

ICANN

Report of the 2005 Nominating Committee

Report of the 2006 Nominating Committee

George Sadowsky, Chair

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PREFACE

The purpose of the 2005 and 2006 ICANN Nominating Committees' Final Reports is to provide a clear, transparent, and well-documented account of the background, design, motivation and execution of the Nominating Committee's selection process.

By describing what authorized the Committees and what, why, how, and when the Nominating Committees carried out their 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 ICANN bylaws mandate that each Nominating Committee submit a Final Report. The work load of each of these Committees has been very substantial, and represents a major workload assumed by each member and especially by the Chair. As a result of a number of circumstances occurring in 2005, I regret that I was unable to complete the report before the activities of the 2006 Committee came to full speed. With the unfortunate departure in May 2006 of the initial Chair for 2006, Eugenio Triana, the continued functioning of the 2006 Committee had to take precedence over the completion of last year's report.

The 2005 and 2006 Nominating Committees were fortunate to be able to draw on the work of the first two committees in 2003 and 2004, and this report reflects both the processes of these years as well as the effort to establish standard procedures and precedents for the future.

This Final Report of the Nominating Committee has been prepared by George Sadowsky, the Chair for 2005 and 2006, with valuable assistance from both Jayantha Fernando and Adam Peake, Associate Chairs in 2005 and 2006 respectively.

This Final Report recognizes with gratitude the efforts of Eugenio Triana, ICANN Board Member during 1998-2000, who was initially designated as the Chair of the 2006 Nominating Committee, and who served diligently through May 2006 when difficult personal circumstances forced him to withdraw from the work of the Committee.

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1. Executive Summary

This report describes the positions which the 2005 and 2006 NomComs were charged to fill, the final results of NomComs' work, along with summary statistical information about the candidate pools, the processes and activities of the NomComs and recommendations for future NomComs.

While the actual identities of candidates and discussion of their relative merits must necessarily remain confidential, the process by which the committee is formed and how it operates should be transparent. One goal of this report is to provide that transparency with respect to how the two committees have functioned during the last two years.

The 2005 and 2006 reports are being combined, in large part because the work involved in being Chair of the Committee was considerably more time consuming than expected. In addition, the first part of 2006 was spent assisting the new chair who, because of his own substantial professional obligations, was forced to resign his appointment in late May. My own personal and professional obligations were sufficient to prevent completion of the reports until now.

The 2005 and 2006 Nominating Committees both had the benefit of having two face-to-face meetings, the first for orientation and discussion regarding its processes and procedures, and the second for the actual selection of nominees. The two meetings validated the recommendations of previous chairs for such a schedule and facilitated the involvement of the members and the overall work of the committee.

The 2005 committee received 72 applications from which it nominated 8 candidates for leadership positions. The 2006 committee received 90 applications from which it nominated 7 candidates. Obtaining good candidates for a pool from which to select nominees was difficult in both years, with the deadline for submission having to be extended in both years in order to obtain applicant pools of sufficient size from which to select good and balanced slates of nominees. The amount of time required by each of these positions, especially the Board positions, was a major deterrent in attracting many qualified individuals.

Committee evaluations were extensive, with each and every submission read by all members and investigated in depth by a member, discussed in a subgroup of the committee, and reviewed by the entire committee at the selection meeting. While in 2005 the Statement of Interest and references were the primary sources of information for each candidate, the 2006 committee was more proactive in soliciting further information, including the use of telephone conversations with some of the candidates. The results of being more proactive were quite positive and contributed to the quality of the committee's product.

The past two years have led me and members of the committee to make a variety of recommendations for the future. They address several dimensions of the process: planning and scheduling, process, recruitment, evaluation, governance and administration, and post-selection issues. In December 2006, the Board approved the formation of a Nominating Committee review process, the results of which will provide additional guidance for the way in which the committee is likely to organize itself in the future.

By the nature of their composition, the committees reflect at least indirectly the hopes and aspirations of ICANN as well as the frictions and divisions within the community. Nevertheless both committees have taken their mandate quite seriously and have worked diligently as best they could to provide ICANN with good leadership for the future.

2. Results and Summary Statistics

A. 2005 Results

1. 2005 Selected Nominees

Slate 1: The ICANN Board

2 Terms: Conclusion of 2005 Annual Meeting to conclusion of 2008 Annual Meeting

Susan Crawford	(USA – North America)
Njeri Rionge	(Kenya – Africa)

Slate 2: The GNSO Council

2 Term: From conclusion of Annual Meeting 2005 to conclusion of Annual Meeting 2007

Sophia Bekele	(Ethiopia – Africa)
Avri Doria	(United States – North America)

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

3 Terms: From conclusion of Annual Meeting 2005 to conclusion of Annual Meeting 2007

Jacqueline Morris	(Trinidad and Tobago – L.A. and Caribbean)
Siavash Shahshahani	(Iran – Asia/Australia/Pacific)
Alice Wanjira	(Kenya – Africa)

Slate 4: The ccNSO Council

1 Term: From conclusion of Annual Meeting 2005 to conclusion of Annual Meeting 2008

Slobodan Markovic	(Serbia and Montenegro – Europe)
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2. 2005 Summary Statistics

Total Number of Candidates:	72
Total Number of Recommendations:	16

Region	Distribution of Candidates	Distribution of Nominees
Africa	16%	37.5%
Asia/Australia/Pacific	21%	12.5%
Europe	23%	12.5%
Latin America/Caribbean Islands	6%	12.5%
North America	35%	25%
Total	100%	100%

Gender Distribution	Candidates	Nominees
Male	84%	25%
Female	16%	75%
Total	100%	100%

Citizenship of Candidates

35 Countries: Argentina, Australia, Bailiwick of Guernsey, Bangladesh, Belarus, Benin, Brazil, Cameroon, Canada, Congo, Fiji, Finland, France, Germany, Greece, Hong Kong, India, Iran, Italy, Kenya, Luxembourg, Malaysia, Mauritius, Nigeria, Peoples Republic of China, Portugal, Serbia and Montenegro, Singapore, South Africa, Spain, Switzerland, Taiwan, Trinidad and Tobago, UK, USA.

Citizenship of Selected Nominees

6 Countries: Ethiopia, Iran, Kenya, Trinidad and Tobago, Serbia and Montenegro, USA.

B. 2006 Results

1. 2006 Selected Nominees

Slate 1: The ICANN Board

3 Terms: Conclusion of 2006 Annual Meeting to conclusion of 2009 Annual Meeting

Roberto Gaetano	(Italy – Europe)
Steven Goldstein	(United States – North America)
Rajasekhar Ramaraj	(India – Asia)

Slate 2: The GNSO Council

1 Term: From conclusion of Annual Meeting 2006 to conclusion of Annual Meeting 2008

Jon Bing	(Norway – Europe)
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Slate 3: The Interim At Large Advisory Committee (ALAC)

2 Terms: From conclusion of Annual Meeting 2006 to conclusion of Annual Meeting 2008

Alan Greenberg	(Canada – North America)
Annette Muehlberg	(Germany – Europe)

Slate 4: The ccNSO Council

1 Term: From conclusion of Annual Meeting 2006 to conclusion of Annual Meeting 2009

J. Beckwith Burr	(United States – North America)
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2. 2006 Summary Statistics

Total Number of Candidates: 90
Total Number of Recommendations: 12

Region	Distribution of Candidates	Distribution of Nominees
Africa	4.5%	0%
Asia/Australia/Pacific	19%	14%
Europe	42%	43%
Latin America/Caribbean	5.5%	0%
North America	30%	43%
Total	100%	100%

Gender Distribution	Candidates	Nominees
Male	86%	71.5%
Female	14%	28.5%
Total	100%	100%

Citizenship of Candidates

32 countries and areas : Argentina, Australia, Belgium, Bailiwick of Guernsey, Brazil, Canada, Czech Republic, Egypt, Fiji, Finland, France, Germany, Greece, Haiti, Hong Kong, Iceland, India, Ireland, Italy, Japan, Nigeria, Norway, New Zealand, People's Republic of China, Spain, Sweden, Switzerland, Taiwan, Turkey, United Kingdom, United States of America, Venezuela

Citizenship of Selected Nominees

6 countries: Canada, Germany, India, Italy, Norway, USA.

3. 2005 Committee Activities

A. Committee Formation

At the ICANN Board meeting of 5 December 2004 held in Cape Town, George Sadowsky was appointed Chair of 2005 NomCom <http://www.icann.org/meetings/capetown/captioning-icann-board-05dec04.htm>

The formal process of appointing delegates and liaisons to the committee began thereafter. The formation of 2005 NomCom took considerable amount of time and proceeded through mid-March 2005. ICANN Staff support for the NomCom was designated during the first week of March 2005 and the first formal communication to the NomCom list by the Chair and the first tele-conference call of the NomCom took place on 12th March 2005 and 23rd March 2005 respectively. Names and biographies of committee members are provided in Appendix A2.

The 2003 and 2004 NomComs met only once, coming together only near the end of their life in order to select their final slate of candidates. Based on a recommendation made by the 2004 NomCom, steps were taken by the Chair of the 2005 NomCom to begin the practice of holding an initial physical meeting of the committee at the start of the process. The first conference call of

the 2005 NomCom and the subsequent discussions on the committee's mailing lists were focused on finalizing the required documents for the NomCom process and the agenda for the Mar Del Plata meeting.

B. NomCom meeting in Mar Del Plata

The introductory meeting was held at the conclusion of the ICANN meeting in Mar Del Plata, Argentina on 8-9 April 2005. This initial meeting was found to be very useful although experience with the process during the year 2005 demonstrated that it would have been productive to commence the process earlier, preferably with the introductory meeting taking place at the conclusion of the ICANN Annual Meeting.

The Mar Del Plata meeting set the stage for the completion of preparatory work of the NomCom and broadly the work carried out was distributed as follows: (1) ensuring appropriate level of confidentiality of candidate information, for which the committee should adopt a suitable technical solution and exploring the possibility of using equipment outside ICANN to host candidate information; (2) populating sub-committees; (3) addressing and setting a policy for the filling of mid-term vacancies; and (4) revising the documentation used by previous NomComs, which required improvement, including adopting a revised Code of Ethics and Conflict of Interest Disclosure form and review of liability/indemnity issues.

C. Ensuring Appropriate Confidentiality of Candidate Information

Each candidate for any open ICANN leadership position submits a Statement of Interest (SOI), based on the formal call posted on 22nd April 2005 <http://www.icann.org/committees/nom-comm/formalcall-22apr05.htm>. The SOI is an application form that asks for personal information about the candidate, including what they can bring to ICANN and why they want to fill such a leadership position. The candidate is also asked to provide the names and contact information of several references. The SOIs, the information obtained from references, and additional information gathered in confidence about a candidate is made available to all members of the NomCom, and altogether is a significant collection of confidential information.

At the Mar Del Plata meeting, the 2005 NomCom reviewed the information management system used in 2004 and concluded that it was cumbersome and resulted in double handling in a lot of cases as complete information on candidates was not presented at one time. The Committee also explored the possibility of ICANN developing prototype software to assist with the information management of candidate information, as well as use of blogging tools available to the Committee. A three member Technical sub committee was appointed, with Ram Mohan as Chair, to explore all options. After due consideration of available options the 2005 NomCom decided to use a blogging tool, www.blogware.com/admin, with the information hosted by Tucows.

In considering technical solutions 2005 NomCom also had to resolve legal issues surrounding the hosting of candidate information outside ICANN. The Committee obtained clarifications from the office of ICANN's General Counsel. Although there were initial concerns on the hosting of sensitive information outside ICANN's ability to protect it, clarifications from the Office of the General Counsel indicated that it was possible for NomCom to have an Information management tool within the direct control of NomCom, having first subjected the tool to appropriate checks and balances to ensure that it had reliable security measures used to protect confidential NomCom data from loss, misuse, or unauthorized disclosure.

D. Assignment of Sub-Committees

The 2005 NomCom assigned the following tasks to the sub-committee's identified below.

Conflict of Interest Sub-committee

Jose Salguero (Chair), Alan Davidson, Adam Peake and Michael Silber with Jayantha Fernando as liaison

Policy to determine filling of interim Vacancies

Marilyn Cade (Chair), Kyoshi Tsuru and Michael Silber with Jayantha Fernando as liaison

Information Management System Sub-committee

Ram Mohan, Chair, Elliot Noss, Adam Peake & Frannie Wellings (user perspective)

NomCom Website and Frequently Asked Questions Sub-committee

Mark McFadden (Chair), Lars-Johan Liman, Catherine Gabay

Three Sub-committees for initial evaluation of candidates

E. Setting a policy for the filling of mid-term vacancies

During the first face-to-face meeting of 2005 NomCom in Mar del Plata it was decided that NomCom should devise a policy to fill NomCom appointed positions that become vacant during a given NomCom term. A committee comprising Marilyn Cade (Chair), Kyoshi Tsuru and Michael Silber was established to look into this issue. Jayantha Fernando was included as the liaison to the Committee. The sub-Committee was tasked with defining a process for filling such mid term vacancies.

One of the issues considered in the process of devising this policy was the timeframe, i.e. whether the process for selection for interim vacancies should be different depending on the remaining length of the term of the particular vacancy. It was noted that short term vacancies create challenges in appointments for example and the issue of where should the pool of people be drawn from, and what weight should be given to issues of geographical, gender or other dimensions of diversity. The concept of a ‘pitch hitter’ was explored whereby a short-term appointment be made on the understanding that there is no longer term commitment expected or guaranteed.

Discussions also centered around confidentiality aspects of nominating a person without their knowledge and assuming they would be available/willing to take on the role of filling of an interim vacancy. It was also suggested that members making a recommendation should satisfy themselves that the person is available to undertake the role.

The Final Report of the Sub-Committee, dated 20th June 2005, agreed upon by the 2005 NomCom is contained in Appendix A5. The NomCom used the process to fill a mid-term vacancy which arose in the GNSO Council during the year 2005 through the appointment by the GNSO of Demi Getchko to the ICANN Board. The committee nominated Avri Doria, who took her seat on the GNSO at the ICANN meeting in Luxemburg in July 2005.

F. Documentation

The committee at the first meeting in Mar Del Plata did an extensive review of the NomCom documentation and agreed on the following tasks: (1) to revise the Statement of Interest form; (2) to ensure that the documents describing the positions to be filled by the NomCom were up-to-date and accurate; (3) to refine the Code of Ethics and align the Conflict of Interest disclosure

document to ensure consistency with the Code of Ethics and the ICANN conflict of interest policies; and (4) to update generally its other major documents.

1. Statement of Interest (SOI)

The Statement of Interest (SOI) form, is required to be completed by anyone wishing to become a candidate. The SOI is the main source of information the NomCom has about a candidate, and successive committees have improved the form so as to gain better and more useful information. The 2005 NomCom at its first face to face meeting reviewed the form and made several recommendations for improvement, so that the candidate could better understand the purpose of the questions, and to encourage replies that more clearly expressed how the person would help ICANN as well as the skills and experience they would bring to the organization.

The SOI form used in 2005 and posted online on 22nd April 2005 is available at <http://www.icann.org/committees/nom-comm/formalcall-22apr05.htm>.

2. Description of Leadership Positions

The 2005 NomCom sought to provide adequate description of the leadership positions which would be filled by NomCom. <<http://www.icann.org/committees/nom-comm/positions-2005.html>>. The Committee also reviewed the time commitment required for each category of positions to be filled and elaborated upon such requirements, based on the inputs the committee received during its discussions. It was noted that volunteering to serve in any and all positions that the NomCom selects requires a very significant commitment of time and effort. Expressing this requirement and degree of commitment clearly and accurately was a major concern for the 2005 NomCom.

3. Nominating Committee Code of Ethics

The NomCom Code of Ethics is agreed to by all NomCom members, as well as by staff members and by consultants and others working with the NomCom <<http://www.icann.org/committees/nom-comm/ethics-2005.html>>. The Code of Ethics is a commitment to good practice and good service to the NomCom and to ICANN and the Internet community, and provides procedures for handling conflicts of interest.

During the very early preparatory stages of the 2005 NomCom the existing Code of Ethics and Conflict of Interest disclosure forms were reviewed and after due consideration several changes were made with the concurrence of ICANN General Counsel.

The changes reflect the following:

1. to ensure a stronger and a complimentary link between the NomCom Code of Ethics and the Conflict of Interest Policy adopted by ICANN
2. to ensure that the NomCom member would refrain from being an advocate of the candidature where there is a connection with an individual / candidate
3. addition to Conflict of Interest disclosure form to ensure that the disclosure form would be compatible with the Code of Ethics

The diversity of the NomCom achieved by selection of members from across the ICANN and Internet community defends against possible capture by a particular interest. The Code of Ethics provides the rules by which NomCom members agree to operate.

4. Other Documents: Procedures and FAQ

NomCom procedures <http://www.icann.org/committees/nom-comm/procedures-22apr05.htm> and the FAQ <http://www.icann.org/committees/nom-comm/index-2005.html#FrequentlyAskedQuestions>, both of which were associated with the nomination process, were updated by the NomCom 2005 so as to conform to the changes agreed during the first face to face meeting. Draft documents were prepared after the first face to face meeting and updated thereafter from time to time through the NomCom process.

G. Discussions with Constituent Groups

During the Mar Del Plata meeting, the NomCom Chair, the Chair's adviser and the Associate Chair had briefings with the ICANN constituencies, Supporting Organizations and Advisory Committees in order to inform them of the 2005 NomCom process and the positions the committee would fill, and to answer questions. NomCom members were encouraged to join meetings of the entities that placed them on the committee. A similar approach was adopted by the Chair, Associate Chair and the Chair's Adviser during the ICANN meeting in Luxemburg.

H. Candidate Recruitment

On 22nd April 2005 the NomCom published a Formal Call for Statements of Interest and Suggestions for Candidates <http://www.icann.org/committees/nom-comm/formalcall-22apr05.htm>, with an initial deadline of 15th June 2005. Publication of the formal call launched the period of candidate recruitment.

1. Outreach

The ICANN By-laws mandate that the members of the NomCom are to be appointed to reflect the broad ICANN and Internet communities, to provide a diverse geographic representation and bring access to a wide and diverse potential pool of candidates. Using their institutional and individual networks, NomCom members are expected to do their best to find the highest-qualified candidates for consideration by the NomCom, and to do their best to encourage those individuals to serve. This commitment to outreach is part of the Code of Ethics agreed by all members.

