

NomCom Review Implementation Planning Team

Progress Report as of: 9-Nov-2018

Overview:

The NomCom Review Implementation Planning Team (IPT) is responsible for assessing the feasibility of the independent examiner's recommendations, and for developing an initial implementation plan.

In all, twenty-seven (27) recommendations were made by the independent examiner in its final report. It was agreed by the NomCom Review IPT that all recommendations made in the report be included for implementation consideration.

Wiki Page: [NomCom Implementation Planning Phase](#)

NomCom IPT Co-Chairs: Tom Barrett, Cheryl Langdon-Orr

Section I: Participation

IPT members:

14

Volunteer participation rate:



49%

Plenary meetings: 11

Volunteer meeting time (hrs): 102.25

Section II: IPT Progress (total)



75%

Towards full consensus on 27 recommendations

Section III: IPT Progress (breakdown by category)

Require community input and changes to ICANN Bylaws/NomCom Charter:

ICANN Charter, NomCom Charter 22% of total effort



- 7 NomCom members, except for leadership positions, should serve two-year terms, and be limited to a maximum of two terms.
- 8 Maintain the current size of NomCom.
- 9 All NomCom members should be fully participating and voting members, except for NomCom leadership.
- 10 Representation on the NomCom should be re-balanced immediately and then be reviewed every five years.
- 11 The senior staff member supporting NomCom should be accountable to and report to the office of the CEO.
- 17 Maintain current diversity requirements for NomCom appointees.

Accountability & Transparency 26% of total effort



- 12 NomCom leadership should have input on the NomCom budget and staffing resources.
- 14 Formalize communication between the NomCom and the Board, SOs/ACs, and the PTI Board in order to understand needed competencies and experience.
- 15 The NomCom should publish detailed job descriptions for Board, SO/AC, and PTI Board positions. The job descriptions, in combination with specific needed competencies identified each year by the NomCom, should form the basis for recruiting and evaluation efforts.
- 16 Implement and codify a system for providing feedback to the NomCom regarding the contributions and participation of members up for reappointment by the NomCom.
- 24 An empowered body of current and former NomCom members should be formed to ensure greater continuity across NomComs, and in particular, to suggest and assist in implementing changes to NomCom processes.
- 25 Inform assessments of the NomCom by assessing the performance of the Board.
- 27 Provide clarity on desire for independent directors and designate three specific seats for "Independent Directors."

Require NomCom action:

Recruitment of NomCom Nominees 18.5% of total effort



- 5 A professional recruiting consultant should continue to be involved in the role of identifying potential Board candidates. The role of the role of the recruiting consultant should be clarified and published.
- 18 Publish a candidate communication schedule and codify a communication process with candidates.
- 19 ICANN staff and the recruiting consultant, along with NomCom members, should leverage the detailed job description and desired competencies and experience to develop a develop a marketing plan to better target prospective candidates.
- 23 The NomCom should publish additional data on the candidate pool and the recruiting source of candidates.
- 26 ICANN should investigate advancing its nominations process into a Leadership Development function.

NomCom Skills & Training 15% of total effort



- 1 Formalize a job description for NomCom members that emphasizes diversity and independence, and provide that description to SOs/ACs.
- 2 Implement and formalize training to further NomCom members' understanding of the roles and responsibilities of Board directors and the practices of high-performing Boards at other nonprofit organizations.
- 3 Implement and formalize training for NomCom leadership to further their understanding to further their understanding of their roles, authority, and responsibilities, and confirm or appoint the next Chair earlier in the cycle.
- 4 Formalize training for NomCom members in the candidate evaluation process.

Assessment 18.5% of total effort



- 6 A professional evaluation consultant should continue to be involved in the evaluation process for Board candidates. The role of the evaluation consultant should be clarified and published.
- 13 Publish a "Process Diagram" and codify key elements of the NomCom process. Each year, the NomCom should be required to highlight and explain process changes to the ICANN community in an open session.
- 20 The evaluation consultant should undertake a preliminary screen of all Board candidates and provide blinded assessments to the NomCom to assist the NomCom with reducing the pool of candidates to the deep-dive shortlist.
- 21 The NomCom should use a standardized tool to evaluate and prioritize candidates, based on desired competencies and experience as determined annually. This tool will not replace qualitative assessments of candidates.
- 22 The NomCom should provide consistent interview questions and an interviewer evaluation form for the candidates interviewed during the deepdive phase and the final face-to-face interviews.

