ICANN

2004 Nominating Committee
Final Report

PURPOSE OF THIS REPORT

The purpose of the 2004 ICANN Nominating Committee's Final Report is to provide a clear, transparent, and well-documented account of the background, design, motivation and execution of the Nominating Committee's 2004 selection process.

By describing what authorized the Committee and what, why, how, and when the Nominating Committee carried out its activities, the report is also intended to encourage future understanding of and participation in Nominating Committee selection processes, and to convey useful information and tools to future Nominating Committees.

In order to protect the privacy of the candidates who allowed themselves to be considered by the Nominating Committee, statistical summaries are used in lieu of personally identifiable candidate data.

The 2004 Nominating Committee was fortunate to be able to draw on the work of the inaugural committee in 2003, and this report reflects both this year's process and the effort to establish standard procedures and precedents for the future.

This Final Report of the Nominating Committee has been prepared by Jean-Jacques Damlamian, the Chair for 2004, with assistance from Pindar Wong, Associate Chair, and Linda Wilson, Former Chair/Advisor.

This Final Report is also presented as a Tribute to Hans Kraaijenbrink, ICANN Board Member 1998-2003, Member of ICANN Evolution and Reform Committee 2000-2002, and 2004 Nominating Committee Chair-Designate until his untimely death.

Table of Contents

1. Executive Summary

This Final Report describes:

- positions which the NomCom was charged to fill
- final results of NomCom's work, along with summary statistical information about the candidate pool
- key issues addressed by NomCom
- recommendations for future NomComs.

A set of Appendices archives a wealth of documentation and information produced by the 2004 NomCom, integrating all the information produced by the NomCom 2003 that has been useful again this year. These appendices thus provide a very useful basis for the next NomCom and for the planned review of the NomCom process.

The Appendices include:

- background of the Nominating Committee
- composition of the 2004 NomCom
- process and methodology of the 2004 NomCom
- supporting documents, e.g. Formal Call to invite candidates, charge to Subcommittee on Conflict of Interest, Frequently Asked Questions (FAQs) etc.

This 2004 Final Report comes in 3 different versions with exactly the same content:
- Version N°1 is intended for people who wish to read the document on-line and makes extensive use of hyperlinks to the ICANN website
- Version N°2 is intended for people who wish to read the document off-line and makes extensive user of hyperlinks to Adobe Portable Document Format (PDF) documents.
- Version N°3 is intended to be downloaded for printing and consists of a single comprehensive and self-consistent Adobe Portable Document Format (PDF) document. This version of the report will be presented to ICANN for archival purposes.

2. Positions NomCom was Charged to Fill

For the 2004 year, NomCom was charged to fill the following positions, including nine seats on four different bodies.

- **ICANN Board of Directors (3 seats)**

3 year terms – conclusion of Annual Meeting 2004 to conclusion of Annual Meeting 2007

Figure 1 – Board Structure
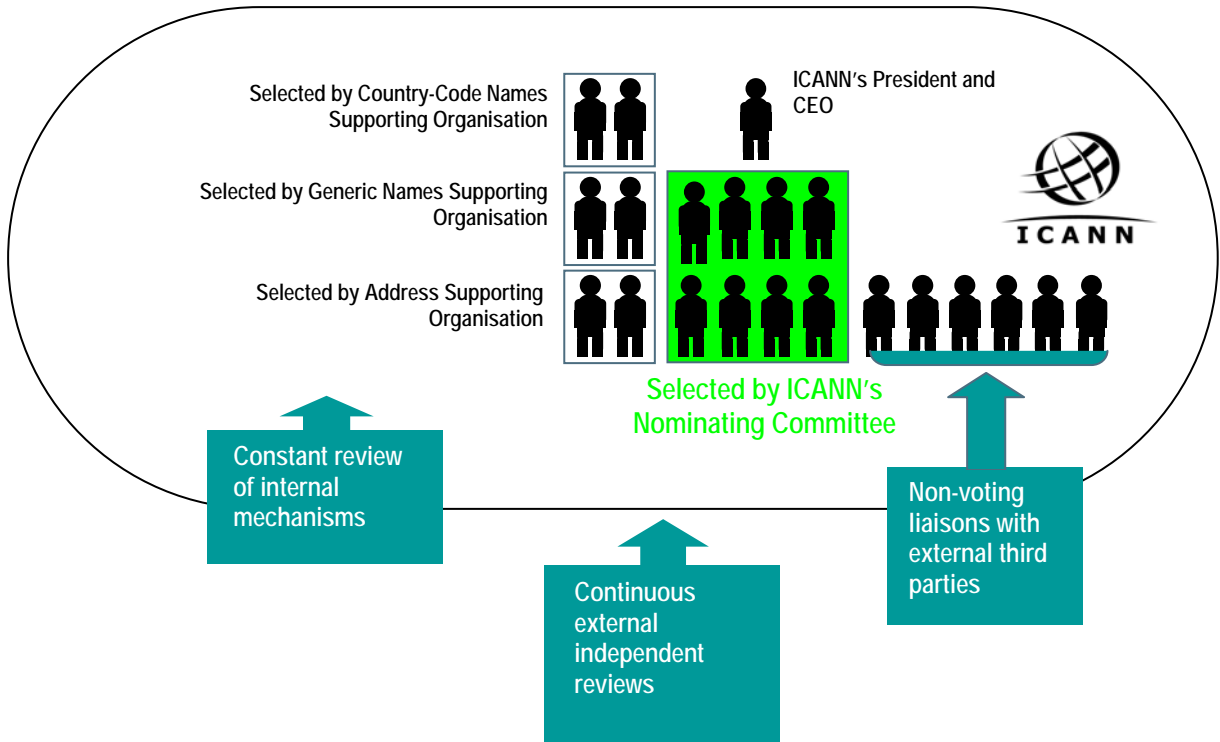
- **GNSO Council Members (1 seat)**

2 year term – conclusion of Annual Meeting 2004 to conclusion of Annual Meeting 2006

Figure 2 – GNSO Council Structure
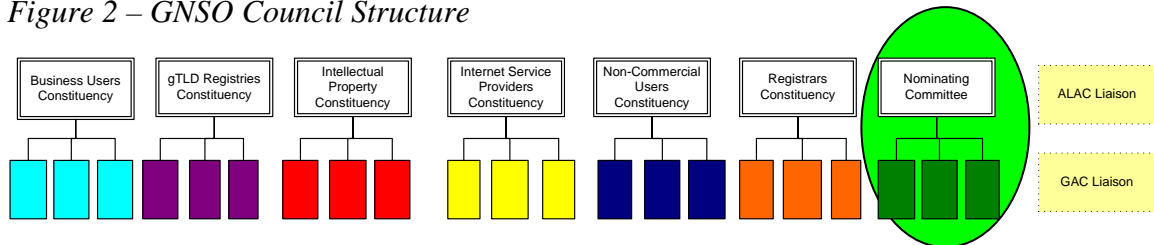
- **Interim ALAC Members (2 seats, designated to Europe and North America regions)**

2 year terms – conclusion of Annual Meeting 2004 to conclusion of Annual Meeting 2006

Figure 3 – Interim ALAC Structure
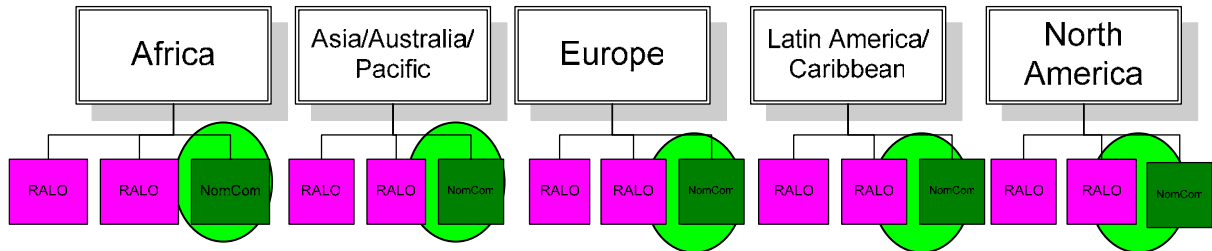
- **ccNSO Council Members (3 seats)**

The ICANN Bylaws require 3 year terms for ccNSO Council members. As this was the first NomCom selection after formation of the Council, the terms of the three nominees were staggered, as follows, in order to effect the transition:

1 year term – conclusion of Annual Meeting 2004 to conclusion of Annual Meeting 2005

2 year term – conclusion of Annual Meeting 2004 to conclusion of Annual Meeting 2006

3 year term – conclusion of Annual Meeting 2004 to conclusion of Annual Meeting 2007

Figure 4 – ccNSO Council Structure
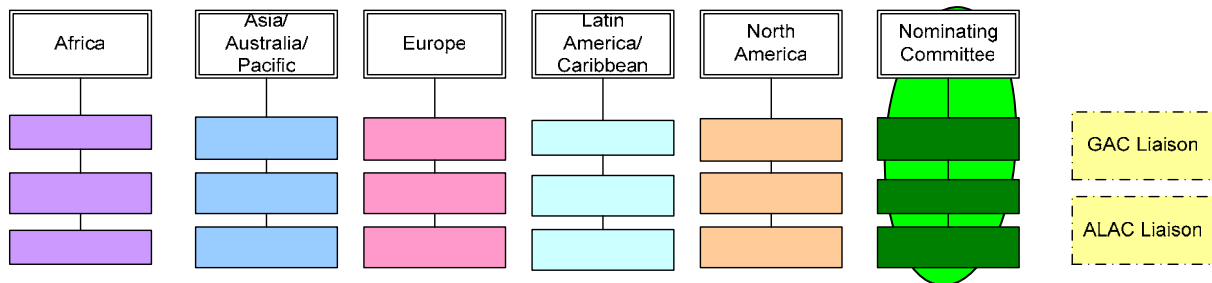
3. Results and Summary Statistics

3.1 Selected Nominees

Slate 1: The ICANN Board

3 Terms: Conclusion of 2004 Annual Meeting to conclusion of 2007 Annual Meeting

Vinton Cerf   (USA – North America)
Joichi Ito   (Japan – Asia/Australia/Pacific)
Vanda Scartezini   (Brazil – Latin America/Caribbean)

Slate 2: The GNSO Council

1 Term: From conclusion of Annual Meeting 2004 to conclusion of Annual Meeting 2006

Maureen Cubberley   (Canada – North America)

Slate 3: The Interim At Large Advisory Committee (ALAC)

2 Terms: From conclusion of Annual Meeting 2004 to conclusion of Annual Meeting 2006

Roberto Gaetano   (Italy-Europe)
Jean Armour Polly   (USA – North America)

Slate 4: The ccNSO Council

Term: From conclusion of Annual Meeting 2004 to conclusion of Annual Meeting 2005

Yassin Mshana   (Tanzania – Africa)

Term: From conclusion of Annual Meeting 2004 to conclusion of Annual Meeting 2006

Eva Frölich   (Sweden – Europe)

Term: From conclusion of Annual Meeting 2004 to conclusion of Annual meeting 2007

Charles Shaban   (Jordan – Asia/Australia/Pacific)

3.2 Summary Statistics

Total Number of Candidates: 84
Total Number of Recommendations: 102

Region	Distribution of Candidates	Distribution of Nominees
Africa	11%	11%
Asia/Australia/Pacific	24%	22%
Europe	29%	22%
Latin America/Caribbean Islands	10%	11%
North America	26%	33%
Total	**100%**	**100%**

Gender Distribution	Candidates	Nominees
Male	74%	56%
Female	26%	44%
Total	**100%**	**100%**

Citizenship of Candidates

34 Countries: Argentina, Armenia, Australia, Bangladesh, Belgium, Brazil, Canada, China, Congo, France, Germany, Hong Kong S.A.R, India, Italy, Japan, Jordan, Kenya, Mauritius, Morocco, New Zealand, Nigeria, Pakistan, Peru, Philippines, Portugal, Serbia and Montenegro, Singapore, Spain, Sudan, Sweden, Tanzania, Trinidad and Tobago, UK, USA.

Citizenship of Selected Nominees:

8 Countries: Brazil, Canada, Italy, Japan, Jordan, Sweden, Tanzania, USA.

Recommendations Received
Total Number of Recommendations: 102

4.   Key Issues Addressed

4.1 Matters on which NomCom reached consensus easily

- Confidentiality of candidates' identity and information obtained about them;
- Confidentiality of NomCom discussions;
- Code of Ethics;
- Importance of Diversity (gender, geographic, cultural, etc.);
- Members' role in recruiting and evaluating candidates;
- Selection of consultant for due diligence work;
- NomCom Procedures.

4.1.1   Confidentiality: Balancing Openness and Privacy

The 2004 NomCom reviewed the 2003 NomCom Report of its discussion and resolution of how best to balance (1) the principles of openness and transparency and (2) respect for the privacy and confidentiality of the candidates to encourage participation in the NomCom selection process by candidates from all cultures and geographic regions. (See http://www.icann.org/committees/nom-comm/NomCom2003-FinalReport.pdf.)

The 2004 NomCom concurred with the 2003 NomCom rationale and consensus for keeping confidential the identity of candidates and its discussions of them, and for otherwise providing maximum openness and transparency by publishing on the NomCom webpage (http://www.icann.org/committees/nom-comm/) information about the NomCom members, the criteria and other selection factors, and the NomCom's Charge, Code of Ethics, Conflict of Interest rules, Procedures for review and evaluation, Charge to its Subcommittee on Conflicts of Interest, Work-plan/Timeline, and final slate of selected Nominees.

The 2004 NomCom made one modification in its requirements for confidentiality of candidate identity. To support the recruiting efforts of future NomComs, NomCom 2004 invited all candidates to grant permission to the NomCom Chair to retain their names and contact information so that they could be individually notified of future NomCom invitations for Statements of Interest and Recommendations for candidacy. The posted NomCom Procedures include this modification.

4.1.2   Code of Ethics

The 2004 NomCom, like its predecessor, gave careful attention early in its work to adopting a Code of Ethics, including handling of conflicts of interest. (http://www.icann.org/committees/nom-comm/ethics-2004.html)

Consensus was reached quickly for adopting the 2003 Code of Ethics with minor modification to make explicit in the language of the Code what had been the 2003 practice of applying the Code of Ethics for any and all ICANN staff engaged in supporting the NomCom work, to any and all consultants who may be retained by the Committee to assist any phase of its work, as well as to NomCom members. All members, staff, and consultant of both the 2003 and 2004 NomComs individually signed the Code of Ethics.

The 2004 NomCom also incorporated one provision of the 2003 Operating Procedures into the Code of Ethics. The provision stipulated that participation on the NomCom is limited to the NomCom member, and cannot include a NomCom member's assistant, other staff or proxy.

4.1.3   Importance of Diversity (gender, geographic, cultural)

The goal of achieving diversity in its selections of Nominees received early consensus and sustained effort. Key challenges were understood to be increasing gender diversity and geographic diversity. The 2004 NomCom also focused special effort in widespread outreach to announce the NomCom Call for Statements of Interest and Recommendations and in vigorous recruiting of potential candidates. These efforts yielded a candidate pool with increased diversity and a final set of Nominee slates that are more diverse than those the 2003 NomCom selected.

4.1.4   Members' role in recruiting and evaluating candidates

The 2004 NomCom adopted its predecessor's commitment for NomCom members to devote substantial effort in the outreach, recruiting, and evaluation stages of NomCom's work. (See http://www.icann.org/committees/nom-comm/procedures-18jun04.htm). Each NomCom member was expected to identify potential candidates and to recruit several to the candidate pool.

The NomCom member's role thereafter, however, was to contribute additional information about candidates he/she recruited, but not to serve as these candidates' champion.

All 2004 NomCom members, like their predecessors, were charged to become thoroughly familiar with all the candidates and to gain objective perspective on them through discussion with other members in subcommittees. In this way, the NomCom members prepared themselves for the challenging task of creating Nominee slates, for each position type, that fulfill the criteria, eligibility requirements, additional considerations relevant to the positions, and diversity objectives, and that take into due consideration the characteristics of continuing members and members newly elected through the Supporting Organization/constituency based processes.

4.1.5   Selection of consultant for due diligence work

In the course of its discussion of how NomCom members should address the NomCom responsibilities, the 2004 NomCom considered the various ways an external consultant could assist the work and the potential advantages that might be gained.

The experience of its predecessor alerted the NomCom to the need for external assistance in the final due diligence review undertaken to authenticate information provided by the Nominees and check for any factors that might later adversely affect ICANN's actual or perceived integrity if they were seated in the positions.

The 2004 NomCom also considered engaging external consultant assistance in recruiting and in reference taking, but like its predecessor, chose to handle the recruiting and reference taking tasks itself and to engage the consultant only for the final due diligence.

It should be noted, however, that the outreach, recruiting, reference taking, and evaluation tasks consume considerable time and effort, and can be underestimated, especially by new members of the NomCom. The 2004 NomCom found itself pressed for time, especially in the period between the deadline for submission of Statements of Interest and the final face-to-face meeting. This is the period during which references are acquired, candidate information analysed and discussed, and each candidate's potential contributions must be considered in the light of the characteristics of the continuing and new members of the ICANN leadership groups.

Given that NomCom members are volunteers and have competing obligations for their time and effort, it is essential that adequate time be allotted for each stage in the NomCom process. Fundamental to that planning is the prompt establishment of the membership of each NomCom, early and thorough orientation of the members, and judicious focus of effort on the most challenging responsibilities.

Strong staff support and further use of external consulting assistance offer ways to distribute the burden and enhance the alignment of NomCom members' talents and experience with the tasks to which they bring the most value. Future NomCom Chairs may profit from periodic reconsideration of the distribution of tasks among members, staff, and external consultants.

4.1.6   NomCom Procedures

The 2004 NomCom discussed the 2003 NomCom Procedures and then adopted them with very little change. (See http://www.icann.org/committees/nom-comm/procedures-18jun04.htm.)

The modifications included;
 (1) minor changes in the Code of Ethics mentioned in section 4.1.2 above;
 (2) expansion of NomCom's scope work to include the selection of Nominees for three positions with staggered terms on the newly established ccNSO Council;

(3) new language to include ccNSO among the entities for which recruitment consultation is expected and to describe the role of the ccNSO Council members;

(4) amplification of the description of responsibilities of NomCom members, and encouragement, but not requirement for NomCom members' to attend face-to-face meetings in person, and commitment for reimbursement of expenses for travel to face-to-face meetings in accordance with ICANN policy;

(5) adjustment in the confidentiality terms described in section 4.1.1 above;

(6) a statement, immediately after the presentation of the Bylaws selection criteria, of the NomCom's understanding that the gender, ethnic, religious, and other forms of diversity are included within the term "cultural diversity" used in criterion 3.

In addition minor editorial changes were made to improve the text and key terminology and to align dates with the 2004 work schedule.

Given the considerable effort on development of the NomCom Procedures by the 2003 NomCom, the necessity for only minor adjustments by 2004 NomCom, and the effectiveness of these Procedures in both years, future NomComs could profitably adopt these existing Procedures and concentrate their effort on outreach, recruiting, evaluation, and selection of Nominees.

4.2 Matters That Required More Discussion

- The implications of dual pathways for recruiting and selection for ICANN leadership roles
  - Eligibility to participate in both pathways
  - Same or different criteria for selection of ALAC Nominees
  - Interpretation of term "aggregate" in Bylaw Criterion 4
- Eligibility of individuals currently serving in NomCom selected positions for candidacy for Nomcom selected positions in different ICANN bodies
- Continuity versus change in composition of ICANN leadership groups
- Procedures for handling conflicts of interest with regard to participation in discussion and voting

4.2.1 The implications of dual pathways for recruiting and selection for ICANN leadership roles

The NomCom explored in the abstract and in its discussion of candidates the similarities of and differences between the NomCom and Supporting Organization/constituency-based selection processes. The NomCom fully understood its role as a broadly based committee, reflecting public, private, institutional, and individual interests, and charged to select individuals who are broad in outlook, individually and as a group, and not beholden to any particular interests.

The NomCom recognized that the Bylaws' six criteria for Directors applied to candidates in both selection pathways. The NomCom easily understood that these six criteria for Directors were also intended to be applied for all NomCom selected positions in the

Supporting Organizations. (www.icann.org/committees/evol-reform/blueprint-20jun02.htm).

Three questions, however, arose:
a) Are candidates eligible for selection via both pathways in the **same selection cycle?**
b) Should the same or different criteria be applied in the NomCom selection of At Large Advisory Committee members?
c) Does the term "aggregate" in Bylaws Article VI Section 2, paragraph 2 and Section 3, criterion 4 mean that NomCom must select Nominees **each of whom brings expertise in all of the areas** mentioned or does that term mean that the leadership body **as a whole should include these areas of expertise**? (www.icann.org/general/archive-bylaws/bylaws-19apr04.htm)

The 2004 NomCom followed the 2003 NomCom practices in its handling of these three questions, but first reviewed the relevant Bylaws and discussed the matters carefully.

A) Regarding eligibility for selection by both pathways in the same selection cycle:

The two ICANN selection pathways have been designed to complement each other and to complete their work at different times in the year. NomCom's deadline for identifying its Director Nominees occurs after the Supporting Organizations' selection of Directors has been completed. This staggered timing allows the NomCom to fulfill its responsibility to make complementary and balancing choices by taking into consideration both the composition of continuing members and those newly selected by the Supporting Organizations.

Some 2004 NomCom members, potential candidates, and others initially were uncertain about whether an individual could choose to participate in both pathways in the same selection cycle. The Bylaws set forth several eligibility requirements in addition to the criteria for selection, but place no restrictions on participation in both pathways in the same cycle. NomCom also recognized that multi-talented individuals are likely to be able to serve well in a variety of ICANN roles.

Some NomCom members expressed sensitivity to the potential for the appearance of NomCom interference in the Supporting Organizations' role to select Directors reflective of Supporting Organization perspectives, if NomCom were to select a candidate passed over in the Supporting Organization pathway. The NomCom recognized, however, that all Directors, whether selected by NomCom or by Supporting Organizations, are charged in the Article VI, Section 7 of the Bylaws to "serve as individuals who have the duty to act in what they reasonably believe are the best interests of ICANN and not as representatives of the entity that selected them, their employers, or any other organizations or constituencies."

The 2004 NomCom therefore chose to focus first and foremost on candidates' meeting the requirement to place the public interest ahead of any particular interests, on their qualifications and their potential to contribute to the construction of a highly effective body that is diverse in perspectives, expertise, and geographic region citizenship, given the qualifications and regional representation of continuing and newly selected members of that body. The NomCom did not consider participation in the Supporting Organization selection pathway in the same cycle, or previous cycles, as either an advantage or disadvantage.

NomCom did note however that some of the technical expertise requirements in Article VI Section 3, criterion 4 track most closely with the Supporting Organizations areas of concern, and that persons with the other identified areas of required expertise were more likely to be recruited via the NomCom process than by the Supporting Organization processes.

B. Regarding the criteria for NomCom selection of Interim At Large Advisory Committee members:

The 2003 and 2004 NomComs used the same criteria for both the Interim ALAC positions and the other positions. The legislative history of the ICANN Evolution and Reform that led to the current ICANN structure and current Bylaws make clear that the same criteria were to be used for both NomCom and the Supporting Organizations for Directors, and that these criteria were also to be used by NomCom for its Nominees to the Supporting Organization Councils. The underlying logic carried forward for the NomCom selections for the Interim ALAC.