At the first face to face meeting in Mar Del Plata the importance of engaging the entire community in outreach was discussed.

Although the NomCom members did their best to reach to reach a wide pool of candidates and encourage those individuals to serve in ICANN leadership positions by submitting SOIs, it was felt that getting potential candidates to submit applications posed a significant challenge during the year. Lack of workshops retarded disseminating the message effectively. During the ICANN meeting in Luxemburg, the Chair, Chair's Adviser, Associate Chair and NomCom members took steps to meet with constituencies to disseminate the NomCom process, clarify issues, and request active cooperation in identifying excellent candidates and in encouraging them to make themselves available to the NomCom.

In the area of outreach the 2005 NomCom also felt that there were potential cultural difficulties associated in the NomCom process, particularly with potential candidates who are reluctant to go through the process and submit their candidature to a body which does not tell them how final decisions are made. It was noted that there were people of distinction who could be identified but who are not willing to complete an SOI because of such cultural sensitivities.

The 2005 NomCom decided to place these issues and experiences for the benefit of the 2006 NomCom so that the process in the year 2006 could address these issues.

2. Use of Consultants

During the first face to face meeting of the NomCom there was discussion surrounding whether the NomCom should use consultants to assist in the task of recruiting candidates. Discussions centered around having a balance between cost and efficiency, as well as addressing the difficulty of finding consultants who knew both the ICANN and Internet communities as well as individuals outside those groups who could contribute effectively in ICANN leadership positions.

After due consideration the 2005 NomCom determined that the NomCom is better placed and appropriately represented to recruit than an outsider because of the closeness of NomCom members to the community. It was also decided to distribute the Formal Call and the SOI to a list of institutions formulated by the 2005 Chair's Adviser. The list had been used effectively by the 2004 NomCom.

The 2005 NomCom also took steps to reach the broader ccTLD community and regional TLD organizations to ensure that the full gamut of candidates would be reached.

3. WSIS and WGIG Events

The year 2005 saw the World Summit on the Information Society (WSIS) process reaching a climax with several international and regional meetings taking place. Associated with the WSIS was the Working Group on Internet Governance (WGIG) process, on which several NomCom members served. The variety of meetings associated with both these processes provided an opportunity for NomCom members associated with these activities to carry out effective outreach work.

4. Extension of Candidate Recruitment Period

Although the initial deadline was fixed by the 2005 NomCom with the expectation that a sufficient pool of candidates would submit SOIs in time, during the process NomCom encountered difficulties recruiting candidates and getting them to submit SOIs in time. The submission of SOI was very slow and there was less interest and less enthusiasm from potential candidates than in previous years.

As the 15 June deadline approached, less than three dozen Statements of Interest had been received. Although candidate quality was high, and remained high though the eventual pool of 72 candidates, the initial pool did not offer sufficient diversity. The deadline for receiving SOIs was therefore extended to 20 July 2005. (<http://www.icann.org/announcements/announcement-13jun05.htm>.)

The 2005 NomCom found that candidates tend to submit their applications late in the recruitment process, and there was in fact a flurry of SOIs received just before the extended deadline. One or two late applications were permitted from those who had said they planned to submit an applications and required a grace period. The late rush of SOIs caused some problems for staff in sending out reference requests and for NomCom members in collecting information about candidates.

1. The Evaluation Process

Each candidate was asked to name three or four people who will provide references. Candidates were asked to inform the reference provider before giving the person's name to the NomCom. It is important that the reference provider knows they will be asked by the NomCom to provide a reference and understand its purpose. The SOI and references are the primary sources of information that the NomCom has about a candidate.

Each NomCom member was assigned candidates on a round robin basis as the SOIs are received. With 72 SOIs this averages out at 3-4 candidates for each NomCom member. NomCom staff sent a reference request to all references named by each candidate. NomCom members are responsible for collecting all information about their four (or more) candidates, this includes chasing references, taking references by telephone interview if requested, and generally becoming familiar with the candidates they have been allocated.

2. Evaluating candidates

Each NomCom member was assigned three to four candidates to investigate in depth. Candidates were assigned on a round-robin basis, so that assignments were random. In addition to becoming expert on their candidates, all members read and became familiar with the SOIs and references for all candidates.

The 23 member NomCom divided into three sub-groups, each of which was responsible for an in-depth evaluation of 1/3 of the candidate pool. Each sub-group held a number of teleconference calls to discuss and evaluate their candidate sub-pool. During the first call each NomCom member presented their candidates to other group members. On subsequent calls the sub-groups discussed the candidates in their group and then discussed candidates in the entire pool. The goal was to steadily build knowledge of all candidates, and to be able to attend the selection meeting with a good knowledge of the 72 candidates who the NomCom would be considering.

A number of third-party references were taken, particularly to address specific issues raised by a candidate's SOI. The NomCom also sent requests for written clarification to a number of candidates, and included their responses in the evaluation process.

3. Selection Meeting

The selection meeting took place over 2½ days at the Holiday Inn in Thoiry, France during 16-18 September. The committee's work during the selection process is confidential.

4. Vetting Process

Shortly after the meeting, it was determined that one of the initial applications had not been distributed to or considered by the committee. There was adequate time for the committee to modify its nominations, and therefore committee members were informed and discussed the candidate thoroughly during several teleconferences. At the end of the process, members felt that that the candidate had been given consideration equal to that of other candidates, though through a different process. The decision process at Thoiry was reviewed with a view to understanding if the decisions made would have been different had this candidate been known to the committee, and the conclusion was that the original slate of nominations would stand.

The Nominating Committee subjects each nominee in the final slate to a background check, seeking information regarding criminal records, possible evidence of financial misbehavior veracity of statements made in the SOI, and conflicts of interest with proposed roles among other

things. In 2005 one fact came to our attention that needed substantial investigation to ascertain the nominee's acceptability for a post. The NomCom scheduled and held three additional teleconferences to examine the evidence, do additional investigative work, and make a decision. The decision was that the additional fact did not compromise the candidate's acceptability and the slate remained unaltered.

As a matter of course, alternate nominees are chosen at the selection meeting for each open position in the event that such due diligence might actually cause a nominee to be disqualified after the meeting. In fact, if such a substitution had to be made, such second selections would only serve to guide the committee's further deliberations regarding a new nominee, since issues such as geographic requirements and certain issues of balanced representation could enter into the final choice. In 2005 there was no need to resort to naming any alternate selection.

4. 2006 Committee Activities

A. Committee Formation

At the ICANN Board meeting of 4 December 2005, Eugenio Triana was appointed Chair of 2006 NomCom by the Board <<http://www.icann.org/meetings/vancouver/captioning-bod-meeting-04dec05.htm>>. The formal process of appointing delegates and liaisons to the committee began with the chair's appointment. The 2006 NomCom was officially formed on 16 January 2006 with 19 members. Delegates from three At Large regions (Asia/Pacific, Africa and North America) were not confirmed until 17 January 2006, and the Government Advisory Committee liaison joined on 21 March 2006. Names and biographies of committee members are provided in Appendix A2.

In light of the recommendations of the 2005 NomCom and discussions on the committee's mailing lists and conference calls, two initial work areas were identified: (1) to ensure the appropriate level of confidentiality, the committee should adopt more secure working practices with regard to candidate information; and (2) the documentation used by previous NomComs needed considerable improvement.

B. Ensuring Confidentiality of Candidate Information

Each candidate for any open ICANN leadership position submits a Statement of Interest <<http://www.icann.org/committees/nom-comm/soi-2006.html>> (SOI). The SOI is an application form that asks for personal information about the candidate, including what they can bring to ICANN and why they want to fill such a leadership position. The candidate is also asked to provide the names and contact information of several references. The SOIs, the information obtained from references and additional information gathered in confidence about a candidate is made available to all members of the NomCom, and altogether is a significant collection of confidential information.

Earlier NomComs used various types of password protected systems to store and exchange information about candidates, and discussed the names of candidates and their merits in ordinary email. The 2006 NomCom agreed that the appropriate way to treat confidential candidate information was to ensure that information about candidates would only be exchanged using "equipment secured by strong encryption with keys under direct control of the member" <<http://www.icann.org/committees/nom-comm/ethics-2006.html>> and that at no time should NomCom members refer to candidates by name in unsecured email.

The system adopted for sharing information was Shinkuro <<http://www.shinkuro.com>>. The committee found that Shinkuro offered the necessary level of security, but was difficult to use to the extent where it at times became an obstacle to efficient communication and was a significant drain on NomCom members' and staff's time. Mark Feldman of the Shinkuro Technical Staff was instrumental in making the system as useful as possible for the business of the NomCom. While it was intended that Shinkuro should be prepared and ready for use by the NomCom following the committee's meeting in Wellington, technical complications with the system delayed its full deployment until mid-June 2006.

C. Documentation

The committee agreed on four main tasks: (1) to revise the Statement of Interest form; (2) to ensure that the documents describing the positions the NomCom was to fill were up-to-date and accurate; (3) to agree upon a new code of ethics that reflected the commitment to ensuring secure communications; and (4) to update generally its other major documents.

1. Statement of Interest (SOI)

The Statement of Interest (SOI) form must be completed by anyone wishing to become a candidate. The SOI is the main source of information the NomCom has about a candidate, and successive committees have improved the form so as to gain better and more useful information. The 2006 NomCom decided to redesign the form so that the candidate could better understand the purpose of the questions, and to encourage replies that more clearly expressed how the person would help ICANN as well as the skills and experience they would bring to the organization.

The SOI form used in 2006 is online <<http://www.icann.org/committees/nom-comm/soi-2006.html>>.

2. Description of Leadership Positions

The document used to describe the roles and responsibilities of leadership positions the NomCom fills was out of date, particularly with respect to the amount of time required to satisfactorily meet the responsibilities of the positions <<http://www.icann.org/committees/nom-comm/positions-2006.html>>. Successful candidates are expected to attend ICANN meetings, and over time these meetings have become longer and more intense. Policy development processes generally require more time. Volunteering to serve in any and all positions that the NomCom selects requires a very significant commitment of time and effort. Expressing this requirement and degree of commitment clearly and accurately was a major concern of the 2006 NomCom.

The Board, the Interim ALAC, the ccNSO Council and the GNSO Council each responded to requests to update their respective descriptions, and these were further edited to reflect the sense of NomCom members. The 2006 NomCom remains concerned that estimates of the time required to effectively perform the duties of the respective positions may be low and may be misleading to people considering applying to fill these positions.

3. Nominating Committee Code of Ethics

The NomCom Code of Ethics is agreed to by all NomCom members, as well as by staff members and by any consultants working with the NomCom <<http://www.icann.org/committees/nom-comm/ethics-2006.html>>. The Code of Ethics is a commitment to good practice and good service to the NomCom and to ICANN and the Internet community, and provides procedures for handling conflicts of interest.

The diversity of the NomCom achieved by selection of members from across the ICANN and Internet community defends against possible capture by a particular interest. The Code of Ethics provides the rules by which NomCom members agree to operate.

After long discussion, the 2006 NomCom agreed to adopt significantly more secure operating procedures to ensure the confidentiality of information about candidates was maintained, specifically to:

- only use equipment secured by strong encryption with keys under direct control of the member;
- not attempt to receive, generate or store such confidential information on computers that are not under their personal control, unless other conditions of the Code of Ethics apply to equipment controlled by others;
- make the best efforts to ensure that confidential material is not backed up, stored or copied to insecure media, machines or environments or by the use of insecure mechanisms;
- notify to the NomCom Technical Sub-Committee if a machine used to communicate confidential materials by electronic means has been stolen or otherwise compromised.

It was recognized that these and other provisions of the Code of Ethics presented an additional burden to NomCom members in carrying out their work. However members agreed that increased security was important. Shinkuro was used by all NomCom members and staff to implement this higher level of security.

4. Other Documents: Procedures and FAQ

NomCom procedures <<http://www.icann.org/committees/nom-comm/procedures-2006.html>> and the FAQ <http://www.icann.org/committees/nom-comm/faqs.htm> associated with the nomination process were updated to reflect new procedures and to respond to the comments of the 2005 NomCom. Draft documents were prepared in time for final editing and adoption at the meeting of NomCom members in Wellington in early April.

D. NomCom meeting in Wellington

The 2003 and 2004 NomComs met only once, coming together only near the end of their life in order to select their final nominees. The 2005 NomCom began the practice of holding an initial physical meeting of the committee at the start of the process and a second physical meeting for the making the nomination decisions. The introductory meeting was found to be very useful, and initial plans were made for the 2006 committee to meet as soon as possible. Unfortunately the committee could not be convened in time for the ICANN meeting in Vancouver in December 2005, and thus the committee first met in conjunction with the ICANN meeting in Wellington, New Zealand at the beginning of April 2006. Seventeen members of the committee were present at the meeting and one participated by telephone. The committee completed editing all of the main NomCom documents and procedures for 2006 and adopted them for use.

In addition to the two face to face meetings of the committee, members met through scheduled teleconferences. In 2006 the committee held 8 teleconferences through its period of activity.

In Wellington the NomCom agreed on the following projected timeline for its work:

- 8 April to 16 July: publication of the Statement of Interest and period of candidate recruitment.

- 16 July to mid-September: collection of candidate references and evaluation.
- Mid-September: Nominating Committee selection meeting.
- Mid-September to end October: due diligence and announcement of Selected Nominees before 31 October.
- December 8: Selected Nominees take their seats at the close of ICANN's 2006 Annual General Meeting, Sao Paulo, Brazil.

An introductory tutorial on Shinkuro was held for NomCom members in Wellington.

The purpose of the early meeting was to begin outreach to the ICANN community, to inform and involve NomCom members who had previously not attended an ICANN meeting or served on the committee, for NomCom members to become acquainted with each other, to clarify objectives and roles, and to prepare for the launch of the main part of the committee's work: publishing the statement of interest and beginning candidate recruitment.

1. Discussions with Constituent Groups

During the Wellington meeting, the NomCom Chair, the Chair's adviser and the Associate Chair visited all the ICANN constituencies, Supporting Organizations and Advisory Committees to describe the 2006 process and the positions the committee would fill, and to answer questions. NomCom members were encouraged to join meetings of the entities that placed them on the committee.

2. Issue: NomCom as a "Dual Pathway" to Leadership Positions

The outreach meeting in Wellington with the Country Code Names Supporting Organization (ccNSO) raised questions about NomCom's consideration of candidates who had either played a significant role in a Supporting Organization and who as a result might be judged to have a path to the Board or to other positions directly through nomination by that Supporting Organization, and who may have stood unsuccessfully in that Supporting Organization election. The NomCom selects a portion of the ICANN leadership bodies to complement those filled via Supporting Organization processes, and it was suggested that a person who had access to these Supporting Organization processes would not be looked on favorably by the NomCom in its selections.

This "dual pathway" was a concern for earlier NomComs (cf NomCom report 2004), but as the NomCom process has matured and gained acceptance in the ICANN community it has become less of a concern. The 2006 NomCom was able to state that a candidate being considered by the NomCom for any leadership position would be considered on her or his merits alone. Having stood for election to the board through a Supporting Organization process would be viewed in the same way as any other aspect of a candidate's experience: depending on the context it might be considered as positive, negative or even irrelevant, compared to other factors. Having stood for selection through some other process would not be viewed as inappropriate in a candidate. People with such experience can be assured that their candidacy would be given full and fair consideration.

3. Issue: ICANN Board and ICANN Governance

NomCom's overarching purpose is to identify, recruit, and nominate the highest-quality nominees for the positions that NomCom is charged to fill. It does so bearing in mind ICANN's mission and core values, delineated in <http://www.icann.org/general/bylaws.htm#I> and uses the criteria for the selection of members of the Board of Directors given in the ICANN Bylaws, <http://www.icann.org/general/bylaws.htm#VI-3> as values that should apply to all positions. However, each NomCom has tended to identify certain factors as priority in recruitment and

selection during their given year. For example the 2004 NomCom identified diversity, gender and geographic as an important consideration.

In addition to general criteria, the 2006 NomCom was concerned about issues of Board and general ICANN governance. Strong concern had been expressed by some members of the ICANN community about continuity of policy and decision-making processes, as a number of volunteers who have served ICANN in senior leadership positions would leave the organization during 2007 as their terms would come to an end and they would be unable to serve again due to term limits.

NomCom members were also extremely concerned about the amount of time required to serve in any of the positions it selects. When attending ICANN meetings is taken into account, two or more months appears to be the minimum time commitment for any of the positions the NomCom selects. This time commitment is across all positions – NomCom appointees or people who serve via the SOs and Councils. This seems to be unsustainable, and the question is often asked whether it is necessary, or whether it indicates a misallocation of authority and responsibility between staff and Board, with a concomitant issue of trust or lack thereof.

In response to growing concerns from the ICANN community, particularly comments during ICANN 2005 Annual Meeting held in Vancouver about the secretive nature of the NomCom process, the 2006 NomCom has tried to make the process more transparent. The committee held a workshop during the ICANN Marrakech meeting, which included remote access and real-time captioning, and has issued announcements of progress through the year. The 2006 NomCom recommends that future committees increase transparency to the extent possible while also maintaining the appropriate degree of confidentiality. This is an important issue that should be addressed by the formal review of the NomCom process required by the ICANN bylaws.

E. Changes in Committee Membership

On 31 May 2006, due to substantial conflicts with his professional life, Eugenio Triana resigned as NomCom chair <<http://www.icann.org/announcements/announcement-31may06.htm>>. On 30 June 2006, the ICANN Board called on George Sadowsky, Chair of the 2005 Nominating Committee, and an advisor to the Chair of the 2006 Nominating Committee, to step into the role of interim chair of the 2006 Nominating Committee <<http://www.icann.org/meetings/marrakech/captioning-board-30jun06.htm>>. Sadowsky accepted the position and served as Chair for the remainder of the 2006 term.

On 29 April 2006, Marilyn Cade, delegate from the GNSO Business Constituency representing small business, resigned. Marilyn Cade was replaced on the NomCom by Ken Fockler, whose appointment was made on 16 June 2006.

