

**Comments from the ISPCP –  
Independent review of the ICANN Nominating Committee  
Draft Final Report  
07 May 2018**

The ISPCP constituency welcomes the opportunity to comment on the Draft final report of the second review team of the ICANN Nominating Committee (NomCom).

The report contains a total of 26 recommendations.

**Regarding the main recommendations contained in the report, the ISPCP supports these recommendations with the specific additional comments below:**

- *Implementing training for NomCom members on Board governance, leadership, and candidate interviewing and evaluating techniques.*

These initiatives were already put in place by the most recent committee. The ISPCP supports introducing it in a systematic way, while keeping in mind that NomCom members are volunteers fulfilling their role in addition to their day to day work.

- *Extending NomCom members' term to two years and allowing all non-leadership members to vote.*

While understanding the rationale for non-voting members, the ISPCP believes that the current system creates more difficulties than necessary. The non-voting members can have the feeling to be second category members, and on the other side the fact that those members are not time limited can result to an over influence.

The ISPCP supports the proposal to allow all members to vote with the same time limitation as other members.

Regarding the duration of the mandate, the ISPCP agrees that a two years mandate will allow for more continuity in the process. Regarding the limitation on the number of mandates, the ISPCP believes that limiting to two mandates over a life time is excessive and unnecessary. The ISPCP would prefer to insert a period (like today), where a member cannot be reappointed.

- *Rebalancing the NomCom to more accurately reflect the larger ICANN community.*

The ISPCP agrees that NomCom should be reflecting the current ICANN organization.

- *Codifying NomCom processes and formalizing job descriptions for both NomCom members and appointees.*

Every NomCom seems to start from scratch to define their operating procedures. The result is time consuming for NomCom members, and this lack of "institutional memory" is a potential source for inefficiencies.

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A form of continuity through a 3 years cycle within the leadership team with the Chair elect, Chair and associate Chair is an option, but is not something at this stage that was institutionalized. Other, or additional options could also be explored without introducing too much complexity in the system.

- *Developing standardized evaluation approaches to make recruiting and evaluation processes more consistent.*

The ISPCP wants to point out that ICANN is a very unique organization in its mission and functioning. A standardized evaluation approach doesn't mean this recruiting evaluation approach shouldn't be adapted to ICANN specificities.

- *Clarifying the desire for and definition of independent Board directors.*

The ISPCP supports this proposal but is not convinced that "hardcoding" the designation of three specific seats for "Independent Directors" as proposed in recommendation 26 would help or even improve the overall quality of the Board.

## **Regarding the other recommendations contained in the report, the ISPCP supports:**

Recommendation 1 (Formalize a job description for NomCom members that emphasizes diversity and independence and provide that description to the SO/ACs.).

Recommendation 3 (Implement and formalize training for NomCom leadership to further their understanding of their roles, authority, and responsibilities, and confirm or appoint next Chair earlier in the cycle).

Recommendation 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).

Recommendation 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).

Recommendation 11 (The senior staff member supporting NomCom should be accountable to and report to the office of the CEO).

Recommendation 14 (Formalize communication between the NomCom and the Board, SO/ACs, and the PTI Board in order to understand needed competencies and experience).

Recommendation 15 (The NomCom should continue the practice of publishing detailed job descriptions for the 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).