The NomCom in 2003 and again in 2004, however, understood that additional considerations were advisable in selecting Nominees to participate in the Interim ALAC's dual role: (1) to consider and provide advice on the activities of ICANN, insofar as they relate to the interests of individual users, and (2) to work, in conjunction with the Regional At Large Organizations (RALOs), to coordinate a variety of activities to achieve two-way communication between members of At Large Structures and those involved in ICANN decision-making, so that interested individuals can share their views on pending ICANN issues.

The NomCom also recognized that until the RALOs have all been formed, the Interim ALAC members would play a part in the formation and qualification of At Large Structures and RALOs.

The NomCom's Formal Call for Statements of Interest and Recommendations described the Interim ALAC roles, and in addition to the criteria applicable to all NomCom selected positions, stated the following additional considerations as relevant in selection of NomCom Nominees for the ALAC:

> "experience and skills that bear on gathering, understanding, and communicating the interests of individual users would be advantageous.

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Perspectives not otherwise reflected in the existing Interim ALAC membership would be advantageous. NomCom's selections for Interim ALAC are intended to diversify the skill and experience sets of the Interim ALAC, including in such areas as group decision-making. Over time these NomCom selections present an opportunity to connect with the interests of individual users from all categories."

Succinct statements about the roles, qualifications, and terms of each of the positions were also created to assist in recruiting candidates.

Given the evolving status of the Interim ALAC, until the RALOs are all formed and accredited, each NomCom should take careful heed of the Interim ALAC's statement regarding its key challenges and opportunities and adapt its recruiting and selection to be appropriately responsive.

C. Regarding whether the term "aggregate" in the Bylaws Article VI means that NomCom must select Nominees **each** of whom brings expertise in all of the areas identified or means that the leadership body **as a whole** should include these areas of expense:

This fundamental question surfaced at various times during the course of the NomCom's work. The relevant sections of Bylaws Article VI are given below:

(www.icann.org/general/archive-bylaws/bylaws-19apr04.htm)

Article VI, Section 2. "In carrying out its responsibilities to fill Seats 1 through 8, the Nominating Committee shall seek to ensure that the ICANN Board is composed of members who in the aggregate display diversity in geography, culture, skills, experience, and perspective, by applying the criteria set forth in Section 3 of this Article"

Article VI, Section 3, criterion 4: "Persons who, in the aggregate, have personal familiarity with the operation of gTLD registries and registrars; with ccTLD registries; with IP address registries; with Internet technical standards and protocols; with policy-development procedures, legal traditions, and the public interest; and with the broad range of business, individual, academic, and non-commercial users of the Internet;

The question of interpretation of the term "aggregate" arose as the NomCom began its work and was confronted again as NomCom members reviewed the various kinds of expertise candidates presented and considered how much weight to give to technical expertise in contrast to expertise in other required areas.

In its announced and posted Procedures for 2004, NomCom explained its charge to balance the representative selection of other Directors and positions and to ensure that ICANN can benefit from participants of the highest integrity and capability who place public interest ahead of any particular special interests. It

also made it clear that it would choose persons who are, or commit themselves to becoming, knowledgeable about the environment in which ICANN operates.

NomCom recruited vigorously for candidates of high integrity and capability across the various identified skill/experience sets, recognizing that high talent was needed in all the areas and realizing that to achieve its goal it would need to give full consideration to both candidates deeply talented in one or two areas and candidates who were multi-talented in several areas. Candidates were all required to submit Statements of Interest that identified whether and how they fulfilled the specific criteria set forth in the Bylaws.

The NomCom also followed the 2003 NomCom's decision to recognize past ICANN service contributions as a source of knowledge about candidates' potential effectiveness in the roles to be filled, but not to consider absence of past service contribution as a disqualifying factor. .

NomCom requested and received information about the key challenges and opportunities facing ICANN as a whole and facing the individual leadership groups. NomCom also reviewed the characteristics of the continuing members of these groups so that its own selections could be complementary to them.

In its final discussions and selection of candidates NomCom again reviewed this question of whether individual candidates or the group as a whole had to meet all aspects of the criterion in Bylaws Article VI.. The NomCom took very seriously its responsibilities to implement ICANN's Core Values to seek and support broad, informed participation reflecting the functional, geographic, and cultural diversity of the Internet at all levels of policy development and decision-making.

NomCom found most reasonable the interpretation that the Bylaws criteria were to be met by the group **as a whole**, not individually by each member of the group. NomCom therefore made its final selection with a holistic approach.

Future NomComs at the beginning of their work should concentrate on very thorough orientation and careful study by all members to ensure full understanding of its responsibilities, the Bylaw requirements and the basis for them. In this way the full benefit of the breadth of perspective intended in the NomCom can be gained within faithful adherence to the governing Bylaws, and well-informed and prepared members can be confident and vigorous recruiters and conscientious evaluators and decision-makers.

4.2.2 Eligibility of individuals <u>currently serving unexpiring terms in NomCom selected positions</u> for candidacy for NomCom selected positions in <u>different</u> ICANN bodies.

The 2004 NomCom considered three questions related to eligibility of individuals currently serving in NomCom-selected positions for candidacy for NomCom selected positions:

1. Is an individual currently serving in a NomCom selected position, whose term is NOT expiring, eligible for NomCom selection to serve in a different NomCom selected position?

   Example 1: May NomCom select a current NomCom member of ALAC, whose term is not expiring, to serve in the following year on the GNSO Council? on the ccNSO Council? on the Board ?

   Example 2: May NomCom select a current NomCom member of the GNSO Council, whose term is not expiring, to serve the following year on the ccNSO Council? on the ALAC? on the Board?

2. Is an individual currently serving in a NomCom selected position, whose term has not expired, eligible for NomCom selection to fill a vacancy in a NomCom selected position, in the same ICANN leadership body or in a different leadership body?

   Example 1: May NomCom select a current NomCom member of ALAC, whose term is not expiring, to fill a vacancy on the GNSO Council, on the ccNSO Council? on the Board?

   Example 2: May NomCom select a current NomCom member of the Board whose term expires in 2005 to fill a vacancy in a Board position with a term expiring in 2006?

3. If NomCom is permitted to select an individual currently serving in a NomCom selected position before his/her term in that position is completed, may that indvidual hold both positions simultaneously, or must the individual resign from the current position to take on the new position?

The NomCom reviewed an analysis of what the Bylaws provide regarding these questions and considered a set of relevant factors. (See below for these details.)

The NomCom concluded that there are no generic or standard answers to the above questions. Rather, the NomCom will need to consider the matter, case-by-case, while referring to what the ICANN Bylaws provide regarding these questions.

The NomCom also accepted the recommendation from the Chair, Associate Chair, and Former Chair/Advisor that:

a) NomCom should refrain from independently imposing additional requirements or limitations on eligibility, and

b) Where NomCom discovers that additional requirement or limitations are needed to ensure its objectives or the integrity of the Nominating Committee's role and functioning, it should submit a proposal to the Board for modification of the Bylaws so that such additional requirements and limitations on eligibility are imposed after opportunity for the ICANN community to consider and comment on them.

What Bylaws Provide regarding these Questions:

1. The Bylaws provide that:

   a) Each NomCom (i) fills the NomCom selected positions for which the terms expire at the annual meeting at the end of its term of office and (ii) fills any vacancies that occur in NomCom selected positions during the NomCom's term of office. (See Article VII on NomCom.)

   b) Neither NomCom nor the Supporting Organizations may select any individual to serve simultaneously on the Board, or as a liaison to the Board, and as a member of a Supporting Organization Council. (See Bylaws Article VI, Section 4, paragraph 2.)

   c) If a person serving as a Supporting Organization Council member or liaison to the Council is <u>nominated</u> for the position of Director, he/she must not participate in any discussion of, or vote by, the Supporting Organization Council relating to selection of Directors until the Supporting Organization Council has selected the full complement of Directors it is responsible for selecting. (The constituency group or other group or entity that selected the person may select a replacement for purposes of the Council's selection process.) (See Article VI, Section 4, paragraph 2.)

2. The Bylaws permit members of the leadership bodies to resign from their positions, whether they were selected by NomCom or by other pathways, (See Articles describing each of these leadership bodies.)

3. The Bylaws permit the GNSO Council, the ccNSO Council, the At Large Advisory Committee, and the Governmental Advisory Committee to send liaisons or observers to each other's meetings as a way to develop mutual understanding, assistance, and advice on issues under consideration. The Bylaws do <u>not</u> place restrictions on who may be selected to serve in such liaison or observer roles on these bodies, but as noted above, members and liaisons to the supporting organizations may not simultaneously serve as a member of the Board or as a liaison to the Board (See Articles describing each of these entities for a description of liaisons/observers).

Relevant Factors to Consider:

   1. Each NomCom is expected to be effective in fulfilling its responsibility to recruit a strong pool of candidates, to follow the criteria, eligibility factors, and additional considerations set forth in the Bylaws, and to make wise selections from the candidate pool to fill the slates of positions with those who best fulfill the objectives of the Nominating Committee in ICANN's dual selection structure.

   2. NomCom is also charged to take into consideration the composition of continuing membership of the leadership bodies for which it makes selection. In addition NomCom considers the challenges and issues facing the ICANN,

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the ICANN constituencies, and the Internet community. The ICANN website makes transparent the challenges and issues and the composition of each of the leadership bodies so that this information is available to those recommending potential candidates and those considering the submission of a statement of interest.

3. NomCom members themselves are charged to place the broad public interest of the global Internet community ahead of any particular interests of any employer, constituency, organization or group.

4. NomCom members use their knowledge of the perspectives of the diverse ICANN constituencies, but act with independence from their constituencies as NomCom works to derive consensus on its slates of selected nominees.

5. The Bylaws stipulate specific terms and term limits for the positions in the ICANN leadership bodies to provide for a balance between continuity and change in leadership. These provisions regarding term limits provide a degree of flexibility to NomCom in choosing whether or not to renew the term of an individual in a NomCom selected position.

6. A significant time commitment is involved in participation in these leadership groups, and schedule conflicts can occur. It may therefore be difficult to serve simultaneously on a Supporting Organization Council and as a liaison to either another Supporting Organization Council or the At Large Advisory Committee. Individual capacity to handle multiple roles effectively differs widely. It is the individual candidate's responsibility to accept only those responsibilities he/she can fulfill well.

7. The Bylaws do not require that a Supporting Organization Council member resign from his/her position on the Council if nominated for a position as Director, but do restrict participation in discussion or voting on matters relating to that Council's selection of Directors, thus removing a conflict of interest.

8. The Supporting Organization Councils and ALAC do not play a formal role in the selection of each other's members. Therefore, unless potential conflicts of interest of some kind can be identified in the situation where a NomCom selected member who is serving in one leadership body is nominated to serve on a different Supporting Organization Council or on the ALAC, neither resignation nor recusal from participation and voting would be necessary. If, however, potential conflicts of interest do exist, then either resignation or appropriate recusal should take place.

4.2.3   Continuity versus change in composition of ICANN leadership groups

Like 2003 NomCom, 2004 NomCom addressed this issue, but the circumstances were significantly different. In 2003, the inaugural NomCom had a large responsibility in the transition to the reformed and restructured ICANN. It needed to fill eight of the 15 seats

on the Board, introduce three new seats on the GNSO Council and introduce five new seats on the Interim ALAC. All but one of the incumbent Directors were eligible to serve an additional term. In addition, the transition involved filling staggered terms, varying in length, including three that were only a few months long.

In 2004, NomCom had only three Director positions to fill, and all were eligible for renewal. It had to fill only one GNSO Council position and only two Interim ALAC positions, but it had to introduce three new ccNSO positions, with staggered terms.

The Bylaws stipulate specific terms in the ICANN leadership bodies to provide for a balance between continuity and change in leadership. Specific term limits, however, are only imposed on the Directors, who are limited to three successive terms. These provisions provide considerable flexibility to NomCom in choosing whether or not to renew the term of an individual in a NomCom selected position.

In 2003 and in 2004 the NomComs weighed the importance of the opportunity to introduce new leaders against the value of renewing the terms of incumbents to provide continuity for the organization. In both years the matter was addressed early in the NomCom's work and was discussed from time to time throughout the process. Both NomComs considered making the continuity versus renewal choice earlier in the process, recognizing that the choice had implications in the recruiting stage as well as in the evaluation stage. Both also came to recognize that in the early stages of the process they lacked not only full information on the candidate pool, but they also lacked statements on key challenges and opportunities from the leadership groups until later in the process. Both NomComs also realized that there is inevitably uncertainty about the ultimate willingness of any candidate, incumbent or new, to serve when asked to do so.

Both NomComs chose to continue consideration of both new candidates and candidates who were incumbents until the final face-to-face meeting. This choice allowed the NomCom to build and refine slates of candidates for each leadership group and to focus carefully in the final choices on the balancing of complementary skill/experience strengths, cultural and regional diversity, and continuity versus renewal.

Since every NomCom is likely to have substantial numbers of new members, it will take time for the NomCom to become oriented to its responsibilities and to gain experience in working across the diverse perspectives of the NomCom members. As a result, members' individual sense regarding continuity and change will evolve somewhat. Familiarity with the candidates, contrasting and comparing them, and the exercise of building slates for each leadership group will also continue to shape perspective about the relative value of continuity and change.

This question of the relative weight for continuity and change in leadership will be an important question for each NomCom. Their challenge will be to resist too facile and too swift a resolution.

4.2.4 Procedures for handling conflicts of interest

Both the 2003 and 2004 NomComs have recognized that their role in ICANN means that they must be particularly sensitive to actual, potential, and perceived conflicts of interest which its members might have with each other or with candidates. Both NomComs have been committed to transparency and trust within the ICANN community, and each appointed a Conflict of Interest Subcommittee, adopted stringent conflicts procedures, and included NomCom members, staff, and consultant in the applicability of Code of Ethics requirements, including conflict of interest procedures.

The 2004 Subcommittee on Conflicts of Interest noted explicitly that NomCom members, chosen in part because of their familiarity with ICANN constituencies and their valuable networks of contacts, would be likely to know and have relationships with candidates under consideration by NomCom. The Subcommittee sought to identify when such relationships might interfere with objectivity of the NomCom member or undermine trust in the NomCom process or outcome.

The Subcommittee followed the guidelines set forth in the Code of Ethics, the NomCom's Charge to the SubCommittee, the guidelines used by the 2003 Subcommittee, and the ICANN conflicts of interest policy. In addition the 2004 Subcommittee used a "red face test." This test asked whether an "appearance of impropriety" would be created if the NomCom member's relationship with a candidate were widely made public. The Subcommittee asked those with relationships raising such perceived conflicts as well as those who had actual conflicts of interest to be excluded from final determinations and from participating in particular aspects of the NomCom discussions.

The Subcommitee obtained NomCom consensus on its plans for (1) handling bona fide conflicts of interest via recusal, (2) for taking a conservative approach regarding exclusion of the Chair of NomCom from participation in discussion about the small number of candidates (less than five) who worked for his recent employer, and (3) for taking special care not to ask NomCom staff for input on candidates other than neutral information.

As a result of its experience the Subcommittee also identified some recommendations for ways to make the implementation of the conflict of interest procedures work more smoothly. These recommendations, presented in the Subcommittee's final report, became available after the final teleconference of the NomCom. Since they have not received full discussion and consensus of the NomCom, they will be forwarded to the next Chair of the NomCom with encouragement that the ideas receive further consideration in the next NomCom's work.

5. Recommendations

It should be recognized that it is difficult to recruit highly qualified candidates as volunteers in all the leadership positions because of the time commitment involved. By quickly agreeing on procedural matters and developing a common understanding of the work to be done, future NomComs can give more attention to recruitment and evaluation. The following recommendations are designed to make the recruitment and evaluation process more efficient and effective.

5.1 Timing and Scheduling: Begin Process earlier in the year

The next year's NomCom should be seated as soon as the ICANN Annual Meeting.

The Bylaws provide that the NomCom for a given year produce its slates of nominees a month before the Annual Meeting in order to make it possible for the nominees to be present at this meeting. Their attendance at the Annual Meeting would help orient them to the ongoing work of the body for which they have been selected

Similarly, members of next year's NomCom (Chair, Associate Chair, delegates and liaisons) should be designated by their respective constituencies a month ahead of the Annual Meeting. This will provide an opportunity for them to be physically present at the Annual Meeting and to participate in a face-to-face orientation meeting as soon as the end of the Annual Meeting.

5.2 Focus on Recruitment and Evaluation

We recommend a first face-to-face meeting be held early in the process; ideally at the end of the ICANN Annual Meeting as recommended above. This would provide an efficient way of organizing a meeting such that the new NomCom is able to start its work early enough to ensure adequate time for each stage of the process. It would allow the difficult work of recruitment to promptly proceed from a common and focussed perspective.

The purpose of this meeting would be to orientate members and decide what has historically taken many lengthy teleconferences and email exchanges. Specifically a common understanding of the work to be done can be established early, together with key procedural and administrative matters. Resolving misunderstanding at the start of the process helps the evaluation process proceed smoothly at its end.

We also recommend that the new NomCom leverage prior years' experience and reuse existing procedures as far as possible. This avoids investing time in "reinventing the wheel".

5.3 Develop procedures to fill vacancies in NomCom-selected Positions

The process to be followed by NomCom for filling any vacancies in NomCom selected seats that may occur during the NomCom's own term needs to be developed by NomCom and published in its Procedures.

5.4 Enhance Orientation for Nominees

ICANN needs enhanced orientation for those joining its leadership groups, perhaps most especially for NomCom selected Nominees. Carefully considered orientation will enable the effective participation of NomCom selected Nominees such that they may quickly and productively contribute the valuable perspective that they bring.

APPENDICES

A. Background of the ICANN Nominating Committee

A1. Origin and Role

The Nominating Committee emerged out of ICANN's comprehensive reform and restructuring process, as a key element of the ICANN 2.0 structure.

The Nominating Committee represented a new way to fill a portion of key ICANN leadership positions, a path operating in parallel with and complementary to those within the Supporting Organizations.

In making its selections, the Nominating Committee has explicit responsibilities in supporting ICANN's Core Value 4.

> Seeking and supporting broad, informed participation reflecting the functional, geographic, and cultural diversity of the Internet at all levels of policy development and decision-making. <Bylaws Article I, Section 2(4)>

The Nominating Committee functions independently from the ICANN Board, Supporting Organizations, and Advisory Committees. The Nominating Committee's selections are final.

A2. Rationale

A central rationale for using a Nominating Committee to select a portion of the ICANN leadership bodies is to balance the representation-based selection of Directors, Council and Advisory Committee members with selection of a set of individuals of the highest integrity and capability who will place the *broad public interest* ahead of any particular interests, and who are nevertheless knowledgeable about ICANN, its communities and responsibilities.

To achieve this broad public-interest orientation, the membership of the Nominating Committee is drawn from across the ICANN and global Internet communities, on the theory that a Nominating Committee consisting of independent delegates of widely varying backgrounds and interests will, by the imperative of consensus, be able to produce slates of outstanding, highly-qualified, well-respected, and diverse nominees.

Nominating Committee members, although chosen from various constituencies within ICANN, act only on behalf of the interests of the global Internet community, and within the scope of the ICANN mission and responsibilities assigned to it by the ICANN Bylaws. They carry no personal commitments to particular individuals, organizations, or commercial objectives. Thus, although appointed by Supporting Organizations and other

ICANN entities, Nominating Committee members act as individuals and are not beholden to their appointing constituencies. NomCom members are, however, accountable for adherence to the Bylaws and for compliance with the rules and procedures established by the Nominating Committee.

A3. Prescribed Composition of the Nominating Committee

The Bylaws:

- set forth the criteria for selecting members of the Nominating Committee.

- identify the constituent parts of ICANN that should select the delegates and liaisons.

- set the number of delegates/liaisons to be selected and their terms of service.

- provide for the ICANN Board to appoint the Committee Chair, for the preceding Chair to serve as an Advisor, and for the Chair to appoint an Associate Chair.

- designate which members of the Committee shall be entitled to vote, and set forth certain restrictions regarding eligibility to serve on the Nominating Committee.

A4. Criteria and Restrictions for Selection of Nominating Committee Members

The Bylaws state the criteria for selection of Delegates as follows:

Delegates to the ICANN Nominating Committee shall be:

> *1. Accomplished persons of integrity, objectivity, and intelligence, with reputations for sound judgment and open minds, and with experience and competence with collegial large group decision-making;*
>
> *2. Persons with wide contacts, broad experience in the Internet community, and a commitment to the success of ICANN;*
>
> *3. Persons whom the selecting body is confident will consult widely and accept input in carrying out their responsibilities;*
>
> *4. Persons who are neutral and objective, without any fixed personal commitments to particular individuals, organizations, or commercial objectives in carrying out their Nominating Committee responsibilities;*
>
> *5. Persons with an understanding of ICANN's mission and the potential impact of ICANN's activities on the broader Internet community who are willing to serve as volunteers, without compensation other than the reimbursement of certain expenses; and*
>
> *6. Persons who are able to work and communicate in written and spoken English.*
> *<Bylaws Article VII, Section 4)*

The Bylaws also place some restrictions that affect the selection of all NomCom members and the selections that NomCom makes. These restrictions help ensure the real and perceived integrity of the NomCom's work. Specifically, the Bylaws state that:

- "No person who serves on the Nominating Committee in any capacity shall be eligible for selection by any means to any position on the Board or any other ICANN body having one or more membership positions that the Nominating Committee is responsible for filling, until the conclusion of an ICANN annual meeting that coincides with, or is after, the conclusion of that person's service on the Nominating Committee." <Bylaws Article VII, Section 8>

After the 2003 NomCom was appointed and its work was well underway, the Bylaws were amended to clarify that:

- "No person who is an employee or paid consultant to ICANN (including the Ombudsman) shall simultaneously serve in any of the Nominating Committee positions described in Section 2 of the Article." <Bylaws Article VII, Section 9>

The 2004 NomCom membership complied with both Bylaw requirements.

B. The 2004 NomCom Composition

B1 2004 Nominating Committee Membership and Biographical Information

The 2004 Nominating Committee consisted of members selected in accordance with ICANN Bylaws Article VII, Section 2. Biographical information on the Nominating Committee members was posted at http://www.icann.org/committees/nom-comm/bios-2004.htm.

The members were:

1. A non-voting Chair, appointed by the ICANN Board;

Jean-Jacques Damlamian

Jean-Jacques Damlamian is Special Advisor to the CEO of France Telecom. From 2003-2004, he was Senior Vice President Corporate Technology and Innovation in charge of the Group R&D activities, the Directorate of Innovation and the Directorate of the Intellectual Property and Licensing. From 1996 – 2002, he was Group Executive of the Development Branch, in charge of Strategy, International Business Development, R&D and Information Systems. During this period he was the sponsor of all the changes brought by the Internet to the business of France Telecom: introducing high speed internet (ADSL) in the offering portfolio, and using the Internet technologies in all company processes.

From 1991 – 1995, he was Senior VP Marketing and Sales for France Telecom. He established an organization based on product lines and Market divisions, launched the ISP business of France Telecom and created what later became Wanadoo. From 1989 – 1991, he was Group VP, International and Industrial Affairs. Under his management, France Telecom established strategic points of presence in the world and invested in overseas networks (Telecom Argentina and Telmex in Mexico). From 1988 - 1989 He was VP Mobile Services for France Telecom. He launched the GSM-network program (Itinéris), a personal communication service.