F. Candidate Recruitment

On 18 April 2006 the NomCom published a Formal Call for Statements of Interest and Suggestions for Candidates <<http://www.icann.org/announcements/announcement-18apr06.htm>>, with a deadline of 16 July 2006. Publication of the formal call launched the period of candidate recruitment.

1. Outreach

The ICANN bylaws mandate that the members of the NomCom are to be appointed to reflect the broad ICANN and Internet communities, to provide a diverse geographic representation and bring access to a wide and diverse potential pool of candidates. Using their institutional and individual

networks, NomCom members are expected to do their best to find the highest-qualified candidates for consideration by the NomCom, and to do their best to encourage those individuals to serve. This commitment to outreach is part of the Code of Ethics agreed by all members.

2. Workshop

On 29 June 2006 during the ICANN Meetings in Marrakech, Morocco, the NomCom held a workshop on the process and progress of the 2006 committee. NomCom members explained how the committee was going about its work and attempted to demystify what is by and large a confidential and opaque evaluation and selection process. This was the first such workshop held by a NomCom, and it appeared to be useful and should be repeated. Real-time captioning of the workshop is available <<http://www.icann.org/meetings/marrakech/captioning-nomcomm-29jun06.htm>>

3. Advertising

The 2006 NomCom decided to extend their reach by placing notices about the positions and NomCom process in two international publications: The Economist and International Herald Tribune.

A quarter page advertisement was taken out in The Economist issue of 10 June 2006. This was an issue of the Technology Quarterly and also featured an interview with ICANN Chair, Vint Cerf <http://www.economist.com/displaystory.cfm?story_id=E1_SDDTJNP>. The same advertisement ran in the International Herald Tribune on 22 July 2006.

A new email address <nc06@icann.org> was given in the advertisement as the contact address for more information and seven people responded to that address or mentioned The Economist advertisement in other email to the committee. Four of the seven people who responded to the advertisement completed an SOI and became candidates. The International Herald Tribune advert brought only one direct response and the respondent did not take the next step to complete an SOI.

Using advertising had been discussed by earlier NomComs, and the 2006 committee decided that it was an experiment worth trying. While the response to The Economist advert was quite limited it did attract people who otherwise might not have known about the NomCom, and it was successful in attracting some high quality "new blood" to the process. Not everyone who saw the advertisement would have responded to the <nc06@icann.org> address or necessarily mentioned the advertisement in their response. In order to assess the success of specific channels of communication, future Statements of Interest should include a question about how the candidate learned of the NomCom process.

4. NomCom "Flyer"

The 2006 NomCom also produced a double-sided "flyer", a description of the NomCom process and positions available printed in color on high quality stock paper. This information was distributed by NomCom members at conferences and given to people they were trying to encourage to submit an SOI. The flyer was made available to participants at the ICANN meeting in Marrakech. 5,000 copies of the flyer were printed and distributed.

The flyer was a useful document, and the 2006 NomCom recommends future committees develop its use further and make sure it is available to all committee members early in the process so they can use it in their outreach efforts.

5. Extension of Candidate Recruitment Period

Members of the 2005 NomCom who served again in 2006 commented that recruiting candidates was becoming more difficult, and suggested the process might be experiencing candidate burnout. There was less interest and less enthusiasm generally. From April 16 and for the first 6-8 weeks SOIs arrived at a similar rate to previous years, but there seemed to be less enthusiasm among those who said they were yet to make up their minds about becoming a candidate.

Like all previous NomComs the 2006 NomCom found it necessary to extend the recruitment period.

As the 16 July deadline approached, less than 30 statements of Interest had been received. Candidate quality was high, and remained high through the eventual pool of 90 candidates, but it was felt that the initial pool of 30 did not offer sufficient diversity to satisfy the NomCom requirements. The deadline for receiving SOIs was therefore extended to 1 August 2006 <<http://www.icann.org/announcements/announcement-07jul06.htm>>. NomCom members renewed their recruitment efforts, and the advertisement was then placed in the International Herald Tribune on 22 July 2006. The IHT advertisement only resulted in one direct response, but may have encouraged others to apply and it served to re-emphasize the NomCom process in the ICANN community.

Earlier NomComs have found that people tend to submit their applications late in the recruitment process, and there was in fact a flurry of SOIs received during the last week. In 2006, this trend was observed only in the last few days: 37 SOIs were received on or after July 31. The NomCom allowed respondents who said they planned to submit an application some days grace after August 1 to complete the form.

The late rush of SOIs caused problems for staff in sending out reference requests and for NomCom members in collecting information about candidates.

One candidate withdrew on August 7. As this came after the final deadline for receiving SOIs and references had already begun to be collected the candidate is included in the statistics for the 2006 NomCom.

G. The Evaluation Process

Each candidate is asked to name three or four people who will provide references. Candidates should inform the reference provider before giving the person's name to the NomCom. It is important that the reference provider knows they will be asked by the NomCom to provide a reference and understand its purpose. NomCom suggests to candidates that they give the reference provider a copy of their Statement of Interest so that they can respond knowledgeably. SOIs and references are the primary source of information the NomCom has about a candidate.

Each NomCom member is assigned candidates on a round robin basis as the SOIs are received. With 90 SOIs this averages out at four candidates for each NomCom member. NomCom staff sent a reference request to all those named by candidate, this email included a letter from the NomCom chair informing them about the reference process, a copy of the candidate's SOI and a Confidential Reference Request Form. NomCom members are responsible for collecting all information about their four (or more) candidates, this includes chasing references, taking references by telephone interview if requested, and generally becoming familiar with the candidates they have been allocated.

1. Issues with References

The substantial number of SOIs received in the last few days of the recruitment period caused difficulties for the NomCom, who had to quickly send over 130 references requests by email. NomCom members had a limited time before the committee's selection meeting (15-17 September 2006) to follow up any references that were not returned in response to staff email.

The increasing unreliability of email, probably due to the increasing load of spam and use of spam filters, was a serious problem for the NomCom. Reference providers were first contacted by NomCom staff with the various documents and information. Approximately one third of those asked to provide a reference responded to this email from NomCom staff. If no reference was received, then the NomCom member responsible for the candidate in question would follow-up with the reference providers. Despite all NomCom members sending multiple follow-up emails, and occasionally calls to the reference provider, almost one third of all references were not received in time for the NomCom's selection meeting.

Often when a reference was finally contacted they replied that they had not received the first staff email (email archives confirms all reference requests were sent) and often not the follow-up requests from NomCom members either. Such information was only discovered when a NomCom member made a call to a reference provider or when another NomCom member, who knew the person providing the reference, was able to contact them.

It is extremely important that candidates inform the people they want to provide references that the NomCom will be contacting them. This point was stressed in candidate instructions, but was often not honored. Unless the reference provider knows to look out for email from the NomCom, experience suggests too many emails go unread and/or are filtered as spam.

NomCom members worked diligently during July, August and September to ensure that all candidates had at least two or more references. Only 14 candidates received less than two references, and some of these candidates were very well known to a number of NomCom members. For a number of candidates NomCom also conducted confidential third party reference checks. No candidate under consideration was disadvantaged because of lack of references.

2. Evaluating candidates

Each NomCom member was assigned four or more candidates to investigate in depth. Candidates were assigned on a round-robin basis, so that assignments were random. In addition to becoming expert on their candidates, all members read and became familiar with the SOIs and references for all candidates.

The 22 member NomCom divided into three sub-groups, each of which was responsible for the in-depth evaluation of 1/3 of the candidate pool. Each sub-group held a number of teleconference calls to discuss and evaluate their candidate sub-pool. During the first call each NomCom member presented their candidates to other group members. On subsequent calls the sub-groups discussed the candidates in their group and then discussed candidates in the entire pool. The goal was to steadily build knowledge of all candidates, and to be able to attend the selection meeting with a good knowledge of the 89 remaining candidates who the NomCom would be considering.

A number of third-party references were taken, particularly to address specific issues raised by a candidate's SOI. The NomCom also sent requests for written clarification to a number of candidates, and included their responses in the evaluation process.

3. Issues of diversity

The NomCom has an important role in considering actively various dimensions of diversity in the composition of the Board and of the leadership of the constituent groupings. Important dimensions of diversity are geography, gender, culture and language. At the Board level, the bylaws state that no ICANN region shall be represented by more than 5 members. This constraint applies both to Board members nominated by constituent groups and those nominated by the NomCom. In this respect the actions of the NomCom with respect to geographic representation are affected by the mid-year nominations of the constituent groups, and the actions of the constituent groups are likewise affected by the end of year nominations by the committee.

While the distribution of other dimensions of diversity are not strictly defined in the bylaws. The NomCom has an obligation to consider them in making its selections. It should be noted that three of the four women currently on the Board are the result of committee nominations.

4. Selection Meeting

All NomCom members were able to join the selection meeting at the Frankfurt Airport Sheraton, 15-17 September 2006. The purpose of the meeting was to select a slate of candidates to fill the seven positions available in 2006. A number of alternative candidates were also identified in case the selected nominee's circumstances had changed and they declined the appointment, or if a selected nominee failed the due diligence process. The NomCom tries to achieve a strong consensus on all selections.

The NomCom met from 9:00am to 7:00pm on Friday 15 September, from 9:00am to 11:00pm on Saturday 16 September, and from 6:45am to 11:30am on Sunday 17 September.

5. Telephone Interviews

NomCom members are in part selected for their broad network of contacts and knowledge of ICANN and ICT communities, and as a result almost all candidates in the 2006 pool were known to at least one NomCom member, and most were known to many. However, in past years despite this broad knowledge and the information provided by the candidate's statement and references, NomComs have noted that more information about candidates would have been quite useful.

In order to remedy further this perceived lack of information, the 2006 NomCom scheduled and held telephone calls with some candidates during the evaluation meeting. Candidates were chosen for calls because a number of committee members requested additional information, or had clarifying questions, or the group collectively decided they would benefit from hearing from the candidate directly. The majority of candidates were well known to the committee or had satisfied the committee's need for information about them, and additional information from them was not considered necessary. The NomCom held calls with less than a dozen candidates during Saturday and Sunday 16-17 September.

The telephone calls with candidates were extremely useful and the 2006 NomCom recommends that future NomComs consider how to use such calls more efficiently and effectively. However, it must be noted that the calls were to obtain more information about candidates and should not be considered as part of a final interview process. All candidates were under full consideration by the NomCom when it met in Frankfurt.

5. Recommendations

A. Action on previous recommendations

The 2004 Nominating Committee provide four classes of recommendations. All of them have been acted upon by the 2005 and 2006 committees:

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."

We welcomed and strongly supported this recommendation. In 2005, an attempt was made to have the 2006 chair named and the committee seated for the first face-to-face meeting at the end of the Annual General Meeting in December 2005. The attempt was not successful due to unreasonably long delays in identifying a chair for the new committee. Such an attempt was successful in 2006, however, and the first meeting of the 2007 committee took place in December 2006 immediately after the ICANN Annual General Meeting in Sao Paulo, Brazil.. The majority of constituencies were able to designate their selection for service on the Nominating Committee, and the meeting was attended by 15 of the 23 committee members.

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 focused 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".

We accepted the recommendation, and both the 2005 and the 2006 Nominating Committees have held two face-to-face meetings. In addition, both committees have made use of previous committee processes and procedures, with improvements being made in each year.

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."

We accepted the recommendation, and the 2005 Nominating Committee prepared and approved such a process in mid 2005. The process consists of two parts; the first part is a general process to be followed in the future, and the second part was produced to satisfy a requirement, immediate at that time, to fill a vacancy in the GNSO.

3. 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."

We support and accept the recommendation. In December 2005 a modest orientation was held for persons assuming new leadership positions. A more formal and thorough orientation was held in Sao Paulo for such persons.

B. Recommendations by the 2005 and 2006 Nominating Committees

The recommendations made by the 2005 and 2006 Nominating Committees fall into six categories; (1) planning and scheduling; (2) process; (3) recruitment; (4) evaluation; (5) governance and administration; and (6) post selection issues.

1. Planning/scheduling

The Nominating Committee process involves a great deal of work on the part of all members. Alterations in the schedule can help to lighten this load and improve the process and, hopefully, the results also. We suggest the following changes:

- A. The chair of the nominating committee for year Y+1, if chosen well in advance, could benefit substantially from being an observer at the second face-to-face meeting during year Y. This would provide an opportunity to observe one of the most critical parts of the process and give the chair guidance regarding how to prepare for it during the next year.
- B. A stronger variant of this recommendation would be to appoint the chair one year ahead of time, so that the chair for year Y+1 becomes a member of the committee during year Y, apprenticing for their own role as chair. This could substitute completely for the current practice of having the chair in year Y serving as an advisor to a new chair in year Y+1. A bylaws change would be needed to effect this change, and an overlap of the two practices for just one year would be desirable.
- C. ICANN needs to establish and make public a travel policy for members of the Nominating Committee that recognizes both the effective use of ICANN funds and the committee's work load and schedule. A tentative policy informally established for the 2006 committee represents a reasonable step towards that goal.
- D. At present, the committee's work schedule places the period of reference checking toward the latter half of July and August, at exactly the time when people referenced in the

- northern hemisphere are most likely to be on vacation and out of contact. Acceleration of the schedule, enabled by having the first face-to-face meeting immediately after the Annual General Meeting, should allow for an advance of this schedule and more effective reference checking.
- E. The arrangements for initiating the due diligence process for nominated candidates should be established early in the year so that the process can begin immediately after candidate selection. This would lead to an earlier public announcement date of the selection. The date of the committee's selection meeting is not confidential, and announcement dates of one month after the meeting result in unnecessary suspense for members of the candidate pool.
 - F. The performance of the committee is enhanced by a good understanding of the priorities, activities, and needs of the various constituencies as expressed by constituency leaders and representatives. Ample time should be set aside at the first face-to-face meeting for both formal and informal interaction between committee members and such representatives.
 - G. The completion of the membership of the 2005 and 2006 committees was only accomplished several months after the committees started to function. To remedy this situation, the Chair of the current NomCom should establish contact at the mid-year meeting with the various groups supplying members to the next NomCom, and encourage them to begin actively their processes for selecting their nominees for the next NomCom and assuring that they will be able to participate in the first meeting of the next committee. That first meeting should take place immediately after the current year's Annual General Meeting at the same location.
 - H. Develop recall process for Nominating Committee nominees. In the past, but not in 2006, the NomCom has had the experience of having members named to the committee who have not come to meetings or participated in the work of the committee. By the time such a pattern was realized, it was too late in the cycle of the committee's work to remedy the situation. Thought should be given to how to identify such a pattern early in the work of the committee, and when to revert to the group that proposed the member in order to rapidly obtain a replacement.

2. Process

- A. The software used by the four committees to date has varied, and the pattern indicates an uncompleted search for a solution that is easy to use and yet guarantees confidentiality. During the past two years, the discussion regarding priorities and the search for and testing of solutions has consumed a great deal of time and been a cause for delay of the process. Future committees should work to arrive at an acceptable choice early in their process to avoid such delay.
- B. The Statement of Interest form is still cumbersome, and its focus upon the information needed by the committee could be improved.
- C. The dynamics of the Board of Directors are relatively opaque to the committee, which does not help to guide the committee to decisions regarding Board nominees. Without judging the appropriateness of the opacity of Board activities, future committees should

find effective ways to understand the needs of the Board better so that good decisions can be promoted.

- D. Members of supporting organizations represent an important channel for identifying possible candidates. Future committees should seek a close relationship with these bodies and encourage their active assistance in the recruitment process.

3. Recruitment

- A. In 2005, the committee noticed signs of a "discouraged candidate effect," when people who had applied for consideration several times, and had not been selected, no longer wanted to participate in the process. A part of this discouragement came from having to go through the process of submitting a Statement of Interest, a relatively long form requiring reflection, all over again. The process should be changed to allow Statements from one year to be carried over to at least the next year, with the approval of the candidate. This would provide a richer rotating set of choices from which future committees could make appointments.
- B. The 2005 and 2006 committees considered the possibility of engaging a professional search consultant to identify good candidates that would be unlikely to be identified through existing mechanisms. Although neither committee chose this option, it is still worth considering in the future. Success in the use of such a consultant would require identification of an unbiased consultant and appropriate terms of reference, including the fact that the consultant's job is to identify possible good candidates and not to make selections.
- C. For many people, ICANN appears to be a difficult organization with which to get involved. It is not a classic membership organization, and involvement at present appears to depend to a considerable extent on the ability to attend its meetings up to three times each year. Outside of the supporting organizations, there is no classical "career ladder" for volunteers that would lead more naturally to a rich supply of candidates for leadership positions. It is not at all clear that the RALOs will change this situation. Perhaps this is a structural situation that future committees will simply have to deal with.

4. Evaluation

- A. The use of telephone calls to obtain additional information regarding selected candidates was very helpful. Future committees should consider extending their search for information about candidates to other sources, always within the constraints of strict confidentiality of candidate identities.
- B. The principle of maintaining the candidatures of all of the candidates until the final decision process was established and maintained by the first two nominating committees. Future committees might want to assess an alternative of a two stage process for selecting nominees, allocating more effort to a more intense examination of more promising candidates.

5. Governance and administration

- A. In the past, while committee meetings have been relatively well attended, some teleconferences have not had large attendance. Past committees have not had a quorum requirement. Future committees may wish to address this issue.

- B. At present, each year's committee starts with a blank page. There is no institutional memory built into the process, except for the continuation of the past chair as the future adviser to the new chair. Committee members are requested to destroy all committee information at the end of the year. This lack of memory works against the best interests of the organization, especially against dual-year solutions which may be appealing due to lack of sufficient degrees of freedom in any one year
- C. Past committees have experienced frustration due to one or more committee members becoming completely inactive during the year. A rapid process is needed to replace such members very quickly from the corresponding constituency when it becomes clear that a member is not fulfilling his or her responsibility.
- D. At present, the ICANN budget year and the Nominating Committee period of service are not commensurate. If the chair of the committee is to have budgetary responsibility for his or her term of office, budgets for the committee should correspond to intervals of specific committee activity.
- E. In the past, sitting members of Supporting Organization Councils have been chosen by their constituencies to be members of the Nominating Committee. Such members therefore have a direct role in the selection of Directors made by both the Nominating Committee and by their Supporting Organization. They may also be selecting colleagues to serve with them on their Supporting Organization Council. Such disproportionate power needs to be eliminated, possibly initially through voluntary cooperation and then through a change in the by-laws.

