution to the 2021 NomCom. The questions are rated on a 1 (lowest) to 5 (highest) scale.

Q1: Contributed effectively to preparatory work of the Committee including Sub Teams and during teleconferences.

Q2: If you were on a Deep Dive team or Subcommittee with the NomCom delegate being evaluated, do you feel the delegate collaborated effectively and shared the workload?

Q3: During the virtual NomCom meetings, NomCom delegate was well prepared for and contributed positively to preliminary candidate review, including in discussions and deliberations.

Q4: Appeared to act in the best interests of ICANN and to further NomCom’s mission.

Q5: Was engaged and effective in presenting their opinions on shortlisted candidates during final deliberations.

Q6: Was respectful of the opinions of other delegates of the Nominating Committee.

Q7: I look forward to working with this NomCom delegate in another ICANN related committee or working group.
Words to Describe Amir Qayyum

➢ Analytical, dependable, balanced, forthwith, and adaptable
➢ Mature, calm, collaborative, objective, professional
➢ Interested, friendly, dedicated, participative, respectful
➢ Nuanced, well prepared, knowledgeable, inclusive, respectful of others views
➢ Observant, cautious, experienced, considerate, balanced
SSAC (Non-Voting) | Robert Guerra – Review

There were seven (7) questions in the survey regarding the Committee Delegate’s work and contribution to the 2021 NomCom. The questions are rated on a 1 (lowest) to 5 (highest) scale.

Questions

1. Contributed effectively to preparatory work of the Committee including Sub Teams and during teleconferences.

2. If you were on a Deep Dive team or Subcommittee with the NomCom delegate being evaluated, do you feel the delegate collaborated effectively and shared the workload?

3. During the virtual NomCom meetings, NomCom delegate was well prepared for and contributed positively to preliminary candidate review, including in discussions and deliberations.

4. Appeared to act in the best interests of ICANN and to further NomCom’s mission.

5. Was engaged and effective in presenting their opinions on shortlisted candidates during final deliberations.

6. Was respectful of the opinions of other delegates of the Nominating Committee.

7. I look forward to working with this NomCom delegate in another ICANN related committee or working group.

Overall rating: 4.01
Words to Describe Robert Guerra

➢ Opinionated, biased, distracting, favoritism, and inconsistent
➢ Bold, energetic, idealistic, independent, objective
➢ Participative, lecturer, reliable, friendly, prepared
➢ Professional, respectful, well prepared, participative
➢ I, I, I, I, The First
➢ Knowledgeable, well prepared, biased, not respectful towards others views
➢ Technical, knowledgeable, friendly
➢ Confident, versed, engaged, passionate, elaborate
There were seven (7) questions in the survey regarding the Committee Delegate’s work and contribution to the 2021 NomCom. The questions are rated on a 1 (lowest) to 5 (highest) scale.

Q1: Contributed effectively to preparatory work of the Committee including Sub Teams and during teleconferences.

Q2: If you were on a Deep Dive team or Subcommittee with the NomCom delegate being evaluated, do you feel the delegate collaborated effectively and shared the workload?

Q3: During the virtual NomCom meetings, NomCom delegate was well prepared for and contributed positively to preliminary candidate review, including in discussions and deliberations.

Q4: Appeared to act in the best interests of ICANN and to further NomCom’s mission.

Q5: Was engaged and effective in presenting their opinions on shortlisted candidates during final deliberations.

Q6: Was respectful of the opinions of other delegates of the Nominating Committee.

Q7: I look forward to working with this NomCom delegate in another ICANN related committee or working group.

