

ICANN | GNSO

Generic Names Supporting Organization

Transfer Policy Review Working Group WG Self Assessment Survey Results Phase: Initial

Preamble

On 21 February 2024, the working group named above concluded a self assessment survey per the GNSO's Working Group guidelines. The assessment is to occur around the middle of the working group's duration or around the time an Initial Report is released and finally at the conclusion of the working group when it submits its Final Report to the GNSO Council. The objective of this summary report is provide a summary overview of results from a survey used to conduct this assessment. It is shared with the working group and the GNSO Council for consideration and subsequent actions, if any.

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1 Executive Summary

1.1 Introduction

On behalf of the GNSO Council, Policy staff distributed a working group member survey to seek input about the functioning of the Transfer Policy Working Group. As the manager of the policy development process and other GNSO projects, the GNSO Council regularly reviews work underway within the GNSO and subsequently at its conclusion. The assessment includes a review of the function of the Working Group, including its leadership and staff support. The graphic below is a snapshot available at the conclusion of the survey. Full monthly project packages can be found here.

Project Tracking & Rollup DASHBOARD



Project Name: PDP: Transfer Policy Review | **Program:** Transfers | **Project Sponsor:** GNSO Council

Project Information

68%
% Complete

02/18/21
Actual Start

06/19/25
Planned Finish

Tasks by Status

● Not_Started ● Complete ● In_Progress

Project Contacts

Roger Carney
Chair

n/a
Vice_Chair

Oswaldo Novoa
Liaison

Caitlin Tubergen
Staff_Lead

Christian Wheeler
Project_Manager

Participant Summary

● Member ● Alternate
● Observer - Email Only ● Staff - Assigned
● Staff - Not Assigned

Project Status & Health

Project_Status: Revised Schedule | Project_Health: On-Target

Summary Gantt & Key Milestones						Timeline (2021-2025)																						
Health	Primary Task	Current Start	Current Finish	% Complete	Status	21 Q3	21 Q4	2022 Q1	2022 Q2	2022 Q3	2022 Q4	2023 Q1	2023 Q2	2023 Q3	2023 Q4	2024 Q1	2024 Q2	2024 Q3	2024 Q4	2025 Q1	2025 Q2	2025 Q3	2025 Q4					
	PDP: Transfer Policy Review	02/18/21	06/19/25	68%	In Progress	PDP: Transfer Policy Review																						
	PROJECT CONTROL	02/18/21	06/19/25	79%	In Progress	PROJECT CONTROL																						
	GROUP DELIBERATIONS	05/13/21	11/14/24	85%	In Progress	GROUP DELIBERATIONS																						
	Group 1A Policy Topics	06/03/21	05/11/22	100%	Complete	Group 1A Policy Topics																						
	Group 1B Policy Topics	09/28/23	06/05/24	89%	In Progress	Group 1B Policy Topics																						
	Group 2 Policy Topics	02/02/23	09/27/23	100%	Complete	Group 2 Policy Topics																						
	INITIAL REPORT	06/24/21	11/06/24	78%	In Progress	INITIAL REPORT																						
	Publish Initial Report - Group 1A	06/15/22	06/15/22	100%	Complete	Publish Initial Report - Group 1A																						
	Publish Initial Report - Groups (1A, 1B & 2)	08/21/24	08/21/24	Not Started	Not Started	Publish Initial Report - Groups (1A, 1B & 2)																						
	FINAL REPORT	08/04/22	02/05/25	22%	In Progress	FINAL REPORT																						
	Review of public comments - Group 1A	08/04/22	09/14/22	100%	Complete	Review of public comments - Group 1A																						
	Review of public comments - Groups (1A, 1B & 2)	11/07/24	12/18/24	Not Started	Not Started	Review of public comments - Groups (1A, 1B & 2)																						
	Submission of Groups (1A, 1B & 2) Final Report to the GNSO Council	02/05/25	02/05/25	Not Started	Not Started	Submission of Groups (1A, 1B & 2) F																						

1.2 Structure of this Report

This report summarizes the results of the survey and includes:

- Aggregated response to all questions in which the respondents select from a menu of choices or from a numerical scale;
- Full text of any narrative responses such as comments or explanations of their numerical scores;
- Narratives are not attributed to the respondent.

1.3 Publication and Next Steps

This report will be publicly available:

- It will be sent to the GNSO Council leadership, the Working Group leadership team including the Council Liaison and will be shared with the full GNSO Council, upon request.
- Upon review it will be attached to the publicly-archived working group mailing list and posted on its public wiki page.
- Next steps, if any, and as a result of this survey are outside the scope of this report and will be addressed elsewhere.

2 Survey Results

2.1 Survey Tool

Survey Monkey is preferred platform for conducting and analyzing surveys in service of the GNSO. The pages below are a native export directly from the tool. The results of the data are based on Survey Monkey's format options and are presented without any adjustments to the base data submitted by respondents.

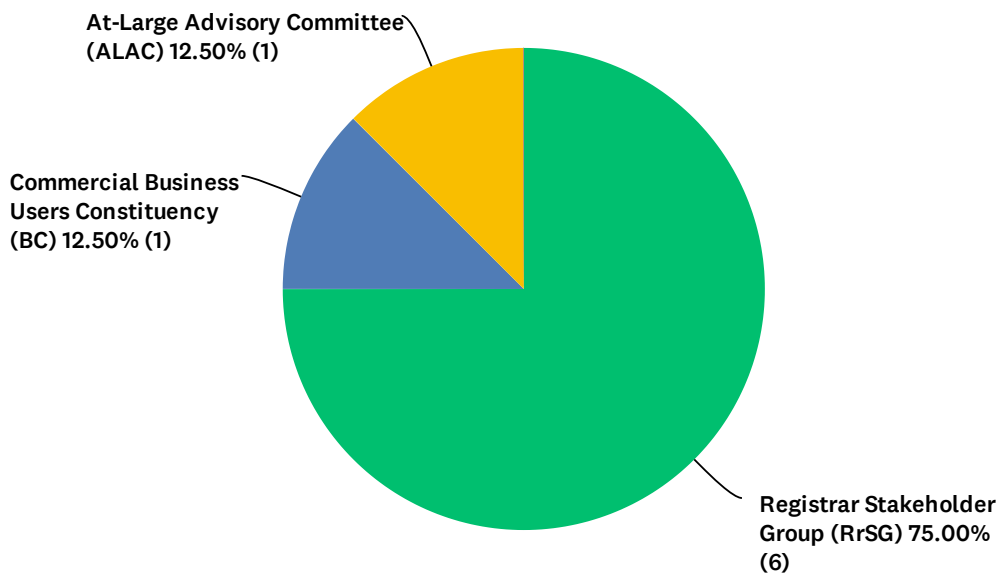
2.2 Sections of the Survey Results

The report length is 26 pages long with most questions fitting on a single page. The outline is as follows:

Page Numbers	Topic or Section
01-02	Respondent summary affiliation
03-07	Functioning and Effectiveness of the Working Group
08-11	Processes of the Working Group
12-25	Leadership of the Working Group
26	Additional feedback

Q3 Please provide your Primary Organizational Affiliation, if you choose to provide this.