Prior to 1988 he worked in various divisions in France Telecom (R&D laboratory CNET, Local and Long Distance Networks Operations, Overseas Networks) and at the headquarters as a Personal assistant to the Chief Executive Officer.

Mr. Damlamian has served on the Bull Board of Directors since 1996, the Palm Board of Directors since 2000, and has been Chairman of the Eutelsat Supervisory Board since 2001.
Jean-Jacques Damlamian graduated from the Ecole Polytechnique (X61) and the Ecole Nationale Supérieure des Télécommunications. He is Recipient of the French Legion of Honour, the National Merit Order and the "Palmes Académiques." He is also a Member of IEEE.

Mr. Damlamian serves as the non-voting Chair of the Nominating Committee, appointed by the ICANN Board.

2. The immediately previous Nominating Committee Chair, as a non-voting advisor;

Linda Wilson

B.A. Newcomb College, Tulane University; Ph.D. in Chemistry, University of Wisconsin-Madison; Honorary doctorates from University of Maryland, and Tulane University. Former Vice President for Research, University of Michigan and President Emerita, Radcliffe College, Harvard University.

Linda has contributed long service on national committees in the United States addressing research and development, and university-industry-government relationships. She has extensive experience on governing boards of non-profit and for-profit organizations and served as a member of the ICANN Board of Directors from its founding in 1998 until 2003. Currently, she is a member of: Board of Administrators, Tulane University; Board of Directors, Tulane Murphy Foundation; Board of Directors, Myriad Genetics, Inc.; Board of Advisors for College of Letters and Sciences, University of Wisconsin; Dean's Advisory Council, Newcomb College; Board of Trustees, Committee on Economic Development; and Board of Directors, Friends of DaPonte String Quartet (www.DaPonte.org). She is an Elected Member of the Institute of Medicine of the National Academy of Sciences; Fellow of the American Association for Advancement of Science; and member of the American Chemical Society.

As the previous Chair of the ICANN Nominating Committee, Linda is a non-voting member of the 2004 Nominating Committee, serving as Advisor.

3. A non-voting liaison appointed by the ICANN Root Server System Advisory Committee;

Suzanne Woolf

Suzanne has been with ISC since May 2002 and has experience in both the technical and policy aspects of the evolution of the Internet. She holds a dual role as Senior Programme Manager for OARC and Software Engineering Manager. She was most recently manager of operations systems and support for Metromedia Fiber Networks. Previously, she was the technical operations manager for ICANN where she worked on the initial design and implementation of ICANN's internal network and provided operational support for ICANN's root nameserver. Prior to ICANN, she was with the USC Information Sciences Institute where she did programming and systems administration. She has worked on a variety of projects including: programming and systems support for the IANA (Internet Assigned Numbers Authority); network engineering for a regional ISP; and nameserver management for the .US domain.

She is a member of the ICANN Root Server System Advisory Council and ARIN Advisory Council and actively participates in NANOG and IETF. She holds a BS from Carnegie-Mellon University.

Her current networking interests center on large scale infrastructure, DNSSEC deployment, promoting the operational use of IPv6, and IETF participation in related working groups such as DNSEXT and V6OPS. She is especially interested in securing the DNS and the global routing system, implications of the growing adoption of IPv6 in areas such as multi-homing, and global policy issues for the IP address registries to consider together.

Suzanne serves as a non-voting member of the Nominating Committee, selected by the Root Server System Advisory Committee.

4. A non-voting liaison appointed by the ICANN Security and Stability Advisory Committee;

Rick Wesson (resigned August 2004)

Mr. Wesson is the CEO of Alice's Registry, Inc., an ICANN-accredited domain registrar funding open source projects and other worthy causes via DNS services (see http://www.ar.com/sourceFund/index.jsp).

Mr. Wesson has been in involved in ICANN since its formation. As CEO of Alice's Registry he has assisted in the development of many ICANN accredited domain registrars, and assisted in numerous TLD applications.

Mr. Wesson works on implementing IETF developed standards such as DNS, CRISP, EPP, and RRP registry protocols.

In addition to serving on the ICANN's Security and Stability Advisory Committee, Mr. Wesson is the Vice-Chair and CTO of the ICANN/GNSO Registrars Constituency. Mr. Wesson's other recent public service includes Vice President of the Board of the Santa Cruz Community Credit Union -- the Nations second-largest Community Development Credit Union.

Rick serves as a non-voting member of the Nominating Committee, selected by the Security and Stability Advisory Committee.

5. A non-voting liaison appointed by the Governmental Advisory Committee;

Christopher Wilkinson

Christopher Wilkinson is Head of the Secretariat for the ICANN Governmental Advisory Committee (GAC). He was a GAC Vice Chair, 2001-2002. He is Adviser, Internet Governance at the Directorate General for Information Society. Since January 2003 the GAC Secretariat is based in the European Commission, Brussels.

Christopher Wilkinson was born in Fujian, China in 1941. After returning to England in 1951 he was educated in Yorkshire and at Cambridge University, where he took degrees in Natural Science and Economics. He studied management at the London Business School (1971) and international relations at Harvard (1982-83). He has taught economics

in London (1962-63), European Integration in Lisbon (1980-81) and industrial economics at the College of Europe, Bruges (1989-90). He speaks French and Spanish.
Following a career with the Commonwealth Secretariat, OECD and the World Bank, including periods living in Madrid and Lagos, he joined the European Commission as Head of Division in 1973. There, he managed several Divisions dealing with regional development, industrial policy and international, economic and technological aspects of the information society. He participated in the first EU exploratory missions on science and technology cooperation to Hungary, Czechoslovakia and the Soviet Union (1990). He led the European Commission delegation to the ITU World Radio Conference (1992).

Since 1996, as Adviser in the Directorate General for Information Society (DG XIII), he has been closely associated with the reform of the DNS and the creation of ICANN and GAC. In 1998 he was nominated in his personal capacity by the Internet Society as a member of the Policy Oversight Committee (POC) of the gTLD MOU.

In his capacity as Head of the GAC Secretariat, Mr. Wilkinson has been designated to serve as the GAC's non-voting liaison to the Nominating Committee.

6. Subject to the provisions of the Transition Article of these Bylaws, five voting delegates selected by the At-Large Advisory Committee;

Jose Luis Barzallo

José Luis Barzallo is an attorney with [Barzallo & Barzallo Peñaherrera](#), and a consultant at the BID Inter-American Development Bank and the Ecuadorian Institute of Intellectual Property. Consultant at the World Bank and the Inter-American Center of Tax Administrations, for the wording of the Ecuadorian electronic tax regulation; Consultant at the Consejo Nacional de Telecomunicaciones CONATEL (National Council of Telecommunications), for the wording of the Ecuadorian Electronic Law Regulation; Co-author and coordinator of the Ecuadorian Law Project of Electronic Commerce. He also teaches electronic commerce law in the master degree, Competition Rights at the Universidad Andina Simon Bolivar, and at the doctor's degree level of the International University SEK and is President of the Ecuadorian Association of Informatics Law and Telecommunications.
Barzallo also is a national and international lecturer at numerous seminars and courses on electronic commerce.

Jose Luis serves as a voting member of the Nominating Committee, selected by the [At Large Advisory Committee](#).

Alan Davidson

Alan Davidson is Associate Director at the [Center for Democracy and Technology (CDT)](#), a Washington D.C. non-profit group working to promote civil liberties and human rights on the Internet and other new digital media. He works broadly on issues relating to Internet policy including free speech and censorship, copyright, and Internet governance. Mr. Davidson's is currently leading a major new initiative at CDT focused on the public interest issues surrounding copyright and digital rights management.

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This spring Mr. Davidson is a Visiting Scholar at the Massachusetts Institute of Technology's Program in Science, Technology, and Society. He is also an Adjunct Professor at Georgetown University's Communications, Culture, and Technology Program.

Mr. Davidson serves as a voting member of the Nominating Committee, selected by the At Large Advisory Committee.

Pavan Duggal

Pavan Duggal, a practicing Advocate, Supreme Court of India, is an internationally renowned expert and authority on Cyberlaw and E-Commerce law. Pavan is President of Cyberlaws.Net, which is Internet's first ever-unique Cyberlaw consultancy. He is President, Cyberlaw Asia, Founder, The Cyberlaw Association & Founder President, Cyberlaw India. He has been a Member of Membership Advisory Committee and Membership Implementation Task Force of ICANN. Pavan has been a consultant to UNCTAD and UNESCAP on Cyberlaw and Cybercrime respectively. He is a member of AFACT Legal Working Group of UN/CEFAT and has worked as an expert authority on a Cyberlaw primer for e-ASEAN Task Force. He is on the Board of Experts of European Commission's Dr. E-Commerce. Pavan is also a member of the WIPO Arbitration and Mediation Center Panel of Neutrals. Pavan is associated with Ministry of Information Technology, Government of India on legal issues of Electronic Governance and Data Protection. Pavan is a prolific writer and speaker and has authored four books as well. He was a member of the 2003 ICANN Nominating Committee.

Pavan serves as a voting member of the Nominating Committee, selected by the At Large Advisory Committee.

Jeanette Hofmann

Jeanette Hofmann, PhD in political science, holds a temporary position as professor in the Department of Political Science for Politics and Communication at the University Duisburg-Essen.

She is program leader for Internet Governance at the Wissenschaftszentrum Berlin für Sozialforschung (WZB) (Social Science Research Center Berlin) continuing research of the project group "Kulturraum Internet" which she co-founded in 1994. She is co-coordinator of the WSIS Civil Society Internet Governance Caucus, and a member of the WSIS German Civil Society Coordination Group. As such, she has been a representative of this group in the German Government Delegation to the World Summit on the Information Society.

In 2003 she was a member of the editorial group of the Internet Engineering Task Force (IETF)´s "problem statement" working group, and has co-authored one of the internet drafts of this working group. Since 2003 she has been a member of the Committee for

Communication and Information of the German Chapter of UNESCO (Deutsche UNESCO-Kommission e.V.), and since 2002, a member of the academic advisory board of the Federal Agency for Civic Education.

In 2001 she participated in the international NGO and Academic ICANN Study (NAIS) group which was formed to explore public participation in ICANN. In 2000 she was a member nominated candidate for the ICANN election.

She has done research on the IETF and the development of IPv6, on ICANN and the DNS. At present she leads a study on ENUM.

Jeanette serves as a voting member of the Nominating Committee, selected by the At Large Advisory Committee.

Simbo Ntiro

Simbo Ntiro is a management consultant at WorldAhead Consulting Network, and an independent management consultant focused on digital opportunities for Tanzania's development. He is a DOT Force alumni and participates in the UN ICT Task Force and is active on a number of working groups implementing the Genoa Plan of Action and supporting achieving the UN's MDGs. In addition, he is part of the Tanzania technical team that prepared its involvement in the Geneva WSIS event in December 2003 having attended PrepCom3. He is a member Tanzania's Ministry of Communications and Transport National ICT Task Force that drafted the first National ICT Policy, and the Implementation Task Force that is now preparing implementation plans for the National ICT Policy that was approved by Cabinet in March 2003.

Simbo is acknowledged as an influential expert on matters pertaining to "e", ICT for Development and the digital divide. He is also a founder member of Tanzania's eThink Tank (with over 480 members), a focal point for ICT and development issues in Tanzania. He also manages a number of other discussion fora related to ICT and development. He sits on a number of steering committees of ongoing ICT projects being executed by various entities.

He is the founding Vice Chairman of the Tanzanian Chapter of the Information Systems Audit and Control Association (ISACA). He is also a contributing author to a book project for the University of Maryland focused on the Tanzanian Case Study entitled "Negotiating the Net – Diffusion of the Internet."

He sits on the Board of Directors of SchoolNet Africa, a pan-African NGO headquartered in South Africa and is on the Finance Committee of the Board. SchoolNet Africa is charged with continent-wide interventions in the education system focused on deploying ICT to improve learning systems and is currently in negotiations with NEPAD to become the implementing agency for NEPAD's eSchools Initiative. Simbo is a member of the Consultative Group of Experts Committee established by NEPAD's eAfrica Commission.

Simbo serves as a voting member of the Nominating Committee, selected by the [At Large Advisory Committee](#).

7. Two voting delegates, one representing small business users and one representing large business users, selected by the Business Users Constituency of the Generic Names Supporting Organization;

Grant Forsyth

Since November 2000 Grant has been a representative of the Business Constituency on ICANN's DNSO (now GNSO) council and is also currently a Council member of [InternetNZ](#), the delegated authority and policy body for the .nz ccTLD. As Manager Industry & Regulatory Affairs, Grant is responsible for the development and articulation of regulatory and public policy for [TelstraClear Ltd.](#), New Zealand's second largest full service telecommunications company and first competitive challenger to the privately owned ex-monopolist incumbent. Prior to joining TelstraClear in 1998, he was for 5 years the CEO of TUANZ, the Telecommunications Users Association of New Zealand. This followed 13 years in the IT industry including periods of work in the USA and UK. Grant has an MSCE from the University of Washington in Seattle and an Executive MBA from the University of Auckland, NZ.

Grant serves as a voting member of the Nominating Committee, representing large business users, selected by the [Business Constituency of the Generic Names Supporting Organization](#).

Michael Roberts

Mike Roberts was the first President and CEO of ICANN, serving from 1998 to 2001. Previously he was a founder and the first Director of the [Internet2 project](#) in the United States. His professional career has been in computing and networking in higher education in the United States, where he has been widely published and has served in management and as a Director of many non-profit organizations associated with the Internet.

Roberts serves as a voting member of the Nominating Committee, representing small business users, selected by the [Business Constituency of the Generic Names Supporting Organization](#).

8. One voting delegate each selected by the following entities:

a. The gTLD Registry Constituency of the Generic Names Supporting Organization;

Ram Mohan

Ram Mohan is Vice President, Business Operations & Chief Technical Officer of [Afilias Limited](#). At Afilias, Ram is charged with managing all of Afilias' technical operations which support the generic top-level domains (gTLDs) .INFO and .ORG, in addition to a number of country code domains.

With Ram's guidance, Afilias was the first to implement an XML-based "thick" registry running on the new Extensible Provisioning Protocol (EPP), and was the first to complete the largest transition of a domain registry when it successfully transitioned .ORG from VeriSign Global Registry Services on behalf of the .ORG registry operator, the Public Interest Registry.

Before joining Afilias in September 2001, Ram was at Infonautics Corp., a pioneering online database and content distribution company. He has held various leadership positions at Infonautics, including Interim COO, CTO and VP, Product Marketing. Ram is the founder of the award-winning CompanySleuth product, and created the Sleuth line of business at Infonautics. He helped architect Electric Library, the United States' most used online reference database in schools and libraries, and Encyclopedia.com, the first free encyclopedia on the Internet. Prior to joining Infonautics, Ram worked with First Data Corporation, Unisys Corporation and KPMG Peat Marwick in a variety of leadership, engineering and technology positions.

Ram's educational background reflects his belief that technology is best used for business advantage and market leadership. He has a Bachelor's degree in Electrical Engineering from the University of Mangalore, an MBA in Entrepreneurial Management from Bharathidasan University, and is completing a second Master's in Computer Science at Philadelphia's Drexel University.
Ram has been active in the ICANN community, serving on the Redemption Grace Period (RGP) implementation task force, the GNSO WHOIS task force, the Internationalized Domain Name (IDN) registry implementation committee, and the 2003 ICANN Nominating Committee. Ram is a member of the ICANN Security and Stability Advisory Committee (SSAC), which is an ICANN Board advisory committee comprised of Internet pioneers and technical experts including operators of Internet root servers, registrars, and TLD registries. In 2003, Ram was named one of the Philadelphia Business Journal's 40 under 40. Ram also serves on the Board of the Philadelphia-based Metropolitan Career Center, serves on the advisory boards of several Philadelphia-area startup companies, and is actively involved in cancer-related nonprofits.

Ram serves as a voting member of the Nominating Committee, selected by the gTLD Registries Constituency of the Generic Names Supporting Organization.

b. The gTLD Registrars Constituency of the Generic Names Supporting Organization;

Jean-Michel Becar

Jean-Michel is a Senior Architect for Global Media Online INC. (GMO) in Tokyo. He started his career in the early 1990's working for IBM as a Telecom engineer, and then as project leader for Digital Equipement Corporation. He spent seven years working for the European Telecom Standard Institue (ETSI) where he became the ETSI representative in all the Internet bodies like CORE, RIPE, IETF and ICANN.

Jean-Michel serves as a voting member of the Nominating Committee, selected by the Registrars Constituency of the Generic Names Supporting Organization.

c. The Council of the Country Code Names Supporting Organization;

Alf Hansen

Alf Hansen is Managing Director of UNINETT FAS A/S, a subsidiary company of [UNINETT](#) A/S, the non-commercial academic network in Norway.

He graduated from [The Norwegian University of Science and Technology](#) (NTNU) as "Sivilingeniør" (Graduate Engineer) in 1973. After 5 years as a computer communications consultant, he became research scientist at [SINTEF](#), Telecom and Informatics in Trondheim.
He served as Chairman of RARE WG 1 (on MHS) - (RARE was later reorganized into [TERENA](#)), the [NORDUNET](#) MHS WG and the [IETF](#) X.400 Operations WG.

From 1991 Alf was employed as Operational Manager in UNINETT A/S, and in 1999 he became the first Director of UNINETT FAS A/S. The Norid ccTLD function was hosted by UNINETT FAS until summer 2003 where [UNINETT Norid](#) A/S was established as a not-for-profit limited company. Alf has been member of the [CENTR Executive Committee](#) since 2001.

Alf serves as a voting member of the Nominating Committee, selected by the ccNSO.

d. The Internet Service Providers Constituency of the Generic Names Supporting Organization;

Antonio Tavares

Antonio Tavares lives in São Paulo, Brasil. Owner of an ISP company since 1993, Tavares is the ISP representative to the [Brazilian Internet Steering Committee](#), a national council named by the government of Brazil for local Internet governance. He has been a founder and President of [ABRANET](#), the National Association of ISPs for 5 years, and remains a member of its Superior Council. Previously, Tavares worked for [VIA NET.WORKS](#) for 3 years, living in the USA.

Tavares serves as a voting member of the Nominating Committee, selected by the [Internet Service Providers Constituency of the Generic Names Supporting Organization](#).

e. The Intellectual Property Constituency of the Generic Names Supporting Organization;

Ellen Shankman

[Ellen B. Shankman, Esq.](#) has more than twenty years of experience practicing Trademark and Intellectual Property Law. Formerly a partner and the head of the trademark department with one of the largest intellectual property firms in Israel, Ms. Shankman specializes in global branding, trademark and trade name counseling, including the development and management of international trademark portfolios for technology and other companies. She represents the administrative body responsible for Domain Name allocation under the .IL ccTLD and contributed the section on Israel Trademark and Internet Law, as well as the chapter on ccTLDs for the [International Trademark Association](#)'s ("INTA") book Trademark Law & the Internet. Ms. Shankman has also

authored the section on Israel Trademark and Internet Law in Domain Names: Global Practice and Procedure published by Sweet & Maxwell.

Ms. Shankman is Vice-Chair of the prestigious INTA Internet Committee, which has been instrumental in defining the legal issues associated with the Internet and e-business, and she has served as a member of INTA's Emerging Issues Subcommittee. Ms. Shankman recently completed her tenure as a member of the Policy Council of the Generic Domain Name Supporting Organization of ICANN (formerly the Names Council) representing the Intellectual Property Constituency, which works to formulate policy and consensus regarding domain name governance on the Internet. She is the recipient of the 2002 INTA's first-ever Volunteer Service Award for the Advancement of the Association for her work in the Internet area.

Ellen B. Shankman is admitted to practice before the Israel, New York, Massachusetts and Maryland Courts, as well as before the U.S. Federal and Supreme Courts. She practiced law in the U.S. as a litigator before immigrating to Israel in 1986.

Ellen serves as a voting member of the Nominating Committee, selected by the [Intellectual Property Constituency of the Generic Names Supporting Organization](#).

f. The Council of the Address Supporting Organization;

Hartmut Richard Glaser

Hartmut Richard Glaser is Assistant Professor at the Escola Politécnica (Engineering Faculty) of the [University of São Paulo](#) since 1968.

He has been Coordinator of ".br Registry Services" and Coordinator of Brazil's NIR for IP addresses since 1996. He also serves as Director (Treasurer) of LACNIC and AC/ASO Member for the LACNIC Region.

Hartmut serves a voting member of the Nominating Committee, selected by the Council of the [Address Supporting Organization](#).

g. An entity designated by the Board to represent academic and similar organizations;

George McLaughlin

George McLaughlin is the Director of International Developments for [AARNet](#) (Australia's Academic and Research Network). He joined AARNet in 1995 initially overseeing the sale of AARNet's commercial customer base to Telstra, Australia's dominant telecommunications carrier. In 1997, he managed the process of establishing AARNet2, the second generation national network connecting Australia's universities and research organisations. He guided the establishment of AARNet Pty Ltd as a separate legal entity (with its own carrier licence) responsible for managing and developing the AARNet network; and has since been the driver for positioning AARNet as one of the leading research and education network organisations.

George has been instrumental in establishing international connectivity from Australia to the global R&E networks. Starting with an indefeasible right to use on a 155Mbps circuit between Australia, Hawaii and the US West coast in 2001, to the recently announced dual 10Gbps circuits (SX TransPORT – Trans-Pacific Optical Research Testbed). He has served on various national and international committees associated with telecommunications and advanced networking and has been recognized for his contributions to advancing telecommunications in Australia as recipient in 2003 of both the ATUG Chairman's award and the Sir Ernest Fisk award.

George was invited by the European Commission to be an independent expert evaluator for the advanced networks of the EU Sixth Framework Program. He is one of only two non-US members of the International Committee of the Board of Internet2. He is a member of the Pacific North West Gigapop Advisory Council (Seattle); the Asia Pacific Advanced Network's (APAN) Backbone Committee; and is currently Vice President of the Asia Pacific Advanced Network Consortium (APAN).

He served on Senator Alston's Broadband Advisory Committee and on Minister Nelson's Higher Education Broadband Advisory Committee.

George is a graduate of the former Royal Institute of Chemistry. He has worked in the chemical, pharmaceutical, engineering, precious metal and information technology industries, has authored more than 50 research papers, and has been elected as a Fellow of the Royal Society of Chemistry.

h. Consumer and civil society groups, selected by the Non-commercial Users Constituency of the Generic Names Supporting Organization;

Adam Peake

Adam works at the Center for Global Communications (GLOCOM), a research institute located in Tokyo. Adam has been living in Japan since 1989 and joined GLOCOM in April 1993. His interests are the intersection of public policy and the Internet, and promoting information and communication technologies in society.

Adam participated in the G8 DOT Force where GLOCOM was the Japanese NPO representative. Adam has co-led GLOCOM's work on the World Summit on the Information Society (WSIS), including GLOCOM's role as facilitator of NGO/Civil Society participation in the Asia and Pacific Regional WSIS Conference, January 2003. He is a coordinator of the WSIS Civil Society Internet Governance Caucus, and a member of the Public Interest Registry Advisory Council.

Before coming to Japan, Adam was employed at British Telecom as a project manager working on the interconnection of Other Licensed Operators (cellular radio, radio paging and competitive telephony carriers.)