Overall rating: 4.72
Words to Describe Amrita Choudhury

- Accurate, dependable, frank, honest, and realistic
- Engaging, vocal, opinionated, impartial, objective
- Prepared, respectful, participative, contributive, friendly
- Professional, respectful, well prepared, participative
- Friendly, participating, motivated, flexible
- Agile, engaged, experienced, elaborate, prudent
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<th>Questions</th>
<th>Rating</th>
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<tr>
<td>Q1: Contributed effectively to preparatory work of the Committee including Sub Teams and during teleconferences.</td>
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<tr>
<td>Q2: If you were on a Deep Dive team or Subcommittee with the NomCom delegate being evaluated, do you feel the delegate collaborated effectively and shared the workload?</td>
<td>4.13</td>
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<td>Q3: During the virtual NomCom meetings, NomCom delegate was well prepared for and contributed positively to preliminary candidate review, including in discussions and deliberations.</td>
<td>4.18</td>
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<td>Q4: Appeared to act in the best interests of ICANN and to further NomCom's mission.</td>
<td>4.27</td>
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<tr>
<td>Q5: Was engaged and effective in presenting their opinions on shortlisted candidates during final deliberations.</td>
<td>4.00</td>
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<td>Q6: Was respectful of the opinions of other delegates of the Nominating Committee.</td>
<td>4.36</td>
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<tr>
<td>Q7: I look forward to working with this NomCom delegate in another ICANN related committee or working group.</td>
<td>3.64</td>
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Overall rating: 4.10

There were seven (7) questions in the survey regarding the Committee Delegate’s work and contribution to the 2021 NomCom. The questions are rated on a 1 (lowest) to 5 (highest) scale.
Words to Describe Vanda Scartezini

➢ Distracting, inconsistent, biased, incoherent
➢ Experienced, knowledgeable, logical, mature, organized
➢ Reliable, interested, balanced, friendly, participative
➢ Hard working professional, respectful of others' opinions, participative, friendly, and experienced
➢ Well prepared, experienced, inclusive, respectful of others' views, open
➢ Experienced, knowledgeable, friendly, flexible, participating
➢ Engaged, passionate, elaborate, experienced
There were seven (7) questions in the survey regarding the Committee Delegate's work and contribution to the 2021 NomCom. The questions are rated on a 1 (lowest) to 5 (highest) scale.

**Overall rating:** 4.42

**Questions**

Q1: Contributed effectively to preparatory work of the Committee including Sub Teams and during teleconferences.

Q2: If you were on a Deep Dive team or Subcommittee with the NomCom delegate being evaluated, do you feel the delegate collaborated effectively and shared the workload?

Q3: During the virtual NomCom meetings, NomCom delegate was well prepared for and contributed positively to preliminary candidate review, including in discussions and deliberations.

Q4: Appeared to act in the best interests of ICANN and to further NomCom's mission.

Q5: Was engaged and effective in presenting their opinions on shortlisted candidates during final deliberations.

Q6: Was respectful of the opinions of other delegates of the Nominating Committee.

Q7: I look forward to working with this NomCom delegate in another ICANN related committee or working group.
Words to Describe Glenn McKnight

➢ Objective, experienced, participatory, humorous, teamplayer
➢ Communicative, clear, collaborative, prepared, friendly
➢ Respectful, participative, collaborative, inventive, pedagogic
➢ Well prepared, inclusive, respectful of others views, experienced, team player
➢ Experienced, knowledge sharing, friendly, enthusiast
➢ Engaged, versed, confident, convinced, socializing
➢ Well engage
## GNSO (BCUC-Large) | Scott McCormick – Review

<table>
<thead>
<tr>
<th>Questions</th>
<th>Rating</th>
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<tbody>
<tr>
<td>Q1: Contributed effectively to preparatory work of the Committee including Sub Teams and during teleconferences.</td>
<td>3.89</td>
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<td>Q2: If you were on a Deep Dive team or Subcommittee with the NomCom delegate being evaluated, do you feel the delegate collaborated effectively and shared the workload?</td>
<td>3.50</td>
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<tr>
<td>Q3: During the virtual NomCom meetings, NomCom delegate was well prepared for and contributed positively to preliminary candidate review, including in discussions and deliberations.</td>
<td>3.67</td>
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<tr>
<td>Q4: Appeared to act in the best interests of ICANN and to further NomCom's mission.</td>
<td>4.11</td>
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<td>Q5: Was engaged and effective in presenting their opinions on shortlisted candidates during final deliberations.</td>
<td>3.89</td>
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<tr>
<td>Q6: Was respectful of the opinions of other delegates of the Nominating Committee.</td>
<td>4.44</td>
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<tr>
<td>Q7: I look forward to working with this NomCom delegate in another ICANN related committee or working group.</td>
<td>4.00</td>
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There were seven (7) questions in the survey regarding the Committee Delegate's work and contribution to the 2021 NomCom. The questions are rated on a 1 (lowest) to 5 (highest) scale.

