

ICANN At-Large: Perspectives of Volunteer turnover

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ITEMS International

Draft Review of the ICANN At-Large Community

- Report includes many largely unattributed comments implying that At-Large is largely staff by a largely unchanging group of volunteers who hold onto power, not allowing other people to participate.

- Report and recommendations seem to accept comments propose solutions to the perceived problem.
- No question that such perceptions are not good.
 - And must be countered
- But perceptions not always reality.

Study of all ALAC and RALO Positions

- All ALAC Members
- All RALO leaders (although not all are routinely travel funded as implied in report)
- All Liaisons to ICANN AC/SOs and the Board (when that position existed)
- All ALAC Delegates to the Nominating Committees

Liaisons

| Given | Name Surname | Lisiao | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 |
|------------|----------------|--------|------|------|------|------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | | | | | | | | | | | | | | | | | |
| Thomas | Roessler | GNSO | GNSO | GNSO | | | | | | | | | | | | | |
| Bret | Fausett | GNSO | | | GNSO | GNSO | | | | | | | | | | | |
| Alan | Greenberg | GNSO | | | | | GNSO | GNSO | GNSO | GNSO | GNSO | GNSO | GNSO | GNSO | | | |
| Cheryl | Langdon-Orr | GNSO | | | | | | | | | | | | | GNSO | | GNSO |
| Olivier | Crepin-Leblond | GNSO | | | | | | | | | | | | | GNSO | GNSO | |
| Siavash | Shahshahani | ccNSO | | | | | ccNSO | | | | | | | | | | |
| Jacqueline | Morris | ccNSO | | | | | | ccNSO | | | | | | | | | |
| Rudi | Vansnick | ccNSO | | | | | | | ccNSO | ccNSO | | | | | | | |
| Cheryl | Langdon-Orr | ccNSO | | | | | | | | | ccNSO | ccNSO | ccNSO | | | | |
| Maureen | Hilyard | ccNSO | | | | | | | | | | | | ccNSO | ccNSO | ccNSO | ccNSO |
| Robert | Guerra | SSAC | | | | | | SSAC | SSAC | | | | | | | | |
| Patrick | Vande Walle | SSAC | | | | | | | | SSAC | SSAC | | | | | | |
| Julie | Hammer | SSAC | | | | | | | | | | SSAC | SSAC | SSAC | SSAC | SSAC | SSAC |
| Yrjo | Lansipuro | GAC | | | | | | | | | | | | | | GAC | GAC |
| Roberto | Gaetano | Board | Brd | Brd | Brd | Brd | | | | | | | | | | | |
| Vitorio | Bertola | Board | | | | | Brd | | | | | | | | | | |
| Wendy | Seltzer | Board | | | | | | Brd | Brd | | | | | | | | |
| Vanda | Scartezini | Board | | | | | | | | Brd | | | | | | | |

Nominating Committee Delegates

| Given | Name Surname | Region | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 |
|-----------------|------------------------|--------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| | | | | | | | | | | | | | | | | |
| Didier | Kasole | AF | | | | | | | | | | | | | | |
| Simbo | Ntiro | AF | AF | AF | | | | | | | | | | | | |
| Mohamed | El Fatih El Tigani Ali | AF | | | AF | AF | | | | | | | | | | |
| Khaled | Koubaa | AF | | | | | AF | AF | | | | | | | | |
| Yaovi | Atahoun | AF | | | | | | | AF | AF | | | | | | |
| Mohamed | El Bashir | AF | | | | | | | | | AF | AF | | | | |
| Fatimata | Seye Sylla | AF | | | | | | | | | | | AF | AF | | |
| Dave | Kissoondoyal | AF | | | | | | | | | | | | | AF | AF |
| Pavan | Dugal | AP | AP | | | | | | | | | | | | | |
| Adam | Peake | AP | | AP | | | | | | | | | | | | |
| Madanmohan | Rao | AP | | | AP | AP | | | | | | | | | | |
| Karaitiana | Taiuru | AP | | | | | AP | | | | | | | | | |
| Hong | Xue | AP | | | | | | AP | AP | | | | | | | |
| V.C. | Vivekanandan | AP | | | | | | | | AP | | | | | | |
| Siranush | Vardanyan | AP | | | | | | | | | AP | AP | | | | |
| Satish | Babu | AP | | | | | | | | | | | AP | AP | | |
| Amir | Qayyum | AP | | | | | | | | | | | | | AP | AP |
| Christian | Ahlert | EU | | | | | | | | | | | | | | |
| Jeanette | Hofmann | EU | EU | EU | | | | | | | | | | | | |
| Wolfgang | Kleinwaechter | EU | | | EU | EU | | | | | | | | | | |
| Desiree | Miloshevic | EU | | | | | EU | EU | | | | | | | | |
| Olivier | Crepin-Leblond | EU | | | | | | | EU | | | | | | | |
| Yrjo | Lansipuro | EU | | | | | | | | EU | EU | | | EU | EU | |
| Veronica | Cretu | EU | | | | | | | | | | EU | EU | | | |
| Sandra | Hoferichter | EU | | | | | | | | | | | | | | EU |
| Leopoldo | Brandt | LAC | | | | | | | | | | | | | | |
| Jose Luis | Barzallo | LAC | LAC | | | | | | | | | | | | | |
| Jose Ovidio | Salgueiro | LAC | | LAC | LAC | | | | LAC | LAC | | | | | | LAC |
| Sebastian | Ricciardi | LAC | | | | LAC | | | | | | | | | | |
| Matias Altamira | Gigena | LAC | | | | | LAC | LAC | | | | | | | | |
| Jacqueline | Morris | LAC | | | | | | | | | LAC | | | | | |
| Vanda | Scartezini | LAC | | | | | | | | | | LAC | LAC | | | |
| Sylvia | Herlein Leite | LAC | | | | | | | | | | | | LAC | LAC | |
| Bret | Fausett | NA | | | | | | | | | | | | | | |
| Alan | Davidson | NA | NA | NA | | | | | | | | | | | | |
| Michael | Froomkin | NA | | | NA | NA | | | | | | | | | | |
| Ross | Rader | NA | | | | | NA | NA | | | | | | | | |
| Eduardo | Diaz | NA | | | | | | | NA | NA | | | | | NA | NA |
| Glenn | McKnight | NA | | | | | | | | | NA | NA | | | | |
| Louis | Houle | NA | | | | | | | | | | | NA | NA | | |