Answered: 8 Skipped: 1

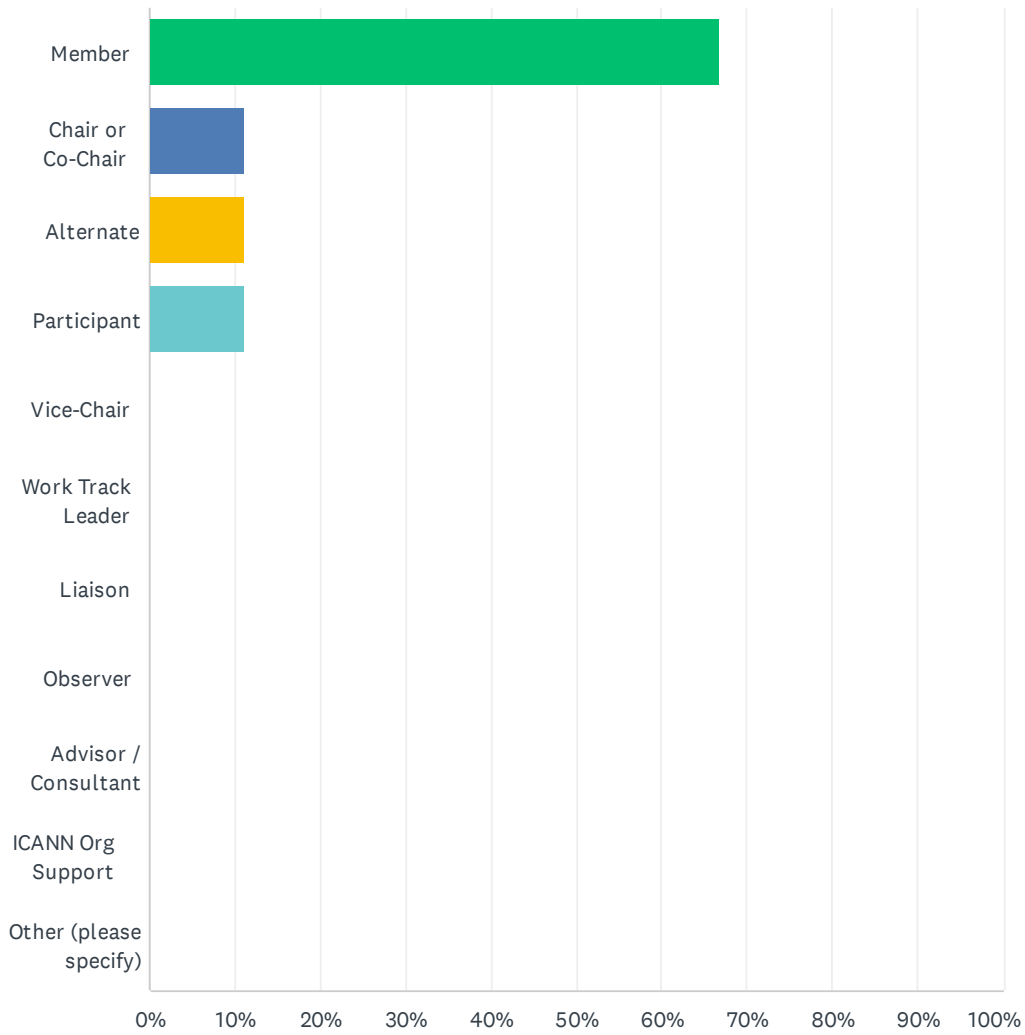


ANSWER CHOICES	RESPONSES	
Registrar Stakeholder Group (RrSG)	75.00%	6
Commercial Business Users Constituency (BC)	12.50%	1
At-Large Advisory Committee (ALAC)	12.50%	1
Intellectual Property Constituency (IPC)	0.00%	0
Internet Service Providers and Connectivity Providers Constituency (ISPCP)	0.00%	0
Non-Commercial Stakeholder Group (NCSG)	0.00%	0
Non-Commercial Users Constituency (NCUC)	0.00%	0
Not-for-Profit Operational Concerns (NPOC)	0.00%	0
Registry Stakeholder Group (RySG)	0.00%	0
Nominating Committee (NOMCOM) appointee (GNSO)	0.00%	0
Nominating Committee (NOMCOM) appointee (other)	0.00%	0
At-Large	0.00%	0
Governmental Advisory Committee (GAC)	0.00%	0
Root Server System Advisory Committee (RSSAC)	0.00%	0
Security and Stability Advisory Committee (SSAC)	0.00%	0
Address Supporting Organization (ASO)	0.00%	0
Country Code Names Supporting Organization (CCNSO)	0.00%	0
Other (please specify)	0.00%	0
TOTAL		8

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q4 Please provide your Working Group Role.

Answered: 9 Skipped: 0

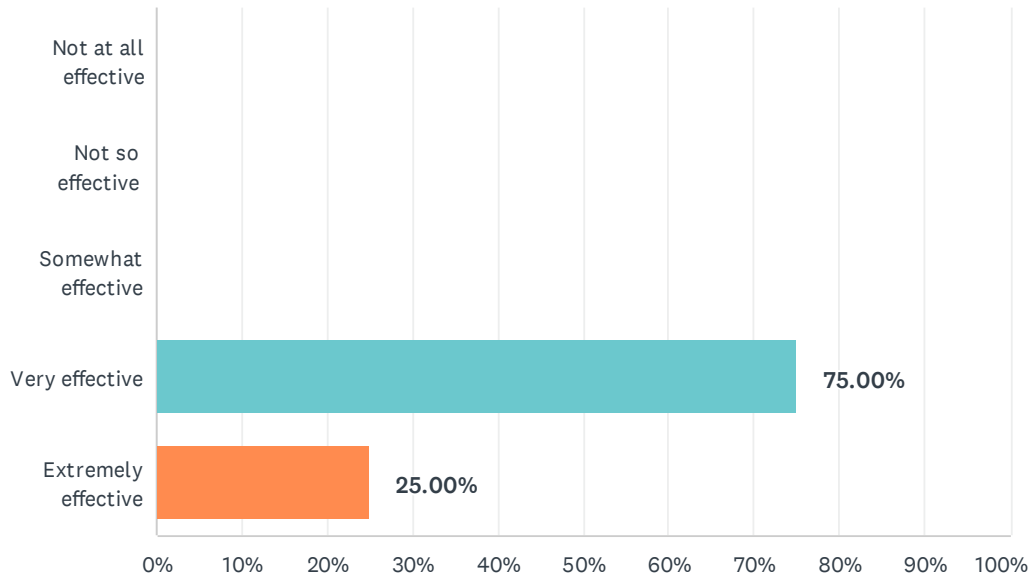


ANSWER CHOICES	RESPONSES
Member	66.67% 6
Chair or Co-Chair	11.11% 1
Alternate	11.11% 1
Participant	11.11% 1
Vice-Chair	0.00% 0
Work Track Leader	0.00% 0
Liaison	0.00% 0
Observer	0.00% 0
Advisor / Consultant	0.00% 0
ICANN Org Support	0.00% 0
Other (please specify)	0.00% 0
TOTAL	9

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q5 The Charter/Mission of the WG were: Not at all effective means confusing, vague, ill-structured, unbounded, unrealistic (e.g., time, constraints), unachievable; Extremely effective means understandable, clear, well-structured, bounded, realistic (e.g., time, constraints), achievable.