6. Post-selection

- A. The due diligence process needs to be managed by the committee. It needs to be budgeted for, but ICANN staff should not be involved in order to assure the independence of the nominating process.
- B. New nominees who formally join their organizations immediately after the Annual General Meeting should be proactively included informally in all activities during the week of the AGM. Such inclusion is a valuable introduction to the issues confronting the body that they will be joining and gives them a head start in integrating themselves into the work of that body.

Appendices

A1. Background of the ICANN Nominating Committee

A. 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.

B. 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.

C. 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.

D. 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 specify the period of service for members and clarifies the re-appointment of voting delegates and non-voting liaisons

- Each voting delegate shall serve a one-year term. A delegate may serve at most two successive one-year terms, after which at least two years must elapse before the individual is eligible to serve another term.
- The regular term of each voting delegate shall begin at the conclusion of an ICANN annual meeting and shall end at the conclusion of the immediately following ICANN annual meeting.
- Non-voting liaisons shall serve during the term designated by the entity that appoints them. The Chair, the immediately previous Chair serving as an advisor, and any Associate Chair shall serve as such until the conclusion of the next ICANN annual meeting.

- Vacancies in the positions of delegate, non-voting liaison, or Chair shall be filled by the entity entitled to select the delegate, non-voting liaison, or Chair involved. A vacancy in the position of non-voting advisor (immediately previous Chair) may be filled by the Board from among persons with prior service on the Board or a Nominating Committee. A vacancy in the position of Associate Chair may be filled by the Chair in accordance with the criteria established by Section 2(9) of this Article.
- The existence of any vacancies shall not affect the obligation of the Nominating Committee to carry out the responsibilities assigned to it in these Bylaws.
<Bylaws Article VII, Section 3>

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, the Bylaws were further 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>

Both 2005 and 2006 NomCom membership complied with these Bylaw requirements.

A2. The 2005-2006 NomCom Composition

A. The Bylaw Requirements

According to the Bylaws 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 the Bylaws;
4. A non-voting liaison appointed by the ICANN Security and Stability Advisory Committee established by Article XI of the 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 the 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 the 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 the Bylaws;
 - b. The gTLD Registrars Constituency of the Generic Names Supporting Organization established by Article X of the Bylaws;
 - c. The Council of the Country Code Names Supporting Organization established by Article IX of the Bylaws;
 - d. The Internet Service Providers Constituency of the Generic Names Supporting Organization established by Article X of the Bylaws;
 - e. The Intellectual Property Constituency of the Generic Names Supporting Organization established by Article X of the Bylaws;
 - f. The Council of the Address Supporting Organization established by Article VIII of the 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 the Bylaws;
 - i. The Internet Engineering Task Force; and
 - j. The ICANN Technical Liaison Group established by Article XI-A of the 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.

B. Membership and biographies of 2005 and 2006 Nominating Committees

The Nominating Committee in 2005 as well as 2006 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-2005.htm> and <http://www.icann.org/committees/nom-comm/bios-2006.htm>

The members were:

Marilyn Cade (NomCom 2005 and 2006)

Marilyn Cade is now the CEO and Managing Director of a small business providing strategy, policy development and advocacy in VoIP, Internet governance, Next Generation Networks, and global IP networking services. She left AT&T in 2004, where she directed domestic and international policy and advocacy. Her particular focus is working at the nexus of technology and public policy in relation to the Internet and its changing role as a critical communications infrastructure, in both US and global forums. She is also actively involved in Internet Governance and WSIS activities, organizing and representing the global business sector.

Ms Cade is an instructor at the USTTI on Internet and Emerging Technology Issues; her course addresses emerging technologies; Internet Governance and ICANN's role. She is also an advisor to the Voice on the Net (VON) Coalition, supporting domestic and international public policy initiatives involving the emergence of VoIP.

Ms Cade was involved in organizing and directing industry's involvement in many of the early Internet self governance initiatives, including America Links UP, GetNetWise, PositivelyBroadband, the OnLine Privacy Alliance, the Ad Hoc Cyber-Crime Coalition and ICANN. She played a key role in organizing industry to consult with governments regarding the private sector management of the DNS and IANA functions. She has been continuously involved in ICANN and is both an elected officer of the Commercial and Business Constituency (BC), now representing small enterprises and elected BC Councilor to the gNSO Council. Marilyn is past chair of ICANN's DNSO Transfers Task Force and past co-chair of the first WHOIS Task Force. She serves on the current WHOIS Task Force of the gNSO. She also participates in the WSIS Working Group at ICANN, and served as lead organizer and facilitator for the Amsterdam Consultation on the ICANN Strategic Plan.

Ms Cade is the chair of the Global Public Policy Committee, ITAA; VoIP/IP Telephony rapporteur at ITU Study Group 3; and Founder/Chair, Positively Broadband Campaign, www.positivelybroadband.org. She has extensive experience in multilateral organizations, such as ITU, WIPO, OECD, CITEL, and APEC. For over three years, she served on a private sector advisory council for the Director General of WIPO, with a focus on creating a balanced approach to IPR.

Ms Cade holds a B.S. in Sociology, Southwest Missouri State College/University of Missouri; a M.S.W. in Organizational Development, St Louis University, Missouri and has done additional work toward a Ph.D in organizational development and group work.

Ms Cade served as a voting member of the Nominating Committee 2005 and served again in 2006, selected by the Commercial and Business Users Constituency, until her resignation from the Committee on 29th April 2006.

Jean-Jacques Damlamian (NomCom 2005)

Jean-Jacques Damlamian retired from [France Telecom](http://www.francetelecom.com) in May 2004. He has kept a position as Special Advisor to the CEO of France Telecom and is involved in series of occupations such as consulting and voluntary positions.

Until his retirement, Mr Damlamian 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](http://www.francetelecom.com). 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 under the name of Itineris which became later known as Orange. 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 Board of Directors of Palm (which became later PalmOne) since 2000. He served also on the Board of Directors of Bull SA from 1996 to 2004, and on the Supervisory Board of Eutelsat SA as its Chairman from 2001 to 2004.

Jean-Jacques Damlamian graduated from the Ecole Polytechnique (X61) and the Ecole Nationale Supérieure des Télécommunications (1966). He is Recipient of the French Legion of Honour, the National Merit Order and the "Palme Académiques." He is also a Member of IEEE.

Mr. Damlamian served as the non-voting Chair of the Nominating Committee in 2004 and was special adviser to the Chair in 2005.

Alan Davidson (NomCom 2005)

Alan Davidson joined the Google team in May 2005 as head of its Washington, DC, government affairs office. Prior to that he was 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 has been a Visiting Scholar at the Massachusetts Institute of Technology's Program in Science, Technology and Society. He is currently also an Adjunct Professor at Georgetown University's Communications, Culture, and Technology Program.

Mr. Davidson served as a voting member of the Nominating Committee (2005), selected by the At Large Advisory Committee.

Richard Draves (NomCom 2005)

As a Senior Researcher and Research Area Manager at Microsoft Research in Redmond, Richard Draves leads the Systems and Networking research area. His area comprises groups working in the areas of distributed systems, operating systems, computer networking, sensor networking, security, and systems management. Most recently he has contributed personally to a mesh networking project.

Previously he worked on IPv6 for five years, first developing a prototype IPv6 network stack and working with the IETF on IPv6 standards and then working with Windows Networking to ship the stack in Windows XP, .NET Server, and CE .NET. Mr Draves currently serves as the IAB's Executive Director and he has also participated in the IETF's nominating process, first as a voting member of the IETF NomCom and then as Chair and finally as a non-voting advisor.

Mr Draves joined Microsoft in June 1992 from graduate school as one of the early members of Microsoft Research. Way back before the Internet tidal wave, he worked for a year as a development lead in Microsoft's ITV organization, productizing his research work with the

MMOSA operating system. He holds a PhD in Computer Science from Carnegie Mellon and a Master of Computer Science and Bachelors of Mathematics from Harvard. He was a Fannie and John Hertz Foundation Fellow and is a past member of the Defense Science Study Group. Rich is currently a member of the SIGCOMM program committee and he occasionally contributes time to other professional activities. In his spare time, Mr Draves enjoys mountain climbing. In a recent trip to the Alps, he summited Mt Blanc, the Matterhorn, and assorted other 4000m peaks. He also enjoys skiing, windsurfing, table tennis, contract bridge, and spending time with his wife and two daughters.

Mr Draves serves a voting member of the Nominating Committee (2005), selected by the IAB for IETF.

Mohamed El Fatih El Tigani Ali (NomCom 2006)

Mohamed obtained a Masters degree in Computer Science with distinction from Pune University (India) in 1998. He worked as a guest lecturer at the Interdisciplinary School of Scientific Computing Pune University (India) from Aug 1998 up to March 1999.

He also worked as a systems software engineer in Nulink Co. Ltd. (India) for one and have years where he was involved in the design and implementation of a network management system for various telecom and data network equipment.

Mohamed joined Sudan Telecom Co Ltd as a network engineer and system administrator in April 1999 where he was in charge of the foundation of the Internet Sector responsible for delivering the Internet Services to other ISPs within the country. He was also responsible for the IP address space allocation policy, Initial BGP setup and DNS systems and became the head of the enterprise networks and systems sector of the IT department in May 2002.

In February 2004, he became the head of the software development sector of the IT dept and was responsible for the development and operations of all the applications development activities for Sudatel as a telecom operator (BSS i.e. Billing & CC, Interconnection billing - OSS i.e. Mediation, OMC, Traffic Measurements, ERP i.e. GL, HR, Information Systems).

He is also a Professional Courses Instructor, technical consultant and Projects Manager for Datanet Co. Ltd., a leading solutions provider in the Sudanese market.

Mohamed is a founder and executive committee member of the Sudan Internet Society, an NGO that is responsible for the .sd ccTLD management.

Mohamed is a voting member of the Nominating Committee (2006), and has been selected by the ALAC.

Jayantha Fernando (NomCom 2005 and 2006)

Jayantha Fernando is an Attorney by profession and holds a specialized Masters Degree in Information Technology & Communications Law from the University of London, which he completed on a *British Chevening Scholarship* of the UK Government (2001-2003).

He has researched and implemented Laws and Policies in the field of Telecommunications and ICT Laws in developing countries. He was part of the Computer Crimes review Committee of the Sri Lanka Law Commission (1999-2000) and was the Convenor of the Computer Crimes Advisory Committee which finalized the Computer Crimes Bill, presented to Parliament in

August 2005. As the person responsible for the e-Laws Program he advises the Government in ICT policies and helped in the preparation of the Electronic Transactions Bill, which was approved by Parliament on 7 March 2006. He is presently advising the Government in the adoption of a Data Protection Code of Practice.

He has several international and local papers in ICT Law to his credit, for one of which he was awarded the Gold Medal as being the best paper in the field of IT Law. He also lectures extensively on ICT Law and is a lecturer and examiner at the Sri Lanka Law College and is visiting faculty of University of Colombo School of Computing (<http://www.ucsc.cmb.ac.lk/>) and Department of Computer Science and Engineering, University of Moratuwa (<http://www.cse.mrt.ac.lk/>)

He has extensive overseas experience lecturing and training policy makers and government officials in ICT Legal and policy issues. During 2003/04 Jayantha was the Legal Advisor on Telecom and ICT Legal Reforms to the South African SADC Secretariat. He also functions as an Advisory Member to an Info-dev led program led by CDT and Internews preparing e-government toolkit for developing countries.

His legal practice is essentially focused on ICT Law ranging from negotiating large ICT project Agreements to Software licensing to Telecommunications Interconnection issues. He currently leads the e-Laws Program of the Government in his capacity as Legal Advisor at the ICT Agency of Sri Lanka, an Agency under the Office of the President (www.icta.lk) and is a Member of the Board of Directors of LK Domain Registry (<http://www.nic.lk/>). Recently he was appointed as a Board Director to the Sri Lanka Standards Institution (<http://www.slsi.lk/>)

Jayantha served as the Non-voting Associate Chairman of the Nominating Committee (2005) and is a non-voting member (2006), selected by the Governmental Advisory Committee

Ken Fockler (NomCom 2006)

Ken Fockler is the President of Tenac Consulting, a company he founded in 1997 after the wrap up of CA*net Networking Inc. where he was President from 1992 to 1997.

CA*net was a Canadian federally incorporated non-profit organization of regional networks that came together to create and manage a national backbone network in Canada. Prior to CA*net Ken was with IBM Canada Ltd. and was instrumental in founding NetNorth in 1984, a coast to coast university network connected to BITNET and EARN. In 1996 he helped establish CAIP, the Canadian Association of Internet Providers, and served as the first chairman and President. He was also a founder of CIRA, the Canadian Internet Registry Authority and served on the initial board.

From 1992 to 1997 he served on the board of directors of CANARIE, the Canadian Network for the Advancement of Research, Industry and Education. He served on the board of the CA*net Institute, a non-profit organization dedicated to the development and use of the Internet for the public good. He served a one-year term on the board of ARIN, the American Registry for Internet Numbers, and an additional year as an officer of ARIN in the role of Treasurer.

In 1999, Ken served on a Panel of Experts for WIPO, the World Intellectual Property Organization, for a study on domain names. Ken served on the ICANN Board from October 1999 to September 2001. He was selected by the Address Supporting Organization.

In 1996 Ken received the Chairman's Award from CBTA, the Canadian Business Telecommunications Association, for his outstanding contribution to the Canadian Telecommunications Industry.

In Ken's consulting work he has worked with telecommunications companies such as Bell Canada and federal government departments such as Industry Canada. He also serves as a consultant to the Tralliance Corporation, the registry for dot travel.

Ken has also been involved in charitable work and has served on boards in the Toronto area including the CNIB, the Canadian National Institute for the Blind.

He is a graduate of the University of Toronto, Engineering Physics 1961, and is married with three grown daughters.

Ken replaced Marilyn Cade on the Nominating Committee (2006) as a voting member, selected by the Commercial and Business Users Constituency

Michael Froomkin (NomCom 2006)

A. Michael Froomkin is a Professor at the University of Miami School of Law in Coral Gables, Florida, specializing in Internet Law and Administrative Law. He is a founder-editor of ICANNWatch, and serves on the Editorial Board of Information, Communication & Society and of I/S: A Journal of Law and Policy for the Information Society. He is on the Advisory Boards of several organizations including the Electronic Freedom Foundation and BNA Electronic Information Policy & Law Report.

Prof. Froomkin is a director of Out2 Media Group, which provides hyper-local online newspapers to communities throughout the US. He is a member of the Royal Institute of International Affairs in London.

Professor Froomkin writes primarily about Internet governance, electronic democracy, and privacy. Other subjects include e-commerce, electronic cash, the regulation of cryptography, and U.S. constitutional law.

Before entering teaching, Prof. Froomkin practiced international arbitration law in the London office of Wilmer, Cutler & Pickering. He clerked for Judge Stephen F. Williams of the U.S. Court of Appeals, D.C. Circuit, and Chief Judge John F. Grady of the U.S. District Court, Northern District of Illinois. Prof. Froomkin received his J.D. from Yale Law School, where he served as Articles Editor of both the Yale Law Journal and the Yale Journal of International Law. He has an M.Phil in History of International Relations from Cambridge University in England, which he obtained while on a Mellon Fellowship. His B.A. from Yale was in Economics and History, summa cum laude, phi beta kappa with Distinction in History. Prof. Froomkin is married to University of Miami Law Professor Caroline Bradley. They have two children.

Professor Froomkin serves a voting member of the Nominating Committee (2006), selected by ALAC's North American region.

Catherine Gabay (NomCom 2005 and 2006)

In 1987, Catherine Gabay received a Masters degree in electronic engineering (specialization in control systems) from Supelec (Ecole Supérieure d'Electricité) in France. Consecutively, she

graduated and obtained a Master of Science in Communications, with distinctions, at Imperial College, London.

Ms Gabay started her career as a systems engineer in image processing in Aerospatiale, Thomson CSF then Trilogie, from 1988 to 1994. In the period 1992 to 1994, she studied to receive a postgraduate professional degree in Industrial Marketing and a postgraduate professional degree in International Trade at CNAM (Conservatoire National des Arts et Metiers) in Paris (through evening courses).

In 1994, she joined France Telecom Worldwide Networks and Services as a project engineer of management systems (billing system and network management system). In 1996, she transferred to Global One, then joint venture between France Telecom, Deutsche Telekom and Sprint to follow the building of its international network and the developments of its services, as project Director of the billing system for all voice products.

In September 1997, Ms Gabay became responsible for regulatory affairs in the Public Affairs department of France Telecom for the domains of numbering, naming, addressing and interconnection. She held responsibilities in these domains, both at the national and international levels. In May 2000, she held the position of Director Regulatory Affairs of WANADOO SA. She was then in charge of regulatory and governance aspects of multimedia services and the Internet.

Since December 2001, Ms Gabay holds the position of Director - Innovation, Research and New Technologies of MEDEF, the French Business Confederation. She is in charge of subjects related to innovation, intellectual property and e-business. MEDEF, which represents over 750 000 French companies of all sizes and in all sectors of business (industry, trade and services), is responsible for conducting any research and actions in the mutual interests of business.

Ms Gabay serves a voting member of the Nominating Committee (2005 and 2006), selected by the Commercial and Business Users Constituency.

Sanford H. George (NomCom 2006)

Sanford H. George has been working in the networking and data communications field since 1977. He currently assists in the management of Los Nettos at the University of Southern California's Center for High Performance Computing and Communications. He also assists with engineering and operations on the Pacific Wave internet exchange project. He was previously at USC's Information Sciences Institute.

Prior to working at USC, Sanford spent twelve years managing the multi-protocol routing infrastructure at NASA's Jet Propulsion Laboratory at the California Institute of Technology. He received seven NASA awards for his contributions to NASA research and flight projects.

He has been certified as a Cisco CCNA, CCDA, CCNP, CCDP and CSE and as a 3Com Certified Solutions Associate. Before establishing a career in the networking field, he owned and operated a sport parachuting and glider school in Northern California.