Adam serves as a voting member of the Nominating Committee, selected by the Non-Commercial Users Constituency of the Generic Names Supporting Organization.

i. The Internet Engineering Task Force;

Bernard Aboba

Bernard Aboba holds a BA from Harvard College, MS and Ph.D. degrees from Stanford University, and an MBA from UC Berkeley. He joined Microsoft in 1994, starting up the MSN Internet Access Business. Since 1996 he has worked in the Windows Networking group, where is currently an Architect focusing on TCP/IP as well as network access technologies, including PPP dialup, VPN, wireless, and RADIUS.

Bernard Aboba is a member of the Internet Architecture Board (IAB), IETF liaison to IEEE 802, and co-chair of the IETF AAA and EAP Working Groups. In 2000 he chaired the IETF Nomcom. He has also contributed to the IEEE 802.1X and IEEE 802.11i standards.

Bernard's IETF resume is available here:
http://www.networksorcery.com/enp/authors/AbobaBernard.htm

Bernard serves as a voting member of the Nominating Committee, selected by the IETF.

j. The ICANN Technical Liaison Group established by Article XI-A of these Bylaws;

Dr. Rainer Händel
Rainer Händel works within the Siemens Information and Communication Networks Group as a director of standards coordination. He holds a doctorate in physics from the University of Erlangen-Nürnberg. He joined Siemens in 1978 where he was engaged in software development for switching systems, in concepts and standardisation of broadband networks, and in the analysis of the liberalisation und deregulation of telecommunication markets. From October 1994 till the end of 1995 he was a member of the Planning Board of the German Foreign Office in Bonn (with a focus on the societal impact of new information and communication technologies). He has been an active member of several international standardisation organisations such as ITU and ETSI for a long time and is the author of several technical articles and a book on broadband networking.

Rainer Händel participated in the preparation and execution of the World Summit on the Information Society (WSIS) as the German industry representative. During the WSIS process the subject of Internet governance, which includes the current and future role of ICANN, has appeared as one of the most contentious issues to be resolved till WSIS II in 2005. To this aim, many institutions are contributing, for example the International Chamber of Commerce's Advisory Committee on Internet Governance and the UN ICT Task Force.

R. Händel is a member of the ICC Advisory Committee; he also participated in, and submitted a paper to, the recent UN ICT Task Force Global Forum on Internet Governance.

Dr. Händel serves as a voting member of the Nominating Committee, selected by The [European Telecommunications Standards Institute (ETSI)](#).

9. A non-voting Associate Chair, who may be appointed by the Chair, at his or her sole discretion, to serve during all or part of the term of the Chair. The Associate Chair may not be a person who is otherwise a member of the same Nominating Committee. The Associate Chair shall assist the Chair in carrying out the duties of the Chair, but shall not serve, temporarily or otherwise, in the place of the Chair.

Pindar Wong

Pindar Wong is Chairman of VeriFi (Hong Kong) Ltd., an Internet infrastructure consultancy. Since co-founding Hong Kong's first licensed Internet Service Provider (ISP) in 1993, Pindar has remained actively involved with helping to develop and promote the Internet in the Asia Pacific region.
He currently serves on the Board of Trustees of the Internet Society, the technical advisory board of the Packet Clearing House, the international advisory boards of the UNDP Asia-Pacific Development Information Programme, the advisory board of CDT's Global Internet Policy Initiative and the editorial advisory board of Cisco System's Internet Protocol Journal. Pindar is also an Associate member of the Orbicom Network (the international network of UNESCO Chairs in Communications). He is Chairman of the Island School Council.

Previously, he has served as Chairman of the [Asia Pacific Internet Association](#), the Executive Committee Chairman of the [Asia Pacific Regional Internet Conference on Operational Technologies](#), the alternate chair of the [Asia Pacific Network Information Centre](#). He was appointed by the Internet Architecture Board to the Policy Oversight Committee and has served as the Vice Chairman of ICANN's Board of Directors, the [At Large Study Committee](#) and the Associate Chair of 2003 Nominating Committee. In 2003 he served as Vice-Chairman of the Business Domain for the [ITU's Telecom World 2003](#) and on the [Steering Committee for the Youth Forum](#).

Pindar is a non-voting member of the 2004 Nominating Committee. Appointed by the Chair, he serves again as the Associate Chair.

C. The 2004 NomCom Process and Methodology

C1. Timetable

6 March 2004	ICANN Board Selects NomCom Chair
20 April 2004	Invitations sent to constituencies/groups to select NomCom members
25 May 2004	NomCom holds first teleconference meeting
30 June 2004	NomCom issues Formal Call for Recommendations & Statements of Interest
25 August 2004	Submission deadline for Statements of Interest
13-14 September 2004	NomCom holds face-to-face meeting to select Nominees
September/October 2004	Due diligence carried out on selected Nominees
11 October 2004	NomCom announces 2004 Nominees
4 November 2004	NomCom holds final teleconference meeting
December 2004	Nominees take office at conclusion of Annual Meeting

C2. 2004 NomCom Operating Procedures

The following procedures were agreed on by the Nominating Committee and posted on 18 June 2004, with a revision on 19 October 2004:

ICANN Nominating Committee
Committee Procedures
18 June 2004
(Revised Procedures posted 19 October 2004)

Contents

A. Code of Ethics for NomCom Members

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9. Eligibility Factors for ICANN Directors, GNSO Council Members, Interim ALAC Members, ccNSO Council Members

      a. Eligibility Factors for ICANN Directors

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10. Review and Evaluation of Candidates

Annex 1

A. Code of Ethics for NomCom Members

1. Scope

This Code of Ethics applies to and must be agreed to by:

- any and all ICANN Nominating Committee (NomCom) members,

- any and all ICANN staff members engaged in supporting the work of the Nominating Committee, and

- any and all outside consultants who may be retained by the Nominating Committee to assist with any phase of its work.

2. Integrity and Conflict of Interest

NomCom members act only on behalf of the interests of the global Internet community and within the scope of the ICANN mission and responsibilities assigned to it by the ICANN Bylaws. The NomCom is designed to function independently from the ICANN Board, the Supporting Organizations, and Advisory Committees.

NomCom members are expected to adhere to the ICANN Conflict of Interest Policy. Each NomCom member must disclose promptly to the Chair any financial or other relations that might affect (or might reasonably be seen to affect) his/her performance on the Committee, including any financial connections to any individual under consideration by the NomCom. A subcommittee will be formed by the Chair to review disclosed conflicts or potential conflicts and to determine how to handle them. NomCom members must recuse themselves from participation in discussion and voting where such conflict exists.

NomCom members must not have any pre-existing commitments concerning the nomination of any particular candidates or potential candidates.

Each NomCom member is expected to pursue the stated objectives of the Committee, to comply with the rules and procedures established by the Committee, and to support the decisions the Committee makes.

Each NomCom member is expected to do his/her best to find the highest-qualified candidates for consideration by the NomCom, and to do his/her best to encourage those individuals to serve.

At no time shall any member of NomCom act in a way that would bring the Committee into disrepute or undermine the integrity of the process by which the Committee makes its selections.

3. Confidentiality and Privacy

All NomCom members will safeguard all internal NomCom communications and treat them as strictly private, confidential, and for the use of immediate committee members and NomCom staff only, without exception.

NomCom members will not disclose outside of the Committee any of the discussions about the candidates. Further, NomCom members will not disclose outside of the Committee the identities of candidates under consideration by NomCom, unless NomCom as a whole has decided to do so and the explicit consent of the candidate(s) in question has been obtained.

At the conclusion of the NomCom process, the Chair, who will serve as Advisor to the next NomCom, will seek the consent of unsuccessful candidates for his restricted retention of their names and email addresses for the limited purpose of alerting them when the next NomCom announces its Formal Call for Statements of Interest and Recommendations. No other information for individual candidates will be retained. In particular, candidates from the 2004 process who wish to be candidates in the next NomCom process will need to submit a new Statement of Interest.

Participation on the NomCom is limited to the NomCom member, and cannot include a NomCom's assistant, other staff, or proxy.

Should a NomCom member withdraw, step down, or be removed from the NomCom, he or she is obligated to delete and destroy any and all NomCom-related materials and communications.

4. Agreement to Adhere to the Code of Ethics

Failure to agree to Adhere to the Code of Ethics will constitute grounds for removal from the NomCom.

B. NomCom's Role and Objectives

1. Role

NomCom is responsible for the selection of portions of the members of the ICANN Board of Directors, GNSO Council, Interim ALAC, and ccNSO Council, filling these leadership positions in a way that complements the selections made for such positions by the Supporting Organizations and Interim ALAC.

The central rationale for using a nominating committee to select a portion of the ICANN leadership bodies is to balance those who can represent particular areas of knowledge and interests with those who place the broad public interest of the global Internet community ahead of any particular interests. NomCom's role is to select individuals of the highest integrity and capability who place the broad public interest of the global Internet community ahead of any particular interests, and who are nevertheless knowledgeable about ICANN's mission and environment.

To achieve this broad public-interest orientation, the members of NomCom are drawn from across the ICANN and global Internet communities. They act only on behalf of the interests of the global Internet community within the scope of the ICANN mission and the responsibilities assigned to NomCom by ICANN Bylaws. They act as individuals and are not beholden to their appointing constituencies as they work by consensus to derive the NomCom slates of Selected Nominees for these leadership bodies.

The NomCom functions independently from the ICANN Board, Supporting Organizations, and Advisory Committees. The NomCom selections are final; no further approval or ratification is needed.

Together the NomCom and Supporting Organization selection pathways ensure that ICANN benefits from functional, cultural, geographic diversity in its policy development and decision-making as the Internet evolves.

NomCom is responsible for the selection of all ICANN Directors except the President and those selected by ICANN's Supporting Organizations, and for such other selections as are set forth in the Bylaws. [Bylaws Article VII, Section 1]

2. Objectives

The following are the core objectives of the NomCom:

1. Identify, recruit, and nominate the highest-quality nominees for the positions NomCom is charged to fill;

2. Advance the core mission and values of ICANN [Bylaws Article I, Sections 1 and 2];

3. Trust and respect all members of the NomCom;

4. Pursue diversity in geography, culture, skills, experience, and perspectives from across the global Internet community;

5. Earn trust and respect of the Internet community by acting with fairness and integrity, and by providing transparency of objectives, criteria, procedures, and mechanisms for receiving input, while respecting candidates' privacy and maintaining the confidentiality that is necessary to assure open and frank communications within NomCom; and

6. Adhere to the ICANN Bylaws.

C. NomCom Operating Procedures

1. Modifications to NomCom Procedures

Considerable care has been taken in developing the NomCom Procedures. The NomCom process, however, is new to ICANN. In setting and publicizing its procedures, the NomCom reserves the right to modify them in the course of its work in order to ensure efficiency and effectiveness in fulfilling its responsibilities. If NomCom concludes that modification of these procedures is necessary, NomCom will post the changes on the NomCom web page.

2. Responsibilities of NomCom Members

NomCom members are expected to engage in outreach, recruitment, and information gathering; to read the submitted and gathered information about each candidate under consideration; to participate in both deliberations about individual candidates and construction of slates of candidates that will fulfill the requirements for each of the leadership bodies for which NomCom selects members; to participate in NomCom teleconferences; to work diligently with NomCom colleagues toward an overall consensus on the best possible group of candidates to be selected; and to adhere to the Code of Ethics.

3. Vacancies and Removal from NomCom

Vacancies that may occur in NomCom may be filled for the remainder of the term vacated by the same means by which the position was initially filled. In the event that a NomCom member is removed for any reason, he/she is obligated to delete all NomCom-related material. In the event that a member of the NomCom staff is removed for any reason, he/she is obligated to arrange for secure transfer of all NomCom-related material to a NomCom designated person, and then to delete all NomCom-related material from his/her own records in any form.

A NomCom member may be removed, following notice to the member, and if selected by a Supporting Organization constituency or Advisory Committee, after notice to that Supporting Organization constituency or Advisory Committee, by a majority vote of all NomCom members entitled to vote; provided, however, that the member who is the subject of the removal action shall not be entitled to vote on such an action or be counted as a voting member of NomCom when calculating the required majority vote; and provided further, that each vote to remove a member shall be a separate vote on the sole question of the removal of that particular member.

A member of the NomCom staff may be removed by the Chair of NomCom, following notice to the ICANN CEO.

4. Language for Conduct of NomCom's Communications

NomCom will conduct its communications in English.

5. Terminology

The term "Candidate" will be reserved for those individuals who agree to be considered by the NomCom for whom all required information in the Statement of Interest has been received.

The term "Selected Nominee" is reserved to refer to a Candidate selected by NomCom for a position it is charged to fill. NomCom selections are final; no further approval or ratification is needed.

6. Internal Communications and Relations

a. Communications and Meetings

NomCom will carry out its work primarily through teleconferences and email. Materials for NomCom's work should normally be distributed at least 48 hours in advance of teleconference meetings.

The Chair will seek to facilitate confidential communications in a way that makes the most sense for the NomCom members.

The Nominating Committee expects to hold a face-to-face meeting in August-September at a location to be announced. NomCom members are encouraged, but not required to travel to face-to-face meetings, and provisions for participation via teleconference will be arranged for members unable to attend in person. Reimbursement of necessary expenses will be available for travel to face-to-face meetings, in accord with applicable terms of ICANN travel reimbursement policy.

b. Volunteer Service

NomCom members serve as volunteers, without compensation. This contribution is respected and appreciated. Provisions will be made to alleviate the financial burden of the NomCom's frequent teleconferences. Without prior approval from the Chair for the incurrence of expenditure, reimbursement will not be made for any other expenditures.

c. Non-Voting Members

Except for formal votes, non-voting members of the NomCom will take part in all NomCom activities on an equal basis with voting members.

All NomCom members may participate in all discussions and deliberations (unless a conflict of interest has been determined to be present).

d. Access to Information

The Chair will maintain a non-public central file of Candidates under consideration, including available background, professional information, and gathered information. All NomCom members will have access to the information in the central file. The central file is confidential to NomCom members and NomCom staff.

At the conclusion of the NomCom process, the Chair, who will serve as Advisor to the next NomCom, will seek the consent of unsuccessful candidates for his restricted

retention of their names and email addresses for the limited purpose of alerting them when the next NomCom announces its Formal Call for Statements of Interest and Recommendations. No other information for individual candidates will be retained. In particular, candidates from the 2004 process who wish to be candidates in the next NomCom process will need to submit a new Statement of Interest.

7. External Communications and Relations

a. Transparency

The NomCom will publish its rules and procedures at its web page on the ICANN Website. In consultation with the NomCom, the Chair will establish and publicize milestones and deadlines, including the public call for recommendations, so as to allow the NomCom to complete its work in a timely way.

The Chair will serve as the official spokesperson for NomCom.

b. Recruitment Consultations

The NomCom will engage proactively in consultations with the various elements of the ICANN community in its recruitment efforts. Such contacts will include the IETF, the DNS root name server operators, the regional Internet registries, the Address Council, the gTLD and ccTLD registries and registrars, the Council and constituencies of the GNSO, the Council and constituencies of the ccNSO, the technical liaison group and the Security and At Large Advisory Committees.

The success of the NomCom will depend in no small measure on the willingness and ability of NomCom members to engage in affirmative recruitment of excellent candidates. The NomCom will use all readily available means to publicize the call for Recommendations and Statements of Interest.

In order to encourage NomCom members do their best to identify and recruit outstanding candidates, each NomCom member will be asked to present a list of several possible candidates for each of the bodies to be populated in part by the NomCom.

c. Public Input

The NomCom will call publicly for Recommendations and Statements of Interest from across the global Internet community to find the talent and experience needed for the positions it fills, to inform NomCom's decisions, and to generate the confidence and respect of the community for those whom NomCom selects.

The NomCom will use all readily available means to publicize the call for Recommendations and Statements of Interest.

NomCom will seek Recommendations of potential candidates to enlarge and enhance the pool of candidates. A Recommendation, however, is not a requirement for consideration by the NomCom.

The Chair will give at least 30 days for the public to submit Recommendations and Statements of Interest.

Because NomCom will conduct its work in English, all submissions to NomCom must be provided in English. In NomCall's Formal Call for Recommendations and Statements of Interest NomCom grants permission for translation of the Formal Call provided (1) any distributed translation includes the full text of the Formal Call in English in its entirety and without any changes and (2) a copy of the translation and the identity and contact information for the translator are sent to NomCom at <nomcom.comments@icann.org>.

All Recommendations and Statements of Interest will be acknowledged in a timely fashion, using the address information provided by the submitter.

NomCom will provide a one-way communication mechanism (email or web-based) through which the public can easily provide input to assist the NomCom in its work. See section d below regarding the confidential treatment of input received about specific candidates via this mechanism.

d. Confidentiality and Privacy

All NomCom members and NomCom staff will safeguard all internal NomCom communications and treat them as strictly private, confidential, and for the use of immediate committee members and NomCom staff only, without exception.

Communications of the NomCom are limited to the NomCom members and NomCom staff, and cannot include a NomCom member's assistant, or other staff.

NomCom members and NomCom staff will not disclose outside of the committee the identities of Candidates under consideration by the NomCom, nor any discussions about them, unless both the Candidate and the NomCom as a whole have given explicit authorization to disclose the information.

Note that because NomCom will need to check references and consult selected third-party sources on a confidential basis before making its final selections, those wishing to be considered Candidates are required to confirm this understanding of the confidentiality arrangements when they submit a Statement of Interest. NomCom also reserves the right to disclose the identities of those who submit Recommendations when it is necessary to do so in the course of the review process.

When NomCom has completed its selection of Nominees for the positions it is charged to fill, NomCom will, of course, publish the identities of the Selected Nominees.

Statistical information, without identifying information (for example, information about the size and nature of the Candidate pool) may be published.

8. Criteria for Selection for ICANN Directors, GNSO Council Members, Interim ALAC Members, and ccNSO Council Members

The NomCom will apply the criteria for selection and terms of eligibility, defined in the applicable ICANN Bylaws, to identify a strong pool of qualified Candidates who meet the highest standards of integrity and capability.

To select from this pool of qualified Candidates, NomCom will take into account additional considerations, related to the roles to be filled, that it finds important as progress in the selection process is made.

By doing so, the NomCom seeks to ensure that ICANN can benefit from those who place the public interest of the global Internet community ahead of any particular special interests, but who nevertheless are or commit themselves to becoming knowledgeable about the environment in which ICANN operates.

In doing so, the NomCom also implements ICANN's Core Values to seek and support broad, informed participation reflecting the functional, geographic, and cultural diversity of the Internet at all levels of policy development and decision-making.

a. Roles of the Positions to Be Filled

NomCom will be selecting its Nominees with careful consideration of the roles they fill:

- ICANN's Directors, as a group, are responsible for exercising the powers of ICANN, controlling its property, and conducting or directing its business and affairs, except as otherwise provided in the ICANN Articles of Incorporation or Bylaws. Directors serve as individuals who have the duty to act in what they reasonably believe are the best interests of ICANN and not as representatives of the entity that selected them, their employers, or any other organizations or constituencies. [Bylaws Article II, section 1 and Article VI, Section 7]

- The GNSO Council is responsible for managing the policy development process of the GNSO. [Bylaws Article X, Section 3(4)]

- The Interim ALAC is to consider and provide advice on the activities of ICANN, insofar as they relate to the interests of individual users. [Bylaws Article XI, Section 2(4)]

- The ccNSO Council is responsible for managing the policy-development process of the ccNSO. [Bylaws Article IX, Section 3(8)]

NomCom will use for all of these positions the criteria in the Bylaws for selection of ICANN Directors. See below. NomCom may use some additional considerations for the GNSO Council and Interim ALAC, and ccNSO Council positions to support the specific roles of these entities.

b. Criteria for Selection of ICANN Directors

"ICANN Directors shall be:

(i). Accomplished persons of integrity, objectivity, and intelligence, with reputations for sound judgment and open minds, and a demonstrated capacity for thoughtful group decision-making;

(ii). Persons with an understanding of ICANN's mission and the potential impact of ICANN decisions on the global Internet community, and committed to the success of ICANN;

(iii). Persons who will produce the broadest cultural and geographic diversity on the Board consistent with meeting the other criteria set forth in this Section;

(iv) Persons who, in the aggregate, have personal familiarity with the operation of gTLD registries and registrars; with ccTLD registries; with IP address registries; with Internet technical standards and protocols; with policy-development procedures, legal traditions, and the public interest; and with the broad range of business, individual, academic, and non-commercial users of the Internet;

(v). Persons who are willing to serve as volunteers, without compensation other than the reimbursement of certain expenses; and

(vi) Persons who are able to work and communicate in written and spoken English." [Bylaws Article VI, Sec. 3]

It is understood that the criteria of cultural and geographic diversity as reflected in (iii) above includes gender, ethnic, religious, or other forms of diversity.

c. Additional Considerations for GNSO, ALAC and ccNSO Positions

The criteria for selection of the GNSO Council, ccNSO Council, and At Large Advisory Committee members are less specifically defined in the Bylaws, but the NomCom notes the "Legislative History" behind the decision for NomCom to select some individuals to the above committees. [ICANN: A Blueprint for Reform, Section 3 (20 June 2002) and Final Implementation Report and Recommendations, Section 3(C) (2 October 2002)]

NomCom is looking for women and men who have demonstrated the maturity, experience, knowledge and skills to handle the tasks and make the judgments involved in fulfilling the roles of Board Directors, GNSO Council Members, ccNSO Council Members, and Interim ALAC Members.

(i) Additional Considerations for the GNSO Council Positions

For the GNSO Council positions, specific experience related to the scope of GNSO's work with the Domain Name System would be advantageous.

(ii) Additional Considerations for the Interim ALAC Positions

For the Interim ALAC positions, experience and skills that bear on gathering, understanding, and communicating the interests of individual users would be

advantageous. Perspectives not otherwise reflected in the existing Interim ALAC membership would be advantageous. NomCom's selections for Interim ALAC are intended to diversify the skill and experience sets of the Interim ALAC, including in such areas as group decision-making. Over time these NomCom selections present an opportunity to connect with the interests of individual users from all categories.

(iii) Additional Considerations for the ccNSO Council Positions

For the ccNSO Council positions, while no specific considerations are reflected in the Bylaws, experience or knowledge of ccTLDs and issues of importance to the global Internet, would be advantageous. Additionally, familiarity of the global environment in which ICANN operates and perspectives not otherwise reflected in the ccTLD community would be likewise be advantageous.

9. Eligibility Factors for ICANN Directors, GNSO Council Members, Interim ALAC Members, ccNSO Council Members

a. Eligibility Factors for ICANN Directors

(i). NomCom shall seek to ensure that the ICANN Board is composed of members who in the aggregate display diversity in geography, culture, skills, experience, and perspective, by applying the criteria set forth above in this document. [Bylaws Article VI, Section 2(2)]

(ii). At no time shall the NomCom select a Director to fill any vacancy or expired term whose selection would cause the total number of Directors (not including the President) who are citizens of countries in any one Geographic Region to exceed five; and the NomCom shall ensure through its selections that at all times the Board includes at least one Director who is a citizen of a country in each ICANN Geographic Region. [Bylaws Article VI, Section 2 (2)]

(iii) No official of a national government or a multinational entity established by treaty or other agreement between national governments may serve as a Director. [Bylaws Article VI, Section 4.1]

(iv) No person who serves in any capacity (including as a liaison) on any Supporting Organization Council shall simultaneously serve as a Director or liaison to the Board. [Details on this restriction are explained in the Bylaws Article VI, Section 4.2]

(v) All the past and current ICANN Directors except Pindar Wong and Linda Wilson are eligible for selection in 2004, since none of them has exceeded the three term limit as defined in the Bylaws. Wong and Wilson are ineligible in 2004 by reason of their service on the NomCom. [Bylaws Article VI, Section 8.5]

b. Eligibility Factors for GNSO Council Members

No more than one officer, director, or employee of any particular corporation or other organization (including its subsidiaries and affiliates) shall serve on the GNSO Council at any given time. [Bylaws Article X, Section 3(5)]

c. Eligibility Factors for Interim ALAC Members

The five members of Interim ALAC selected by the NomCom shall include one citizen of a country within each of the five Geographic Region (Europe; Asia/Australia/Pacific; Latin America/Caribbean Islands; Africa; and North America) established according to Bylaws Article VI, Section 5. [Bylaws Article XI, Section 2(4)(b)]

d. Eligibility Factors for ccNSO Council Members

There are no additional Bylaw eligibility considerations for ccNSO Council Members selected by the NomCom.

