

## **2017-2018 Nominating Committee Report**

### **1. Timetable**

- Call for Nominations opened: Friday, 27 October 2017
- Nominations period closed: Friday, 15 December 2017 at 15:00 UTC
- Nominations Committee deliberations ended: Friday, 26 January 2018
- Candidate slate announced. Petitions period opens: Friday, 2 February 2018
- Deadline for receipt of Petitions: Friday, 16 February 2018 at 15:00 UTC
- Deadline for receipt Petition signatures: Friday, 23 February 2018 15:00 UTC
- Final candidate slate announced: Monday, 26 February 2018
- Elections start date: Ballots posted, Voting opens: Thursday, 8 March 2018

### **2. Summary**

**Total applications received: 26**

Regional distribution:

Africa: 7  
Asia Pacific: 1  
Europe: 4  
Latin America and Caribbean: 6  
North America: 8

Gender distribution:

Female: 3  
Male: 23

The Nominations Committee chose a slate of 3 candidates for each election slate.

One nominee, Stefano Trumpy, was added to the Chapters slate after he launched a successful petition. Therefore, the final slates consist of 3 candidates for the Organization Members election, and 4 candidates for the Chapters election.

The final slates are as follows. The candidates for each election slate are listed in alphabetical order by last name.

#### **Organizations (one seat available)**

- Tejpal Bedi
- Róbert Kisteleki
- Robert Pepper

#### **Chapters (one seat available)**

- Walid Al-Saqaf
- Matthew Rantanen
- Stefano Trumpy
- Roberto Zambrana

### 3. Composition of the 2017-2018 Nominating Committee

Name (alphabetical order)	Country
Nadira Alaraj	Palestine
Kathy Brown non-voting, ex-officio	ISOC CEO
Olga Cavalli, Chair	ISOC BoT Argentina
Glenn Deen	USA
Glenn McKnight	ISOC BoT Canada
Maryleana Mendez	Costa Rica
Desiree Miloshevic	ISOC BoT Serbia
Barrack Otieno	ISOC Kenya
Harish Pillay	ISOC BoT - Did not participate
Sean Turner	ISOC BoT USA
Tom Walsh	USA
Russ White	USA

### 4. Selection process

Eighteen candidates were shortlisted for interviews based on their suitability to serve as determined by the board criteria. 16 interviews were done as two candidates declined or not responded to the invitation.

### 5. Criteria for rating the candidates for the interviews

Nomcom used the following criteria for rating the candidates:

#### Interests and skills

1. Professional knowledge and skills needed by the board
2. Background, experience and skills that the candidate could bring to Board
3. Proven interest in ISOC mission
4. Knowledge and understanding of ISOC work
5. Connections in the community (internet, regulatory, industry, new entrants, education)
7. Cross cultural understanding
8. Good appreciation of internet issues (technical, policy, political)
9. Previous board experience or board training

#### Personal qualities and leadership

1. Ability to listen
2. Ability to express ideas and opinions clearly
3. Ability to effectively hold a balanced conversation (neither refraining nor monopolizing)
4. Positive presence and sense of humor
5. Ability to ask right, appropriate questions
6. Understanding of the time commitment and ability to participate on a regular basis in the boards work

Other strong points, including diversity, demographic, etc.
Potential Concerns

## 6. Interview Questions

The Nominating committee used the following questions during the interviews:

- 1) Please tell us about your background, and experience – especially the skills and experience you could bring to Board.
- 2) Have you ever worked on a team that was truly global multi-national? [Have you ever led a team of diverse cultural backgrounds? What worked and what didn't?]
- 3) What is your vision of the internet Society?
- 4) Thinking about the Internet Society, what do you see as the strengths and weaknesses of it? What sorts of challenges might arise in the future?
- 5) How do you think your past affiliations might influence your role as a Trustee?
- 6) You have indicated a preference to stand for:
  - a. chapters, what role do you feel should Chapters play within the Internet Society and the Internet Society's area of influence?
  - b. organizations, what role do you feel that the Organizational Members should play within the Internet Society and the Internet Society's area of influence?
  - c. You have indicated a willingness to stand for either chapters/organizations, do you wish to comment on the roles filled by Chapters and Organizational Members within the Internet Society and the Internet Society's area of influence?
- 10) The board has a significant time commitment and can involve periods of frequent committee meetings and travels. How does that level of time commitment sound to you? How will you make the time commitments of the Board fit your current schedule?
- 11) The NOMCOM timeline and process summarized by NomCom Chair
- 12) Do you have any questions of us?
- 13) Do any others of the NOMCOM have questions?

## 7. Recommendations

**Regarding the Committee's role to promote nominations:**

- Increase efforts by future Nominations Committees to encourage nominations by women and persons from Asia-Pacific.
- Establish a process for the current year's Nominations Committee to recommend nominees to the succeeding year's Committee - particularly those nominees who showed merit in the process but were not selected in order to limit the number of candidates on the slates.

**Regarding changes to the nominations process and tools:**

- Require nominees to apply for one election or the other: "Chapters" or "Organization Members." Remove "Either" as a choice on the form.
- Revise the questions on the online nominee reviewing tool. Questions, as currently worded, are confusing.
- Use tool to tabulate votes; suggest something similar to what the Board uses when selecting officers.

- Publicity and promotion: There could be a special budget for promotional tools, short videos of existing members about the value of being a board member, in different languages.
- Outreach to various groups: Woman on Boards, BoardMatch and professional organizations that have databases of good candidates (ie. Linked In to consider ways and means to reach out to various equity groups)
- Tools for evaluation.

**Regarding the changes to the petitions process:**

- Restrict support to petition from members of the community but not from the petitioner.