Sanford served on the ARIN Advisory Council from 2002 to 2004. Sanford's current term on the ASO AC (NRO NC) expires December 31, 2007.

Sanford serves as a voting member of the Nominating Committee (2006), selected by the ASO constituency.

Hartmut Richard Glaser (NomCom 2005)

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.

Mr Glaser served a voting member of the Nominating Committee (2005), selected by the Council of the Address Supporting Organization.

Dr. Rainer Händel (NomCom 2005)

Dr 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 standardization of broadband networks, and in the analysis of the liberalization and 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 standardization organizations such as ITU and ETSI for a long time and is the author of several technical articles and a book on broadband networking.

Dr 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.

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

Dr. Händel served as a voting member of the Nominating Committee (2005), selected by the selected by Technical Liaison Group.

Anthony Harris (NomCom 2006)

Anthony Harris has been active in the telecommunications industry since 1958, having served in managerial positions in:

1958-1969-Cable & Wireless Ltd. (Foreign Staff) in United Kingdom, Argentina, Bolivia, Uruguay and Puerto Rico.

1969-1978-Western Union International Inc. (now MCI) in Argentina.

1986-1990-FTC International Inc. (New York) in Argentina.

1991-1994-McDonnell Douglas TYMNET Inc. in Argentina

Mr Harris has also held various other positions including:

1979-1983-Norpen S.A. (Argentina), Executive Vice President of a textile industry with 500 employees
1986-1994-Politronics S.A. (Argentina), Director International Commerce for a manufacturer of telephone PABX and Key Systems equipment.
1994-1997-ITT Standard Electric S.A. (Argentina), International Relations specialist,
Entrepreneur: Implemented and marketed an online trade leads portal, updated weekly (1996 to date, still in operation)

More recently Mr Harris has been an Executive Director of CABASE-Argentina Internet Services Association, non-profit entity since 1998, and Executive Director of eCOM-LAC - Latin America & Caribbean Federation for the Internet and Electronic Commerce, non-profit entity since 1999.

Mr Harris serves as a voting member of the Nominating Committee (2006), selected by the ISP Constituency.

Jeanette Hofmann (NomCom 2005)

Jeanette Hofmann, PhD in political science, 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 held a temporary position as professor in the Department of Political Science for Politics and Communication at the University Duisburg-Essen from 2003-2004.

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

Ms Hofmann served as a voting member of the Nominating Committee (2005), selected by the At Large Advisory Committee.

Rodney Joffe (NomCom 2005 and 2006)

Rodney Joffe is the Chairman, Founder, and Chief Technology Officer of UltraDNS Corporation. His operational responsibilities include defining and guiding the development of all technical

initiatives within the company, as well as interaction with the standards bodies and working groups in the IETF, telecommunications, and network world.

Rodney has been involved in the IT world since 1973 when he trained as a systems analyst and programmer in the Pensions Actuarial group of the Old Mutual Life Insurance Company in Cape Town, South Africa. After co-founding Printronic Corporation of America (UK) Pty. LTD. in London, England, in 1977, he opened American Computer Group (ACG) - the first of his US based companies - in Los Angeles in 1983. He is still very involved in ACG as both the Chairman and acting CEO. ACG is one of the leading Data Processing Service Bureaus in the Direct Response advertising and marketing industry.

In the early 1990's, following the NSF disgorgement of commercial Internet traffic from the NSFNet, Rodney launched Internet Media Network as the Internet division of ACG. In March of 1994, he established the first web-based online presence of a traditional mail-order company, Robert Redford's Sundance Catalog. In 1996 in partnership with Bechtel Enterprises, Internet Media Network was renamed Genuity, which then went on to become one of the largest ISP Data Center Operators in the world. The company was driven by Hopscotch, invented and patented by Rodney, and the very first formal content distribution and load balancing technology. He remained as the Chief Technical Officer of Genuity until the end of 1997 when Genuity was acquired by GTE Corporation. He was then appointed Vice-President, Strategic Technologies, and Chief Technology Officer of the Business Services division of GTE Internetworking. Following his retirement from GTE Internetworking in 1999, he returned to Phoenix, Arizona, where he founded CenterGate Research Group, a technology think-tank that became the birthplace of UltraDNS, Catbird Networks, and a number of community focused services including [Geektools](#) and the [whois-servers.net](#) project.

Rodney sits on the boards of a number of technology companies, including [Scientific Monitoring](#), an aerospace software company, and Plasmanet, one of the largest Internet database marketing networks. He is also an active member of the Faculty Advisory Board of the USC Viterbi School of Engineering in Los Angeles, and sits on the ICANN SSAC (Security and Stability Advisory Committee).

Rodney serves as a non-voting member of the Nominating Committee (2005 and 2006), selected by the SSAC.

Wolfgang Kleinwaechter (NomCom 2006)

Wolfgang Kleinwaechter is a Professor for International Communication Policy and Regulation at the Department for Media and Information Sciences of the University of Aarhus / Denmark.

He has studied Communication, International Law and International Relations at the University of Leipzig (B.A. 1971, M.A. 1974, Ph.D. 1981). His Academic Teaching Experiences includes Institute for International Studies, University of Leipzig (until 1991), Department for Communication, University of Tampere (1991/1992 and again since 2005), School of International Services, American University, Washington, D.C, (1992/1994) and Department for Media and Communication Studies, University of Oerebro (2002/2003). Since 1998 he teaches a full Course on "Internet Policy and Regulation" at the University of Aarhus.

From 1994 to 1998 he was the Chairman of the Management Board of the "Inter-Regional Information Society Initiative" (IRISI) of the European Commission in Brussels and coordinated

the regional "Saxonian Information Initiative" (SII) of the government of the Free State of Saxony in Germany.

He is involved in Internet Governance issues since 1997 and has participated in various capacities in all ICANN meetings since its first meeting in Singapore (1999). He was a member of ICANN Membership Information Task Force and was elected as member of the Steering Committee of At Large (2001/2002). In the WSIS process he was a member of the Civil Society Bureau and co-chaired the Internet Governance Caucus in 2002 and 2003. In 2004 he was appointed by UN Secretary General Kofi Annan as a member of the UN Working Group on Internet Governance (WGIG).

He is a member of the International Council of the "International Association for Media and Communication Research" (IAMCR) and served as the president of the IAMCR Law Section between 1988 and 1998. He was a member of the Parliamentarian Media Council and the Media Law Commission of the German Democratic Republic (1989/1990) and Corresponding Member of the German UNESCO Commission (1991/1999). He is the Co-Founder and Member of the Board of the Media City Leipzig e.V., Leipzig, Germany (since 1990) and of the ICANN Studienkreis (since 2000).

He was Member of the Programme Committee for INET 2002, Internet Society, Washington D.C. and a Key-Note Speaker, Panelist, Moderator and Rapporteur of numerous international conferences on the Information Society, Information Law and Internet Governance, inter alia UN, ITU, EU, Council of Europe, OECD, UNESCO, UNICTTF, Global Business Dialogue on eCommerce. PTC and others.

His research work includes more than 100 international publications, including 5 books, on issues of Broadcasting Legislation, Global Information Society, Internet Governance and WSIS. Recent articles has been published in "Loyola of Los Angeles Law Review", "Development", "Telecommunication Policy", "info" and "Gazette". His two latest books has been "The World Summit on the Information Society: From the Past into the Future", UNICTTF, New York 2005 (with Daniel Stauffacher) and "Power and Money in Cyberspace: How WSIS Frames the Future of the Information Age" (Heise Publisher 2004 / in German). He served also a member of several advisory boards of scientific journals, including "Transnational Data and Communication Report" (until 1996), Computer Law and Security Report (until 1999), The Journal of Media Law and Practice (until 2001) and "Gazette" (since 1992).

Wolfgang serves as a voting member of the Nominating Committee (2006), selected by ALAC.

John Klensin (NomCom 2006)

Dr. John C. Klensin is now an independent consultant following a distinguished career as Internet Architecture Vice President at AT&T, Distinguished Engineering Fellow at MCI WorldCom, and Principal Research Scientist at MIT.

He served on the Internet Architecture Board from 1996-2002 and was its Chair from 2000 until the end of his term. Earlier, he served as IETF Area Director for Applications and was Chair, Co-chair, and/or Editor for IETF Working Groups focused on messaging and IETF process issues.

Dr. Klensin understands technology issues germane to ICANN first hand. He was involved in the early procedural and definitional work for DNS administration and top-level domain definitions

and was part of the committee that worked out the transition of DNS-related responsibilities between USC-ISI and what became ICANN.

Prior to coming to MCI in mid-1994, he was INFOODS Project Coordinator for the United Nations University and, before that, was at MIT for nearly 30 years, holding Principal Research Scientist appointments in several departments including Architecture, the Center for International Studies, and the Laboratory of Architecture and Planning.

For most of those 30 years, he was a technical participant in programming language standardization efforts and advanced work in computer applications to the social and policy sciences and statistical and scientific database management. He has also participated in, and sometimes led, industry consortia, scientific, and quasi-governmental efforts that resulted in de facto standards. For example, he was a member of the Advisory Council and of the first ad hoc committees on procedures of the World Wide Web Consortium (W3C), a member and then Vice-Chair of the Information Systems Standards Board of the American National Standards Institute, and a convenor and advisory group member within an ISO/IEC JTC1 subcommittee. Despite this background in standards development and procedures, his primary work has focused on technical and design efforts, both as research and in product development and support. For example, industrially, he was the lead designer for several user-visible aspects of internetMCI, designed database and data analysis systems used by several large international corporations and governmental units (including the Office of the Secretary of Defense in the US and the Department of Social Justice in The Netherlands) in the 1970s and 1980s.

These major contributions went to manage inventories, planning, and human resource models for two of the world's largest automobile manufacturers and one oil company and for several activities of the US Department of Defense including fuel supply availability planning during the oil crisis of the mid-1970s and the development and management of the DOD budget itself.

He was also founding co-principal investigator of the Network Start-up Resource Center project, which provides technical assistance for creation of computer network connections to developing areas and continues as a senior advisor to that activity.

Dr. Klensin has served on the editorial boards of the Journal of Science Education and Technology and the Journal of Food Composition and Analysis.

Dr Klensin serves as a voting member of the Nominating Committee (2006), selected by the IAB for the IETF.

Lars-Johan Liman (NomCom 2005 and 2006)

Lars-Johan Liman, M.Sc, works as Senior Systems Specialist at Autonomica AB, computer consultants in Stockholm, Sweden, daughter company to Netnod Internet Exchange. Following his graduation at the Royal Institute of Technology in Stockholm, he worked for 8 years at its Network Operations Centre, from where three European Internet backbones were managed. The NOC also housed the world's first DNS root name server outside the USA, and Lars-Johan became responsible for its operation at an early stage. Now, more than 10 years later, he still is, although the server is now housed at the major Internet exchange point in Stockholm.

Over the years, Lars-Johan has specialized in the domain name system, starting with administration of DNS databases and continuing with the more theoretical side of things like operational issues, registration of domain names, and standardization of protocols. He has participated in the Internet Engineering Task Force (IETF) and the Réseaux Internet Protocol

Européens (RIPE–NCC) for more than 10 years, and he participated in the creation of the current domain name registry for .SE, and in the early days of ICANN as a member of the gtld-MOU Policy Oversight Committee (POC). His current connection to ICANN is as member of its Root Server System Advisory Committee, and he has previously served on the programme committee for the ICANN meeting in Marina del Rey in 2001.

Mr Liman serves as a non-voting member of the Nominating Committee (2005 and 2006), selected by the Root Server System Advisory Committee (RSSAC).

Mark McFadden (NomCom 2005)

Mark McFadden teaches in the Internet Technologies and Information Security Program at the University of Wisconsin at Milwaukee. He has a particular interest in addressing, numbering and naming issues related to convergence technologies. He is currently doing research in the area of addressing requirements for multihoming in complex IPv6 networks. Previously, he was Chief Technology Officer at the Commercial Internet eXchange, a global industry trade association for internet Service Providers. Prior to that, Mark was a senior networking engineer in ISPs and in large scale public-sector networks. He is an active contributor to the Internet Engineering Task Force (IETF), Internet Corporation for Assigned Names and Numbers (ICANN), as well as other Internet and telecommunications standards bodies. Currently, Mark is the Secretariat for the ISPCP Constituency in the Generic Names Supporting Organization. He is also a member of the technical advisory committee for implementation of enum in North America. He was formerly chairperson of the Address Council in the ICANN Address Supporting Organization.

In addition to his work on Internet standards and governance, he works with Internet-based businesses and telecommunications companies to help them leverage new technologies for building services that focus on goals of customer benefit and revenue potential.

Mr McFadden lives in Madison, Wisconsin (US) with his wife, two teenage children and a teeming menagerie of small animals.

Mr McFadden served as a voting member of the Nominating Committee (2005), selected by the Internet Service Providers Constituency.

Ram Mohan (NomCom 2005)

Ram Mohan is Vice President, Business Operations & Chief Technical Officer of Afilias Limited. At Afilias, he 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 Mr Mohan'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, he 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. He 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, Mr Mohan worked with First Data Corporation, Unisys Corporation and KPMG Peat Marwick in a variety of leadership, engineering and technology positions.

Mr Mohan'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 Bangalore, an MBA in Entrepreneurial Management from Bharathidasan University and is completing a second Master's in Computer Science at Philadelphia's Drexel University.

Mr Mohan 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. He 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, He was named one of the Philadelphia Business Journal's 40 under 40. Mr. Mohan 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.

Mr Mohan served as a voting member of the Nominating Committee (2005), selected by the gTLD Registrars Constituency of the Generic Names Supporting Organization.

Lucy Nichols (NomCom 2006)

Lucy Nichols is an attorney specializing in Intellectual property. She currently holds the position of Global Director of IPR, Brand Protection for Nokia Corporation and is responsible for managing the company's Trademark, Product Design and Enforcement teams.

Ms. Nichols attended the University of Texas where she earned an undergraduate degree in Political Science and Georgetown University Law Center in Washington D.C. where she was awarded a Juris Doctorate degree in 1990. Ms. Nichols was in private law practice in Washington D.C. and New York City prior to joining Nokia in 2000. She is a recognized expert in intellectual property issues and is a frequent speaker at international conferences.

Ms. Nichols is on the Board of Directors for the International Trademark Association and represents the intellectual property constituency on ICANN's GNSO council.

Ms Nichols is a voting member of the Nominating Committee (2006), selected by the Intellectual Property constituency.

Elliot Noss (NomCom 2005 and 2006)

Elliot Noss is the President and CEO of Tucows Inc. He joined Tucows in 1997 as VP Corporate Services and was appointed president & CEO of Tucows Inc. in May 1999. During his tenure, Tucows has grown its Internet software and application downloads business; created the wholesale domain name registration market with the launch of OpenSRS and rapidly expanded Tucows offering of wholesale services and back office systems to global Internet service providers.

Elliot chairs the University of Toronto's Department of Computer Science Advisory Board. He has a BA from the University of Toronto and an MBA and LLB from the University of Western Ontario.

Elliot serves as a voting member of the Nominating Committee (2005 and 2006), selected by the gTLD Registry Constituency of the Generic Names Supporting Organization.

Simbo Ntiro (NomCom 2005)

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 alumnus 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 Millennium Development Goals. 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.

Mr Ntiro is acknowledged as an influential expert on matters pertaining to "e", ICT for Development and the digital divide. He is also a founding 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. Mr Ntiro is a member of the Consultative Group of Experts Committee established by NEPAD's eAfrica Commission.

Mr Ntiro served as a voting member of the Nominating Committee (2005), selected by the At Large Advisory Committee.

Adam Peake (NomCom 2005 and 2006 Associate Chair)

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. At GLOCOM he works on projects related to telecommunications and broadband policy, network and information security and follow-up activities for the World Summit on the Information Society (WSIS).

Adam participated in the G8 DOT Force where GLOCOM was the Japanese NPO representative. Adam has co-lead GLOCOM's work on WSIS, including GLOCOM's role as facilitator of NGO/Civil Society participation in the Asia and Pacific Regional WSIS Conference, January 2003, and WSIS Thematic meeting "Tokyo Ubiquitous Network Conference" in May 2005.

He has been a coordinator of the WSIS Civil Society Internet Governance Caucus since the Geneva Summit, and is a member of the Public Interest Registry (.ORG) 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 served as a voting member of the Nominating Committee in 2005, selected by the At-Large Advisory Committee and serves as the Non-voting Associate Chair of the 2006 ICANN Nominating Committee.

Dr Madanmohan Rao (NomCom 2006)

Dr. Madanmohan Rao, a consultant and writer from Bangalore, is a research consultant at the Asian Media Information and Communication centre (AMIC). He is the editor of three book series: "The Asia Pacific Internet Handbook", "The Knowledge Management Chronicles" and "AfricaDotEdu" (McGraw Hill). He is also editor-at-large of DestinationKM.com and contributor to the Poynter Institute blog on new media trends. Madan was on the international editorial board of the recently published book, "Transforming e-Knowledge."

Madan was formerly the communications director at the United Nations Inter Press Service bureau in New York, and vice president at IndiaWorld Communications in Bombay. He graduated from the Indian Institute of Technology at Bombay and the University of Massachusetts at Amherst, with an M.S. in computer science and a Ph.D. in communications. He is currently the director of the InfoComm Observatory at the Indian Institute of Information Technology, Bangalore.

Madan is a frequent speaker on the international conference circuit, and has given talks and lectures in about 50 countries around the world. He has worked with online services in the U.S., Brazil, and India. His articles have appeared in DestinationKM.com, The Economic Times, Electronic Markets magazine, Economic and Political Weekly, and the Bangkok Post. Madan is on the board of directors/advisors of numerous content and wireless services firms in Asia. He also participates in consultations at UNESCO, IDRC, and the Friedrich Ebert Stiftung (FES) foundation in India and Nepal.

He is the conference chair for India Internet World, India's largest annual Internet business conference, and serves on the conference committees of trade show group Messe Frankfurt in Germany, Singapore-based Asian Media Information and Communication Centre, and the global Internet Society.

Madan serves as a voting member of the Nominating Committee (2006), selected by the ALAC.