Statistics

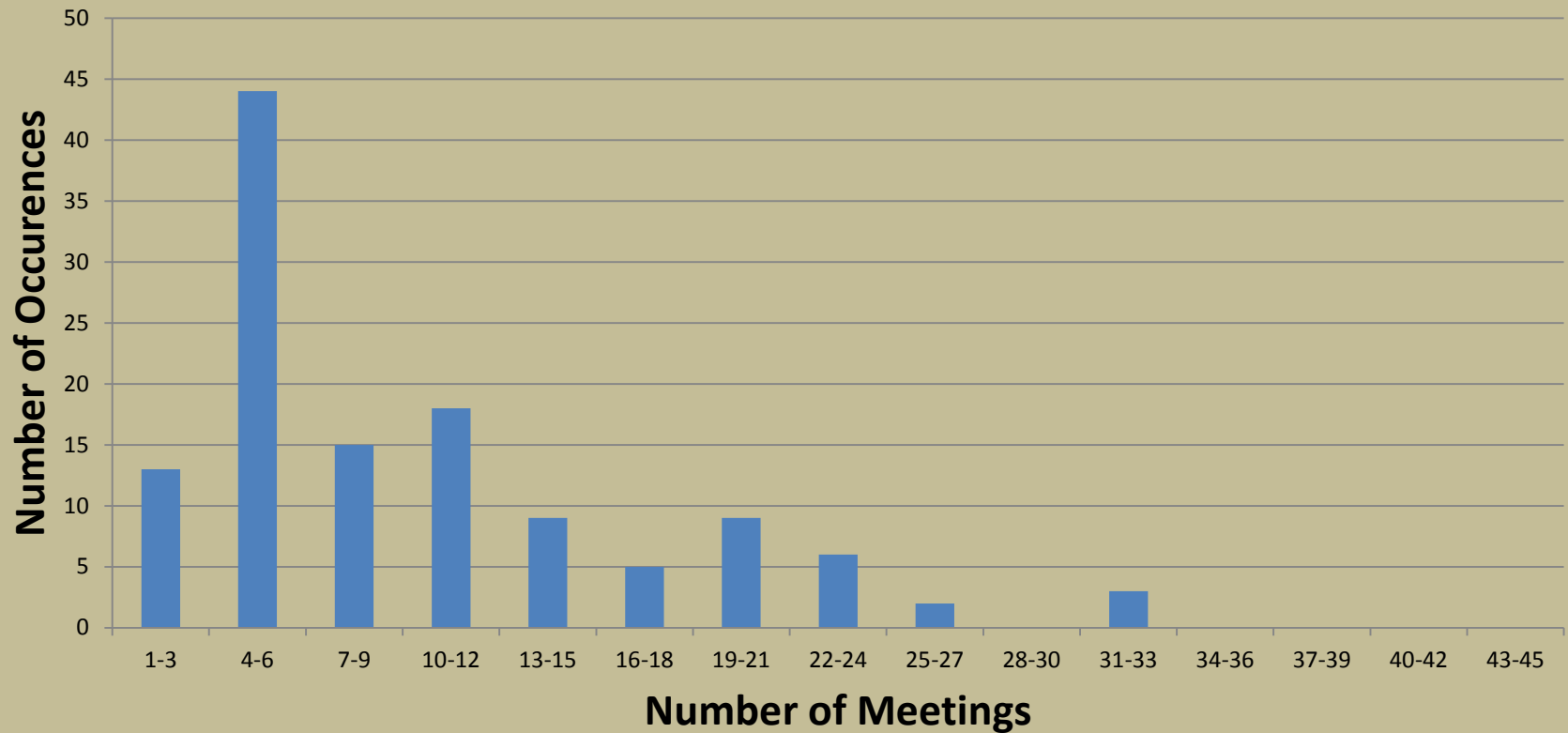
- 15 years
- About 35-40 positions last 10 years (ALAC Members, RALO Leaders, Liaison, NomCom Delegates)
- 124 people