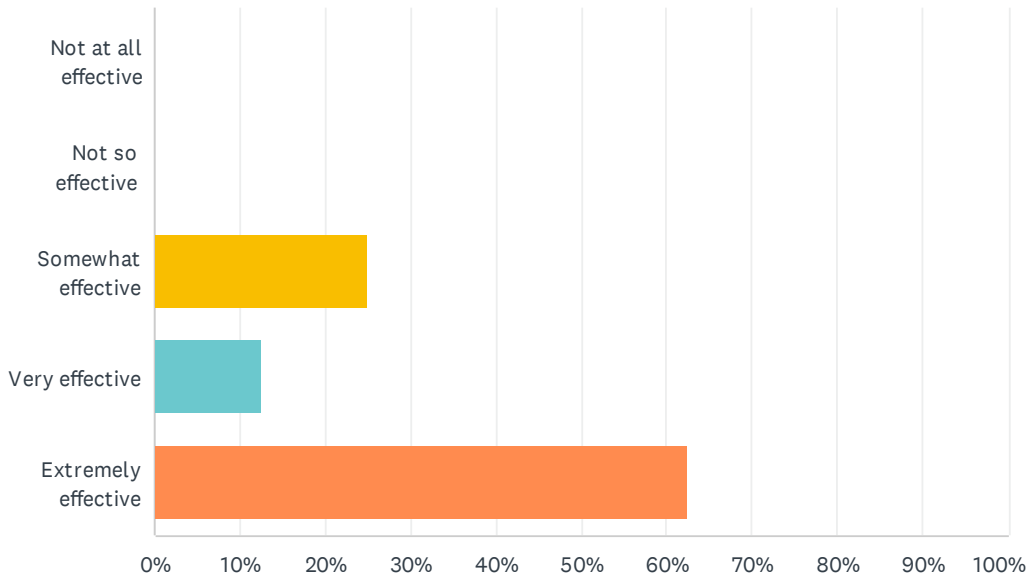
Answered: 8 Skipped: 1



ANSWER CHOICES	RESPONSES
Not at all effective	0.00% 0
Not so effective	0.00% 0
Somewhat effective	0.00% 0
Very effective	75.00% 6
Extremely effective	25.00% 2
TOTAL	8

Q6 The external Human Resources (e.g., briefings, experts, consultants, liaisons) provided to the WG were: Not at all effective means inappropriate, inadequate, untimely, not helpful/useful; and Extremely effective means appropriate, adequate, timely, helpful/useful.

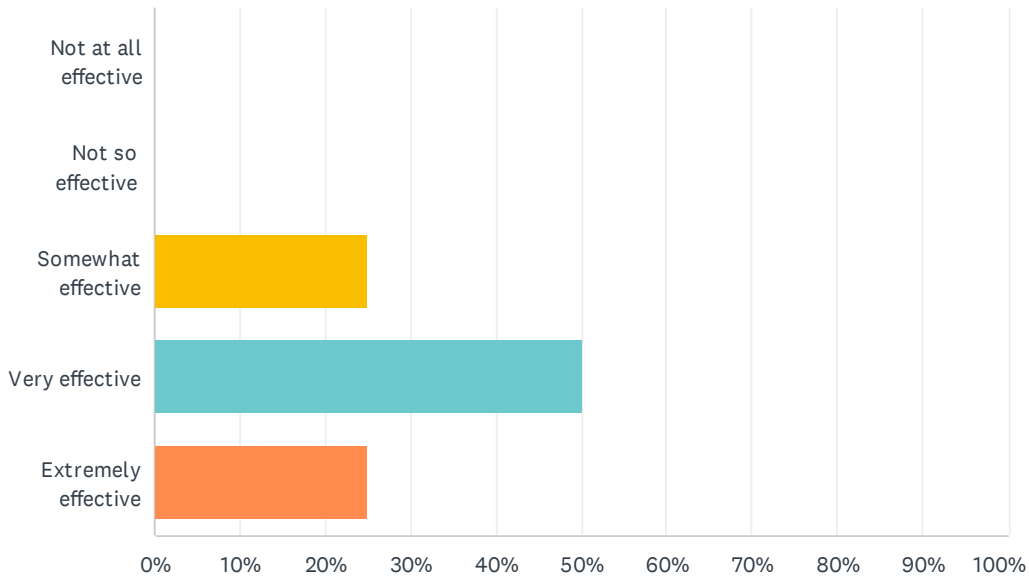
Answered: 8 Skipped: 1



ANSWER CHOICES	RESPONSES	
Not at all effective	0.00%	0
Not so effective	0.00%	0
Somewhat effective	25.00%	2
Very effective	12.50%	1
Extremely effective	62.50%	5
TOTAL		8

Q7 The Technical Resources (e.g., systems, tools, platforms, templates) provided to and utilized by the WG were: Not at all effective means difficult, challenging, clumsy, awkward, tedious, slow, not helpful/useful; and Extremely effective means easy, straightforward, clear, efficient, fast, helpful/useful.

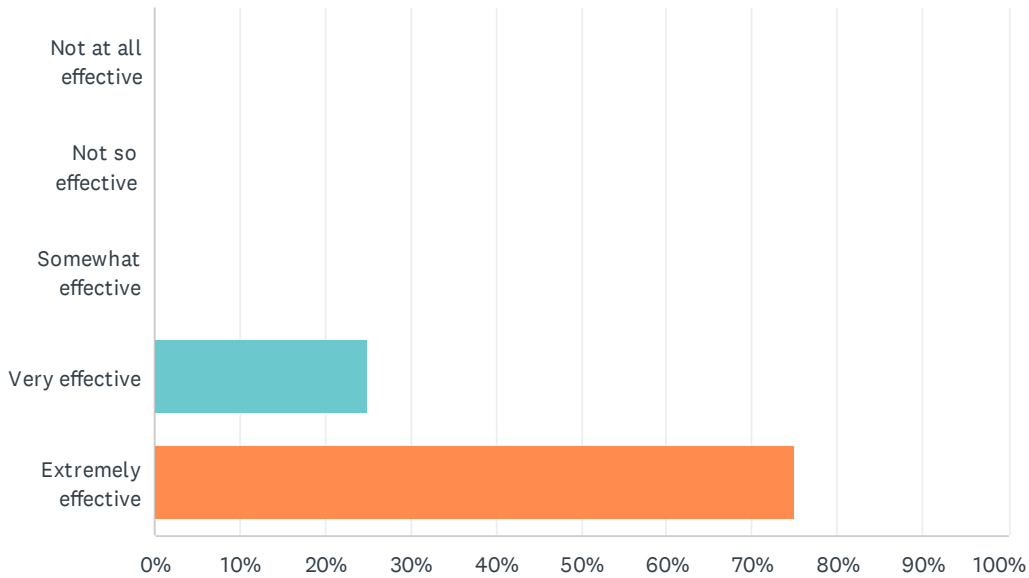
Answered: 8 Skipped: 1



ANSWER CHOICES	RESPONSES
Not at all effective	0.00% 0
Not so effective	0.00% 0
Somewhat effective	25.00% 2
Very effective	50.00% 4
Extremely effective	25.00% 2
TOTAL	8

Q8 The Staff Support Resources (e.g., meeting support, guidelines, documentation, drafting) provided to and utilized by the WG were: Not at all effective means inappropriate, inadequate, untimely, not helpful/useful; and Extremely effective means appropriate, adequate, timely, helpful/useful.