Thomas Roessler (NomCom 2006)

Thomas Roessler joined the W3C Team in November 2004 to work on security, privacy, and European policy issues. Prior to joining W3C, Thomas worked at the University of Bonn on

numerics of partial differential equations, and collected programming, systems administration and computer forensics experience. He is the lead maintainer of the free software mail user agent mutt, and was involved with ICANN for several years, most recently as a member of its At-Large Advisory Committee from 2003 to 2005.

Thomas has published and given talks on topics including anonymization services, legal questions of digital signatures, and online privacy. He holds a degree in mathematics.

Thomas serves as a voting member of the Nominating Committee (2006), selected by the Technical Liaison Group.

George Sadowsky (Chair, NomCom 2005 and 2006)

George Sadowsky received an A.B. degree in Mathematics from Harvard College and M.A. and Ph.D. degrees in Economics from Yale University.

After spending 1958-1962 as an applied mathematician, his career concentrated on applying computers to economic and social policy, leading academic computing and networking organizations, and making the Internet useful throughout the world. During 1966-1970 he founded and directed the Computer Center at the Brookings Institution in Washington; from 1970-73 he did economic research at the Urban Institute leading to his Ph.D, dissertation on the subject of micro-analytic simulation of the household sector.

During 1973-86 at the United Nations, he supported the transfer of information technology to developing countries. He has done work in about 50 developing countries and continues to do so. Among other things, he introduced the use of microcomputers for census data processing in Africa in 1979, and he worked in China during 1982-1986s supporting the computing activities of the 1982 Census of Population and Housing.

From 1986 to 2001, he directed academic computing and networking activities, first at Northwestern University and then at New York University. He has been a consultant to the U.S. Treasury Department, the U.S. Congressional Budget Office, UNDP, the Swiss Government, and a number of foundations. He was a Board member of AppliedTheory Corporation and was a Trustee of the Corporation for Research and Educational Networking (CREN) and the New York State Educational and Research Network (NYSERNet).

He was actively involved in World Bank activities during 1996-2002 as a member and Coordinator of the Technical Advisory Panel for the infoDev program, as well as in UNDP and USAID activities. In 1994, he and Larry Landweber formulated the USAID's Leland Initiative for Internet connectivity in 20 African countries. He has been a member of the Internet Society Board of Trustees (1996-1999 and 2000-2004) and has served ISOC as Vice President for Conferences (1996-1998) and Vice-President for Education (1998-2001). He headed a group of ISOC volunteers who defined and conducted the ISOC Developing Country Network Training Workshops from 1993 through 2001. He has written and lectured extensively on ICTs and development.

From 2001-2005, he was the Executive Director of the Global Internet Policy Initiative (GIPI), which directed Internet policy reform projects in 16 developing countries, and also served as the Senior Technical Adviser within USAID's dot-GOV program. He now works on projects in the area of ICT for development. (see <http://www.georgesadowsky.com/> for more information).

Mr Sadowsky served as the non-voting Chair of the Nominating Committee in 2005 and served as the special adviser to the Chair in 2006, till his reappointment as Chair on 30th June 2006, consequent to the resignation of Eugenio Triana

José Ovidio Salgueiro (NomCom 2005 and 2006)

José Ovidio Salgueiro, got his law degree at Universidad Católica Andrés Bello (Caracas) in 1989 and has been a practicing lawyer since with Volpe Ardizzone & Salgueiro. His primary practice at that time was intellectual property. Since, Salgueiro has done post graduate work in commercial law at the Universidad de Salamanca in Spain, and Universidad Católica Andrés Bello in Caracas, Venezuela.

From 1996 to 1999 he served as a Member of the Board of Directors of Banco Guayana of Puerto Ordaz, Venezuela and since 2003 is a member of the Board of Directors of the Venezuelan Association of Intellectual Property Agents (COVAPI).

Since 1997 José Ovidio Salgueiro was one of the first attorneys in the country to study informatics and computer law attending several courses abroad and teaching in Venezuela. In 2000 he presented the first domain name case before local authorities.

Mr Salgueiro has been a professor in informatics and computer law at Universidad Católica Andrés Bello (Caracas), Instituto de Altos Estudios Diplomáticos Pedro Gual (Ministry of Foreign Affairs) Universidad Católica del Táchira (San Cristobal) and Escuela Nacional de Administración y Hacienda Pública (ministry of Treasury) all in Venezuela, and has been a lecturer on same topics in Venezuela, Ecuador, Bolivia, Chile, Perú and Argentina.

He has served as an Advisor of the Superintendent of Electronic Signatures of Venezuela, and as the Academic Director of the Venezuelan Association on Informatics Law. He is the co-writer of the Data Messages and Electronic Signature Law of Venezuela and its regulations and member of the staff of Informatics Law Community Alfa-Redi.

Mr Salgueiro serves as a voting member of the Nominating Committee (2005 and 2006), selected by ALAC.

Michael Silber (NomCom 2005 and 2006)

Michael Silber is a director of the .za Domain Name Authority, the entity responsible for the administration of the .za ccTLD, having been appointed as such by the South African Minister of Communications in 2003.

He is a South African lawyer focused on Technology and Telecommunications Law and currently works on authentication and electronic signature related issues.

He was involved in the South African Electronic Communications and Transactions Act legislative process that brought the .za Domain Name Authority into being and has been intimately involved in the redelegation of responsibility for the .za ccTLD to this Authority.

Mr Silber has been involved in a number of South African and African Internet related organizations and initiatives, including Namespace .za, the South African Internet Service Providers' Association, the African Internet Service Providers' Association (AfrISPA) and is a founding member of the South African chapter of the Internet Society (ISOC-ZA).

Mr Silber is a voting member of the Nominating Committee (2005 and 2006), selected by the Country Code Names Supporting Organization.

Bill St. Arnaud (NomCom 2005)

Bill St. Arnaud is Senior Director Advanced Networks for CANARIE Inc., Canada's Advanced Internet Development Organization. At CANARIE he has been responsible for the coordination and implementation of Canada's next generation optical Internet initiative called CA*net 4.

Previously Bill St. Arnaud was the President and founder of a network and software engineering firm called TSA ProForma Inc. TSA was a LAN/WAN software company that developed wide area network client/server systems for use primarily in the financial and information business fields in the Far East and the United States.

Bill St. Arnaud is a frequent guest speaker at numerous conferences on the Internet and optical networking. He is a graduate of Carleton University School of Engineering. Mr St. Arnaud serves as a voting member of the Nominating Committee (2006), representing the Higher Education sector and selected via the ICANN Board.

Ken Stubbs (NomCom 2006)

Ken Stubbs has provided consulting services to various clients for over 25 years, with a principle focus on the development of marketing strategies and operational and organizational structures. Previously, Mr. Stubbs worked for KPMG and Ernst & Young specializing in accounting systems and operations management consulting with special emphasis on travel, retail, and real estate industries.

Since 1994, Mr. Stubbs has consulted on Internet business development strategies for the development of both commercial as well as non-profit web sites. Mr. Stubbs is also the former Chairman of the Executive Committee of CORE (3 years) and has testified before both the United States House Commerce as well as the House Judiciary Committees as an expert on Internet development and commerce.

Mr. Stubbs has been an active participant in ICANN activities since its inception, participating as a member of the Names Council, (serving as its chairman for 2 terms) representing both the Registrar as well as Registry constituencies. He was a member of the working group which formulated the UDRP and has been an active member of numerous task forces over the last 5 years. He has also been active participant in the World Summit on the Information Society and United Nations ICT Task Force. Mr. Stubbs graduated with honors from California State University at San Diego with a degree in business and is a Certified Public Accountant.

He is currently serving as the GTLD representative to the GNSO Council and has been a member of the Council since its inception in 1999. He is a Director of Afilias Registry as well as a member of the Afilias Board of Director's Executive Committee.

Mr Stubbs is a voting member of the Nominating Committee (2006), selected by the gTLD Registrars Constituency.

Stefano Trumpy (NomCom 2005)

Stefano Trumpy is presently a research manager at the Institute for Informatics and Telematics of the National Research Council (CNR) of Italy. His present interests concern the field of "Internet governance". He is the Italian delegate and vice-chair of the Governmental Advisory Committee (GAC) to ICANN. Currently is President of the Italian chapter of ISOC. Guest editor of the September 2004 Special Issue of the Proceedings of IEEE on "Evolution of Internet Technologies".

After graduation in engineering in 1969 at Pisa University, he joined the Italian National Council for Research (CNR); has worked in computer languages, interactive operating systems, computer applications, networking and telematics.

From 1983 to 1996 he was the Director of CNUCE, a large CNR research Institute in ICT in Pisa. In 1985 as Director of the CNR institute CNUCE in Pisa, he was instrumental in the installation of the first permanent link to ARPAnet in Italy (the 4th in Europe). From 1984 to 1990, Mr Trumpy managed the EARN (European Academic Research Network) in Italy.

Mr Trumpy was the President of TERENA (Trans European Research and Education Networking Association) from 1995-1999. He was in charge of the .it ccTLD registry from its creation in 1987 to 1999. He was among the founders of the Internet Society (ISOC) which was established in 1992 and from 1992 to 1997 he was the Technical Coordinator of the UNESCO project "Regional Informatics Network for Africa"

Mr Trumpy was a non-voting member of the Nominating Committee (2005), selected by the Governmental Advisory Committee.

Kiyoshi I. Tsuru (NomCom 2005)

Kiyoshi Tsuru is a Partner with Bello, Escalante, Morales y Tsuru, S.C., where he heads the Intellectual Property, Technology Law, Privacy and Cyberlaw practice. He serves as Panelist for the World Intellectual Property Organization (WIPO). Kiyoshi is the Mexico Country Manager for the Business Software Alliance, and a member of the Advisory Committee of NIC México.

In the ICANN realm, Mr Tsuru has served on the GNSO, the ccNSO Advisory Group, the WHOIS Steering Group and WHOIS TF3. He has been the Vice President of the Intellectual Property Constituency (IPC), Chair of the ICANN WG at the American Intellectual Property Law Association (AIPLA), and Representative of the Mexican Group at the International Association for the Protection of Intellectual Property (AIPPI).

Mr Tsuru has also been co-Director of the Chilling-Effects Clinic, George Washington University Chapter, Director of the Program for Advanced Legal Studies in Intellectual Property Law and High Technology Law at ITAM, Mexico City, and Visiting Scholar at the George Washington University Law School. He currently teaches Intellectual Property and Cyberspace Law

Mr Tsuru obtained his Law Degree from Universidad Iberoamericana, his Master's Degree in Intellectual Property Law from The George Washington University Law School, and is currently writing a Doctoral Dissertation regarding Digital Copyright, in the same University.

Mr Tsuru was a voting member of the Nominating Committee (2005) selected by the Intellectual Property Constituency.

Eugenio Triana (NomCom 2006)

Professional Background:

1963—Industrial Engineer, Universidad Politecnica de Madrid, UPM
1964—Master Business Administration, EOI, Madrid.

Academic and Associative positions:

1965/68—Professor of Applied Physics, UPM, Madrid
1978/83—Professor of Energy Policy, INAP
1983/87—Professor of Technology Management, International MBA, Instituto de Empresa, Madrid.
1983/89—President of LES Spain, licensing executives society
Senior Member IEEE, Institute of Electrical and Electronic Engineers.
Member of American Association for the Advancement of Sciences, AAAS.

ICANN Positions:

Chairman of ICANN Nominating Committee 2006 Founding Member of the ICANN 1998/00—
ICANN Board
1999/00—Chairman of ICANN Conflict of Interests Committee

Present professional position:

Independent consultant for private corporations in the field of the satellite communications, telecommunications technical and sector regulation, Electronic based applications for retail commerce etc.

Past recent positions:

1994/98—Deputy Director General, Telecommunications and Information Market, European Commission, Brussels
1990/94—Secretary of Industrial Promotion and Technology, Ministry of Industry and Energy, Spanish Government
1986/89—Chairman of the Parliamentary Committee on Industry, Public Works, Services, Congreso de los Diputados, Madrid
1990/94—Member of the Board of Directors of Telefonica
1990/94—Member of the Board of Directors of Repsol
Several positions as industrial engineer and Member of the Board of several private firms in the field of railway transportation, industrial engineering, innovation management, steel wire, telecommunications etc.

Eugenio Triana served as the non-voting Chair of the Nominating Committee (2006), until his resignation on 30th May 2006.

Florencio I Utreras (NomCom 2005)

Dr. Florencio I. Utreras is the Executive Director of CLARA, the Latin American Cooperation of Research Networks. Dr. Utreras graduated in Mathematical Engineering from the University of Chile in 1975 and received a Doctor of Engineering degree from Université de Grenoble, France, in 1979. Before joining REUNA (the Chilean Research Network which he helped to create) in 1992, he was a full professor of Applied Mathematics of the University of Chile in Santiago and had been Visiting Professor at several universities and research centers in Europe (France, Italy) and the United States.

In Chile he has been a founder of the Association of Internet Service Providers (API) and is a Member of its Board. He has also been Member of the Presidential Commission for Information Technology from 1999 to 2001. At the Latin American Level he has contributed to the creation of the ENRED Organization an early organization promoting the use of Internet in the Region, he was also a founder of LACNIC, the Latin American Registry and more recently he contributed decisively to the creation of CLARA. At the International Level Dr. Utreras has been Chair of the Program Committee of INET'99 and Chair of the Local Organizing Committee for the ICANN Meeting in Chile in 1999.

Dr. Utreras has been involved in Research Networking since 1987 and has been awarded several prizes for his contribution to the dissemination of Internet technology and research networking.

Dr Utreras was a voting member of the Nominating Committee (2005), selected by the Board to represent the academic and similar organizations.

Frannie Wellings (NomCom 2005 and 2006)

Frannie Wellings is Program Manager at the Washington, D.C. office of Free Press. Free Press is a non-profit, non-commercial organization working to craft policies for a more democratic media system and more accessible Internet. She coordinates Free Press' policy analysis, issue briefings, coalition work, and public education activities.

Ms Wellings focuses on a number of issues, which include protecting community Internet initiatives and improving policies affecting the public airwaves, media ownership, and access to broadband. She works to remove policy barriers to the implementation of mesh networks and to open spectrum for consumer and community use.

Ms Wellings is the North American representative to the Executive Committee of the Non-Commercial Users Constituency of the Generic Names Supporting Organization.

Ms Wellings previously served as a Policy Analyst at the Electronic Privacy Information Center (EPIC) in Washington, D.C. At EPIC, she analyzed Internet-related policy in ICANN, the OECD, APEC, the US Congress, and the United Nations. She coordinated NGO coalition support for policy developments that improved protections of privacy and freedom of expression. She was also the Director of the Public Voice, a project designed to promote and facilitate the participation of civil society in Internet policy-making.

Ms Wellings has a Bachelor of Science from the Arizona State University Barrett Honors College. She then studied communication policy obtaining a Master of Arts from the Annenberg School for Communication at the University of Pennsylvania.

Ms Wellings served as a voting member of the Nominating Committee (2005 and 2006), selected by the Non-Commercial Users Constituency of the Generic Names Supporting Organization

A3. NomCom process and methodology

A. Timetable for 2005

5 December 2004	ICANN Board Selects NomCom Chair
February 2005	Invitations sent to constituencies/groups to select NomCom members
23 rd March 2005	NomCom holds first teleconference meeting
9-10 April 2005	NomCom holds face-to-face meeting
22 April 2005	NomCom issues Formal Call for Recommendations & Statements of Interest
13 th June 2005	NomCom extends deadline for submissions to 20 July 2005
16 – 18 September 2005	NomCom holds face-to-face meeting to select Nominees
September/October 2005	Due diligence carried out on selected Nominees
4 th November 2005	NomCom announces 2005 Nominees
December 2005	Nominees take office at conclusion of Annual Meeting

B. Timetable for 2006

4 December 2005	ICANN Board Selects Eugenio Triana as NomCom Chair
	Invitations sent to constituencies/groups to select NomCom members
January 2006	NomCom holds first teleconference meeting
31 st March to 1 st April 2006	NomCom holds face-to-face meeting
18 th April 2006	NomCom issues Formal Call for Recommendations & Statements of Interest
31 st May 2006	NomCom Chair Resigns
30 th June 2006	ICANN Board Selects George Sadowsky as NomCom Chair
7 th July 2006	NomCom extends deadline for submissions to 1 st August 2006
15 – 17 September 2006	NomCom holds face-to-face meeting to select Nominees
September/October 2006	Due diligence carried out on selected Nominees
November 2006	NomCom announces 2006 Nominees
December 2006	Nominees take office at conclusion of Annual Meeting

C. 2005 NomCom Operating Procedures

The following procedures were agreed on by the Nominating Committee and posted on 22nd April 2005:

A. Code of Ethics for NomCom Members

1. Scope
2. Integrity and Conflict of Interest
3. Confidentiality and Privacy
4. Agreement to Adhere to the Code of Ethics

B. NomCom's Role and Objectives

1. Role
2. Objectives

C. NomCom Operating Procedures

1. Modifications to NomCom Procedures
2. Responsibilities of NomCom Members
3. Vacancies and Removal from NomCom
4. Language for Conduct of NomCom's Communications
5. Terminology
6. Internal Communications and Relations
 - a. Communications and Meetings
 - b. Volunteer Service
 - c. Non-Voting Members
 - d. Access to Information
7. External Communications and Relations
 - a. Transparency
 - b. Recruitment Consultations
 - c. Public Input
 - d. Confidentiality and Privacy
8. Criteria for Selection for ICANN Directors, GNSO Council Members, Interim ALAC Members, and ccNSO Council Members
 - a. Roles of the Positions to Be Filled
 - b. Criteria for Selection of ICANN Directors
 - c. Additional Considerations for GNSO, ALAC, and ccNSO Positions
 - (i) Additional Considerations for the GNSO Council Positions
 - (ii) Additional Considerations for the Interim ALAC Positions
 - (iii) Additional Considerations for the ccNSO Council Positions
9. Eligibility Factors for ICANN Directors, GNSO Council Members, Interim ALAC Members, ccNSO Council Members
 - a. Eligibility Factors for ICANN Directors
 - b. Eligibility Factors for GNSO Council Members
 - c. Eligibility Factors for Interim ALAC Members
 - d. Eligibility Factors for ccNSO Council Members
10. Review and Evaluation of Candidates

