

## Report of the Internet Society 2020-21 Nominating Committee

George Sadowsky, Chair

March 12, 2021

The purpose of the ISOC Nominating Committee is to identify a slate of qualified candidates for consideration and potential election to the Board.

The Nominating Committee consisted of the following individuals

Walid Al-Saqaf  
Richard Barnes  
Olga Cavalli  
Mike Godwin  
Patrick McManus (non-Board)  
Amir Qayyum (non-Board)  
George Sadowsky (chair) >

Olga Cavalli resigned from the Committee after she had evaluated the candidates and submitted her rankings, but before the initial slates were decided. Her rankings were available to the committee during the slate selection process.

The call for nominations was announced on the ISOC web site, CircleID, and through private mailing from, *inter alia*, members of the committee. The text of the announcement was available on the ISOC web site in English, French, and Spanish.

We received a total of 22 nominations, 9 for the Organizational member slate and 13 for the Chapters slate. Nominations were received from all continents except Australia and Antarctica. The great majority of applications were from men.

Our ultimate goal was to form slates from which two candidates could be selected from the organization slate and one person could be selected from the chapter slate. From the 22 original nominations we selected 13 as plausible Board members. Two nominees withdrew from the pool, and we interviewed the rest via Zoom.

The interviews were timed so that we would spend up to one half hour with each nominee and then spend up to 10 minutes privately discussing the nominee. We concentrated on the same subject areas for each nominee to provide an initial basis for comparison among the nominees. Interviews were recorded so that committee members who were not able to participate in a live interview could review it online *ex post*.

Members of the committee each ranked the nominees. We met to discuss these rankings, and we selected four persons for the organization slate and five members for the chapter slate. The rankings were sufficiently similar, so that the process was relatively easy to execute. We relied on discussion and rough consensus as our operating tools; we did not engage in voting.

There were two petition candidates, one for each slate. The organization petition candidate received no support, whereas the petition candidate for chapters, Glenn McKnight, received adequate support from chapter representatives and was added to that slate.

The final election slates were publicly announced on March 8, 2021. They are, for the chapters slate (in alphabetical order):

Leiska Evanson  
Luis Martinez  
Glenn McKnight  
Rao Naveed Bin Rais  
Muhammad Shabbir  
Niels ten Oever

The organization slate consisted of (in alphabetical order):

Paul Ebersman  
Robert Pepper  
Wei Wang  
Heather West

The committee has the following comments to make regarding the process:

1. The existing computer tools for evaluation were judged to be somewhat rigid and limiting, and they were abandoned in favor of using Google spreadsheets as needed. Confidentiality was protected by a long obscure URL and an access control list.
2. Two non-Board individuals indicated a willingness to be members of the Committee. We recommend researching possible strategies to encourage more from the pool of 50,000+ individual members to volunteer in future Committees."
3. Specific material relating to candidate assessment erased after the initial slates decided. No copies were retained.
4. The nominee response for both slates were not extensive, especially for the organization slate. It was disappointing that there seemed to be little interest in these positions.

5. Based upon our experience, the current recruiting techniques combined with the Board advice to the committee regarding gender and geographic equality is unlikely to produce significant diversity on the Board. The length of the nominations period should be extended, and the process of announcing the process should be reviewed. Recruitment expertise should be sought and contracted for to assist the process.
6. Petition candidates should first be vetted by the Nominating Committee for qualifications before entering the petitions process.
7. The support that we received from the liaison staff member, Kevin Craemer, was uniformly excellent.