10. Review and Evaluation of Candidates

NomCom expects to complete its selection of Nominees for all of the positions it is charged to fill in 2004 in time for those selected to be seated at the conclusion of the ICANN 2004 Annual Meeting.

NomCom will post on the NomCom webpage a Work Plan with identified Milestones. NomCom reserves the right to adjust its schedule within the boundaries of the Bylaw requirements. Adjustments in NomCom's schedule will be posted on its webpage and to subscribers to <nomcom.announce-request@icann.org>.

Additional information on the 2004 Nominating Committee process will be included in the Formal Call for Recommendations and Statements of Interest which will be posted on the NomCom webpage.

NomCom will begin its review of Candidate information contained in the completed Statement of Interest as soon as it is received and confirmed to have all required information.

The NomCom will evaluate Candidates in a fair and consistent manner, considering the Statement of Interest, references and, as needed, interviews, consultations, and third-party information sources. While doing so, it will adhere to its Code of Ethics.

See also Section 8 above which describes the criteria and additional considerations that will be taken into account in NomCom's selections. Section 9 describes the eligibility factors.

Note that endorsements by organizations or groups and lists of signatories are not appropriate for this NomCom process, and they will not be influential in NomCom's selections since popularity is not one of the criteria being used.

NomCom will need to carry out due diligence regarding candidates it wishes to consider in the final round of review. For this purpose NomCom will arrange, with consent of these candidates, to conduct confidential references and credential verification and consult with others, not named by the Candidate, on a confidential basis.

It should be noted that this Nominating Committee process differs from an election, although the goal is the same: to elicit the Internet community's participation in a

thoughtful process leading to the selection of very well-qualified individuals to fulfill the specific roles of their positions.

Annex 1

NomCom Time Table - Milestones

- *Announcement of Formal Call* – End of June 2004

- *Deadline of Formal Call for Full Consideration* – Late July/early August 2004

- *Review and Evaluation* – August/September 2004

- *Face-to-Face Meeting and Selection* – September 2004

- *Results Announced to ICANN Secretary* – Late September 2004

C3. Committee Charge

NomCom is responsible for the selection of all ICANN Directors except the President and those selected by ICANN's Supporting Organizations, and for such other selections as are set forth in the Bylaws. [Bylaws Article VII, Section 1]

The NomCom is charged with populating a portion of the ICANN Board as noted above, as well as the Council of the GNSO, the Interim ALAC, and the Council of the ccNSO. The NomCom complements the other means for filling a portion of key ICANN leadership positions achieved within the Supporting Organizations.

The Bylaws also state that the Nominating Committee shall adopt such operating procedures as it deems necessary, which shall be published on the Website.

The Nominating Committee is designed to function independently from the Board, the Supporting Organizations, and Advisory Committees. Nominating Committee members act only on behalf of the interests of the global Internet community and within the scope of the ICANN mission and responsibilities assigned to it by the ICANN Bylaws.

Members contribute to the Nominating Committee both their understanding of the broad interests of the Internet as a whole and their knowledge and experience of the concerns and interests of the Internet constituencies which have appointed them. The challenge for the Nominating Committee is to integrate these perspectives and derive consensus in its selections. Although appointed by Supporting Organizations and other ICANN entities, individual Nominating Committee members are not accountable to their appointing constituencies. Members are, of course, accountable for adherence to the Bylaws and for compliance with the rules and procedures established by the Nominating Committee.

C4. Charge to Subcommittee on Conflicts of Interest

NomCom members developed and reached consensus on a Code of Ethics to which all NomCom members and NomCom staff have expressed their commitment to adhere. The Code of Ethics includes the following statement on Conflicts of Interest:

"NomCom members are expected to adhere to the ICANN Conflicts of Interest Policy). Each NomCom member must disclose promptly to the Chair any financial or other relations that might affect (or might reasonably be seen to affect) his/her performance on the Committee, including any financial connections to any individual under consideration by the NomCom. A Subcommittee will be formed by the Chair to review disclosed conflicts or potential conflicts and to determine how to handle them. NomCom members must recuse themselves from participation in discussion and voting where such conflict exists." [Excerpt from NomCom Procedures, Section A, paragraph 1]

The NomCom Subcommittee on Conflicts of Interest is charged to administer and monitor compliance with the ICANN Conflicts of Interest Policy as applicable to the work of the NomCom. [For the ICANN Conflicts of Interest Policy see http://www.icann.org/committees/coi/coi-policy-04mar99.htm].

The Subcommittee's duties and those of NomCom in relation to conflict of interest matters are described below:

1. The Subcommittee will take appropriate steps to ensure that the NomCom members and NomCom staff remain aware of their responsibilities for prompt disclosure to the Chair of NomCom of the existence and nature of any financial or other relations that might affect (or reasonably be seen to affect) his/her performance on the Committee, including any financial connections to any Candidate or employer of any Candidate under consideration by the NomCom. This disclosure must be made prior to the NomCom's detailed discussion surrounding the Candidate concerned.

The NomCom Chair will refer disclosures from members and staff of the NomCom to the Subcommittee and will also refer to the Subcommittee any actual or potential conflicts of interest that are identified otherwise. For matters pending before the full NomCom, a referral to the Subcommittee on Conflicts of Interest will not be required where the NomCom member or NomCom staff concerned fully discloses to the NomCom his or her financial or other interest and abstains from participation in the NomCom's consideration of the matter. The disclosure may be made either to the NomCom members involved in the discussion(s) or meeting(s) during which abstention occurs, or beforehand to the NomCom Chair.

2. Once actual or potential conflicts of interest have been referred to the Subcommittee, the disinterested members of the Subcommittee on Conflicts of Interest shall promptly determine whether a conflict of interest exists. Except as provided for in paragraph 2, the NomCom shall not vote or reach consensus on a matter under its consideration, including but not limited to determining or carrying out its processes for selection of Nominees, in connection with which an actual or potential conflict of interest has been disclosed until

such time as the Subcommittee on Conflicts of Interest has addressed the actual or potential conflict of interest.

  3. Where a matter has been referred to the Subcommittee on Conflicts of Interest and the Subcommittee has concluded that a conflict of interest exists, the Subcommittee will notify the Chair of NomCom and the NomCom member or NomCom staff concerned of the necessity of the member's or staff's abstention from participation in the NomCom's consideration of the matter in question. Where appropriate, the Subcommittee will determine the extent of the abstention required.

  4. If the Subcommittee on Conflicts of Interest has reasonable cause to believe that a NomCom member or NomCom staff has failed to disclose an actual or potential conflict of interest, it shall inform the NomCom member or NomCom staff of the basis for such belief in writing and afford the NomCom member or NomCom staff a written opportunity to explain the alleged failure to disclose. The written communications shall be made via e-mail or fax.

If, after considering the response of the NomCom member or NomCom staff and making such further investigation as may be warranted in the circumstances, the Subcommittee on Conflicts of Interest determines that the NomCom member or NomCom staff has in fact failed to disclose an actual or potential conflict of interest, it shall recommend to the NomCom appropriate disciplinary and corrective action. In the case of a NomCom staff failure to disclose, the NomCom will also refer the matter to the Corporation.

  5. The violation of the Conflict of Interest policy is a serious matter and may constitute "cause" for removal of the NomCom member by NomCom in accordance with its Procedures or termination of the NomCom staff in accordance with the Corporation's policies.

  6. The Subcommittee on Conflicts of Interest shall keep records of its proceedings.

  a. The Minutes of the Subcommittee on Conflicts of Interest shall contain:

    (1) The names of NomCom members found to have a material financial interest or other relation in connection with an actual or possible conflict of interest; the nature of the financial interest or other relation; any action taken to determine whether a conflict of interest was present; and the decision of the Subcommittee on Conflicts of Interest as to whether a conflict of interest in fact existed.

    (2) The names of the persons who were present for discussions and votes relating to the actual or potential conflict of interest; the content of the discussion; and a record of any votes taken in connection therewith.

  b. The Subcommittee shall also keep sufficient records to be able to report to NomCom and, upon request, to the Corporation on the matters referred to the Subcommittee and their resolution. At the time the 2004 Nominating Committee completes its term and is discharged, the Chair will arrange for one anonymized report of conflict situations to be

sent to the Corporation for the purpose of building a tradition for how to handle conflicts of interest.

7. In connection with a conflict of interest, the Minutes of the NomCom shall contain the names of the persons who were present for discussions and votes relating to the NomCom matter concerned; the content of the discussion, and a record of any votes taken in connection therewith."

C5. Formal Call for Recommendations and Statements of Interest

Formal Call for Recommendations and Statements of Interest

Key Points

- Deadline for completed Statements of Interest - 25 August, 2004 (12:00 GMT)

- Target date for announcement of selections - October 2004

- NomCom website: http://www.icann.org/committees/nom-comm/

- Send comments/questions to: nomcom-comments@icann.org

- Send completed Statements of Interest to: nomcom-submissions@icann.org

- Send Recommendations to: nomcom-submissions@icann.org

- To receive NomCom announcements, send an email with the text "subscribe nomcom.announce" to nomcom-announce-request@icann.org

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NomCom encourages redistribution of this Formal Call for Recommendations and Statements of Interest provided it is transmitted in its entirety, without any changes.

NomCom encourages translation of this Formal Call and grants permission to distribute a translation provided that (1) any distributed translation includes the full text of the Formal Call in English in its entirety and without any changes and (2) a copy of the translation and the identity and contact information for the translator are sent to NomCom at <nomcom-comments@icann.org>.

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A. ICANN, the organization

The Internet Corporation for Assigned Names and Numbers (ICANN) is a non-profit, private-sector corporation that serves as a major technical coordination body for the Internet. Created in 1998 by a broad coalition of the Internet's business, technical, academic, and user communities, ICANN has been gradually assuming the responsibility for a set of technical functions previously performed under U. S. government contract by the Internet Assigned Numbers Authority (IANA) and other groups. ICANN is a California public benefit, non-profit corporation.

ICANN's mission is "to coordinate, at the overall level, the global Internet's systems of unique identifiers, and in particular to ensure the stable and secure operation of the Internet's unique identifier systems. In particular, ICANN:
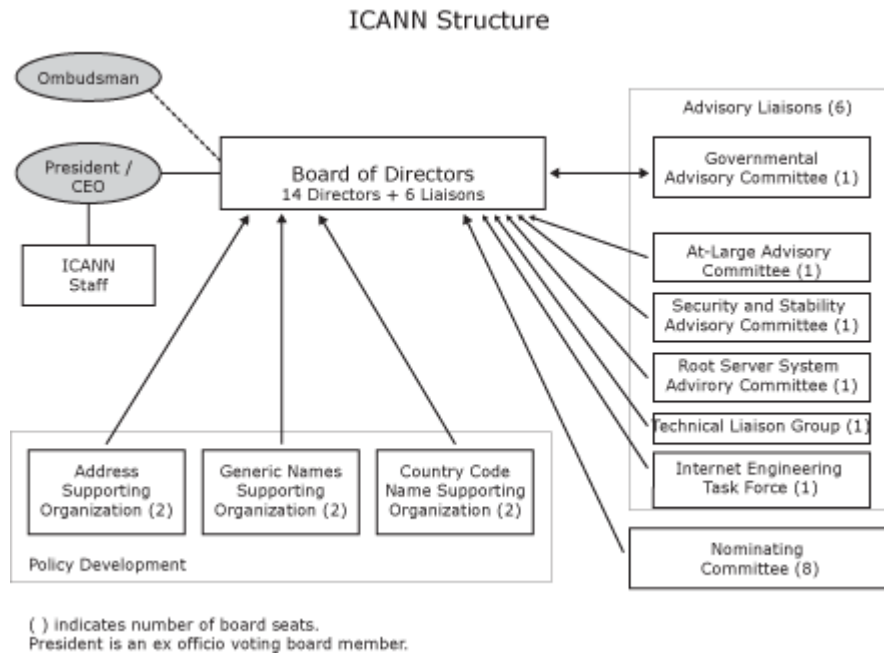
1. Coordinates the allocation and assignment of the three sets of unique identifiers for the Internet, which are:

   o Domain names (forming a system referred to as "DNS");

   o Internet protocol ("IP") addresses and autonomous system ("AS") numbers; and

   o Protocol port and parameter numbers.

2. Coordinates the operation and evolution of the DNS root name server system.

3. Coordinates policy development reasonably and appropriately related to these technical functions." <http://www.icann.org/general/archive-bylaws/bylaws-19apr04.htm#I>

ICANN is dedicated to preserving the operational stability of the Internet; to promoting competition; to achieving broad representation of global Internet communities; and to developing policy appropriate to its mission through bottom-up consensus-based processes.

B. Important Opportunities to Contribute to this Global Enterprise

The ICANN Nominating Committee (NomCom) invites the participation of the Internet community in its ongoing process for selection of well-qualified, accomplished individuals to serve in four sets of leadership positions within ICANN. The following seats are to be filled in the 2004 NomCom process:

- o Board of Directors (3 seats)

- o Generic Names Supporting Organization Council (1 seat)

- o Interim At-Large Advisory Committee (2 seats)

- o Country Code Names Supporting Organization Council (3 seats)

ICANN Structure

( ) indicates number of board seats.
President is an ex officio voting board member.

Those selected by NomCom will work with accomplished colleagues from around the globe to address intriguing technical coordination problems and related policy development challenges with diverse functional, cultural, and geographic dimensions.

They will make an important public service contribution and gain useful experience and perspective. Placing the broad public interest ahead of any particular interests, they will help ensure the stability and security of this valuable global resource for critically important societal functions.

ICANN holds meetings approximately 3 times a year in locations around the world. These meetings constitute an essential part of ICANN's global consensus-development and outreach efforts. Note that much of the work of the ICANN Board, GNSO Council, Interim ALAC, and ccNSO Council is done via e-mail and teleconference.

Those who hold these positions serve without compensation but can receive travel expense reimbursement where authorized and where resources have been allocated within the ICANN budget. (Funds to reimburse travel expenses of all NomCom Selected Nominees have been requested in the ICANN budget for FY05.)

The whole Internet community benefits from the volunteered effort of the many individuals who serve in the organization. ICANN respects and appreciates this generous contribution of time, energy and effort.

We invite both (1) Recommendations of persons who should be considered for these positions and (2) Statements of Interest from persons wishing to be considered for them.

For full consideration Recommendations should be submitted promptly and Statements of Interest should be received no later than 12:00 GMT 25 August, 2004

C. High Qualifications Sought in the NomCom Process

NomCom seeks women and men who have demonstrated the maturity, experience, knowledge, and skills to handle the tasks and make the judgments involved in fulfilling these important leadership roles.

NomCom seeks persons of the highest integrity and capability with experience and talents for problem-solving, policy development, and decision-making involving diverse perspectives regarding how best to accomplish the mission and responsibilities of ICANN. Those selected in the NomCom process will also be expected to place the public interest of the global Internet ahead of any particular interests.

In NomCom's selections, such qualifications are more significant than is deep involvement in technical aspects of the Internet. The NomCom Selected Nominees are expected to be knowledgeable, or committed to becoming knowledgeable, about the environment in which ICANN operates and the technical functions for which it is responsible, but strong technical knowledge of the Internet is not the determining factor in the NomCom selections.

ICANN also has complementary selection processes, based in the Supporting Organizations and Advisory Committees, which are designed to ensure that the needed technical expertise and knowledge of constituencies is present in the ICANN leadership bodies. Together, NomCom and these complementary selection processes yield, in the aggregate, the full range of skills and experience needed for the organization.

NomCom will apply the criteria and terms of eligibility defined in the ICANN Bylaws to develop a pool of qualified candidates (See Section D). In selecting from this candidate pool, NomCom will also take into account additional considerations related to the specific roles to be filled and will support implementation of ICANN's Core Values, including its commitment to seek and support broad functional, geographic, and cultural diversity of the Internet at all levels of policy development and decision-making. NomCom recognizes that the term cultural diversity is multifaceted, including gender, ethnic, religious, and other forms of diversity.

NomCom encourages wide participation in this process, and will be grateful for the valuable input it hopes to receive.

D. Timing, Criteria and Core Values for Positions to be Filled by NomCom

By 1 November 2004, the NomCom expects to make its final selections for individuals to serve the Terms of Duty that are associated with the following positions:

- ICANN Board of Directors (3 seats, 3 year terms)

- Generic Names Supporting Organization (GNSO) Council Members (1 seat, 2 year term)

- Interim At Large Advisory Committee (ALAC) Members (2 seats, 2 year terms)

- Country Code Names Supporting Organization (ccNSO) Council Members (3 seats, one 1 year term, one 2 year term, and one 3 year term)

As provided in the ICANN Bylaws, the starting date for terms of duty for these positions is the end of ICANN's 2004 Annual Meeting (to be held from 1-5 December 2004 in Cape Town, South Africa). The ending date is the conclusion of a specific later ICANN Annual Meeting, depending on the length of term applicable.

NomCom will use the Criteria for Selection of ICANN Directors contained in the ICANN Bylaws for *all* four sets of positions it will fill. These Criteria are:

1. "Accomplished persons of integrity, objectivity, and intelligence, with reputations for sound judgment and open minds, and a demonstrated capacity for thoughtful group decision-making;

2. Persons with an understanding of ICANN's mission and the potential impact of ICANN decisions on the global Internet community, and committed to the success of ICANN;

3. Persons who will produce the broadest cultural and geographic diversity on the Board consistent with meeting the other criteria set forth in this Section;

4. Persons who, in the aggregate, have personal familiarity with the operation of gTLD registries and registrars; with ccTLD registries; with IP address registries; with Internet technical standards and protocols; with policy-development procedures, legal traditions, and the public interest; and with the broad range of business, individual, academic, and non-commercial users of the Internet;

5. Persons who are willing to serve as volunteers, without compensation other than the reimbursement of certain expenses; and

6. Persons who are able to work and communicate in written and spoken English."

Note that NomCom welcomes and encourages participation from all members of the global Internet community. Although Candidates should be able to both work and communicate well in English, there is no requirement that English be the candidate's first

language.

In making its selections, NomCom will look for persons who can help implement ICANN's [Core Values](#), stated in its Bylaws:

"In performing its mission, the following core values should guide the decisions and actions of ICANN:

1. Preserving and enhancing the operational stability, reliability, security, and global interoperability of the Internet.

2. Respecting the creativity, innovation, and flow of information made possible by the Internet by limiting ICANN's activities to those matters within ICANN's mission requiring or significantly benefiting from global coordination.

3. To the extent feasible and appropriate, delegating coordination functions to or recognizing the policy role of other responsible entities that reflect the interests of affected parties.

4. Seeking and supporting broad, informed participation reflecting the functional, geographic, and cultural diversity of the Internet at all levels of policy development and decision-making.

5. Where feasible and appropriate, depending on market mechanisms to promote and sustain a competitive environment.

6. Introducing and promoting competition in the registration of domain names where practicable and beneficial in the public interest.

7. Employing open and transparent policy development mechanisms that (i) promote well-informed decisions based on expert advice, and (ii) ensure that those entities most affected can assist in the policy development process.

8. Making decisions by applying documented policies neutrally and objectively, with integrity and fairness.

9. Acting with a speed that is responsive to the needs of the Internet while, as part of the decision-making process, obtaining informed input from those entities most affected.

10. Remaining accountable to the Internet community through mechanisms that enhance ICANN's effectiveness.

11. While remaining rooted in the private sector, recognizing that governments and public authorities are responsible for public policy and duly taking into account governments' or public authorities' recommendations.

These core values are deliberately expressed in very general terms, so that they may provide useful and relevant guidance in the broadest possible range of circumstances. Because they are not narrowly prescriptive, the specific way in which they apply,

individually and collectively, to each new situation will necessarily depend on many factors that cannot be fully anticipated or enumerated; and because they are statements of principle rather than practice, situations will inevitably arise in which perfect fidelity to all eleven core values simultaneously is not possible. Any ICANN body making a recommendation or decision shall exercise its judgment to determine which core values are most relevant and how they apply to the specific circumstances of the case at hand, and to determine, if necessary, an appropriate and defensible balance among competing values."

E. Position Roles, Eligibility Factors, and Time Commitments

Position: Board of Directors

Number of Seats	Start of Term	End of Term
3	Conclusion of Annual Meeting 2004	Conclusion of Annual Meeting 2007

ICANN's Directors, as a group, are responsible for exercising the powers of ICANN, controlling its property, and conducting or directing its business and affairs, except as otherwise provided in the ICANN Articles of Incorporation or Bylaws. Directors serve as individuals who have the duty to act in what they reasonably believe are the best interests of ICANN and not as representatives of the entity that selected them, their employers, or any other organizations or constituencies. Directors are expected to support the ICANN mission and the implementation of ICANN's Core Values.

NomCom will use the Selection Criteria for Directors, set forth in the Bylaws, for these positions.

ICANN Directors shall receive no compensation for their services as Directors. The Board may, however, authorize the reimbursement of actual and necessary reasonable expenses incurred by Directors performing their duties as Directors. [Bylaws Article VI, Section 22]

Board Eligibility Factors
1. No person who serves on the NomCom in any capacity is eligible for selection by any means to any position on the Board or any other ICANN body having one or more membership positions that the Nominating Committee is responsible for filling, until the conclusion of an ICANN annual meeting that coincides with, or is after, the conclusion of that person's service on the Nominating Committee. [Bylaws, Article VII, Section 8]

2. NomCom shall seek to ensure that the ICANN Board is composed of members who in the aggregate display diversity in geography, culture, skills, experience, and perspective, by applying the criteria set forth above in this document. [Bylaws, Article VI, Section 2(2)]

3. At no time shall the NomCom select a Director to fill any vacancy or expired term whose selection would cause the total number of Directors (not including the President) who are citizens of countries in any one Geographic Region to exceed five; and the NomCom shall ensure through its selections that at all times the Board includes at least one Director who is a citizen of a country in each ICANN Geographic Region. [Bylaws, Article VI, Section 2(2)]

4. No official of a national government or a multinational entity established by treaty or other agreement between national governments may serve as a Director. [Bylaws, Article VI, Section 4(1)]

5. No person who serves in any capacity (including as a liaison) on any Supporting Organization Council shall simultaneously serve as a Director or liaison to the Board. [Bylaws, Article VI, Section 4(2)]

6. All current ICANN Directors whose terms are expiring and all past Directors except Pindar Wong and Linda Wilson, are eligible for selection in 2004, since none of them has exceeded the three term limit as defined in the Bylaws. Wong and Wilson are ineligible in 2004 by reason of their service on the NomCom. [Bylaws Article VI, Section 8(5), Article VII, Section 8, Article XX, Section 2(8)].