Answered: 8 Skipped: 1



ANSWER CHOICES	RESPONSES
Not at all effective	0.00% 0
Not so effective	0.00% 0
Somewhat effective	0.00% 0
Very effective	25.00% 2
Extremely effective	75.00% 6
TOTAL	8

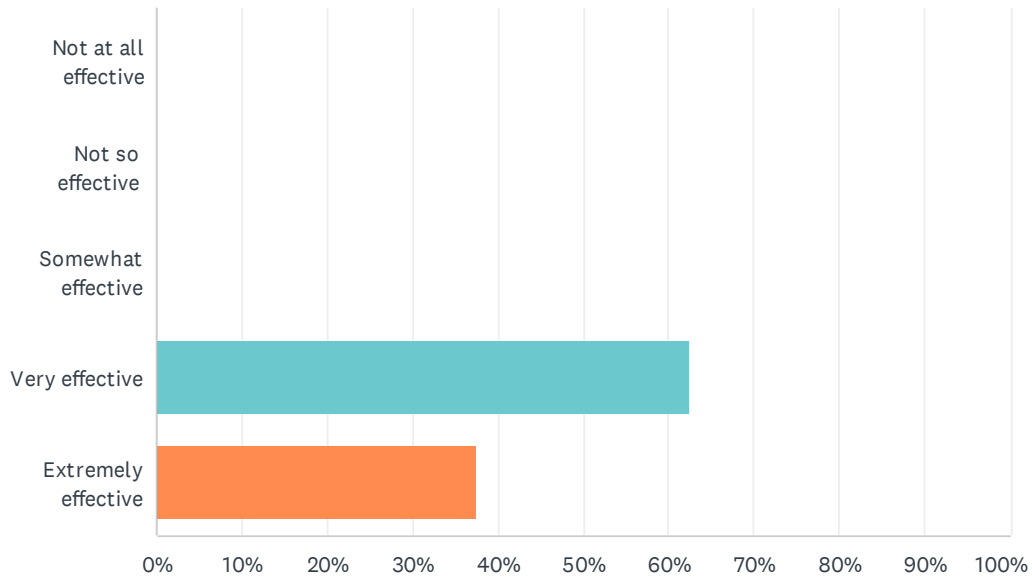
Q9 Any other issues or concerns that you think the Council should be aware of in its role as the manager of the process as it assesses the functioning and effectiveness of the WG?

Answered: 3 Skipped: 6

#	RESPONSES	DATE
1	This working group has done an outstanding job, the only thing I would like to see more of is "active" participation. I know this entire topic is not high on everyone's concern list but even being as "active" as agreeing in chat is much appreciated.	2/6/2024 4:52 PM
2	The Chair was extremely effective.	1/31/2024 2:42 PM
3	It is great to participate in a WG/PDP that is not politically loaded and has a focus on getting things done and improving policies.	1/31/2024 8:56 AM

Q10 The Participation climate within the WG were: Not at all effective means inhospitable, unilateral, frustrating, unproductive; and Extremely effective means inviting, inclusive, accepting, respectful, productive.

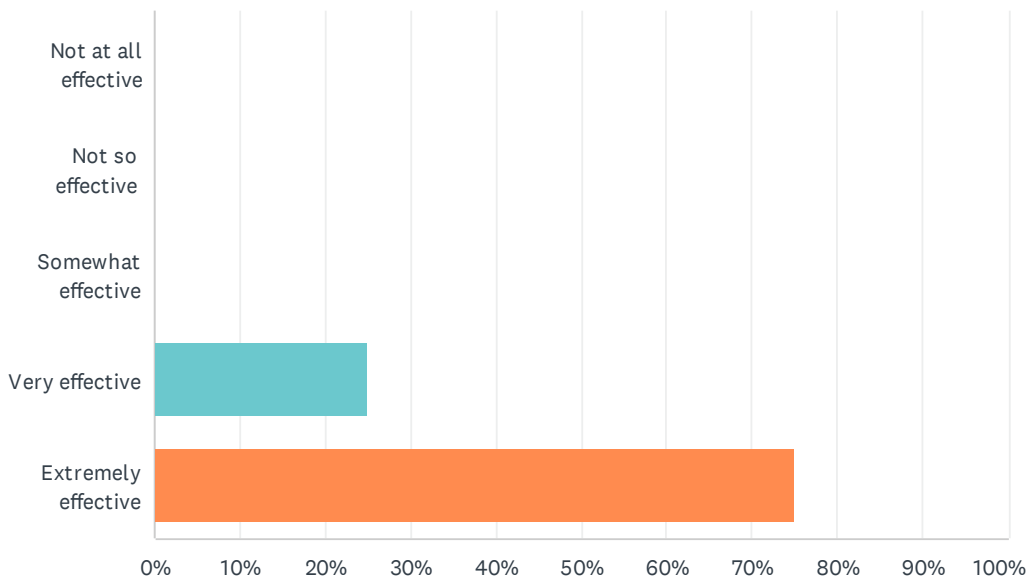
Answered: 8 Skipped: 1



ANSWER CHOICES	RESPONSES
Not at all effective	0.00% 0
Not so effective	0.00% 0
Somewhat effective	0.00% 0
Very effective	62.50% 5
Extremely effective	37.50% 3
TOTAL	8

Q11 The Behavior norm of WG members were: Not at all effective means disruptive, argumentative, disrespectful, hostile, domineering; and Extremely effective means accommodating, respectful, collaborative, consensus-building.

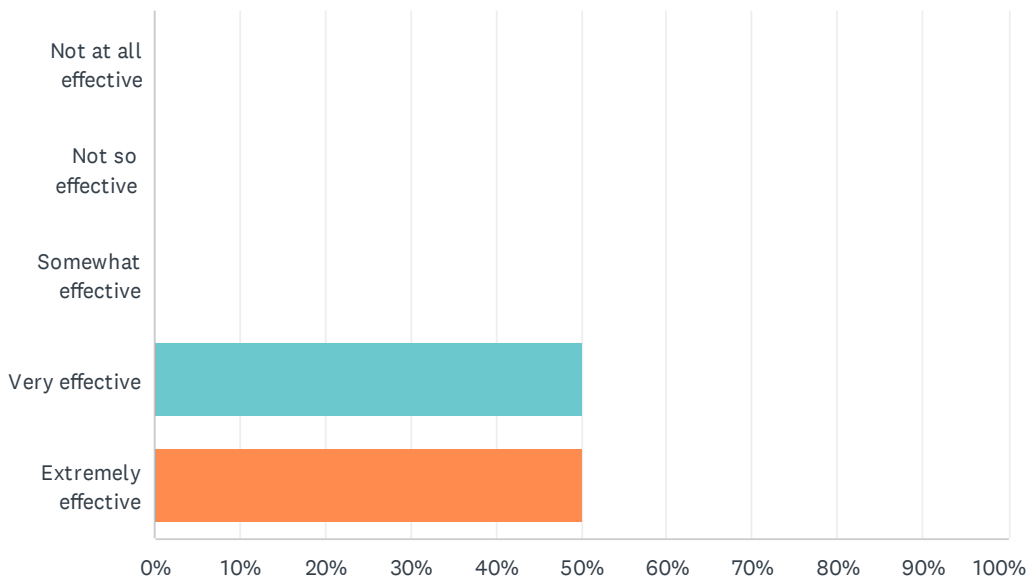
Answered: 8 Skipped: 1



ANSWER CHOICES	RESPONSES	
Not at all effective	0.00%	0
Not so effective	0.00%	0
Somewhat effective	0.00%	0
Very effective	25.00%	2
Extremely effective	75.00%	6
TOTAL		8

Q12 The Session/Meeting Planning (e.g., agendas) were:Not at all effective means disorganized, haphazard, unstructured, untimely notice; and Extremely effective means organized, disciplined, structured, timely notice.