NomCom Review Implementation Planning Team

Progress Report as of: 14 September 2018

#	Recommendation	1st Run-Through (50% = complete)	2nd Run-Through (25% = complete)	Full Consensus (25% = complete)	Total % Complete	Category % Complete
NomCom Skills & Training					Category Weight:	15%
1	Formalize a job description for NomCom members that emphasizes diversity and independence, and provide that description to the SOs/ACs.	50%	25%	0%	75%	75%
2	Implement and formalize training to further NomCom members' understanding of the roles and responsibilities of Board directors and the practices of high-performing Boards at other nonprofit organizations.	50%	25%	0%	75%	
3	Implement and formalize training for NomCom leadership to further their understanding of their roles, authority, and responsibilities, and confirm or appoint the next Chair earlier in the cycle.	50%	25%	0%	75%	
4	Formalize training for NomCom members in the candidate evaluation process.	50%	25%	0%	75%	
Recruitment of NomCom Nominees					Category Weight:	18.5%
5	A professional recruiting consultant should continue to be involved in the role of identifying potential Board candidates. The role of the recruiting consultant should be clarified and published.	50%	25%	0%	75%	75%
18	Publish a candidate communication schedule and codify a communication process with candidates.	50%	25%	0%	75%	
19	ICANN staff and the recruiting consultant, along with NomCom members, should leverage the detailed job description and desired competencies and experience to develop a marketing plan to better target prospective candidates.	50%	25%	0%	75%	
23	The NomCom should publish additional data on the candidate pool and the recruiting source of candidates.	50%	25%	0%	75%	
26	ICANN should investigate advancing its nominations process into a Leadership Development function.	50%	25%	0%	75%	
Assessment					Category Weight:	18.5%
6	A professional evaluation consultant should continue to be involved in the evaluation process for Board candidates. The role of the evaluation consultant should be clarified and published.	50%	25%	0%	75%	75%
13	Publish a "Process Diagram" and codify key elements of the NomCom process. Each year, the NomCom should be required to highlight and explain process changes to the ICANN community in an open session.	50%	25%	0%	75%	
20	The evaluation consultant should undertake a preliminary screen of all Board candidates and provide blinded assessments to the NomCom to assist the NomCom with reducing the pool of candidates to the deep-dive shortlist.	50%	25%	0%	75%	
21	The NomCom should use a standardized tool to evaluate and prioritize candidates, based on desired competencies and experience as determined annually. This tool will not replace qualitative assessments of candidates.	50%	25%	0%	75%	
22	The NomCom should provide consistent interview questions and an interviewer evaluation form for the candidates interviewed during the deepdive phase and the final face-to-face interviews.	50%	25%	0%	75%	
ICANN Charter, NomCom Charter					Category Weight:	22%
7	NomCom members, except for leadership positions, should serve two-year terms, and be limited to a maximum of two terms.	50%	25%	0%	75%	75%
8	Maintain the current size of NomCom.	50%	25%	0%	75%	
9	All NomCom members should be fully participating and voting members, except for NomCom leadership.	50%	25%	0%	75%	
10	Representation on the NomCom should be re-balanced immediately and then be reviewed every five years.	50%	25%	0%	75%	
11	The senior staff member supporting NomCom should be accountable to and report to the office of the CEO.	50%	25%	0%	75%	
17	Maintain current diversity requirements for NomCom appointees.	50%	25%	0%	75%	
Accountability & Transparency					Category Weight:	26%
12	NomCom leadership should have input on the NomCom budget and staffing resources.	50%	25%	0%	75%	75%
14	Formalize communication between the NomCom and the Board, SOs/ACs, and the PTI Board in order to understand needed competencies and experience.	50%	25%	0%	75%	
15	The NomCom should publish detailed job descriptions for Board, SO/AC, and PTI Board positions. The job descriptions, in combination with specific needed competencies identified each year by the NomCom, should form the basis for recruiting and evaluation efforts.	50%	25%	0%	75%	
16	Implement and codify a system for providing feedback to the NomCom regarding the contributions and participation of members up for reappointment by the NomCom.	50%	25%	0%	75%	
24	An empowered body of current and former NomCom members should be formed to ensure greater continuity across NomComs, and in particular, to suggest and assist in implementing changes to NomCom processes.	50%	25%	0%	75%	
25	Inform assessments of the NomCom by assessing the performance of the Board.	50%	25%	0%	75%	
27	Provide clarity on desire for independent directors and designate three specific seats for "Independent Directors."	50%	25%	0%	75%	