**Overall rating:** 3.93
Words to Describe Scott McCormick

➢ Calm, introverted, listening, focused, professional
➢ Present, balanced, friendly, joyful, clear
➢ Knowledgeable, respectful of others views, open, inclusive
➢ Friendly, enthusiast, thoughtful
There were seven (7) questions in the survey regarding the Committee Delegate’s work and contribution to the 2021 NomCom. The questions are rated on a 1 (lowest) to 5 (highest) scale.

**Overall rating:** 3.87

**Q1:** Contributed effectively to preparatory work of the Committee including Sub Teams and during teleconferences.

**Q2:** If you were on a Deep Dive team or Subcommittee with the NomCom delegate being evaluated, do you feel the delegate collaborated effectively and shared the workload?

**Q3:** During the virtual NomCom meetings, NomCom delegate was well prepared for and contributed positively to preliminary candidate review, including in discussions and deliberations.

**Q4:** Appeared to act in the best interests of ICANN and to further NomCom’s mission.

**Q5:** Was engaged and effective in presenting their opinions on shortlisted candidates during final deliberations.

**Q6:** Was respectful of the opinions of other delegates of the Nominating Committee.

**Q7:** I look forward to working with this NomCom delegate in another ICANN related committee or working group.
Words to Describe Adetola Sogbesan

- Elaborate, articulate, balanced
- Friendly, enthusiastic, motivated
- Irrational at times, inclusive, respectful of others’ views, brings a different perspective
- Focused, interested, balanced, friendly, independent
- This person has serious audio connectivity issues
GNSO (IPC) | Michael Graham – Review

Overall rating: 4.58

Q1: Contributed effectively to preparatory work of the Committee including Sub Teams and during teleconferences.

Q2: If you were on a Deep Dive team or Subcommittee with the NomCom delegate being evaluated, do you feel the delegate collaborated effectively and shared the workload?

Q3: During the virtual NomCom meetings, NomCom delegate was well prepared for and contributed positively to preliminary candidate review, including in discussions and deliberations.

Q4: Appeared to act in the best interests of ICANN and to further NomCom's mission.

Q5: Was engaged and effective in presenting their opinions on shortlisted candidates during final deliberations.

Q6: Was respectful of the opinions of other delegates of the Nominating Committee.

Q7: I look forward to working with this NomCom delegate in another ICANN related committee or working group.

There were seven (7) questions in the survey regarding the Committee Delegate's work and contribution to the 2021 NomCom. The questions are rated on a 1 (lowest) to 5 (highest) scale.
Words to Describe Michael Graham

- Analytical, cautious, respectful, clear, thoughtful
- Engaging, opinionated, objective, participatory, flexible
- Interested, participative, friendly, respectful, collaborative
- Professional, respectful, serious
- Effective, insightful, passionate, cooperative, engaged
- Well prepared, respectful of others views, open, punctual, regular
- Experienced, participating, strong opinion
- Experienced, elaborate, balanced, professional
There were seven (7) questions in the survey regarding the Committee Delegate's work and contribution to the 2021 NomCom. The questions are rated on a 1 (lowest) to 5 (highest) scale.

**Overall rating: 4.36**

- **Q1**: Contributed effectively to preparatory work of the Committee including Sub Teams and during teleconferences.
  - Rating: 4.50

- **Q2**: If you were on a Deep Dive team or Subcommittee with the NomCom delegate being evaluated, do you feel the delegate collaborated effectively and shared the workload?
  - Rating: 4.33

- **Q3**: During the virtual NomCom meetings, NomCom delegate was well prepared for and contributed positively to preliminary candidate review, including in discussions and deliberations.
  - Rating: 4.40

- **Q4**: Appeared to act in the best interests of ICANN and to further NomCom's mission.
  - Rating: 4.40

- **Q5**: Was engaged and effective in presenting their opinions on shortlisted candidates during final deliberations.
  - Rating: 4.20