Answered: 8 Skipped: 1



ANSWER CHOICES	RESPONSES
Not at all effective	0.00% 0
Not so effective	0.00% 0
Somewhat effective	0.00% 0
Very effective	50.00% 4
Extremely effective	50.00% 4
TOTAL	8

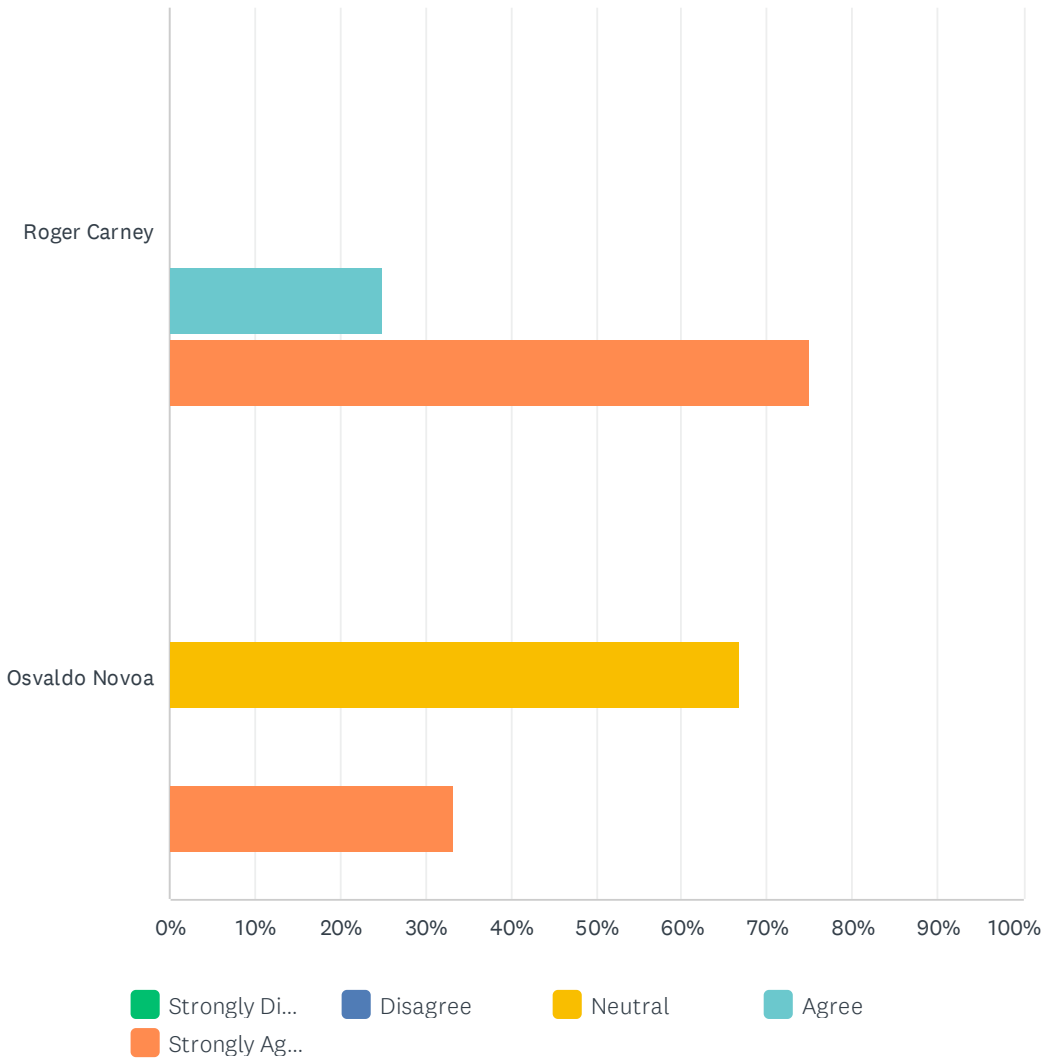
Q13 Other comments about the WG's Processes:

Answered: 2 Skipped: 7

#	RESPONSES	DATE
1	In some areas of the group's work we are discussing decisions that we made quite some time ago (or sometimes fairly recently) and I have found it difficult to keep track of what those decisions were. Or on one occasion there were some slides presented by the Staff team which suggested that we were working on a specific situation and instead we were discussing a more broad situation. If we had a clear, up-to-date tracker for decisions (or for recommendation language that was (a) already agreed on and (b) remaining in progress and (c) still to do) this would have been less confusing overall. Thank you.	1/31/2024 1:06 PM
2	This PDP is highly technical and complex, yet it was great to see the participation from members not being from the CPH.	1/31/2024 8:57 AM

Q14 The Working Group leadership facilitates goal-oriented Working Group meetings aligned with the requirements of the Working Group’s charter and work plan.

Answered: 8 Skipped: 1



	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
Roger Carney	0.00% 0	0.00% 0	0.00% 0	25.00% 2	75.00% 6	8	4.75
Osvaldo Novoa	0.00% 0	0.00% 0	66.67% 2	0.00% 0	33.33% 1	3	3.67

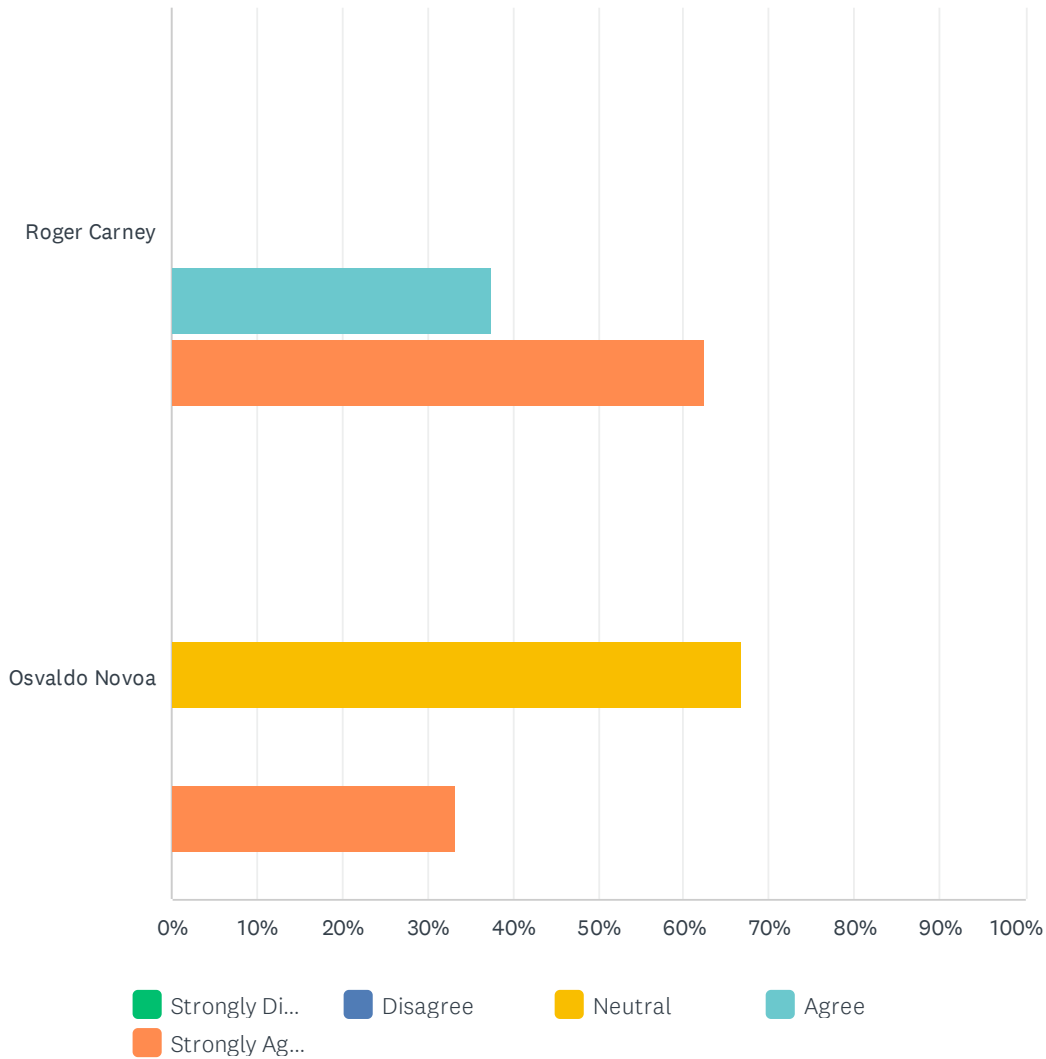
Q15 Comments:

Answered: 3 Skipped: 6

#	RESPONSES	DATE
1	I did not even know that Osvaldo had a role and I don't recall any comment from Osvaldo at any time.	1/31/2024 2:45 PM
2	Osvaldo has I think only recently become the liaison, and I dont think he has actually participated, so he gets no score at all.	1/31/2024 1:07 PM
3	So I checked Neutral for Osvaldo, due to the fact we did not require input/support from the Liaison, so I cannot rate that.	1/31/2024 9:03 AM

Q16 The Working Group leadership adequately manages disruptive behaviors such as raising irrelevant issues or reopening topics that have already been closed.