The current composition of the Board of Directors is available here.

Time Commitment

The basic responsibilities of an ICANN Director require a commitment of time roughly equivalent to a full day every two weeks, exclusive of any work on Board Committees. The time spent in these basic responsibilities is typically clustered around Board meetings and teleconferences.

Directors spend additional time in connection with their work on Board Committees, a commitment that varies in relation to the number of Committees on which they serve, the scope of the Committee's responsibilities, and their role as Chair or Member of the Committee.

Position: GNSO Council

Number of Seats	Start of Term	End of Term
1	Conclusion of Annual Meeting 2004	Conclusion of Annual Meeting 2006

The Generic Names Supporting Organization (GNSO) is a policy-development body responsible for developing and recommending to the ICANN Board substantive policies relating to generic top-level domains. The GNSO consists of various Constituencies representing particular groups of stakeholders and a GNSO Council, responsible for managing the policy development process of the GNSO. The GNSO Constituencies

choose some of the Council members; NomCom chooses three Council members with staggered terms.

GNSO Council Members receive no compensation for their services as GNSO Council Members. ICANN provides administrative and operational support necessary for the GNSO to carry out its responsibilities. Such support shall not include an obligation for ICANN to fund travel expenses incurred by GNSO participants for travel to any meeting of the GNSO or for any other purpose. [Bylaws Article X, Section 4]

NomCom will use the Criteria for Selection of ICANN Directors (see above) in choosing Selected Nominees for the GNSO Council. GNSO Council members are expected to support the ICANN mission and the implementation of ICANN's Core Values.

NomCom will also take into account the following eligibility factors and additional considerations.

GNSO Council Eligibility Factors

1. No person who serves on the NomCom in any capacity is eligible for selection by any means to any position on the Board or any other ICANN body having one or more membership positions that the Nominating Committee is responsible for filling, until the conclusion of an ICANN annual meeting that coincides with, or is after, the conclusion of that person's service on the Nominating Committee. [Bylaws, Article VII, Section 8]

2. No more than one officer, director, or employee of any particular corporation or other organization (including its subsidiaries and affiliates) shall serve on the GNSO Council at any given time. [Bylaws, Article X, Section 3(5)]

Additional Considerations

For the GNSO Council position, specific experience related to the scope of the GNSO's work with the Domain Name System would be advantageous.

The current composition of the GNSO Council is available here.

The Bylaws do not state a limit on the number of terms GNSO Council members may serve.

Time Commitment

An average GNSO Council member would spend at least 12 hours per month on Council related activities, with those chairing committees or task forces spending at least 50 hours a month. (The commitment involves a minimum of 6 hours per month based on an average of 1.5 two-hour teleconferences (or physical meetings) per month plus about two hours of preparation for each meeting for reading task force reports and potentially discussing with the community. Participation in committees of the council and/or task forces could easily double that minimum time commitment.)

Position: Interim ALAC

Number of Seats	Start of Term	End of Term
1 (Europe Region)	Conclusion of Annual Meeting 2004	Conclusion of Annual Meeting 2006
1 (North America Region)	Conclusion of Annual Meeting 2004	Conclusion of Annual Meeting 2006

The role of the At-Large Advisory Committee (ALAC) is to consider and provide advice on the activities of ICANN, insofar as they relate to the interests of individual Internet users. Upon the seating of persons selected by all five Regional At Large Organizations (RALOs), the Interim At-Large Advisory Committee shall become the At-Large Advisory Committee, as established by Article XI, Section 2(4) of the New Bylaws. The individuals selected to the Interim At-Large Advisory Committee by the Nominating Committee shall become members of the At-Large Advisory Committee for the remainder of the terms for which they were selected. Some members of the Interim ALAC are chosen by each of the RALOs (or by the ICANN Board subject to the Transition Article of the Bylaws); NomCom chooses five members with staggered terms.

Interim ALAC Committee members, like the members of ICANN's other Advisory Committees, receive no compensation for their services as a member of a committee. The Board may, however, authorize the reimbursement of the actual and necessary expenses incurred by Advisory Committee members performing their duties as Advisory Committee members. [Bylaws Article XI, Section 6]

NomCom will use the Criteria for Selection of ICANN Directors (see above) in choosing Selected Nominees for the Interim ALAC. ALAC members are expected to support the ICANN mission and the implementation of the ICANN Core Values. NomCom will also take into account the following eligibility factors and additional considerations.

Interim ALAC Eligibility Factors

1. No person who serves on the NomCom in any capacity is eligible for selection by any means to any position on the Board or any other ICANN body having one or more membership positions that the Nominating Committee is responsible for filling, until the conclusion of an ICANN annual meeting that coincides with, or is after, the conclusion of that person's service on the Nominating Committee. [Bylaws, Article VII, Section 8]

2. The five members of ALAC selected by the NomCom shall include one citizen of a country within each of the five Geographic Regions (Europe; Asia/Australia/Pacific; Latin America/Caribbean Islands; Africa; and North America) established according to Bylaws Article VI, Section 5.

Additional Considerations

For the ALAC positions, experience and skills that bear on gathering, understanding, and

communicating the interests of individual users would be advantageous. Perspectives not otherwise reflected in the existing ALAC membership would be advantageous. NomCom's selections for ALAC are intended to diversify the skill and experience sets of the ALAC, including in such areas as group decision-making.

Current composition of the Interim ALAC is available here.

The Bylaws do not state a limit on the number of terms Interim ALAC members may serve.

Time Commitment

Approximately 7 hours per week is required of members of Interim ALAC to fulfill their duties in this role. This includes participating in online (e-mail) discussions, commenting on/contributing to documents/proposed actions (drafted in English), participating in monthly ALAC telephone conferences (in English), and meeting with/making presentations to, local and regional organizations.

Position: ccNSO Council

Number of Seats	Start of Term	End of Term
1	Conclusion of Annual Meeting 2004	Conclusion of Annual Meeting 2005
1	Conclusion of Annual Meeting 2004	Conclusion of Annual Meeting 2006
1	Conclusion of Annual Meeting 2004	Conclusion of Annual Meeting 2007

The Country Code Names Supporting Organization is a policy-development body which is responsible for developing and recommending to the Board global policies relating to country-code top-level domains (ccTLDs), nurturing consensus across the ccNSO's community, including the name-related activities of ccTLDs; and coordinating with other ICANN Supporting Organizations, committees, and constituencies under ICANN.

In addition to the above core responsibilities, the ccNSO may also engage in other activities authorized by its members, including: seeking to develop voluntary best practices for ccTLD managers, assisting in skills building within the global community of ccTLD managers, and enhancing operational and technical cooperation among ccTLD managers. The ccNSO consists of ccTLD managers that have agreed in writing to be members of the ccNSO, and a ccNSO Council responsible for managing the policy-development process of the ccNSO. Some ccNSO Council members are chosen by the ccNSO members within each of ICANN's Geographic Regions; NomCom chooses three members with staggered terms.

ccNSO Council members receive no compensation for their services as ccNSO Council Members. Upon request of the ccNSO Council, ICANN shall provide administrative and

operational support necessary for the ccNSO to carry out its responsibilities. Such support shall not include an obligation for ICANN to fund travel expenses incurred by ccNSO participants for travel to any meeting of the ccNSO or for any other purpose. The ccNSO Council may make provision, at ccNSO expense, for administrative and operational support in addition or as an alternative to support provided by ICANN. [Bylaws Article IX, Section 7]

NomCom will use the Criteria for Selection of ICANN Directors in choosing Selected Nominees for the ccNSO Council. CCNSO Council members are expected to support the ICANN mission and the implementation of the ICANN Core Values. NomCom will also take into account the following eligibility factors and additional considerations.

ccNSO Eligibility Factors

1. No person who serves on the NomCom in any capacity is eligible for selection by any means to any position on the Board or any other ICANN body having one or more membership positions that the Nominating Committee is responsible for filling, until the conclusion of an ICANN annual meeting that coincides with, or is after, the conclusion of that person's service on the Nominating Committee. [Bylaws, Article VII, Section 8]

Additional Considerations

For the ccNSO Council positions, while no specific considerations are reflected in the Bylaws, experience or knowledge of ccTLDs and issues of importance to the global Internet, would be advantageous. Additionally, familiarity with the global environment in which ICANN operates and perspectives not otherwise reflected in the ccTLD community would be advantageous. Experience in international organizations and in developing new organizations is likewise valuable for these positions.

The current composition of the ccNSO Council is available here.

Time Commitment

An average ccNSO Council member would spend at least 12 hours per month on Council related activities, with those chairing committees or task forces spending at least 50 hours a month. (The commitment involves a minimum of 6 hours per month based on an average of 1.5 two-hour teleconferences (or physical meetings) per month plus about two hours of preparation for each meeting for reading task force reports and potentially discussing with the community. Participation in committees of the council and/or task forces could easily double that minimum time commitment.)

F. Choosing to be a Candidate

Choosing Among the Positions

You may apply for any of the available positions set out in the Statement of Interest for which you are eligible and in which you would be willing to serve. You may apply for up

to four positions; however, you are encouraged to read and consider carefully the background materials on each position prior to filling out the Statement of Interest form below.

The NomCom may contact you later if it would like to consider you for a position which you have not marked, but NomCom is working on a very tight schedule. Your carefully considered response to this question now will facilitate NomCom's deliberations.

Liability/Indemnification

ICANN Directors, GNSO Council members, Interim ALAC members and ccNSO Council members enjoy several types of protection from liability for their activities in service to ICANN. These may be summarized as follows:

(a) Indemnification by ICANN. Under its bylaws, ICANN indemnifies members of ICANN bodies against expenses, judgments, fines, settlements, and other amounts that actually and reasonably arise in a proceeding because those persons are acting or have acted as agents of ICANN. There are various conditions to this indemnity, including that the indemnified person's acts were in good faith and done in a manner reasonably believed to be in ICANN's best interests and not criminal. [Bylaws Article XIV]

(b) Insurance. ICANN carries insurance covering liabilities (including defense expenses) that ICANN and its Directors, volunteers, and committee members may incur by reason of acts or omissions solely in their capacities as Directors, volunteers, and committee members acting on behalf of ICANN. The insurance policy includes deductibles, exclusions, and conditions that are ordinary in a liability policy covering directors, officers, and volunteers of a non-profit corporation.

(c) Statutory Immunity. United States federal law and California law contain provisions shielding volunteers to non-profit organizations (such as ICANN) from liabilities for their volunteer work, with some conditions. The U.S. Volunteer Protection Act of 1997 protects volunteers (i.e. those serving without compensation) to non-profit organizations from liability for harm caused by their acts and omissions while acting within the scope of their responsibilities in the organization and not in a willful, criminal, grossly negligent, reckless, etc. manner. [42 United States Code §§14501-14505] California law provides similar liability protections to volunteer directors. [California Corporations Code § 5239]

Although there are various conditions and limits on each type of protection, in the aggregate these protections provide significant protection to ICANN volunteers acting in good faith and in the scope of their responsibilities to ICANN.

G. NomCom Timetable, Process, and Background

NomCom Timetable
- 20 April 2004 - Chair invites appropriate groups to select delegates to the 2004 NomCom

- 25 May 2004 - 2004 Nominating Committee holds first teleconference

- 1 July 2004 - NomCom issues Formal Call for Recommendations and Statements of Interest

- 12:00 GMT 25 August, 2004 - Deadline for receipt of Statements of Interest

- August-September 2004 - Review and evaluation period

- October 2004 - Announcement of Selected Nominees

NomCom Process

Central to the Nominating Committee's process are the Statements of Interest received from individuals who agree to be considered for service in any of the positions. A person who has submitted a complete Statement of Interest is considered a Candidate for selection by the NomCom. NomCom will begin its review of Candidate information contained in the completed Statement of Interest as soon as it is received and confirmed to have all the required information. If the Statement of Interest is missing required information, the individual will not be considered a Candidate for selection by the NomCom.

The NomCom will evaluate Candidates in a fair and consistent manner, considering the Statement of Interest, references, interviews as needed, consultations, and third-party information sources. While doing so, it will adhere to its Code of Ethics, which includes procedures regarding Confidentiality and Conflicts of Interest.

To ensure open and frank communication with the NomCom, we have paid particular attention in our procedures to safeguarding confidentiality. Specifically, under our procedures all NomCom members will safeguard all internal NomCom communications and treat them as strictly private, confidential, and for the use of the immediate committee members and NomCom staff only, without exception.

NomCom members will not disclose outside of the committee the identities of Candidates under consideration by the NomCom, nor any discussions about them, unless both the Candidate and the NomCom as a whole have given explicit authorization to disclose the information. Nor will NomCom disclose the identity of those who recommend candidates or whether a specific candidate has been recommended.

Note that because NomCom will need to check references and consult selected third-party sources on a confidential basis before making its final selections, those wishing to be considered as Candidates are required to confirm this understanding of the confidentiality arrangements when they submit a Statement of Interest.

When NomCom has completed its selections, it will publish the identities of the Selected Nominees. Statistical information, such as the size and nature of the candidate pool, will be published at the close of the process. No other personally identifiable information will be publicized or retained after the selection process has been completed.

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It should be noted that this Nominating Committee process differs from an election, although the goal is the same: to elicit the Internet community's participation in a thoughtful process leading to the selection of very well-qualified individuals to fulfill the specific roles of their positions.

NomCom's selections are final; no further approval or ratification will take place.

While considerable care has been made to ensure the accuracy and completeness of this Formal Call, the NomCom reserves the right to make additions and corrections. If any changes are made, they will be announced to the nomcom.announce mailing list. The Formal Call is listed in full here.

The 2004 Nominating Committee maintains its webpage at http://www.icann.org/committees/nom-comm/. The webpage, including announcements and answers to frequently asked questions, will be continually updated as the committee's work progresses.

NomCom Background

NomCom operates independently from the ICANN Board, the Supporting Organizations and Advisory Committees. The functional and geographic diversity and independence of NomCom members enables and encourages it to select persons who are not beholden to any particular interests and are capable of representing the broader view of the Internet community.

NomCom members act only on behalf of the interests of the global Internet community and within the scope of the ICANN Mission and the responsibilities assigned to NomCom by the ICANN Bylaws.

NomCom seeks widespread participation, through submission of Recommendations and Statements of Interest, to find the talent and experience needed for these roles, to inform NomCom's decisions, and to generate the confidence and respect of the community for those whom NomCom selects.

Further information about NomCom's origin, role, responsibilities, procedures, composition, and biographical information about its members have been placed on the NomCom webpage.

H. How to Submit a Recommendation

To enhance the Candidate pool from which NomCom will choose Selected Nominees, we encourage you to submit recommendations of individuals whom we should invite to complete the Statement of Interest.

To submit a Recommendation, please send an e-mail to <nomcom-

submissions@icann.org> that includes the following information:
(a) Name of Recommendee
(b) Recommendee's e-mail address
(c) Your name
(d) Your e-mail address
NomCom will acknowledge your recommendation and will provide your recommendee(s) the Statement of Interest Form and Instructions. We ask you to inform those whom you recommend that you have submitted their names to NomCom.

Early submission of Recommendations will be appreciated.

Recommendations should be received by NomCom no later than 12:00 GMT 20th August 2004. NomCom reserves the right to consider Recommendations received after 12:00 GMT 20th August 2004, but makes no commitment to do so.

NomCom will contact by e-mail all those for whom it receives Recommendations to request their submission of a Statement of Interest (see below), but NomCom will only consider and select individuals who have submitted a completed Statement of Interest.

Statements of Interest must be received by the NomCom no later than **12:00 GMT 25 August 2004** for full consideration. NomCom will only consider electronic submissions via e-mail.

A recommendation is not required in the NomCom process.

Note also that endorsements by organizations or groups and lists of signatories are not appropriate for this Nominating Committee process, and they will not be influential in NomCom's selections since popularity is not one of the criteria being used.

The NomCom's procedures for Confidential Treatment of Recommendations and Statements of Interest call for confidential treatment of the identities of Candidates and the NomCom's discussions about the Candidates.

The NomCom does not disclose externally whether individual candidates have been recommended or who recommended them, and advises that you maintain the confidentiality of your recommendation since the person you recommend may not wish his/her candidacy to be disclosed.

You are encouraged to review the instructions and form for submission of Statements of Interest, and to note the more detailed explanation of confidentiality in the NomCom process.

Send recommendations by e-mail to: <nomcom-submissions@icann.org>

I. How to Submit a Statement of Interest

Any individual who wishes to be considered for selection by the NomCom must complete an ICANN Nominating Committee Statement of Interest (see below), in full, and return it to the NomCom. NomCom will only consider electronic submissions via e-mail.

For Full Consideration by the NomCom, the Statement of Interest must be received by the NomCom no later than 12:00 GMT on 25 August 2004.

It is in your best interest to submit your Statement of Interest as soon as possible so that NomCom can follow up with your references or with you if it has any questions.

In order to enhance the candidate pool from which it will make its selections, NomCom encourages submission of recommendations. Please note, however, that a recommendation is not required in the NomCom process.

Note also that endorsements by organizations or groups and lists of signatories are not appropriate for this Nominating Committee process, and they will not be influential in NomCom's selections since popularity is not one of the criteria being used.

The NomCom's procedures for Confidential Treatment of Recommendations and Statements of Interest call for confidential treatment of the identities of Candidates and the NomCom's discussions about the Candidates. In performing its function, however, the NomCom will consult Candidates' references and conduct third-party reference checks on a confidential basis. Once selections are made, the NomCom will make the identities of the Selected Nominees public. Although NomCom will take reasonable steps to ensure that its confidentiality procedures are followed, confidentiality cannot be assured and Candidates and Selected Nominees shall have no claims against ICANN, the NomCom, or affiliated persons in the event information is disclosed despite these procedures.

By submitting a Statement of Interest, each Candidate authorizes the NomCom to consult with the Candidate's references and conduct third-party reference checks. Each Candidate and Selected Nominee also agrees that he or she is not entitled to review or access any of the information received, generated, or considered by the NomCom regarding any Candidate or Selected Nominee, or any of the NomCom's discussions or deliberations regarding any Candidate or Selected Nominee. Each Candidate and Selected Nominee acknowledges that he or she has no right to challenge or seek review of the NomCom's selections.

For full consideration of your Statement of Interest please:

> a. complete in full the Statement of Interest below, using English and plain text, and without the use of additional attachments;
>
> b. provide your responses to the Statement of Interest items in order, immediately after the item;
>
> c. make your response sufficient to stand alone without reliance on linked

resources;

d. understand that the NomCom may not be able to review material that you reference by URL links in your response;

e. provide the meaning of any acronyms used to reference an organization or activity, and state the purpose of the organization or activity;

f. limit your responses to less than 3,500 words (in total) and focus your responses carefully in terms of the nature of the position(s) for which you wish to be considered to give the NomCom a clear picture of your candidacy;

g. send the completed Statement of Interest via e-mail to <nomcom-submissions@icann.org>.

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ICANN Nominating Committee
Statement of Interest

If you agree to be considered for selection by the ICANN Nominating Committee (NomCom) please complete this Statement of Interest.

If any required item is missing information, the Statement of Interest will be considered incomplete and you will not be considered a Candidate for selection by the NomCom.

Therefore, please ensure that you complete all of the required items (a-m) below. Item n is optional.

NomCom will only consider electronic submissions via e-mail. Use of plain text is highly encouraged. There should be no additional attachments to this Statement of Interest (e.g., do not attach any Resume/CV).

Once your Statement of Interest is complete, please e-mail it to <nomcom-submissions@icann.org>. 12:00 GMT 25 August, 2004 is the deadline for your submission to be received by NomCom for full consideration.

NomCom reserves the right to consider Statements of Interest received after 12:00 GMT 25 August, 2004, but makes no commitment to do so.

======== BEGIN

ICANN Nominating Committee
Statement of Interest

Required (a) Your name (first name, family name)

[Insert your name here.]

Required (b) Your e-mail address

[Insert your e-mail address here.]

Required (c) Your telephone number(s)

[Insert your telephone number(s) here; please include country and city/area codes and indicate your preferred contact number.]

Required (d) Your country of citizenship

[Insert your country of citizenship here. If dual citizenship, please state both.]

Required (e) Your country of residence

[Insert your country of residence.]

Required (f) Position(s) for which you would like to be considered. (Mark all that apply.)
___ICANN Board ___GNSO Council ___ Interim ALAC ___ccNSO Council

Required (g) Current/previous roles and accomplishments in the Internet community, if any
[Insert your response here.]

Required (h) Education, current and past 'professional' positions/roles/accomplishments and relevant leadership positions.

[Insert your response here.]

Required (i) Identification of other leadership roles (including professional and significant volunteer roles) to be held concurrently with desired ICANN position.

[Insert your response here.]

Required (j) Statement about what you would contribute to ICANN and its mission.

[Please state clearly how you see yourself contributing to ICANN and its mission.]

Required (k) Statement about how you meet the criteria for the position(s). (See Section D in the Formal Call for eligibility, criteria and other selection factors)

[Insert your answer here.]

Required (l) A list of two or three persons whom NomCom may contact about your candidacy, giving their names, e-mail addresses, telephone numbers, professional positions, and a brief description of your relationship with them.

Note that current NomCom members should not be included as references.
Note also that NomCom will not consult as a reference anyone who is also a candidate under consideration, but because of our confidentiality commitment, NomCom will be unable to advise candidates about another person's presence in the candidate pool.

[Insert your references and the requested information about them here.]

Required (m) Under the NomCom's procedures, your candidacy will be treated by NomCom as confidential unless you give NomCom your permission to disclose it or unless NomCom is consulting your references and conducting third-party reference checks from selected sources on a confidential basis. Once selections are made, the NomCom will make the identities of the Selected Nominees public. Although NomCom will take reasonable steps to ensure that its confidentiality procedures are followed, Candidates and Selected Nominees shall have no claims against ICANN, the NomCom, or affiliated persons in the event information is disclosed despite these procedures.

You also authorize the NomCom to consult with your references and conduct third-party reference checks. You will not be entitled to review or access any of the information received, generated, or considered by the NomCom regarding any Candidate or Selected Nominee, or any of the NomCom's discussions or deliberations regarding any Candidate or Selected Nominees. Candidates and Selected Nominees have no right to challenge or seek review of the NomCom's selections.

Please confirm your understanding and agreement with these arrangements by marking the box below:

_____Yes, I agree to be a Candidate under these confidentiality arrangements and other terms outlined herein, listed in full in the Formal Call for Recommendations and Statements of Interest at <formalcall-30jun04.htm>.

Optional (n) Is there any additional information you would like to submit that would be helpful to NomCom in making its decision? If so, please summarize it here.

[Insert your answer here.]

======== END

NomCom values your interest in being a candidate for the positions it is charged to fill. We expect and rely on your integrity in presenting your qualifications and experience. We appreciate your effort in completing this Statement of Interest.

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J. For Further Questions or Comments

The Nominating Committee includes [Responses to Frequently Asked Questions](#) on its

webpage. Updates to this page will be posted from time to time as the NomCom's work progresses.

Please contact <nomcom-comments@icann.org>with any additional comments or questions on the NomCom and its process.