Typical Term length (presuming all contiguous)

| | 2003-2017 | | 2007-2017 | |
|---------|-----------|-------|-----------|-------|
| | Meetings | Years | Meetings | Years |
| Average | 10.6 | 3.5 | 10.0 | 3.3 |
| Median | 8.0 | 2.7 | 6.0 | 2 |

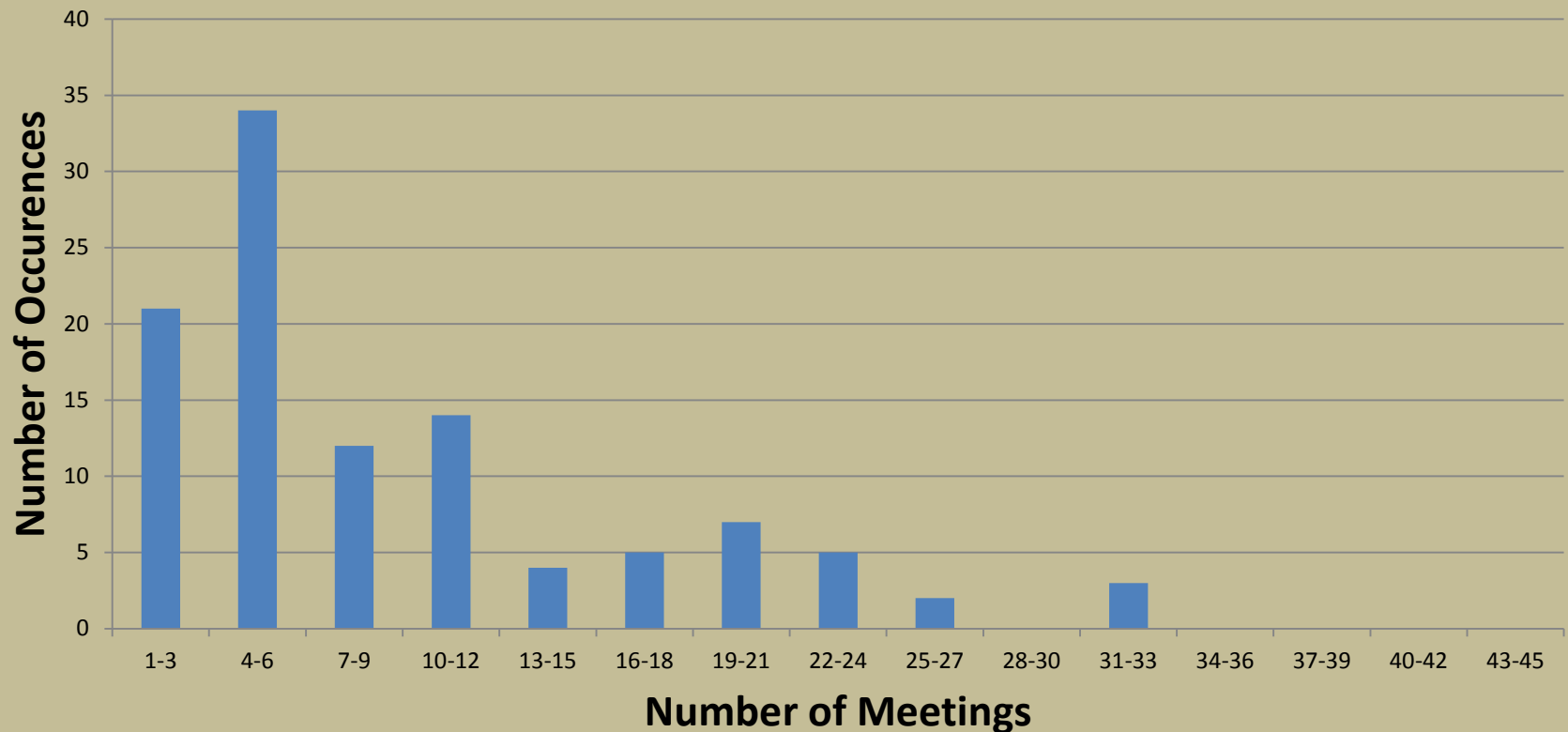
Distribution of Terms

Total At-Large Appointments - 2003-2017
(Not necessarily contiguous)



Distribution of Terms (Current ALAC)

Total At-Large Appointments - 2007-2017
(Not necessarily contiguous)



Issues

- People stay too long
 - Sometimes!
 - But gather experience allowing them to take on new tasks
 - A lot of what we do needs perspective
- Rotate jobs among friends
 - Sometimes
 - But not that often
- Is travel an issue?
 - Yes, but for most, not for the “Fun”. It is what primes the pump.
 - Perception of travel perks an issue
 - Often people will not volunteer to work unless first appointed to a travelling slot.
 - refuse to join remote participation WGs

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