Target: As objective, measurable and simple as possible.

In RoP

Just examples of Metrics

Outline of possible remediation actions but no specific order or details.

Minimum Participation Expectations:

1. For ALAC Members and Liaisons:

    1.1   Participation in ALAC conference calls
        1.1.1   75% participation as officially recorded at roll call
        1.1.2   In case of no participation, the member must send an apology
               prior to the meeting in 66% of the cases

        Rationale: Invitations to conference call are made well ahead and in
        most cases they are set-up to be held at the same day/time/hour. There
        should not be any excuses for not attending or sending an apology except
        in unforeseeable cases.

        Assuming that there are 12 conference calls per year (not counting face-
        to-face meetings), members are expected to attend to 9 of them and for
        the rest should make sure that for 2 out of 3 an apology is sent for the
        record. This last requirement will indicate that the member is reading the
        invitations and acting upon them. These requirements can be easily
        captured by staff.

        All requirements have been normalized so it does not matter if there were
        12, 9 or whatever number of meetings during the year.

        I recommend not to have any qualitative performance indicator for this is
        very hard to quantify and very subjective.

    1.2   Participating in ICANN face-to-face meetings
        1.2.1   At least two (2) meetings out of last three (3).

        Rationale: Face-to-face meetings enable a different kind of interaction
        than virtual meetings; participation should be encouraged.

    1.3   Voting regardless of voting type
        1.3.1   90% participation in vote calls made via email lists in one year.
        1.3.2   100% participation in vote calls made in face-to-face meetings for

those on the call.

1.3.3   90% for voting opportunities carried over.

Rationale: Members should cast their vote in at least 90% of vote calls sent to the email list regardless of vote types. Keeping track of who voted is relatively easy and will simplify the final ROP. The current ROP mentions various types of votes like for comments, accreditations, etc. The important thing is that the member participates in as many voting calls. Basically, the 90% requirement will catch any combination of vote types.

100% voting should be expected if participating in a face-to-face meeting. There should be no reason for not casting a vote.

1.4   ExCom and Liaison
1.4.1   At least 75% of scheduled meetings. Absence without prior apology should be rare.

Rationale: The ExCom is a small group and if decisions cannot be taken quickly with regional balance, it cannot function.

1.5   Participate in at least one or more Working Groups in a leadership position in a year
1.5.1   A Chair or co-Chair will be considered a Leadership position

Rationale: It should be expected from each ALAC member to lead a Working Group. By the way, for this to happen there should be at least 7 or more WGs active at any moment so this could be difficult to attain.

Will this apply to ALAC Leadership Team Members (i.e exCom members)?

1.6   All members should update their Statement of Interest at least twice a year or as required by the Chair

Rationale: This is just so we do not forget that SOI's are required and that they should be updated regularly. If there are no changes, it should say so and the date that it was updated. The chair can ask at the beginning of each ICANN meeting if everyone's SOI is up to date.

1.7   Mailing list posts and if practical, Wiki posts.

Rationale: A high number may not prove anything, but a low number may be worthy of further investigation.

2   For ALAC Liaisons and WG Chairs:

   2.2 Write monthly status reports indicating as a minimum issues and
       activities that the ALAC/At-Large need to focus on.
       2.2.1 100% reporting (i.e. every month until WG is dissolved or the
            member is no longer the Chair)
       2.2.2 As a minimum, if there is not significant activity in any given
            month, the monthly report should say so.

   Rationale: Asking to report monthly will be an indicator that the member is
actively involved.

Remediation:

1. Chair talks in private to the member and tries to rectify conduct.
   1.1.   If Chair is the one under expectations, Vice-Chair talks in private to
      the Chair to rectify conduct.
2. If this does not work, Chair (or if 1.1, the Vice-Chair) advices the respective
   RALO Chair
3. At this point the ALAC member under expectations and/or the ALAC Chair
   and/or the corresponding RALO Chair can request the help of the Ombudsman
   to help mediating in the conflict.
4. If #3 does not work or if the member is a Noncom appointee, no travel money
   should be allocated to the member until the case is resolved.
5. A special ALAC meeting is requested to discuss the possible removal of the
   ALAC member.
6. The ALAC member in question will be invited at the meeting in #5 to clarify
   any questions and/or present any position.
7. A secret vote by the ALAC membership will be held to decide the removal of
   the ALAC member.
8. If there is a vote for the removal of the current ALAC member, the
   corresponding RALO Chair will be notified at once of the results and a formal
   request for replacement generated.