C6. Answers to Frequently Asked Questions

I. Formation of the ICANN 2004 Nominating Committee

1. What is the composition of the Nominating Committee?
2. What are the criteria for delegates and liaisons to the Nominating Committee?
3. Does the neutrality and objectivity requirement in Criterion 4 mean that the delegate or liaison chosen by a constituency or group cannot work for or be a member of the constituency or group?
4. What is expected of a Nominating Committee member?
5. What is the role of the Nominating Committee in the ICANN structure?
6. What positions and terms will be filled by the 2004 Nominating Committee?
7. What is the purpose of having the Nominating Committee select these positions?
8. Once we have made our selection(s), who do we inform?
9. Is the appointed liaison/delegate required to be a member of the constituency/advisory committee that makes the appointment?
10. Where will the face-to-face meetings be held?
11. If a potential delegate/liaison cannot travel to a face-to-face meeting is that a criterion for not selecting him/her?
12. Will there be funding available for travel to the face-to-face meetings?
13. How much time should NomCom members expect to allot to NomCom activities?
14. Will NomCom members be expected to abide by a Code of Ethics?
15. I have further questions, who should I ask?

II. About Recommendations and Statements of Interest

1. I received a notice saying that I had been recommended to the Nominating Committee. How do I find out who recommended me?
2. I received a notice saying that I had been recommended to the Nominating Committee. How do I tell which position I was recommended for?
3. Who will decide if my Statement of Interest is complete?
4. Please tell me who can recommend someone. In your formal call, there is no mention about the "recommender". Can anybody (individual, employees, officials, company, organization etc.) be a recommender?
5. What should a Recommendation of a potential candidate include?
6. Is submitting more than one Recommendation acceptable?
7. I'm thinking of submitting a Statement of Interest. Do I need to have a Recommendation to be considered a Candidate?
8. Will having a Recommendation benefit my Candidacy in any way?
9. I have a detailed resume/CV. Should I attach this as part of my Statement of Interest?

III. Deciding on Whether to Become a Candidate

IV. Nominating Committee's Role

V. Miscellaneous

I. Formation of the ICANN 2004 Nominating Committee

1. **What is the composition of the Nominating Committee?**
   Article VII, Section 2 of the Bylaws provides that the Nominating Committee shall be composed of the following persons:

1. A non-voting Chair, appointed by the ICANN Board;

2. The immediately previous Nominating Committee Chair, as a non-voting advisor;

3. A non-voting liaison appointed by the ICANN Root Server System Advisory Committee established by Article XI of these Bylaws;

4. A non-voting liaison appointed by the ICANN Security and Stability Advisory Committee established by Article XI of these Bylaws;

5. A non-voting liaison appointed by the Governmental Advisory Committee;

6. Subject to the provisions of the Transition Article of these Bylaws, five voting delegates selected by the At-Large Advisory Committee established by Article XI of these Bylaws;

7. Two voting delegates, one representing small business users and one representing large business users, selected by the Business Users Constituency of the Generic Names Supporting Organization established by Article X of these Bylaws;

8. One voting delegate each selected by the following entities:

    a. The gTLD Registry Constituency of the Generic Names Supporting Organization established by Article X of these Bylaws;

    b. The gTLD Registrars Constituency of the Generic Names Supporting Organization established by Article X of these Bylaws;

    c. The Council of the Country Code Names Supporting Organization established by Article IX of these Bylaws;

    d. The Internet Service Providers Constituency of the Generic Names Supporting Organization established by Article X of these Bylaws;

    e. The Intellectual Property Constituency of the Generic Names Supporting Organization established by Article X of these Bylaws;

    f. The Council of the Address Supporting Organization established by Article VIII of these Bylaws;

    g. An entity designated by the Board to represent academic and similar organizations;

    h. Consumer and civil society groups, selected by the Non-commercial Users Constituency of the Generic Names Supporting Organization established by Article X of these Bylaws;

    i. The Internet Engineering Task Force; and

> j. The ICANN Technical Liaison Group established by Article XI-A of these Bylaws; and

> 9. A non-voting Associate Chair, who may be appointed by the Chair, at his or her sole discretion, to serve during all or part of the term of the Chair. The Associate Chair may not be a person who is otherwise a member of the same Nominating Committee. The Associate Chair shall assist the Chair in carrying out the duties of the Chair, but shall not serve, temporarily or otherwise, in the place of the Chair.

2. **What are the criteria for delegates and liaisons to the Nominating Committee?**
   Article VII, Section 4 of the Bylaws states that Delegates to the ICANN Nominating Committee shall be:

   1. Accomplished persons of integrity, objectivity, and intelligence, with reputations for sound judgment and open minds, and with experience and competence with collegial large group decision-making

   2. Persons with wide contacts, broad experience in the Internet community, and a commitment to the success of ICANN;

   3. Persons whom the selecting body is confident will consult widely and accept input in carrying out their responsibilities;

   4. Persons who are neutral and objective, without any fixed personal commitments to particular individuals, organizations, or commercial objectives in carrying out their Nominating Committee responsibilities;

   5. Persons with an understanding of ICANN's mission and the potential impact of ICANN's activities on the broader Internet community who are willing to serve as volunteers, without compensation other than the reimbursement of certain expenses; and

   6. Persons who are able to work and communicate in written and spoken English.

3. **Does the neutrality and objectivity requirement in Criterion 4 mean that the delegate or liaison chosen by a constituency or group cannot work for or be a member of the constituency or group?**
   NomCom works via group decision, through the development of consensus by delegates and liaisons from all constituencies. Criterion 4 addresses how the person selected is expected to behave, not who employs him/her. Those involved in selecting delegates and liaisons may judge that the only way for a delegate or liaison to achieve the desired independence is by restricting employment/consultant status, but that restriction is not required by ICANN. The NomCom takes very seriously its responsibilities to require NomCom members to disclose actual and perceived conflicts of interest. See the posted 2004 Code of

Ethics, and the Charge to the Subcommittee on Conflicts of Interest at <http://www.icann.org/committees/nom-comm/>.

4. **What is expected of a Nominating Committee member?**
   NomCom members are expected to:

   o engage in affirmative outreach and recruitment of excellent candidates

   o read the submitted and gathered information about each candidate under consideration

   o participate in NomCom teleconferences

   o work diligently with NomCom colleagues toward an overall consensus on the best possible group of candidates to be selected

   o adhere to the Code of Ethics

   o attend a face-to-face meeting (expected to be held in August-September)

   Given the recruitment nature of NomCom's work, it will be particularly helpful if members have extensive personal networks of contacts from outside, and within ICANN, that will support effective recruiting. Furthermore it will be valuable for such delegates to also be prepared to develop cross-constituency understanding to build consensus.

5. **What is the role of the Nominating Committee in the ICANN structure?**

   Introduced as part of the 2002 ICANN reform process, the Nominating Committee (NomCom) is responsible for selecting accomplished individuals to serve in key leadership positions within the ICANN structure; including all ICANN Directors except the President and those Directors selected by ICANN's Supporting Organizations, and for such other selections as are set forth in the Bylaws. Currently, these 'other selections' are for the GNSO Council, the ccNSO Council, and the Interim At Large Advisory Committee (ALAC).

   In making its selections, the NomCom has explicit responsibilities in support of ICANN's CoreValue 4 in Article I, Section 2 of the Bylaws:

   Seeking and supporting broad, informed participation reflecting the functional, geographic, and cultural diversity of the Internet at all policy development and decision-making.

   The NomCom functions independently from the ICANN Board, Supporting Organizations, and Advisory Committees. NomCom's selections are final.

6. **What positions and terms will be filled by the 2004 Nominating Committee?**

ICANN Board of Directors:	3 seats, with terms through 2007
GNSO Council:	1 seat, with term through 2006
Interim ALAC:	2 seats (Europe and North America regions), with terms

through 2006
ccNSO Council: 3 seats, with terms ending in 2005, 2006, and 2007

7. **What is the purpose of having the Nominating Committee select these positions?**

   A central rationale for using a Nominating Committee to select a portion of the ICANN leadership bodies is to balance the other representation-based selection of Directors and council and committee members with a selection of those who will place the broad public interest ahead of any particular interests, and who are nevertheless knowledgeable about ICANN, its communities and responsibilities.

   To achieve this broad public-interest orientation, the membership of the Nominating Committee is drawn from across the ICANN and global Internet communities, on the theory that a Nominating Committee consisting of independent delegates of widely varying backgrounds and interests will, by the imperative of consensus, be able to produce slates of outstanding, highly-qualified, well-respected, and diverse nominees.

   Nominating Committee members, although chosen from various constituencies within ICANN, act only on behalf of the interests of the global Internet community, and within the scope of the ICANN mission and responsibilities assigned to it by the ICANN Bylaws. They carry no personal commitments to particular individuals, organizations, or commercial objectives. Thus, although appointed by Supporting Organizations and other ICANN entities, Nominating Committee members act as individuals and are not beholden to their appointing constituencies. NomCom Members are, however, accountable for adherence to the Bylaws and for compliance with the rules and procedures established by the Nominating Committee.

8. **Once we have made our selection(s), who do we inform?**

   Please email the name, biography and contact details of your NomCom delegate to ICANN Secretary John Jeffrey at nomcom-selections@icann.org on or before 00:00 GMT 11 May 2004.

9. **Is the appointed liaison/delegate required to be a member of the constituency/advisory committee that makes the appointment?**

   No, the Bylaws have no requirement in this regard. Appointed delegates and liaisons must meet only the criteria listed in the Bylaws. See also the responses to Questions 2 and 3, above.

10. **Where will the face-to-face meetings be held?**

    The Nominating Committee expects to hold a face-to-face meeting during the ICANN meeting in Kuala Lumpur, Malaysia in July. An additional meeting may be held in August-September at a location to be determined by the geographical composition of the NomCom.

11. **If a potential delegate/liaison cannot travel to a face-to-face meeting is that a criterion for not selecting him/her?**

No, this is not a criterion listed in the Bylaws. However, please note that NomCom relies on group decision making and building consensus to accomplish its work. Ideally, all delegates and liaisons would be able to attend such meetings.

12. **Will there be funding available for travel to the face-to-face meetings?**

Yes.

13. **How much time should NomCom members expect to allot to NomCom activities?**

NomCom members are expected to be able to allot adequate time to read all materials and participate in regular conference calls. Additionally, NomCom members are expected to actively engage in individual recruitment activities, which may take variable amounts of time. NomCom members are expected to bring with them extensive personal networks from which to recruit highly qualified candidates--last year each NomCom member was expected to generate a minimum of 5 Statements of Interest. See also the response to Question 4 above.

14. **Will NomCom members be expected to abide by a Code of Ethics?**

Yes. The Code of Ethics committed to by the 2004 NomCom can be found here.

15. **I have further questions, who should I ask?**

Please feel free to email your questions, at any time, to nomcom.coordinator@icann.org

Furthermore, the Final Report from the inaugural NomCom may be of interest to you:

<http://www.icann.org/committees/nom-comm/NomCom2003-FinalReport.pdf>

II. About Recommendations and Statements of Interest

1. **I received a notice saying that I had been recommended to the Nominating Committee. How do I find out who recommended me?**

Under the NomCom's Code of Ethics, all recommendations and statements of interest are treated as confidential.

The Nominating Committee encourages, but does not require, persons submitting a Recommendation to contact the person recommended to inform him or her of the recommendation, the position(s) for which the person is recommended, and the reason for the recommendation.

Recommendations are sought for the purpose of broadening the candidate pool. Only those individuals who have submitted a complete Statement of Interest will be considered Candidates for selection. How many recommendations a Candidate

may have received, or who may have recommended a Candidate, are not influential factors in the selection process.

2. **I received a notice saying that I had been recommended to the Nominating Committee. How do I tell which position I was recommended for?**

The Nominating Committee encourages, but does not require, persons submitting a Recommendation to contact the person recommended to inform him or her of the recommendation, the position(s) for which the person is recommended, and the reason for the recommendation.

If you are interested in serving but unsure of which role would be best suited to your qualifications, please see the descriptions of the various positions available in [Section E of the Formal Call](#).

3. **Who will decide if my Statement of Interest is complete?**

If no information is supplied in response to one or more of the *required* items in your Statement of Interest, you will not be considered a Candidate for Selection. To the extent that NomCom has the time and capacity to do so, it will attempt to notify you to give you an opportunity to provide the missing information, but the responsibility rests with you to submit a complete Statement of Interest before 25 August 2004 (12:00 GMT).

In the course of its review and evaluation of submitted Statements of Interest, NomCom may find that it needs clarification or amplification of the content of your submission. In that case, NomCom will attempt to reach you to obtain additional information.

The limited time available for this process means that potential Candidates are best served by carefully preparing their Statements of Interest, ensuring that they are complete, and submitting them as soon as possible.

4. **Please tell me who can recommend someone. In your formal call, there is no mention about the "recommender". Can anybody (individual, employees, officials, company, organization etc.) be a recommender?**

Recommendations can be made by anyone. NomCom has imposed no restrictions as to who can make recommendations.

5. **What should a Recommendation of a potential candidate include?**

All that is required is the name and e-mail address of the person recommended and your name and e-mail address. This information should be submitted to <nomcom-submissions@icann.org>.

The NomCom Coordinator will acknowledge receipt of the Recommendation and encourage the Recommender to liaise with the potential candidate to encourage him/her to submit a Statement of Interest. The NomCom Coordinator will also contact the potential candidate(s) directly to tell them they have been

recommended and to provide to them the instructions and the form for submitting the Statement of Interest.

The Nominating Committee encourages those submitting a Recommendation to contact the person recommended to inform him or her of the recommendation, the position(s) for which the person is recommended, and the reason for the recommendation.

6. **Is submitting more than one Recommendation acceptable?**

Yes. Since the Nominating Committee is charged with filling multiple positions which have varying roles within ICANN, you might well know more than one individual worthy of your Recommendation.

The NomCom places great emphasis on developing a Candidate pool of high quality. We are much less concerned about the size of the Candidate pool provided it is large enough to offer multiple well-qualified Candidates for each position.

Therefore we urge you to think deeply about who you feel would be most suitable to serve and then submit only those names to NomCom.

7. **I'm thinking of submitting a Statement of Interest. Do I need to have a Recommendation to be considered a Candidate?**

No. For you to be considered by the NomCom as a Candidate, you only need to ensure that you have answered all the required items in the Statement of Interest. Your Statement of Interest must be received by the NomCom no later than 12:00 GMT on 25 August 2004 in order for you to receive full consideration.

8. **Will having a Recommendation benefit my Candidacy in any way?**

No, Recommendations do not influence the priority of individual candidacies, but they are important for the success of the NomCom Candidate recruiting process.

The NomCom is using Recommendations to enhance the Candidate pool from which we will make our selections. As you know, we are seeking those individuals who have demonstrated the maturity, experience, knowledge and skills to handle the tasks and make the judgments involved in fulfilling the roles of Board Directors, Generic Names Supporting Organization (GNSO) Council Members, Interim At-Large Advisory Committee (ALAC) Members, and Country Code Names Supporting Organization (ccNSO) Council Members.

Those who provide Recommendations to the NomCom strengthen our recruiting outreach, encourage potential candidates to participate, and address cultural and professional differences in perceptions about appropriate ways to participate in a candidate search process.

Therefore, we ask those who make Recommendations to actively encourage their Recommendee(s) to submit a Statement of Interest. Only those Recommendees who submit a completed Statement of Interest will be considered by NomCom.

9. **I have a detailed resume/CV. Should I attach this as part of my Statement of Interest?**

No. A resume or curriculum vitae (CV) is not required by the NomCom and should not be attached to Statement of Interest when submitted.

We ask that you carefully consider all the required items in your Statement of Interest and provide your answers to all of them, in English.

Insofar as the information requested in the Statement of Interest is already documented in your resume/CV, you are welcome to copy those parts of your resume/CV into your Statement of Interest at the appropriate places in the Statement.

10. **I would like to receive the latest developments and announcements from the NomCom. What should I do?**

The NomCom posts its latest developments to its announcement mailing list and to its web page. If you would like to automatically receive these announcements, please send an e-mail with the text:

"subscribe nomcom-announce"

to <nomcom-announce-request@icann.org>.

11. **When is the deadline to submit my Statement of Interest?**

The deadline has been extended. Your Statement of Interest must be received by the NomCom no later than 12:00 GMT on 25 of August 2004 in order for you to receive full consideration. We encourage you to send completed Statement of Interest as early as possible.

III. Deciding on Whether to Become a Candidate

1. **Why should anyone consider serving in one of these positions?**

The ICANN Board, the GNSO Council, Interim At-Large Advisory Committee, and ccNSO Council, each in its own way, plays a leadership role in ICANN's significant but focused set of responsibilities with respect to the global Internet's stable and secure operation.

[The Formal Call describes ICANN's Mission and the roles of the Members of each of these bodies. See Section E.]

Those who serve in these positions will work with accomplished colleagues from around the globe. They will address intriguing technical coordination problems and related policy development challenges with diverse functional, cultural, and

geographic dimensions. They will gain valuable insights and experience from working across these boundaries of knowledge, responsibility, and perspective.

Those selected by NomCom to serve in these positions will gain the satisfaction of making a valuable public service contribution. Placing the broad public interest ahead of any particular interests, they will help ensure the stability and security of this valuable global resource for critically important societal functions.

They will be challenged to use their knowledge, experience, and open-mindedness to develop creative responses to the dilemmas that arise when diverse needs of Internet users, technical possibilities and limitations of the Internet's unique identifier systems, and challenges and opportunities of the competitive business environment interact with each other and with evolving laws and governmental policies.

The agenda for the next two to three years includes an array of interesting and important matters, both technical (such as security, Internationalized Domain Names, and IPv6). and organizational (such as the evolution of relationships with the Regional Internet Registries, the country-code top-level domain constituencies, the root server operators, and the development of the Regional At-Large Organizations.)

2. **My first language is not English. Will this affect my Candidacy?**

No, as long as you are able both to work well and communicate well in written and spoken English. There is no requirement that English must be your first language.

The NomCom welcomes and encourages participation from all members from wider Internet community, from all over the world. There is no reason, therefore, to expect that your first language is English.

3. **What is the expected time commitment needed to serve on the Board of Directors?**

The basic responsibilities of an ICANN Director require a commitment of time roughly equivalent to a full day every two weeks, exclusive of any work on Board Committees. The time spent in these basic responsibilities is typically clustered around Board meetings and teleconferences.

Directors spend additional time in connection with their work on Board Committees, a commitment which varies in relation to the number of Committees on which they serve, the scope of the Committee's responsibilities, and their role as Chairman or Member of the Committee.

4. **What is the expected time commitment needed to serve on the GNSO Council?**

An average GNSO Council member would spend at least 12 hours per month on Council related activities, with those chairing committees or task forces spending at least 50 hours a month. (The commitment involves a minimum of 6 hours per month based on an average of 1.5 two-hour teleconferences (or physical meetings) per month plus about two hours of preparation for each meeting for reading task force reports and potentially discussing with the community. Participation in committees of the council and/or task forces could easily double that minimum time commitment.)

5. **What is the expected time commitment needed to serve on the Interim ALAC?**

Approximately 7 hours per week is required of members of Interim ALAC member to fulfill their duties in this role. This includes participating in online (e-mail) discussions, commenting on/contributing to documents/proposed actions (drafted in English), participating in monthly ALAC telephone conferences (in English), and meeting with/making presentations to, local and regional organizations.

6. **What is the expected time commitment needed to serve on the ccNSO Council?**

An average ccNSO Council member would spend at least 12 hours per month on Council related activities, with those chairing committees or task forces spending at least 50 hours a month. (The commitment involves a minimum of 6 hours per month based on an average of 1.5 two-hour teleconferences (or physical meetings) per month plus about two hours of preparation for each meeting for reading task force reports and potentially discussing with the community. Participation in committees of the council and/or task forces could easily double that minimum time commitment.)

7. **What does it mean that the positions are "Voluntary"?**

ICANN Directors, GNSO Council Members, Interim ALAC Members, and ccNSO Council Members shall receive no compensation for their services in these positions.

Travel to the ICANN face to face meetings will be reimbursed for Directors, and for those GNSO Council members, ccNSO Council members, and Interim ALAC members that were selected and appointed by the NomCom process.

ICANN's work benefits from an enormous amount of volunteered effort on the part of many individuals who serve without compensation. These contributions are respected and appreciated.

8. **If I am selected by the NomCom, will I be paid for my time?**

No, ICANN Directors, GNSO Council Members, Interim ALAC Members, and ccNSO Council Members receive no compensation for their services. ICANN

respects the generous contribution of time, energy and effort made by those who serve in these positions. [See Question 7 above, "What does it mean that the positions are 'Voluntary'?"]

9. **Can you please clarify whether I can apply for all of the available positions for Director, GNSO Council, Interim ALAC, and ccNSO Council, or whether I need to specify one position only at the outset?**

You can indicate your interest in serving all four types of positions by marking all four spaces in item (f) in your Statement of Interest.

Please mark all the positions for which you are interested in being considered and in which you would be willing to serve if selected by NomCom.

[Note: The NomCom may contact you later if it would like to consider you for a position that you have not marked, but NomCom is working on a very tight schedule. Your carefully considered response to this question now will facilitate NomCom's deliberations.]

10. **Where are the ICANN meetings held?**

ICANN meetings are held regularly in different parts of the world. A calendar of events is [posted on the ICANN Website](#).

For 2004, the ICANN meetings are as follows:

March 2004 Rome (Italy)
June 2004 Kuala Lumpur (Malaysia)
December 2004 Cape Town (South Africa)

11. **How many ICANN meetings are there in one year?**

ICANN generally has 3 meetings per year.

Note that much of the work of the ICANN Board, GNSO Council, Interim ALAC, and ccNSO Council is done via e-mail and teleconference.

12. How are ICANN Directors, GNSO Council members, ALAC members, and ccNSO Council members protected from liabilities arising from their service on these groups? Are they indemnified by ICANN? Is there liability insurance?

ICANN Directors, GNSO Council members, ALAC members, and ccNSO Council members enjoy several types of protection from liability for their activities in service to ICANN. These may be summarized as follows:

(a) Indemnification by ICANN. Under its bylaws, ICANN indemnifies members of ICANN bodies against expenses, judgments, fines, settlements, and other amounts that actually and reasonably arise in a proceeding because those persons are acting or have acted as agents of ICANN. There are various conditions to this indemnity, including that the indemnified person's acts were in good faith and

done in a manner reasonably believed to be in ICANN's best interests and not criminal. [Bylaws Article XIV]

(b) Insurance. ICANN carries insurance covering liabilities (including defense expenses) that ICANN and its Directors, volunteers, and committee members may incur by reason of acts or omissions solely in their capacities as Directors, volunteers, and committee members acting on behalf of ICANN. The insurance policy includes deductibles, exclusions, and conditions that are ordinary in a liability policy covering directors, officers, and volunteers of a non-profit corporation.

(c) Statutory Immunity. United States federal law and California law contain provisions shielding volunteers to non-profit organizations (such as ICANN) from liabilities for their volunteer work, with some conditions. The U.S. Volunteer Protection Act of 1997 protects volunteers (i.e. those serving without compensation) to non-profit organizations from liability for harm caused by their acts and omissions while acting within the scope of their responsibilities in the organization and not in a willful, criminal, grossly negligent, reckless, etc. manner. [42 United States Code §§14501-14505] California law provides similar liability protections to volunteer directors. [California Corporations Code § 5239]

Although there are various conditions and limits on each type of protection, in the aggregate these protections provide significant protection to ICANN volunteers acting in good faith and in the scope of their responsibilities to ICANN.

