ATRT2 Recommendation 3 Implementation
Board Performance and Work Practices
30 June 2015

Implementation 3 Timeline

May 2015
Publish Training
Materials
authorized for
posting

Recommendation 3 Implementation Description

Recommendation 3 states: The Board should conduct qualitative/quantitative studies to determine how the qualifications of Board candidate pools change over time and should regularly assess Directors' compensation levels against prevailing standards.

The implementation of this recommendation is partially tied to the implementation of Recommendations 1 & 2.

In order to evaluate the qualifications of Board candidates over time, a Board self-assessment questionnaire was developed. It will be completed by new Board members when they join the Board. This questionnaire has been completed by current Board Members and will provide a base for assessment. The training material from the Full Board Training session provided on April 24th has been published on https://www.icann.org/resources/pages/training-materials-2015-06-09-en in May 2015.

Status of Deliverables

	Responsible	Due Date
Develop a Board self assessment questionnaire	Staff	✔
Ensure that the Board completes self-assessment questionnaire	Staff	✔
Develop Post Training Skills Assessment	Staff	✔
Operationalize regular assessment of Directors' Compensation	Staff	✔
Recommendation Complete/Operationalized	Staff	✔

✔ Complete
Planned/In Process
Behind schedule, expected to recover within original plan
Behind schedule, original plan to be adjusted

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Project Status

This project had both short term and long term components. ICANN staff mapped out specific tasks, milestones, deliverables and dependencies to implement all aspects of the ATRT2 Rec 3. The following short term improvements have been realized:

-The Board self-assessment questionnaire has been developed and completed.

In addition, note that the process for benchmarking Directors' compensation has been operationalized for several years. Since 2009, the Board has regularly directed staff to carry-out studies on ICANN Board members' compensation and approved the appointment of an Independent Valuation Expert to advise the Board regarding compensation arrangements. (See https://features.icann.org/2009-09-30-study-icann-board-compensation and https://www.icann.org/resources/board-material/minutes-2010-02-04-en).

The initial efforts lead first to approving compensation for the Board Chair in August 2010 (See https://features.icann.org/2011-08-25-process-steps-consideration-board-remuneration). This effort was followed up by the approval of compensation for the other Board members in December 2011, following ATRT1 Recommendation 5 (See https://features.icann.org/2011-12-08-atrt-recommendation-5-board-compensation).

The most recent benchmarking of Board member compensation took place during the first half of 2014, as identified in the July 2014 resolution on Board compensation (See https://www.icann.org/resources/board-material/resolutions-2014-07-30-en#2.b). The independent valuation report on Board compensation that lead to this resolution was posted for public comment on 30 April 2014. (See https://www.icann.org/en/system/files/files/board-compensation-considerations-30apr14-en.pdf.) As indicated in this Report, the commitment is to review Board member compensation regularly, and the current plan anticipates every two years, if feasible and practical.

Implementation Notes

The timeline for this process is closely tied to the work on Recommendations Nos. 1 and 2, and sufficient work needs to be completed in implementing those recommendations so that the timeline for this work is not impacted. All three Recommendations (Nos. 1, 2 and 3) are being worked on by the same cross-functional team, which will help with the integration of these implementation efforts. Note that the assessment of the Board candidate pool is limited to the successful candidates, as access to information about the qualifications for all unsuccessful candidates is not available for this purpose.

Outside of the execution of the tasks for Recommendation Nos. 1 and 2, there is nothing else that needs to be completed for this Recommendation No. 3.

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