Annex 1

For Details of the procedure please visit

<http://www.icann.org/committees/nom-comm/procedures-22apr05.htm>

D. 2006 NomCom Operating Procedures

The following procedures were agreed on by the Nominating Committee and posted on 22nd April 2005:

Contents

A. Code of Ethics for the NomCom Members

1. Scope
2. NomCom's Objectives
3. NomCom's Role
4. Integrity and Conflict of Interest
5. Confidentiality and Privacy
6. Formal Statement of Commitment to the Code of Ethics

B. NomCom Operating Procedures

1. Modifications to NomCom Procedures
2. Contribution of NomCom Members
3. Vacancies and Removal from NomCom
4. Language for Conduct of NomCom's Communications
5. Terminology
6. Internal Communications and Relations
 - a. Communications and Meetings
 - b. Volunteer Service
 - c. Non-Voting Members
 - d. Access to Information
7. External Communications and Relations
 - a. Transparency
 - b. Recruitment Consultations
 - c. Public Input
 - d. Confidentiality and Privacy
8. Criteria for Selection for ICANN Directors, GNSO Council Members, Interim ALAC Members and ccNSO Council Members
 - a. Roles for the Positions to Be Filled
 - b. Criteria for Selection of ICANN Directors
 - c. Additional Considerations for the ccNSO Council Positions
9. Eligibility Factors for ICANN Directors, GNSO Council Members, Interim ALAC Members, ccNSO Council Members
 - a. Eligibility Factors for ICANN Directors
 - b. Eligibility Factors for GNSO Council Members
 - c. Eligibility Factors for Interim ALAC Members
 - d. Eligibility Factors for ccNSO Council Members
10. Review and Evaluation of Candidates

Annex 1

For details of the procedure please visit
<http://www.icann.org/committees/nom-comm/procedures-2006.html>

A4. Committee memberships

A. 2005 Nominating Committee Sub-Committees

Conflict of Interest

Jose Salgueiro
Alan Davidson
Adam Peake
Michael Silber
Jayantha Fernando
Simbo Ntiro

Technical

Ram Mohan
Elliot Noss
Adam Peake
Frannie Wellings

NomCom Website and Frequently Asked Questions

Mark McFadden
Lars-Johan Liman
Catherine Gabay

B. 2006 Nominating Committee Sub-Committees

Technical

Elliot Noss
John Klensin
Mike Silber
Thomas Roessler
Lars-Johan Liman
Adam Peake
Rodney Joffe
George Sadowsky

Conflict of Interest

Jose Salgueiro (Chair)
Lucy Nichols
Ken Stubbs
Michael Froomkin
Mike Silber
Adam Peake
Jayantha Fernando

Documents

Adam Peake
Frannie Wellings
John Klensin

Anthony Harris
Catherine Gabay
Donna Austin
Madanmohan Rao
Thomas Roessler
Mohamed El Fatih El Tigani Ali

Outreach

Adam Peake
George Sadowsky
Lucy Nichols
Frannie Wellings
Catherine Gabay
Wolfgang Kleinwaechter
Madanmohan Rao
Mohamed El Fatih El Tigani Ali

C. Committee Charge and Code of Ethics

. Committee Charge (2005 and 2006)

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

. Charge to Subcommittee on Conflicts of Interest (2005 and 2006)

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.

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

- 1) any and all ICANN Nominating Committee (NomCom) members
[<http://www.icann.org/general/bylaws.htm#VII-2>]
- 2) any and all ICANN staff members engaged in supporting the work of the Nominating Committee, and
- 3) any and all outside consultants who may be retained by the Nominating Committee to assist with any phase of its work.

Nominating Committee 2006 adopted specific measures to ensure greater degree of privacy and confidentiality to safeguard all internal communications. When communicating confidential materials by electronic means, NomCom members agree to:

- only use equipment secured by strong encryption with keys under direct control of the member;
- not attempt to receive, generate or store such confidential information on computers that are not under their personal control, unless other conditions of the Code of Ethics apply to equipment controlled by others;
- make the best efforts to ensure that confidential material is not backed up, stored or copied to insecure media, machines or environments or by the use of insecure mechanisms;
- To notify to the NomCom Technical Sub-Committee if the machines used to communicate confidential materials by electronic means has been stolen or otherwise compromised.

Details of the Agreement to Adhere to Code of Ethics could be found at :-

<http://www.icann.org/committees/nom-comm/ethics-2006.html>

A5. Interim vacancy policy

The Nominating Committee (2005) appointed a sub-committee Chaired by Marilyn Cade to develop a set of procedures to fill interim vacancies arising in respect of Nominating Committee filled positions. The Final Report, dated June 20, 2005, is as follows

1. These Interim Vacancy Procedures will be used to fill interim vacancies in Nominating Committee appointee positions.
2. These procedures also provide the process which will be used for filling the interim appointment for the gNSO that exists now. This is described in more detail below. This process will be a single occurrence and will not be used in future interim appointments. It is a “single episode” occurrence.
3. The approach to fill the gNSO existing vacancy will be approved/agreed by the Nominating Committee, on June 22. Ideally, a candidate will be identified shortly thereafter and could be invited to attend the July meeting, given availability.

4. The Nominating Committee must approve the Final Procedures to become part of the ongoing Nominating Committee processes.

II. Assumptions that underlying the Procedures for Filling Interim Vacancies:

- Interim appointments may occur at any time and may be of any length, up the term of the original appointment.
- Vacancies of more than one year will be filled by the regular Nominating Committee process.
- Vacancies will only be filled for the period of the original term, and will not be extended.
- Vacancies may be filled if they are of at least 3 months in duration.
- Appointments may require specific characteristics for candidates: such as gender, technical expertise, regional alignment to ensure geographic diversity of full organization with vacancy, etc.
- Since appointments may take on unique characteristics/requirements, they may require interim additional “targeted” recruitment in order to find candidates that have match to needs of vacant position
- There is no existing pool of candidates from earlier round for consideration for present vacancy in the gNSO.
- It will be useful to have a “residual pool” of candidates, and in the future, effective 2005 round, candidates who have nominated in one round will be offered the option to remain in the database of the Nominating Committee for consideration for future interim vacancies, if not selected in the active NomCom Round.
- The NomCom included a request in the present “call” that candidates indicate their willingness to be considered for future interim vacancies, if they are not selected for present vacancies.
- This option will be a standard part of the NomCom call for self nominations in the future solicitations.
- Such a process will not necessarily ensure that candidates with appropriate qualifications will be available, depending on the characteristics needed for a particular vacancy.
- The Nominating Committee itself, including its chair and associate chair, will be responsible for identifying a pool of additional candidates for consideration by the Nominating Committee to extend the pool of candidates to be considered for the interim vacancy.
- A form of targeted selection of an individual who has specialized familiarity or expertise – secondment of a pinch hitter– may be used by the Nominating Committee in certain instances.
- The concept of a “pinch hitter” – someone with experience and expertise in ICANN due to past involvement may be used for very short appointments – e.g. less than 4 months.
 - Such candidates may be drawn from past board members; past councilors, past advisory committees, individuals who are actively engaged in ICANN, but not yet in appointed/elected positions.
 - Some Board members are term limited due to bylaw requirements, established at the time of the Evolution and Reform process. These individuals are not eligible to serve on the board vacancies, but could be considered for other vacancies.
 - Pinch Hitters will be advised they are not in any way favored for a reappointment, in the Nominating Committee process.
 - Anyone may self nominate, however, so it is possible that a pinch hitter would reappear as a candidate in a NomCom pool, of their own choice, for any vacancy, except where prohibited by the bylaws.

- In all cases, if a “pinch hitter” is identified and specifically recruited, they should be clearly advised of the limitations associated with a “secondment” into a vacancy.
- Briefing/background materials are much needed for all candidates.
- Special needs for briefing/mentoring/informational support, if the appointment is very short term—consideration of mentoring or briefing sessions by a representative number of reps from SO/ALAC, plus chair, supported by the staff who supports the SO/ALAC.

III. Length of the Interim Vacancy Appointments:

1. If a vacancy is for more than one year, the portion of the partial year will be filled by the Interim Vacancy Procedures of the Nominating Committee. The remaining term will be referred into the regular annual NomCom process and filled for the remaining full year(s) of an original term.
2. Regardless of the length of the vacancy, interim vacancy terms will only be filled for the remaining term in the original appointment and not automatically extended beyond the original appointment term.
3. Each of the organizations has a significant number of elected members/councilors and the Nominating Committee annually will be assessing needed characteristics of diversity based on the make up of the elected members. Limiting the interim vacancy appointment to the original term of years will help to ensure continued diversity of representation.

IV. Development of procedure to fill Interim Vacancies

4. **Procedures to fill Interim Vacancies : *Note: all processes regarding confidentiality, conflict of interests, etc. continue to apply to the Procedures to fill Interim Vacancies.***
5. When a vacancy occurs, the relevant chair should notify the then NomCom chair ***within one week*** of the vacancy, with a request for the NomCom to fill the vacancy. At that time, the relevant chair, supported by the appropriate ICANN staff, should provide information about any known criteria, or characteristics regarding characteristics, geographic, gender, skills, etc. needed to ensure diversity broadly within the organization. The chairs will work out any verification or additional information needed regarding the vacancy/characteristics, supported as needed by the assigned staff.
6. “Quick Look” Approach: As a first check of “available candidates”, the list of candidates who indicated their interest/availability will be quickly reviewed for “fit”. After a scan of the available candidates, the NC Chair, assisted by the Associate Chair and staff, will provide a ‘quick look’ assessment of the availability of candidates and seek agreement from the Nominating Committee members of a) whether there is concurrence of sufficient candidates to consider or b) whether it is needed to identify other candidates. This should be completed within 10 days after receipt of the notice of the vacancy.
7. If there are sufficient/ qualified candidates that are suitable to the positions, the Nominating Committee will receive appropriate details, a time frame to assess the candidates, and a call scheduled for the Nominating Committee process of determination. The process timeline will be flexible, but should seek to be concluded within one month of notification by the advising chair.

8. In the work of the Nominating Committee in its usual appointment cycle, a “reserve” candidate may have been identified, in the event that the selected candidate was unable to accept the appointment. Such a candidate, if in existence for a particular vacancy, should be included in the pool of considered candidates. The Nominating Committee, guided by the Chair, may decide that this candidate should be given first consideration and approached about the position, without further consideration of other candidates. This decision should be taken by the Nominating Committee, however, taking into consideration any other changes in the entity that the vacancy occurs in, such as gender, geographic representation, skills, etc.
9. In order to conduct their work, the Committee members will receive a briefing document that describes the make up of the particular organization with the vacancy, the working agenda before the entity, the length of term of the vacancy, and other relevant information that the Nominating Committee chair deems useful, including whether there are existing reserve candidates to be considered, and whether additional candidates are needed..
10. If the “Quick Look” determines that there are not sufficient, or qualified candidates for the particular vacancy, the chair will, using both email and conference calls, establish a working schedule of approximately **four to six weeks** to conclude the process of identifying additional candidates, consideration and appointment to fill this vacancy. The information sent to the Nominating Committee will indicate the need for candidate identification/nomination **by** the Nominating Committee.
11. The Nominating Committee members would be invited to identify candidates that have the characteristics needed for the vacancy, to add to, or to create a candidate pool. This identification process may take place by email, but must take place **within a 10 day period** after notification of the vacancy to the Nominating Committee in order to create a candidate pool for consideration. It may also take place by conference call.
12. Information about the candidate(s) will need to be provided by the Nominating Committee representatives who recommends them for consideration/nomination and must be in written form, but can include supporting materials, such as position statements, c.v.s/bios; etc. that are available. It is expected that all Nominating Committee members will abide by conflict of interest requirements that govern the full nominating committee process.
13. Since it is necessary to rely upon the Nominating Committee members to draw on their personal knowledge of candidates, the Committee member who provides the nomination will abstain from voting but must be able to provide relevant details to support the candidacy.
14. The candidates must be known sufficiently for the first level of consideration by the Nominating Committee; for instance, that the candidate is able to make the required time commitment; why they would make a suitable contribution to ICANN/the relevant organization; their known familiarity with ICANN’s issues, on a general level, if not a more specific level.
15. The development of the final candidate list should of necessity be a very limited and could entail the NomCom first agreeing on a conference call meeting to a very short list of no more than 3 candidates, regardless of how identified, with a priority order

established against agreed to criteria/characteristics that are agreed to by a working call of the Nominating Committee.

16. Voting on the candidate(s): The Nominating Committee should vote on the candidate(s) via email, or via a conference call vote, determined by the Chair. It may be necessary to vote on a priority of possible candidates, since it is possible circumstances may prevent a particular candidate from accepting. Candidates who are selected in this procedure should be approved by the Committee, before contact by the Nominating Committee chair. Candidates would be contacted in the preferred order, as voted by the Nominating Committee.

17. Contacting the Candidate(s):

18. The chair, would, after the agreement of the NC on the priority of candidates, contact the “selected” individual, and discuss their willingness and interest in filling the vacancy, providing relevant information about the vacant position.
19. Should the initial candidate not accept, the Chair would approach the two alternates, in the priority order agreed by the NomCom.
20. Once a candidate accepts, the relevant chair of the organization with a vacancy will be notified of the appointment, and invited to contact the appointee, to welcome them to the organization.
21. The Chair of the Nominating Committee will, with support of the ICANN staff, and after consultation with the chair of the relevant organization, prepare and issue a press release regarding the appointment.
22. This will conclude the interim work process for vacancies of over four months.

V. Secondment of a pinch hitter: This section describes the use of secondment which can be used to fill vacancies of less than four months. The process is also adapted to fill the present gNSO vacancy; while all sections apply to secondment, the sections specific to the gNSO vacancy are in bold italics in the section below.

23. The overall process will be shortened and significantly abbreviated in instances where the vacancy is of less than four months. In that situation, the preferred approach is “secondment of a pinch hitter” where a specific individual with specific characteristics and who is ‘known’ to be familiar with the key issues or challenges facing ICANN’s relevant SO/ALAC is agreed and selectively recruited to fill the vacancy within a very short time frame for the work of the Nominating Committee. It is expected that this process will be completed within three weeks.

24. Filling the existing gNSO Council Vacancy

25. Existing vacancies: A vacancy exists in the Generic Names Supporting Organization (gNSO). There are no other known or expected vacancies.
26. Background: A councilor selected via the Nominating Committee process was confirmed to the ICANN Board via election of the country code Supporting Organization (ccNSO) in early 2005. The position has now been “vacant” for 4-5 months.

27. Analysis of the gNSO: The three Nominating Committee representatives typically contribute at the Council level. At present, the Council has two NomCom representatives: Maureen Cubberly, from North America (Canada) and Alick Wilson, from Asia-Pacific (New Zealand). Wilson's term expires in 2005, and will be filled by the regular process of the NomCom. The seat to be filled was previously filled by Demi Getscho, from Latin America.
28. Geographic and Gender Analysis:
29. The gNSO presently has representatives from all regions except Africa; in addition, it does not have representation from the sub regions of: Caribbean Islands, Pacific small islands, and the Mid-East. The likelihood of an elected candidate from any of these areas is low for a variety of reasons, not discussed here.
30. The gNSO has two female elected councilors, and one female appointed Councilor.
31. The gNSO has a limited number of representatives with technical background in the DNS.
32. It is recommended that the NomCom make it a priority to identify an appropriately qualified individual from Africa, the Mid-East, the Caribbean or small Pacific Islands. If no candidates are quickly identified, the Nominating Committee may chose to select a pinch hitter from previous board members, councilors, or other individuals known to be knowledgeable about ICANN's issues and mission.
33. **Identifying Candidates:** For secondment, the Nominating Committee is invited to identify candidates they are familiar with who fit the following characteristics, while taking into account the time limitations of the existing vacancy:
- Active in the Internet in their country/region
 - Knowledgeable in general about ICANN and ICANN's issues, directly, or indirectly through other regional or international activities
 - Expressed interest in ICANN's work through
 - i. having previously [or presently] self nominated
 - ii. attended ICANN meetings
 - iii. actively involved in WSIS or WGIG
 - iv. known to one or more Nominating Committee member(s) willing to champion his/her candidacy
34. It is recognized that the process of filling the present gNSO vacancy will be treated as a single occurrence, which is not necessarily in compliance with the longer term process for filling interim vacancies.
35. Following the June 22 call, possible candidates will be submitted to the NC Chair, copy to the associate chair and staff. All nominations should be accompanied by a statement from the NomCom member providing the nomination, with an explanation of the rationale. The information will be sent to all NC members and a call held to discuss candidates by June 29. A decision will be made on that call, with a priority of candidates, if more than one candidate is identified.

36. The Nominating Committee Chair will then contact the individual, and ask their interest and willingness to accept secondment for the remainder of the term, explaining the conditions associated with “secondment”.
37. If the first candidate accepts, he/she will be confirmed, and the Nominating Committee Chair will advise the relevant chair of the appointment.
38. The Nominating Committee Chair may suggest that the gNSO provide a briefing to be worked out by the gNSO chair prior to the Luxembourg meeting, and a team of 3-4 Councilors identified to “provide an introductory briefing” at Luxembourg. The appointee will be encouraged, but not required to attend Luxembourg, given the shortness of the time frame of notification. [It is reasonable to expect a few days to make a firm decision, given the travel and meeting time commitments that are needed to be an effective gNSO Councillor].
39. If the first candidate does not accept, and other candidates are identified, the NC chair will proceed to contact the next candidate, in the priority order agreed by the Nominating Committee.

VI. Possible Targeted Recruitment for Vacancy:

The Nominating Committee did not agree to undertake direct recruitment, even on a selected basis. It was recommended that this concept be reserved for further consideration.

A6. 2005 Nominee Biographies

Sophia Bekele

Ms. Bekele has maintained a successful career track record spanning over a decade of constant professional activity and business ownership/operation, working for multinational consulting firms and large financial/banking companies in Corporate America such as PriceWaterhouseCoopers, Bank of America, Bank of Tokyo-Mitsubishi/Union Bank of California, San Francisco, to mention but a few. Currently, Ms. Bekele and her company consult various Clients in public/private markets, primarily in corporate governance and risk management areas, including the recent Sarbanes-Oxley ACT. Additionally, she has been advising in corporate relations/communications programs within public companies. Her Client's in the US include OnScreen Technologies, Inc. (OTC), Intel Corp. (Nasdaq), BDO Sieldman LLP.

