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

Implementation 3 Timeline

December 2015

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. This questionnaire has been completed by all current Board Members and will be completed by new Board members when they join the Board. These individual questionnaires will help identify and propose tailor-made training programs for individual Board members, as well as inform any general training for the full Board that might be beneficial.

Staff is working on putting in place a development/ongoing training program aimed at building new skills and knowledge among the Board to enhance performance of Board members in specific areas of expertise

Additionally, as per recommendations 1 & 2, a first set of KPIs to evaluate the effectiveness of the Board's improvement efforts has been developed and will be prepared to be implemented and operationalized.

The tracking and analysis of these metrics over time will help to measure progress and identify areas needing adjustment, as part of ICANN's continuous improvement effort.

Status of Deliverables

	Responsible	Re-plan Date	Original 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		✔
Measurement of training efficiency along with other relevant means (set of KPIs) to be an ongoing effort once the project is operationalized in July 2015	Staff	Dec 2015	June 2015
Recommendation Complete/Operationalized	Staff	Dec 2015	June 2015

✔ 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 by each Board member. Newcomers to the Board complete this questionnaire immediately upon appointment.
- KPIs based on best practices in non-profit public benefit corporations have been developed and will be regularly reviewed and evaluated by Board Governance Committee (BGC).

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

This process is closely tied to the work on Recommendations Nos. 1 and 2, and 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.

To the extent there is non-confidential information relating to Board member candidates available, it can be found through links on the ICANN Nominating Committee page at https://www.icann.org/resources/pages/nomcom-2013-12-13-en.

Outside of the execution of the tasks for Recommendation Nos. 1 and 2, impacting directly Recommendation N° 3, there is nothing else that needs to be completed for this Recommendation.

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