- **Q6**: Was respectful of the opinions of other delegates of the Nominating Committee.
  - Rating: 4.50

- **Q7**: I look forward to working with this NomCom delegate in another ICANN related committee or working group.
  - Rating: 4.20
Words to Describe Marie-Noémie Marques

➤ Pleasant, good humored, accurate, concise, and knowledgeable
➤ Calm, mature, friendly, objective, accommodating
➤ Interested, focused, collaborative, friendly, balanced
➤ Sincere, regular, well prepared, detailed, inclusive, respectful of others views
➤ Respectful, humble, friendly
➤ Engaged, experienced, elaborate, prudent, professional
There were seven (7) questions in the survey regarding the Committee Delegate’s work and contribution to the 2021 NomCom. The questions are rated on a 1 (lowest) to 5 (highest) scale.

Q1: Contributed effectively to preparatory work of the Committee including Sub Teams and during teleconferences.

Q2: If you were on a Deep Dive team or Subcommittee with the NomCom delegate being evaluated, do you feel the delegate collaborated effectively and shared the workload?

Q3: During the virtual NomCom meetings, NomCom delegate was well prepared for and contributed positively to preliminary candidate review, including in discussions and deliberations.

Q4: Appeared to act in the best interests of ICANN and to further NomCom’s mission.

Q5: Was engaged and effective in presenting their opinions on shortlisted candidates during final deliberations.

Q6: Was respectful of the opinions of other delegates of the Nominating Committee.

Q7: I look forward to working with this NomCom delegate in another ICANN related committee or working group.
Words to Describe Wolfgang Kleinwächter

➢ Experienced, logical, opinionated, consistent, and personable
➢ Knowledgeable, mature, modest, observant, organized
➢ Reliable, interested, balanced, friendly, communicative
➢ Experienced, learned, looking forward and visionary, general public interest
➢ Sharing, listening, nice guy
➢ ICANN Board knowledge, gouvernance knowledge, ICANN knowledge
➢ Nuanced, well prepared, knowledgeable, inclusive, respectful of others views
➢ Visionary, very experienced, very knowledgeable, respectful, thoughtful discussions
➢ Experienced, strategic, versed
There were seven (7) questions in the survey regarding the Committee Delegate's work and contribution to the 2021 NomCom. The questions are rated on a 1 (lowest) to 5 (highest) scale.

Questions

Q1: Contributed effectively to preparatory work of the Committee including Sub Teams and during teleconferences.

Q2: If you were on a Deep Dive team or Subcommittee with the NomCom delegate being evaluated, do you feel the delegate collaborated effectively and shared the workload?

Q3: During the virtual NomCom meetings, NomCom delegate was well prepared for and contributed positively to preliminary candidate review, including in discussions and deliberations.

Q4: Appeared to act in the best interests of ICANN and to further NomCom's mission.

Q5: Was engaged and effective in presenting their opinions on shortlisted candidates during final deliberations.

Q6: Was respectful of the opinions of other delegates of the Nominating Committee.

Q7: I look forward to working with this NomCom delegate in another ICANN related committee or working group.

Overall rating: 4.27
Words to Describe Paul Diaz

➢ Reliable, analytical, proactive, dependable, and concise
➢ Accepting, adaptable, calm, cheerful, energetic
➢ Respectful, balanced, clear, affirmative, participative
➢ Nuanced, well prepared, knowledgeable, inclusive, respectful of others views
➢ Knowledgeable, participating, friendly, accommodating
➢ Engaged, balanced, articulate, prudent, professional
There were seven (7) questions in the survey regarding the Committee Delegate's work and contribution to the 2021 NomCom. The questions are rated on a 1 (lowest) to 5 (highest) scale.
Words to Describe Peter Koch

➢ Sharp, proactive, concise, analytical, and dependable
➢ Accepting, bold, cheerful, objective, energetic
➢ Collaborative, participative, balance, friendly, reliable
➢ Professional attitude, respectful, well prepared, helpful
➢ Nuanced, well prepared, knowledgeable, inclusive, respectful of others views
➢ Experienced, knowledgeable, motivated, thoughtful, technical