Answered: 8 Skipped: 1



	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
Roger Carney	0.00% 0	0.00% 0	0.00% 0	37.50% 3	62.50% 5	8	4.63
Osvaldo Novoa	0.00% 0	0.00% 0	66.67% 2	0.00% 0	33.33% 1	3	3.67

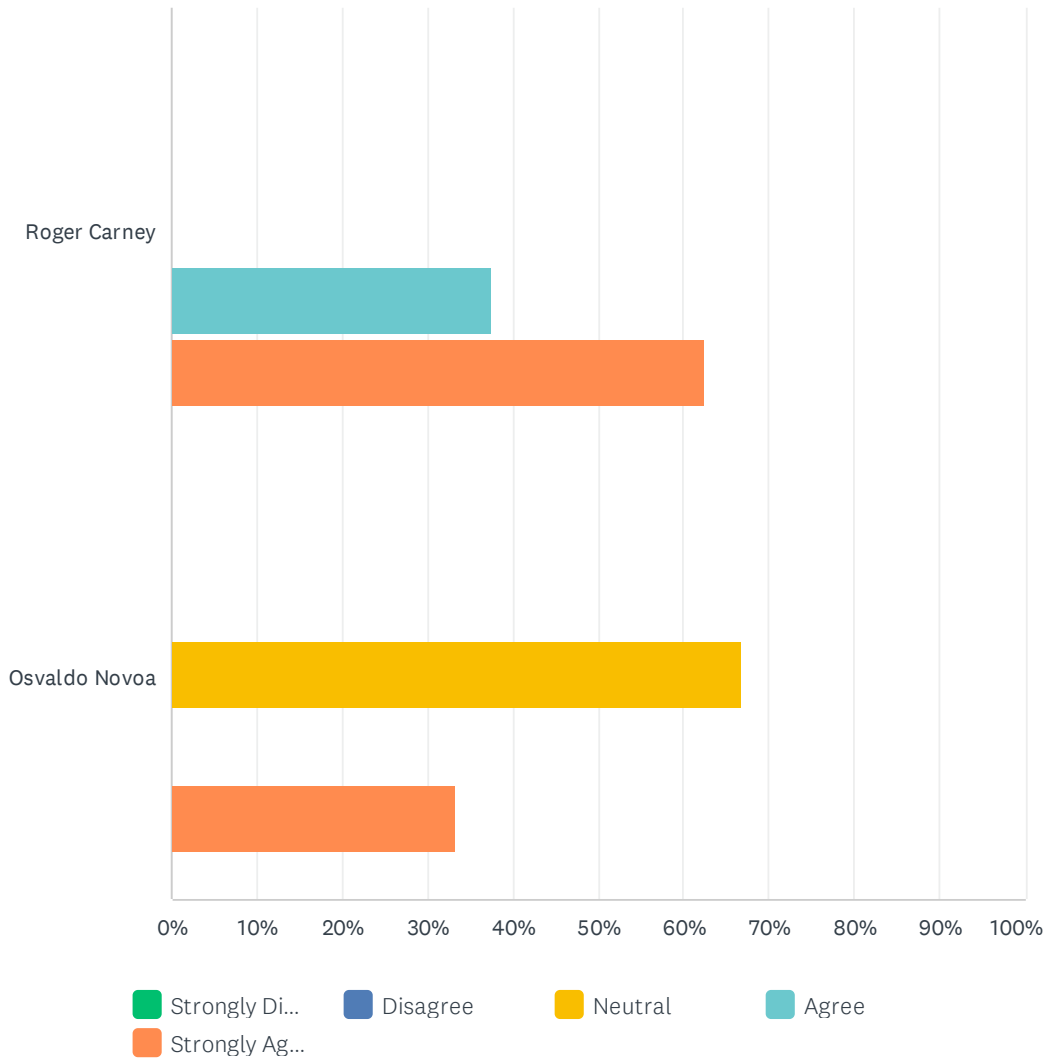
Q17 Comments:

Answered: 1 Skipped: 8

#	RESPONSES	DATE
1	Roger does a great job.	1/31/2024 9:03 AM

Q18 The Working Group leadership keeps the Working Group on track to meet target deadlines through discussion items or deliverables.

Answered: 8 Skipped: 1



	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
Roger Carney	0.00% 0	0.00% 0	0.00% 0	37.50% 3	62.50% 5	8	4.63
Osvaldo Novoa	0.00% 0	0.00% 0	66.67% 2	0.00% 0	33.33% 1	3	3.67

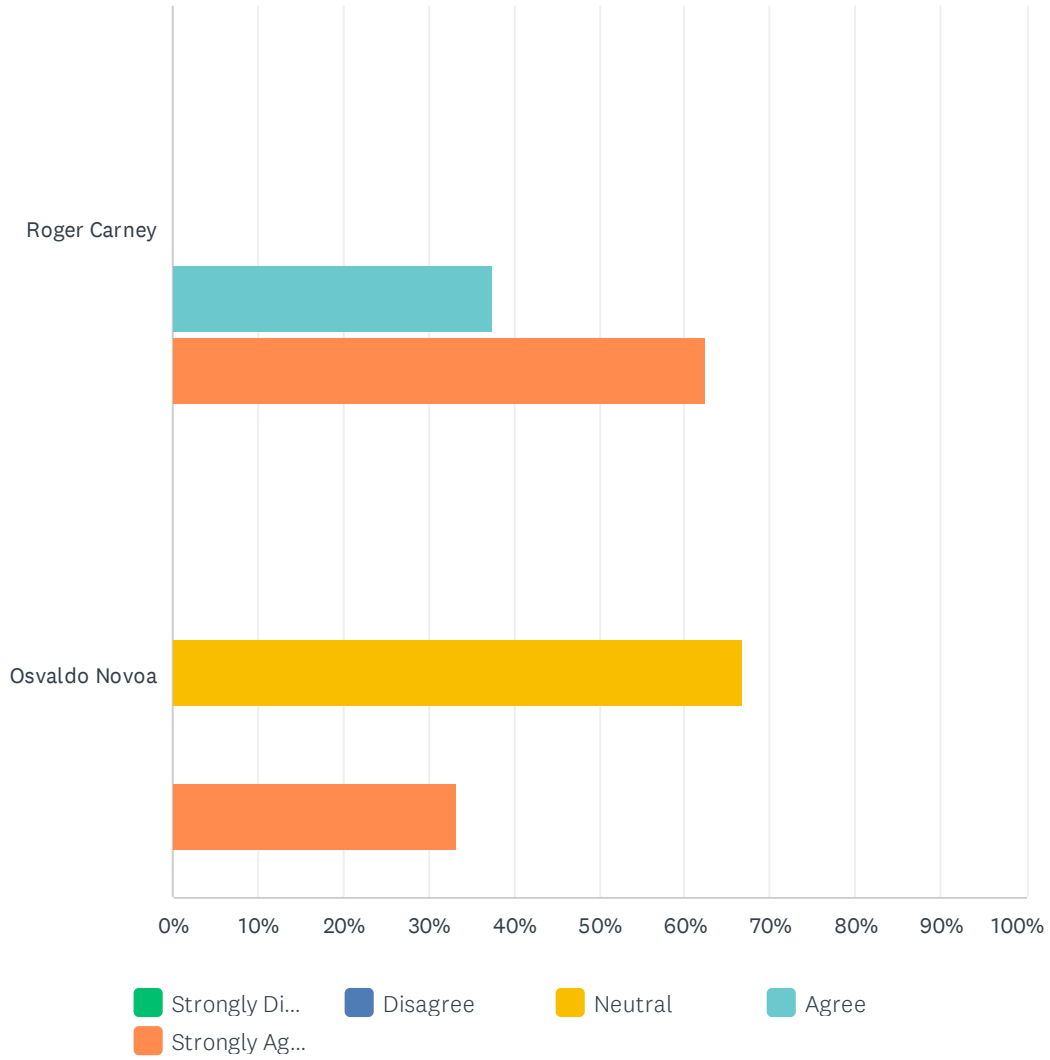
Q19 Comments:

Answered: 1 Skipped: 8

#	RESPONSES	DATE
1	Again this is a complex PDP and we made some big changes that require time to go through.	1/31/2024 9:03 AM

Q20 The Working Group leadership is responsive and effectively communicates with Working Group members.

Answered: 8 Skipped: 1



	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
Roger Carney	0.00% 0	0.00% 0	0.00% 0	37.50% 3	62.50% 5	8	4.63
Osvaldo Novoa	0.00% 0	0.00% 0	66.67% 2	0.00% 0	33.33% 1	3	3.67

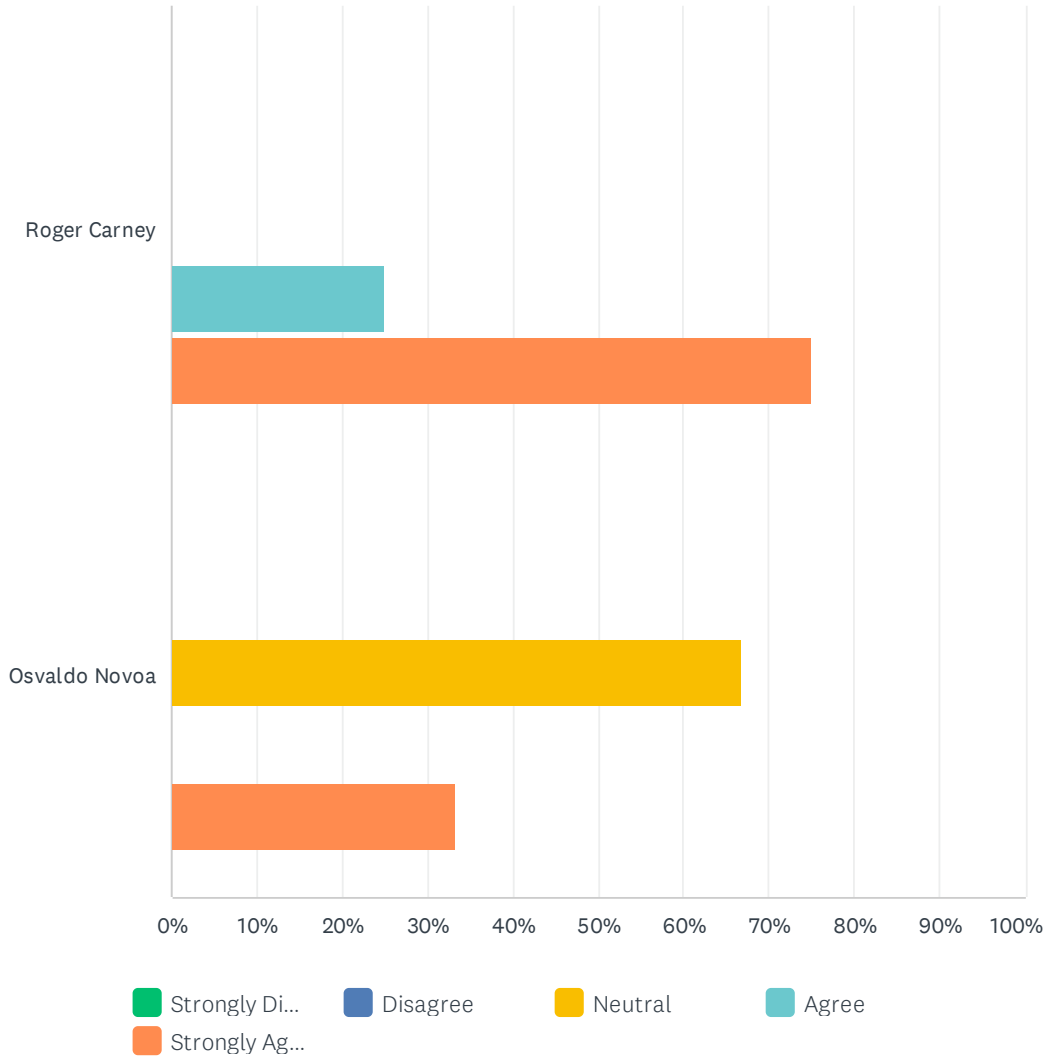
Q21 Comments:

Answered: 0 Skipped: 9

#	RESPONSES	DATE
	There are no responses.	

Q22 The Working Group leadership ensures fair, objective treatment of all opinions within the Working Group.

Answered: 8 Skipped: 1



	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
Roger Carney	0.00% 0	0.00% 0	0.00% 0	25.00% 2	75.00% 6	8	4.75
Osvaldo Novoa	0.00% 0	0.00% 0	66.67% 2	0.00% 0	33.33% 1	3	3.67

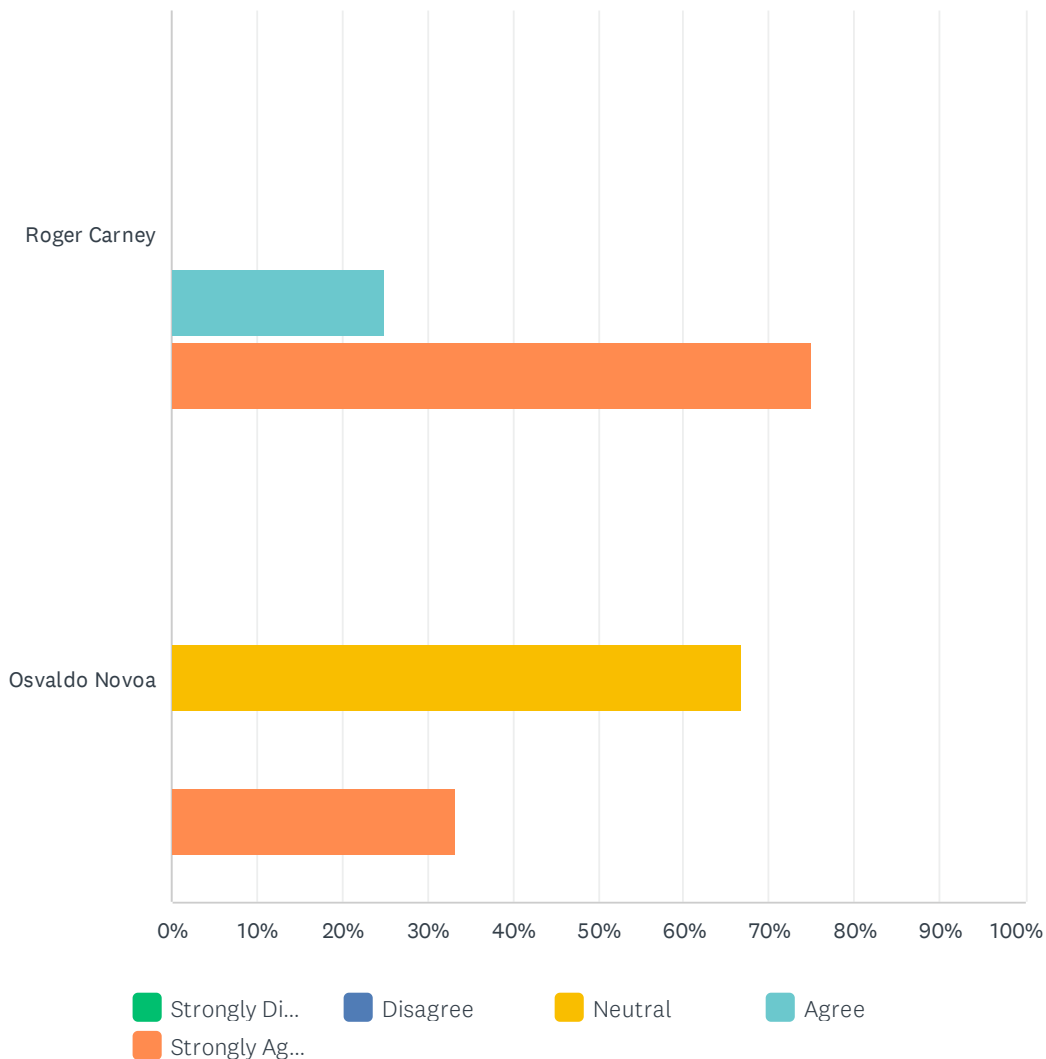
Q23 Comments:

Answered: 0 Skipped: 9

#	RESPONSES	DATE
	There are no responses.	

Q24 The Working Group leadership is able to seek and identify a diversity of views within the Working Group (Examples to consider when answering this survey question: Did the Working Group leadership assess and encourage representational balance? Identify and address “capture”? Determine when outreach is necessary to bring in additional views? Undertake this outreach when appropriate?)

Answered: 8 Skipped: 1



	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
Roger Carney	0.00% 0	0.00% 0	0.00% 0	25.00% 2	75.00% 6	8	4.75
Osvaldo Novoa	0.00% 0	0.00% 0	66.67% 2	0.00% 0	33.33% 1	3	3.67

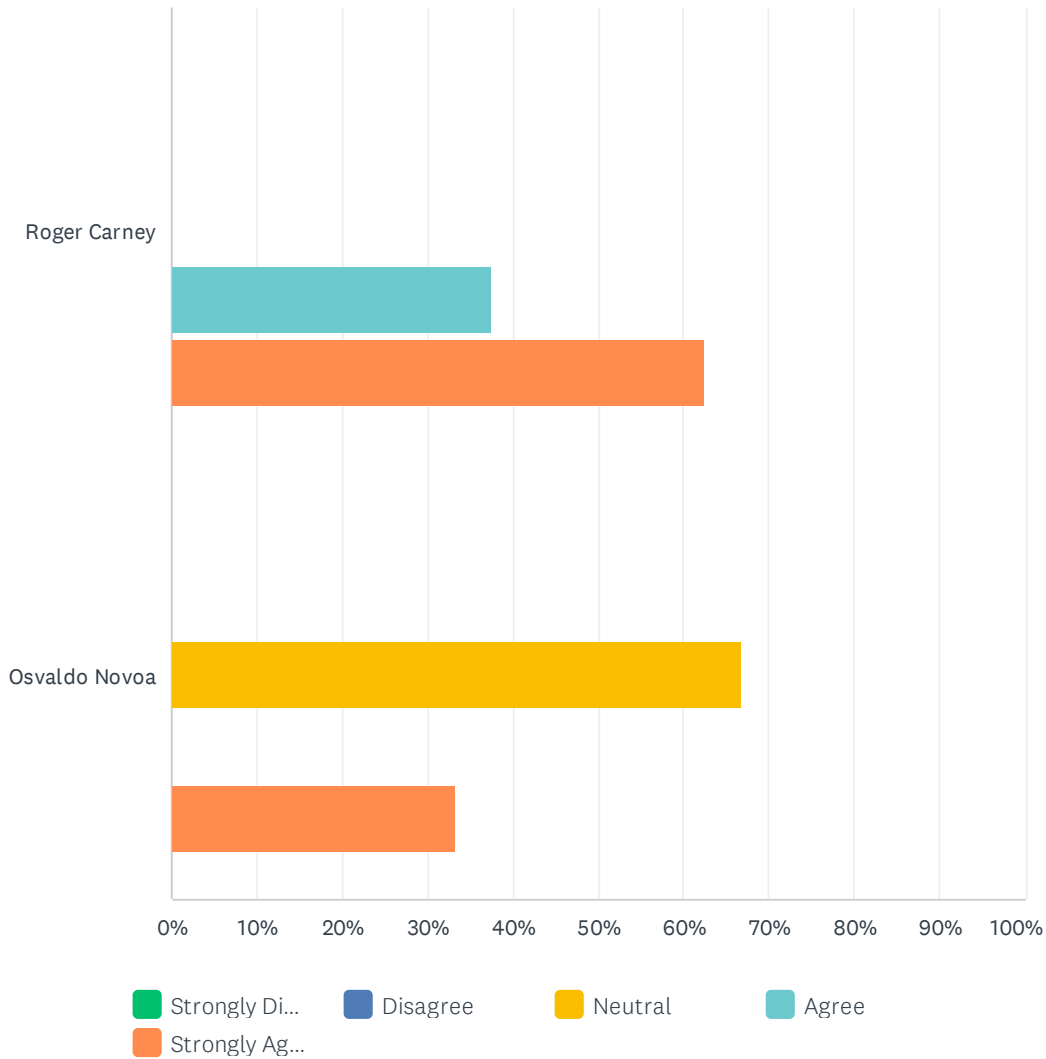
Q25 Comments:

Answered: 1 Skipped: 8

#	RESPONSES	DATE
1	Again and this goes for the other questions Osvaldo's role as a liaison was limited which I think is a good thing.	1/31/2024 9:03 AM

Q26 The Working Group leadership works to identify common ground among members as well as areas of divergence, consistent with the Standard Methodology for Making Decisions included in Section 3.6 of the GNSO Working Group Guidelines.

Answered: 8 Skipped: 1



	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
Roger Carney	0.00% 0	0.00% 0	0.00% 0	37.50% 3	62.50% 5	8	4.63
Osvaldo Nova	0.00% 0	0.00% 0	66.67% 2	0.00% 0	33.33% 1	3	3.67

Q27 Comments:

Answered: 1 Skipped: 8

#	RESPONSES	DATE
1	Maybe a little biased here :)	2/6/2024 4:55 PM

Q28 Please feel free to provide any additional feedback about your Working Group experience, any improvements that should be considered, or any other matter not covered elsewhere in this questionnaire.

Answered: 3 Skipped: 6

#	RESPONSES	DATE
1	I am not providing feedback on GNSO Liaison because I do not recall much interaction with him.	2/5/2024 5:20 PM
2	This is perhaps the best PDP process I have ever been a part of, and I've been part of plenty. Contention was handled professionally and effectively. Perhaps the topic of transfers is just "easier" than many other topics. Regardless, between the staff and Roger this was an excellent process.	1/31/2024 2:47 PM
3	This PDP is an example where ICANN ORG and the community excel and personally provide me with energy as opposed to the more politically loaded PDP's which act like a meat grinder.	1/31/2024 9:06 AM