

**Nominating Committee Review Implementation Working Group (NomComRIWG): Overview of Recommendations as accepted by the Board, Community Input Requirement, and Possible Financial Impact**

**Community outreach** at this stage should only be done to **inform which process of implementation might be desirable**, not about the outcome of the implementation. This does not prevent community outreach on the outcome at a later stage.

**Outreach to determine costing** concerns the need of the NomComRIWG to reach out to ICANN org (e.g., Finance, HR, Legal), members of the ICANN community, or others to gain a general understanding of potential costs associated with implementation. At this stage, quotes from third party vendors are not required.

| Rec No | Recommendation   | Community outreach/input on implementation process? y/n | Outreach to determine costing? y/n | Notes   |
|--------|--|---|------------------------------------|---|
| 1      | Formalize a job description for NomCom members that emphasizes diversity and independence, and provide that description to the SOs/ACs.  | No  |                                    | During implementation there should be capture of what already exists in term of diversity requirements among the SO/ACs |
| 2      | 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. | No  | Yes                                |   |
| 3      | 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.           | No  | Yes                                |   |

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| 4  | Formalize training for NomCom members in the candidate evaluation process.  | No  | Yes |   |
| 5  | 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. | No  | No  |   |
| 6  | 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.        | No<br>Note: if evaluation consultant continues to be used (see Rec #20) their role should be clarified as per their contract, and published |     | NomCom no longer uses the evaluation consultant |
| 7  | NomCom members, except for leadership positions, should serve two-year terms, and be limited to a maximum of two terms.   | No<br>Recommendation is accepted by the Board; implementation will require change of NomCom Operating Procedures                            |     |   |
| 8  | Maintain the current size of NomCom.  | No<br>Recommendation is accepted by the Board. No implementation necessary  |     |   |
| 9  | All NomCom members should be fully participating and voting members, except for NomCom leadership.  | No<br>Recommendation accepted by the Board. Implementation requires changes to Bylaws (which includes public comment).                      |     |   |
| 10 | Representation on the NomCom should be re-balanced immediately and then be reviewed every five years.   | Yes<br>The process on how rebalancing should be executed may impact on the outcome.   |     |   |
| 11 | The senior staff member supporting NomCom should be accountable to and report to the office of the CEO.   | No<br>Dependent on outcome of WS2 implementation (see <a href="#">FAIIP</a> ) – outreach may  |     |   |

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|    |  | be useful during implementation process subject to WS2 implementation.                                      |  |  |
| 12 | NomCom leadership should have input on the NomCom budget and staffing resources.   | No<br><br>Input can be given through annual budget cycle- requires changes to NomCom Operating Procedures   |  |  |
| 13 | 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.  | No<br><br>This requires no changes, only capturing existing processes                                       |  |  |
| 14 | Formalize communication between the NomCom and the Board, SOs/ACs, and the PTI Board in order to understand needed competencies and experience.  | Yes<br><br>Outreach to the bodies to which the NomCom appoints members                                      |  |  |
| 15 | 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 a basis for recruiting and evaluation efforts. | No<br><br>Job description will be dependent on outcome of Rec 14 above.                                     |  |  |
| 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.   | Yes<br><br>Solicit input from the SO/ACs that appoint to the NomCom to understand what would work for them. |  |  |
| 17 | Maintain current diversity requirements for NomCom appointees.   | No<br><br>No changes required   |  |  |
| 18 | Publish a candidate communication schedule and codify a communication process with candidates.   | No<br><br>This will require changes to the NomCom Operating Procedures                                      |  |  |

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| 19 | 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. | No<br><br>This will require coordination between the NomCom, ICANN org staff, and outside vendor.   |  |  |
| 20 | 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.     | Yes.<br><br>Solicit input of usefulness of evaluation consultant based on the impact of their work over recent years (when used at all)   |  |  |
| 21 | 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.         | No<br><br>This can be developed together with the current NomCom and former NomCom members.   |  |  |
| 22 | 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.                                    | No<br><br>Requires changes to the NomCom Operating Procedures and internal operations.  |  |  |
| 23 | The NomCom should publish additional data on the candidate pool and the recruiting source of candidates.  | No<br><br>Once new/additional data is published, community outreach could take place to find out if the community requires more/different data.   |  |  |
| 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.              | Yes<br><br>Gather input on the process of how to decide on size, selection of members, term limits, etc.<br><br>E.g. should the NomComRIWG be empowered to do this and put out its proposal for public comment? |  |  |

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|    |  | <p>Is there another/better process to make these decisions?</p> <p>Note: NomComRIWG should capture intended job description in the outreach, to clarify the importance of the body.</p>   |  |  |
| 25 | <p>Improve NomCom selection decisions by assessing the performance and needs of all bodies receiving NomCom appointees.</p>  | <p>Yes</p> <p>Solicit input from the bodies that receive NomCom appointees on how to assess performance and needs.</p>  |  |  |
| 26 | <p>ICANN should investigate advancing its nominations process into a Leadership Development function.</p>  | <p>Yes</p> <p>Solicit input from appropriate functions within ICANN org on how they could contribute to this.</p>   |  |  |
| 27 | <p>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”.</p> | <p>No.</p> <p>The implementation will require outreach to gather input on definition, purpose, and numbers. The NomComRIWG should be empowered to make a proposal during implementation, solicit input on that proposal and then amend/continue dialogue until consensus among NomComRIWG and wider community is found.</p> |  |  |