13. **I'm considering serving on the GNSO Council/Interim ALAC/ccNSO Council but don't have the funds to travel to the regular ICANN meetings. Will funds be provided by ICANN for such travel?**

Yes. ICANN will pay for NomCom appointees to the GNSO Council, Interim ALAC, and ccNSO Council to attend the ICANN face-to-face meetings.

IV. Nominating Committee's Role

1. **In 2000 some ICANN board members were chosen by an online vote of Internet users. Do I understand correctly that selections made by the NomCom are final and no election will be held?**

You understand correctly. The selections by the Nominating Committee are final, and no vote or ratification by Internet users (or by the ICANN Board) will be required.

2. **What led to the NomCom making the final selections so that they need no further ratification or approval?**

In 2002, ICANN underwent a reformation process involving extensive discussions throughout the ICANN community. The overall structure that came out of this process is described in ICANN: Blueprint for Reform (posted 20 June 2002) and the Final Implementation and Recommendations of the Committee on

ICANN Evolution and Reform (posted 2 October 2002). These documents called for formation of a Nominating Committee to select individuals to serve on key ICANN bodies. The latter report included the proposed Bylaws for implementing the recommendations. The Bylaws that were approved at the Amsterdam ICANN meeting on 15 December 2002 assign to the Nominating Committee the responsibility for selections of all ICANN Directors except the President and those Directors selected by ICANN's Supporting Organizations, and for such other selections as are set forth in the Bylaws. [Article VII, Section 1]

The Nominating Committee's responsibility for selection of three members of the GNSO Council is set forth in Article X, Section 3, paragraphs 1, 2, and 3.

The Nominating Committee's responsibility for selecting five members of the Interim At-Large Advisory Committee is set forth in Article XI, Section 2, paragraph 4.

The Nominating Committee's responsibility for selecting three members of the ccNSO Council is set forth in Article IX, Section 3, paragraph 1(b).

The Transition Article, Article XX, sets forth additional details of the Nominating Committee's role in relation to the transition to the new ICANN structure. Technical revisions for clarification of a few parts of the Bylaws were approved and became effective as of 25 March 2003, but these changes did not modify the basic role of the Nominating Committee.

V. Miscellaneous

1. **The Call states that Nominees will be seated at the close of the board meeting in Cape Town. Does this mean that they must be present at that meeting? Wouldn't that be a waste? That is, they will be doing nothing productive and when all the business is done, they will officially be seated.**

   It will be extremely valuable for the Nominees to the New Board to be present during the Cape Town meeting. They will learn a great deal by their presence at the meeting, and the overlap prior to taking office will afford invaluable communication with outgoing members of the given leadership bodies.

   The NomCom's objective is to inform the ICANN Secretary in time for the nominees to be seated at the December meeting.

2. **Who decides how a country should be included in a particular Geographic Region?**

   The ICANN Board determines and reviews how each country should be included in a particular Geographic Region, with the review at least once every three years. The latest review is available here.

   According to the Bylaws there are 5 Geographic Regions

   1. Africa;

2. Asia/Australia/Pacific;

3. Europe;

4. Latin America/ Caribbean islands;

5. and North America

By having geographic diversity provisions in its Bylaws, ICANN emphasizes broad International representation both on the Board and throughout other key structures within ICANN.

[See <http://www.icann.org/general/archive-bylaws/bylaws-19apr04.htm>. In particular:
Bylaws Article I, section 2(4)
Bylaws Article VI, Section 2(2); Section 5
Bylaws Article VII, Section 5
Bylaws Article XI, Section 2(4)(b)]

C7. 2004 Nominee Announcement

The following announcement was posted by the Nominating Committee on 11 October 2004, including translations into French, Japanese, and Portuguese.

Nominating Committee Announces Final Selections For Key Leadership Positions within ICANN

(French | Japanese | Portuguese)

11 October 2004

After an intense period of outreach, consultation, recruitment, and evaluation, the Nominating Committee (NomCom) of the Internet Corporation for Assigned Names and Numbers (ICANN) announced today its final selection of four 'slates' of Nominees for four of ICANN's leadership bodies: the Board of Directors, the Council of the Country Code Names Supporting organisation (ccNSO), the Council of the Generic Names Supporting organisation (GNSO) and the Interim At Large Advisory Committee (ALAC). The Nominees will join the already seated members of these bodies at the conclusion of the ICANN Meeting in Cape Town, South Africa, December 1 - 5.

ICANN is a non-profit organisation responsible for coordinating the global Internet's systems of unique identifiers, including the systems of domain names and numeric addresses that are used to reach all computers on the Internet. ICANN's mission is to ensure the stable and secure operation of these unique identifier systems, which are vital to the Internet's operation. In addition, ICANN coordinates policy development related to these technical functions.

"We are very pleased that so many excellent Candidates from all five geographic regions participated in this second NomCom Process," said Nominating Committee Chair and

spokesperson Jean-Jacques Damlamian. "This global participation reflects the Internet community's impressive array of talent, experience, and willingness to undertake these volunteer leadership roles essential to ICANN's evolution and performance goals."

The Nominees:
([French](#) | [Japanese](#) | [Portuguese](#))

ICANN Board

  Vinton G. Cerf   (U.S.A. - North America)
  Joichi Ito   (Japan - Asia/Australia/Pacific)
  Vanda Scartezini (Brazil - Latin America/Caribbean Islands)

Terms: Conclusion of ICANN Annual Meeting for 2004 until conclusion of ICANN Annual Meeting for 2007

ccNSO Council

  Yassin Mshana (Tanzania - Africa)

Term: Conclusion of ICANN Annual Meeting for 2004 until conclusion of ICANN Annual Meeting for 2005

  Eva Frölich (Sweden - Europe)

Term: Conclusion of ICANN Annual Meeting for 2004 until conclusion of ICANN Annual Meeting for 2006

  Charles Shaban (Jordan - Asia/Australia/Pacific)

Term: Conclusion of ICANN Annual Meeting for 2004 until conclusion of ICANN Annual Meeting for 2007

GNSO Council

  Maureen Cubberley (Canada - North America)

Term: Conclusion of ICANN Annual Meeting for 2004 until conclusion of ICANN Annual Meeting for 2006

Interim At Large Advisory Committee

  Roberto Gaetano   (Italy - Europe)
  Jean Armour Polly (U.S.A. - North America)

Terms: Conclusion of ICANN Annual Meeting for 2004 until conclusion of ICANN Annual Meeting for 2006

Biographical information on the Nominees will soon be posted on the NomCom web page. http://www.icann.org/committees/nom-comm/

In response to its June 30th Formal Call, the NomCom received 102 recommendations of potential candidates from all over the world. Out of 84 individuals who subsequently submitted a Statement of Interest, NomCom selected 9 outstanding individuals for staggered terms in these leadership roles in ICANN. The terms range from twelve to thirty-six months in length. Three individuals were selected to serve on the Board of Directors; two individuals were selected to fill seats designated for individuals from the North American and European regions on the Interim At-Large Advisory Committee (which coordinates participation by individual Internet users in ICANN's activities); three individuals were selected for the Council of the new Country Code Names Supporting Organisation (which administers and coordinates the affairs of the ccNSO and manages the policy development process of the ccNSO); and one individual was selected for the Council of the Generic Names Supporting organisation (which develops policy concerning domain names in generic top-level domains such as .com, .net, .org, .info, and .biz).

The NomCom was asked to find high-caliber, experienced, open-minded women and men with integrity, sound judgment, and objectivity.   "Using a holistic approach, the NomCom focused on the careful selection of slates of Candidates with complementary skills and perspectives who fulfilled the ICANN criteria and eligibility requirements for each of the four roles to be filled, keeping all the Candidates in consideration until the final slates were chosen," Damlamian explained.

Through these strategies the NomCom pursued its dual charge: to balance the other ICANN leadership selection processes which are based on Supporting organisations and Constituencies and to help ensure that ICANN can benefit from the leadership of the women and men of the highest integrity and capability who place the interest of the global Internet community ahead of any particular interests. These carefully selected slates will help ICANN ensure functional, cultural, and geographic diversity in its policy development and decision-making as the Internet itself evolves.

The Nominating Committee:

An independent Nominating Committee is a key element of the ICANN structure. It is composed of a diverse set of individuals chosen by the groups and entities that make up ICANN. The NomCom is charged to act in the interests of the global Internet community rather than in accord with specific interests. NomCom is presently responsible for selecting 8 of fifteen Board Directors, 5 of fifteen Interim ALAC Members, 3 of eighteen ccNSO Council Members and 3 of fifteen GNSO Council Members. In the current process, nine of these positions needed to be filled.

For more information about the Nominating Committee, its Members, Formal Call and Procedures please visit its web page at http://www.icann.org/committees/nom-comm/. Further questions or requests for information can be sent via e-mail to Kieran Baker baker@icann.org.

NomCom Selection Statistics:

Total Number of Candidates: 84

	Geographic Distribution of Candidates	Geographic Distribution of Selected Nominees*
Africa	11%	11%
Asia/Australia/Pacific	24%	22%
Europe	29%	22%
Latin America/Caribbean Islands	10%	11%
North America	26%	33%
Total:	100%	100%

Note that statistics published in the original announcement at http://www.icann.org/announcements/announcement-11oct04.htm were incorrect. Statistics have been corrected for this report.

Citizenship of Candidates:

34 Countries: Argentina, Armenia, Australia, Bangladesh, Belgium, Brazil, Canada, China, Congo, France, Germany, Hong Kong S.A.R, India, Italy, Japan, Jordan, Kenya, Mauritius, Morocco, New Zealand, Nigeria, Pakistan, Peru, Philippines, Portugal, Serbia and Montenegro, Singapore, Spain, Sudan, Sweden, Tanzania, Trinidad and Tobago, UK, USA.

Citizenship of Selected Nominees:

8 Countries: Brazil, Canada, Italy, Japan, Jordan, Sweden, Tanzania, USA.

	Gender Distribution of Candidates	Gender Distribution of Selected Nominees
Male	74%	56%
Female	26%	44%

Recommendations Received:

Total Number of Recommendations:	102
Total Number of Recommendees:	90
Total Number of Recommendees who submitted a Statement of Interest:	54
Percentage of Candidates who are Recommendees:	60%

About ICANN

The mission of ICANN is to coordinate, at the overall level, the global Internet's systems of unique identifiers, and in particular to ensure the stable and secure operation of the Internet's unique identifier systems. In particular, ICANN:

1. Coordinates the allocation and assignment of the three sets of unique identifiers for the Internet, which are

   o Domain names (forming a system referred to as "DNS");

- o Internet protocol ("IP") addresses and autonomous system ("AS") numbers; and

- o Protocol port and parameter numbers.

2. Coordinates the operation and evolution of the DNS root name server system.

3. Coordinates policy development reasonably and appropriately related to these technical functions.

C8. 2004 Nominee Bios

Vinton Cerf

Vinton G. Cerf is senior vice president of Technology Strategy for MCI. In this role, Cerf is responsible for helping to guide corporate strategy development from the technical perspective. In the fast moving world of telecommunications and Internet technology development, technical capabilities can have a critical impact on the success of corporate business strategies including product and service development, infrastructure investment and strategic acquisitions and partnerships.

Previously, Cerf served as senior vice president of Architecture and Technology, leading a team of architects and engineers to design advanced networking frameworks including Internet-based solutions for delivering a combination of data, information, voice and video services for business and consumer use.

Widely known as one of the "Fathers of the Internet," Cerf is the co-designer of the TCP/IP protocols and the architecture of the Internet. In December 1997, President Clinton presented the U.S. National Medal of Technology to Cerf and his partner, Robert E. Kahn, for founding and developing the Internet.

Prior to rejoining MCI in 1994, Cerf was vice president of the Corporation for National Research Initiatives (CNRI). As vice president of MCI Digital Information Services from 1982-1986, he led the engineering of MCI Mail, the first commercial email service to be connected to the Internet.

During his tenure from 1976-1982 with the U.S. Department of Defense's Advanced Research Projects Agency (DARPA), Cerf played a key role leading the development of Internet and Internet-related data packet and security technologies.

Vint Cerf serves as chairman of the board of the Internet Corporation for Assigned Names and Numbers (ICANN). Cerf served as founding president of the Internet Society from 1992-1995 and in 1999 served a term as chairman of the Board. In addition, Cerf is honorary chairman of the IPv6 Forum, dedicated to raising awareness and speeding introduction of the new Internet protocol. Cerf served as a member of the U.S. Presidential Information Technology Advisory Committee (PITAC) from 1997 to 2001 and serves on several national, state and industry committees focused on cyber-security. Cerf sits on the Board of Directors for the Endowment for Excellence in Education, Folger Shakespeare Library, Gallaudet University, the MarcoPolo Foundation, Digex,

Incorporated, Avanex Corporation, Nuance Corporation, and the Hynomics Corporation. Cerf is a Fellow of the IEEE, ACM, and American Association for the Advancement of Science, the American Academy of Arts and Sciences, the International Engineering Consortium, the Computer History Museum and the National Academy of Engineering.

Cerf is a recipient of numerous awards and commendations in connection with his work on the Internet. These include the Marconi Fellowship, Charles Stark Draper award of the National Academy of Engineering, the Prince of Asturias award for science and technology, the National Medal of Science from Tunisia, the Alexander Graham Bell Award presented by the Alexander Graham Bell Association for the Deaf, the NEC Computer and Communications Prize, the Silver Medal of the International Telecommunications Union, the IEEE Alexander Graham Bell Medal, the IEEE Koji Kobayashi Award, the ACM Software and Systems Award, the ACM SIGCOMM Award, the Computer and Communications Industries Association Industry Legend Award, the Yuri Rubinsky Web Award, the Kilby Award , the Yankee Group/Interop/Network World Lifetime Achievement Award, the George R. Stibitz Award, the Werner Wolter Award, the Andrew Saks Engineering Award, the IEEE Third Millennium Medal, the Computerworld/Smithsonian Leadership Award, the J.D. Edwards Leadership Award for Collaboration, World Institute on Disability Annual award and the Library of Congress Bicentennial Living Legend medal.

In December, 1994, People magazine identified Cerf as one of that year's "25 Most Intriguing People."

Maureen Cubberley

As a founding Director of the [Canadian Internet Registration Authority](#) (CIRA), Maureen Cubberley played a key role in negotiating the transition of the .ca ccTLD from the University of British Columbia to CIRA. She helped take the organization from the conceptual stage through start-up, policy development and on to successful registry operation. She served three consecutive terms as Chair of the Board of Directors, during which time dot-ca registrations grew from 60,000 to more than 400,000, funding a $4.M annual budget and a staff of 20 full time employees. Ms. Cubberley has represented CIRA at six ICANN meetings since 2000.

She has also served as a Director, Canadian Internet Society (CISOC) 1998-1999, and is Co-Founder, and former President and CEO of Canada's Coalition for Public Information (CPI).
Since 1995, Ms. Cubberley has been a Senior Partner in ASM Advanced Strategic Management Consultants, Canada, specializing in strategic business planning and the design and implementation of new organizational and governance structures in the private and public sectors. Ms. Cubberley specializes in the areas of change strategies, organizational re-structuring, strategic and business planning, policy development and legislative analysis. Her work with ASM, with the Government of Ontario's Ministry of Culture and Communications, the Canadian Library Association and Canada's Coalition for Public Information enabled her to participate in the planning and development of some elements of the 'Connecting Canadians' agenda. This has been an important part of

the building of Canada's coast-to-coast-to-coast network of Public Access Internet sites and access to Broadband for rural and remote areas. Her recent work includes several 'smart community' initiatives.

In 2001 Ms. Cubberley received an IWAY Award Honourable Mention for Public Leadership, and was also honoured by CANARIE (Canadian Network for the Advancement of Research, Industry and Education) for her contribution to the founding and building of the dot-ca domain.

Among her volunteer work, Ms. Cubberley has served on the Advisory Committee of the Consumer Health Information Service, the Needs Assessment Committee for the Canadian National Institute for the Blind (CNIB), the Trinity College School (TCS) Parents' Advisory Council, Chair of the Joint Committee on Information Policy for the Canadian Library Association and as a Mentor with the Northern Exposure to Leadership Institute.

Ms. Cubberley lives in Northern Ontario and works throughout Canada and internationally.

Eva Frölich

Eva Frölich has more than 20 years of experience in the Telecommunications and Internet industries, starting in the early 1980s when she worked as a Network Engineer with Televerket (now [TeliaSonera](#)). She early became in touch with Naming, Numbering & Addressing, and since the mid 1980s that has been a part of her life.

During the 1990s, Ms. Frölich worked for the National Post & Telecom Agency in Sweden, participating on their behalf in ITU, ETSI, ECTRA and other bodies discussing the developments with regards to Naming, Numbering & Addressing issues.

In 1997 she joined NIC-SE, the .se registry, and participated in CENTR and ICANN meetings. She held a seat on the Board of CENTR between 1999-2002.

When leaving NIC-SE in 2001 she worked for Neustar and .biz for two years prior to starting her own consultancy company. Since last year she has also been on the Board of PIR, the .org registry.

Roberto Gaetano

Roberto Gaetano has been an active participant in the Internet and ICANN policy making process since 1997. As a representative of ETSI (European Telecommunication Standards Institute), he played important roles in the formation of CORE (Council of Internet Registrars), the policy discussions around the U.S. Government's "White Paper" (International Forum on the White Paper), and the formation of ICANN's original Domain Name Supporting Organization (DNSO). He served as one of the first Chairs of

the DNSO General Assembly and has focused his efforts in recent years to bring to life a constituency for individual users and registrants.

Mr. Gaetano has almost 30 years of experience in Telecommunications and Information Technology, and he is responsible for application development in an international organization. Mr. Gaetano also spent twelve years at IBM, in both the United States and Europe.

Mr. Gaetano has a Master in Business Administration and is fluent in five European languages.

Joichi Ito

Joichi Ito is vice president of international and mobility development for Technorati, which indexes and monitors blogs and the Chairman of Six Apart, the weblog software company. He is on the board of Creative Commons, a non-profit organization which proposes a middle way to rights management, rather than the extremes of the pure public domain or the reservation of all rights.

He has created numerous Internet companies including PSINet Japan, Digital Garage and Infoseek Japan. In 1997 Time Magazine ranked him as a member of the CyberElite. In 2000 he was ranked among the "50 Stars of Asia" by Business Week and commended by the Japanese Ministry of Posts and Telecommunications for supporting the advancement of IT. In 2001 the World Economic Forum chose him as one of the 100 "Global Leaders of Tomorrow" for 2002. He has served and continues to serve on numerous Japanese central as well as local government committees and boards, advising the government on IT, privacy and computer security related issues. He is currently researching ³The Sharing Economy² as a Doctor of Business Administration candidate at Graduate School of International Corporate Strategy, Hitotsubashi University in Japan. He maintains a popular weblog (http://joi.ito.com/) where he regularly shares his thoughts with the online community.

Mr. Ito's CV can be found at http://radio.joi.ito.com/outlines/cv.html

Yassin Mshana

Dr Yassin Mshana has 20 years experience as an engineer, the last 10 years at the PhD level. During this period he has worked for several national and international organisations and training institutions as a lecturer, researcher and teaching fellow, as well as a design and technology teacher. Additionally, Dr Mshana has project management and organisational directorship skills (e.g., his leadership role in the establishment of the World Bank-funded African Virtual University (AVU) in Tanzania). This was followed by his role as Training Co-ordinator, then acting Director for the World Bank Institutes' Global Development Learning Network (GDLN), also in Tanzania.

As a Mechanical Engineer, Dr. Mshana holds a PhD from City University (UK), MSc from the University of Manchester Institute of Science and Technology (UK), and a BSc from the University of Dar-es-Salaam (Tanzania). He also holds a post-graduate Certificate in Education (UK). He has been a member of various professional institutions including the Institution of Mechanical Engineers (UK); Institution of Engineers (Tanzania); Association of Teachers and Lecturers (UK); Poverty Reduction Learning Network for East and Central Africa and the e-ThinkTankTz for ICT Policy Development. He has contributed in the promotion of broader use of ICT in both professional and voluntary activities.

More recently, he has been called upon by national and international organisations to provide consultancy services in the Southern Africa region, including DFID, FAO and UNICEF.

Jean Armour Polly

Jean Armour Polly is a professional librarian employed by the [Liverpool (NY) Public Library](#) as Assistant Director and Administrator of Systems and Technology.

She is also known as Net-mom® and is the author of six editions of Net-mom's Internet Kids & Family Yellow Pages (Osborne McGraw-Hill), a directory to thousands of the best children's Internet resources.

Under her Net-mom brand, Jean is the website review editor for [CommonSenseMedia.org](#), a media literacy organization. Past clients include America Online, The Bertelsmann Foundation, Children's Television Workshop, Disney Online, the Internet Association of Japan, MCI Foundation, The Morino Institute, and Ask Jeeves for Kids.

Jean has served on the boards of the Internet Society and the Internet Content Rating Association. Additionally, she has been active with many international competitions for young people, including the ThinkQuest Internet Challenge, the Cable and Wireless Childnet Awards, and the Global Schoolnet Cyberfair.

As a domain owner, trademark owner, and content provider, Jean sees DNS from many perspectives. She notes, "I have been working in the Internet family issues field for a long time and hope to represent not only end users of DNS in general but also young people's interests. We need to engage young people in this dialogue."

Vanda Scartezini

Vanda Scartezini is an Electronic Engeneering, Brazilian citizen, graduated in 1970. Since then she has held many management positions in private technology companies and in public institutions. She is the co-founder of Polo Consultores, a Brazilian IT consulting company since 1985. She served as the Brazilian National Secretary of Industrial Technology and as the National Secretary of Information Technology. She was also

President of the Brazilian Patent Office. From 2000 until march 2004 she was the Brazilian representative at ICANN GAC. She served as GAC Vice Chair, term ended at March 2004.

She acted as Brazilian Government representative in many international missions around the world as well as an expert and consultant for institutions like WIPO, UNDP and UNCTAD. Untill last year she taught Intellectual Property at the MBA level in one of the major business academic institutions in Brazil [FGV – Fundacao Getulio Vargas].

She holds a position in many professional IT entities in Brazil, is a member of the board of four R&D institutions as well as is Vice President of Softex, a Society responsible for the more than 2000 software start ups in the country. She was honoured with many of the major prizes in the Brazilian IT Industry.

Charles Shaban

Holder of a B.Sc. in Computer Science, Charles Sha'ban is the Executive Director of the Regional office of Abu-Ghazaleh Intellectual Property (AGIP), a member of Talal Abu-Ghazaleh Organization (TAGO). He is the leader of the AGIP Executive Committee, a member of the Digital Office Committee (DOC) of TAGO and a member of the Professional Development - IP Committee (PDI) of AGIP, whose mission is to define the policies and work processes of the company.

Charles Sha'ban has extensive experience in the field of Information Technology (IT), Intellectual Property Rights (IPRs), generic and country code Domain Names, and Multilingual Domain Name issues.

Currently he is a member of the Intellectual Property Constituency (IPC) of the Internet Corporation for Assigned Names & Numbers (ICANN) and was chair of the Internationalized Domain Names (IDN) Working Group during 2003, a Board Member of the Multilingual Internet Names Consortium (MINC), a member in the International Trademark Association (INTA), Registration practice & DNS administration subcommittee member of the INTA Internet Committee.

In addition, Charles Sha'ban is a member in the Internet Society (ISOC), the Arab Knowledge Management Society (AKMS), the Arab Society for Intellectual Property (ASIP), the Jordan Computer Society (JCS) and a founding member and ex-board member of the Arab Internet Names Consortium (AINC).