Previously in 2000, Ms. Bekele has focused on international technology issues and Third-World technological development using Africa as a base model. Most of Ms. Bekele's work in these years has been associated with CBS International, a company she founded and serves as President and Chief Executive Officer. CBS International is a consulting company based in Walnut Creek, California, USA with focus on, technology transfer to emerging markets, technology procurement, project-based capacity building, technological project management, internet/intranet systems integration, information systems security/privacy, auditing and corporate governance.

Ms. Bekele was appointed and served into the Advisory Interim Steering Committee of the African Regional Network in 2003 and the Advisory Technical Committee of the African Information Society Initiative (AISII) under the sponsorship of the UN-ICT Taskforce, United

Nations, New York. In her tenure, Sophia has co-authored 'Common position for Africa's digital inclusion', a blue print for reflecting Africa's position to global fora on ICTs including the G8 DOT Force, ECOSOC, United Nations Task Force, World Economic Forum, etc. Also a member of many technological alliances and professional associations, she is a Certified Information Systems Auditor (CISA), has served on the Board of the International Information Systems Audit and Control Association, San Francisco Chapter. Ms. Bekele was also nominated to serve on the Board of Governors of the Golden Gate University San Francisco International Alumni Association.

Ms. Bekele is a published writer and contributed often to local and international publications on various topics including technology for development, good governance, public affairs issues, business and women's issues, and sports. Ms. Bekele's community involvement and contributions include the Rotary Club, World Affairs Council, Common Health Club and the SF Symphony.

Ms. Bekele holds an MBA in Management Information Systems (MIS) from Golden Gate University, San Francisco and a Bachelor of Science in Computer and Information Systems.

Susan Crawford

Susan Crawford is Assistant Professor of Law at Cardozo Law School in New York City, where she teaches cyberlaw.

Ms. Crawford received her B.A. and J.D. from Yale University. She was a partner with Wilmer, Cutler & Pickering (now Wilmer Cutler Pickering Hale Dorr) until the end of 2002, when she left that firm to enter the legal academy. She maintains a blog where she discusses telecommunications policy and related issues.

Avri Doria

Avri Doria is an independent researcher currently affiliated as a research consultant with Lulea University of Technology in Sweden and with ETRI in the Republic of Korea. She also works part time in the CTO Office of Operax AB as a senior consultant.

Ms. Doria, has been an Internet technologist involved in the development of Internet protocols and architectures for over 25 years and is an active participant in the IETF, co-chair of the IRTF Routing Research group, Technical Committee chair of the Multi Service Forum, an active participant in WSIS Civil society and was a member of the WGIG.

Her current projects include research into methods of bringing the Internet into areas that are communication challenged and is working with the semi-nomadic Sámi population of Sapmi (aka Lapland) to develop an ICT infrastructure for the UNESCO heritage region of Laponia. Ms. Doria has a MA from the University of Chicago in Philosophy and one from Rhode Island College in Counseling Psychology and is currently trying to complete a trans-disciplinary PhD. dissertation at Blekinge University of Technology.

Slobodan Marković

Slobodan Marković (born 1977) has had over 12 years of practical experience in both technical and regulatory aspects of the Internet. He has an extensive knowledge of technical fundamentals of electronic networks, protocols and standards, from the early bulletin board systems and UUCP

communities to the global Internet as we know it today. Mr. Marković is also familiar with legal and regulatory issues related to global electronic networks, such as telecommunications infrastructure regulation, freedom of expression and privacy, consumer protection, etc.

In the early years of Internet in Serbia Mr. Marković launched Internodium mailing list (www.internodium.org) dedicated to exploring how the new communication technologies change our society and how politics affects development of the new technologies. The list was initially focused on monitoring cases of Internet access blocking and content censorship imposed on citizens, student groups and independent media by the Milosevic's regime.

After pro democratic changes on the local political scene in 2000, the list's focus changed to monitoring and discussing developments on the intersection of technology, law, politics and culture in Serbia and wider area of former Yugoslavia.

Over the years, Internodium has become an important communication platform of the local Internet community. The list has been regularly quoted in dozens of printed and electronic media in Serbia.

In 2001, Mr. Marković founded Center for Internet Development (CID), which became a leading Serbian non-government and non-profit organization active in the area of information society policy.

CID advocates policies aimed at ensuring dynamic development of electronic communication networks based on open standards and free competitive market.

CID also promotes protection of the basic democratic values, such as freedom of choice, freedom of expression and individual privacy in the digital age.

Mr. Marković has had a leading role in the ongoing process of yuTLD registry reform. In this community-driven and consensus-based process, he has been intensely involved in drafting new rules for domain name registration and new internal structure of the registry organization. He was also responsible for ensuring transparency of the process by organizing and conducting public consultations.

Recently, Mr. Marković contributed a chapter on Development of Information Society for Serbian Strategy for European Union Accession and took an active role in the process of formulating Strategy for Development of Information Society in Serbia.

When not overwhelmed by his CID engagements, Mr. Marković helps in running CRI Ltd, a small ISP he founded with two of his close associates. The company provides Internet access and networking consultancy services to a number of business clients in Belgrade metro area.

Jacqueline A. Morris

Jacqueline A. Morris is an Internet Specialist at Media 21 Ltd in Port of Spain, Trinidad and Tobago, and a part-time lecturer at the University of the West Indies, Trinidad. Previously, she has held several ICT and Internet focused positions at the Tourism and Industrial Development Company of Trinidad and Tobago; and has been a consultant at HR Consulting Associates and at Globaltech, Seattle. She was a Fulbright Fellowship and a 3 Guineas Foundation Fellow. Her primary interests are encouraging women's and girls' participation in the ICT field, as well as

utilizing the Internet to market and promote Trinidad and Tobago Entertainment ventures. She holds a BSc in Chemical Engineering from the UWI, an MS in Chemical Engineering from the UFSCar, Brazil, and a MS in Engineering Science from Rensselaer Polytechnic Institute, NY. She was a member of the Working Group on Internet Governance.

Alice Wanjira-Munyua

Alice Wanjira-Munyua is currently working on the policy advocacy component of the Catalyzing Access to ICTs (CATIA) programme as national coordinator for Kenya. The component managed by the Association for Progressive Communications, aims to promote increased and more effective advocacy to speed up changes in the ICT policy and regulatory frameworks of several African countries. She has convened an inter-dependent multi stakeholder network, the Kenya ICT Action Network (KICTANet) that has been working with the government towards speeding up the ICT policy process in Kenya. Wanjira is also a commissioner with the Communication Commission of Kenya (CCK) and was previously working with the African Women's Development and Communication Network (FEMNET) as a programme officer communication. She worked in Malawi on a civic education campaign that aimed at democratizing communications by facilitating dialogue between civil society and the government of Malawi. In Tanzania she managed a Jesuit Refugee Service peace and reconciliation radio project in Ngara, for Rwandan and Burundian refugees and also worked with the Vatican radio for a couple of years. Wanjira graduated from the Pontifical Gregorian University with magna cum laude in social communications, and recently development evaluation from World Bank and Carleton University in Ottawa Canada.

Wanjira has been involved in a number of research projects, among them the Communication Rights in the Information Society (CRIS) Campaign, which aimed at promoting understanding of communication rights and governance. And is currently working on an IDRC funded Gender Research in Africa for ICTs for Empowerment (GRACE). The project seeks to document the use of ICTs for Kenyan Women's empowerment.

She was also very actively involved in the first phase of World Summit on the Information Society (WSIS) global process, as an alternate focal point on the Civil Society Bureau for the African Civil Society Caucus, a founding member of the Kenya WSIS civil Society Caucus and the NGO Gender strategies Working Group.

Njeri Rionge

Njeri Rionge is the Director and CEO of Wananchi Online, a five and a half year old company and one of the Leading Internet Service Providers in Kenya.

Njeri is an Entrepreneur whose sales & marketing savvy has seen her rise from a selling career in both local and international companies to the co-founder and CEO of Wananchi Online. Njeri is in charge of Operations and is focused on leading Wananchi Online to achieve improved growth in revenue, profitability and market share.

As co-founder of Wananchi Online, Njeri was instrumental in broadening the internet market for affordable services to the general public (initially a reserve of the wealthy). This initiative saw the cost of internet connectivity shrink to just about 6% of the initial cost per annum. As a result, Wananchi Online went on to achieve an equitable market share of 23%. Njeri is now engaged in leading the management into listing the company on the Nairobi Stock Exchange.

Njeri has played a key role in the:

- Successful execution and implementation of a Quality Management System based on ISO 9001:2000
- Implementation of Predictive Index (PI), a method for job mapping, profiling and competence.

Njeri sits on the Board of Wananchi Online, the Internet Corporation of Assigned Names and Numbers (ICANN) and the Institute of Directors of Kenya (IODK).

Siavash Shahshahani

Siavash Shahshahani has been involved with efforts to develop Internet in Iran from its very beginning there. He was the Deputy Director of IPM (the Institute for Studies in Theoretical Physics and Mathematics) when that Institute pioneered the introduction of Internet in Iran in 1994. Later he served as the head of IRANET (Iranian Academic NETwork), the networking arm of IPM. He is presently the director of IRNIC, .IR ccTLD Registry.

Shahshahani holds a Ph.D. in mathematics from the University of California, Berkeley, and has been on the faculty of Sharif University of Technology, Tehran, since 1974.

A7. 2006 Nominee Biographies

Jon Bing

Jon Bing (born Tønsberg, Norway 1944), cand jur (Oslo) 1969, dr juris (Oslo) 1982, Professor, Norwegian Research Center for Computers and Law, Faculty of Law, University of Oslo. Dr juris hon causae (Stockholm 1997 and Copenhagen 1998), Computer Law Pioneer Award (San Diego 1993), Visiting Professor, King's College (London) 1997-2000. Telenor Nordic research prize for information technology and society 2001, Nordic honorary prize for contribution to law (offered every fourth year by the Nordic meeting of lawyers) 2002.

Doctoral thesis on legal information systems and communication processes. Additional areas of research: Data protection, intellectual property law and interlegal law, all related to information technology. Numerous publications, national and international.

Former offices include Council of Europe Committee on Legal Data Processing (chair), Norwegian Film Council (Chair), Norwegian Arts Council (chair) and National Organising Committee World Library and Information Congress 2005 Oslo (chair) and Board of Governors, European Cultural Foundation (member). Current offices include Data Protection Tribunal (chair) and program committee for Social vulnerability and security, Norwegian Research Council (chair).

First fiction 1967 (with Tor Åge Bringsværd), since then published novels, short-stories, essays, translations; plays for stage, radio and television, librettos of operas; edited anthologies, *etc.* Prizes for best annual juvenile novel (1975), best annual crime fiction (1979), best annual comic strip (1980), NKS educational prize for a television series introducing law (1990), the national honorary Brage award for contribution to literature (2001).

J. Beckwith Burr

J. Beckwith ("Becky") Burr is a partner in the Washington, D.C. office of Wilmer Cutler Pickering Hale and Dorr, LLP. Becky served in the Clinton Administration as an Attorney Advisor at the Federal Trade Commission, and as Associate Administrator and Director of International Affairs at the National Telecommunications & Information Administration. As a member of the Global Electronic Commerce task force, Becky had primary responsibility for development and implementation of Administration policy on Internet governance and privacy and chaired the task force on privatization of the Internet domain name system. Becky has broad experience in e-commerce, information technology, intellectual property licensing, and international regulation of communications and information technology, and was selected by her peers for inclusion in the 2007 edition of The Best Lawyers in America, in the area of information technology law. She currently represents multinational corporations from a variety of industry sectors in developing and implementing enterprise-wide data protection compliance programs, and advises existing and prospective operators of Internet top-level domain Registries.

Roberto Gaetano

Roberto Gaetano has been an active participant in the Internet and the 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 on bringing to life a constituency for individual users and registrants.

Mr. Gaetano has a degree in Mathematics and an MBA. He has more than 30 years of experience in telecommunications and information technology, acquired working for different organizations in different countries. At present, he is responsible for application development in an international organization. He is fluent in five European languages.

Roberto Gaetano has served 3 years as non-voting liaison to the ICANN Board by the At-Large Advisory Committee.

Steve Goldstein

Steven N. Goldstein retired from the National Science Foundation in 2003. He had joined NSF in 1989 as a Program Director in the Computer and Information Sciences and Engineering (CISE) Directorate's networking division. Prior to his joining NSF, he was a MITRE Corporation contractor to NASA, helping to establish the NASA Science Network, NASA's entry into TCP/IP research networking.

At NSF, Dr. Goldstein quickly gravitated to the international arena and launched the International Connections Management (ICM) project, awarded to Sprint, in 1991. Over the next six years, ICM implemented the connection of academic networks from about 25 countries to the NSFnet and to its advanced networking successor, the vBNS. ICM made the first academic connection with Russia in 1994, and two with China in 1995. The last country to be connected was Mongolia, in early 1996. Dr. Goldstein also managed a series of awards to the Network Startup Resource Center, NSRC, (<http://www.nsrc.org>), which assisted grassroots organizations in many under-networked countries to establish Internet connectivity. NSRC has been a major player in training network operators in sub-Saharan Africa and in supporting SSA networks in the formation of the African Network Operators Group (AFNOG).

By the mid-1990's, Dr. Goldstein had shifted his focus to even more advanced international networking under the High Performance International Internet Services project (HPIIS). Under HPIIS, a high-performance link with Russia was implemented, first as MirNet, and in a later more advanced version, as NaukaNet. He served as the U.S. representative to the G7 Global Information Society initiative entitled "Global Interoperability of Broadband Networks" (GIBN). To further the GIBN goals, he made an award to implement the international networking meet-point, STAR TAP (<http://www.startap.net>) and, as the technology progressed, its transition to the optical-networking meet-point, StarLight (<http://www.startap.net/starlight/>). Dr. Goldstein helped to guide the high-impact HPIIS follow-on to NaukaNet, the Global Ring for Advanced Application Development (GLORIAD, <http://www.gloriad.org/>). GLORIAD has constructed a dedicated lightwave round-the-world link, initially connecting the U.S., Russia and China. Recently, Canada, Netherlands and Korea as well as the Nordic backbone association, NORDUnet, joined the enterprise.

In his final tour at NSF's Engineering Directorate, Dr. Goldstein developed the strategy for the Information Technology subsystems for the Network for Earthquake Engineering Simulation, NEES (<http://www.nees.org>).

Dr. Goldstein earned S.B (1961) and S.M. (1963) degrees in Physics (with a minor in Russian) at M.I.T. and a PhD. in Engineering and Public Policy (1981) at Carnegie-Mellon University. He served in the U.S. Naval Reserve after having received his master's degree from M.I.T. That tour brought him to Washington, D.C., where he has remained throughout the rest of his career and into retirement. In May, 2006, he was elected to the Russian Academy of Sciences as a Foreign Member.

Alan Greenberg

Alan Greenberg has forty years of experience with computing and networking technologies. For much of his career, he worked for McGill University in Montreal, Canada. Over the years, this included software design and development, education technology support, management and policy development. He played critical roles in building the Internet and its precursors in Canada. He also taught courses in computer architecture and design. He retired from the position of Director of Computing and Telecommunications at McGill in late 1999.

Beginning in 1995, on a volunteer basis, he participated in and then managed workshops which taught personnel from 150 developing countries how to build, support, manage and use the Internet in their countries.

Since his retirement from McGill, he has been an independent consultant focusing on the effective use of technology in developing countries. Recent projects have included: the use of technology in education; how to effectively spread the use of technology to benefit the country and its people; and a study of the linkages between technology and poverty, and how technologies can be effectively used for poverty alleviation.

Throughout his career, a primary focus has been the empowerment of people through the use of technology.

Mr. Greenberg holds a BSc degree in Mathematics and Physics, and an MSc in Computer Science, both from McGill University.

Annette Muehlberg

Annette works at the headquarters of the United Services Union (ver.di) as head of e-government, new media and public management. She works on conceptualizing public infrastructure in the information society, promoting access for all. She helps employees and managers to build and implement e-government in a democratic way.

Annette attended an international high-school in Wales, was an intern at the UN (UNIFEM) in New York, acquired her master's degree at the Johann-Wolfgang-Goethe-University, was elected as city councilor of Frankfurt am Main, was co-founder of the German civil society network on WSIS issues, was co-author of the Charter of Civil Rights for a Sustainable Knowledge Society, was on several advisory boards related to e-government and public IT-policies and serves as co-chair of the Network New Media, a non-for-profit advocacy group for digital consumer and civil rights.

Annette is the current chair of the At-Large Advisory Committee, elected by the members of the ALAC in March 2006. She was selected by the ICANN Board as a member of the interim ALAC in March 2005 and has now been nominated by the NomCom to serve a two-year term as a representative of Europe. She is based in Berlin. Annette is very passionate about making ICANN more transparent, end-user oriented, and getting the users involved in the decision-making processes of ICANN.

Rajasekhar Ramaraj

Ramaraj, is the Founder and until recently the CEO of Sify Limited, the pioneer and leader in Internet, Networking and eCommerce Services in India.

Sify was the first Indian Internet company to be listed on the Nasdaq National Market in the US (NASDAQ : SIFY), and has a history of firsts both in terms of technologies, service standards and marketing..

Ramaraj was recognized as the 'Evangelist of the Year' at the India Internet World Convention in September 2000. In October 2000, Sify was voted the 'Company of the Year' at the Silicon India Annual Technology and Entrepreneurship Conference in San Jose, California, USA. And in 2001, in a CNET.com poll in India, Ramaraj was voted the IT Person of the Year 2000. He was invited by the UN Secretary-General, Kofi Annan to be a member of UN's Working Group on Internet Governance (WGIG).

Ramaraj was also the President of the ISP Association of India for about five years. This is a body that worked with the government and other stakeholders to formulate policies for the growth of the Internet in India.

Ramaraj is a B.Tech in Chemical Engineering from the University of Madras and an MBA from the IIM, Calcutta. Beginning his career in Sales and Marketing, Ramaraj went on to pioneer the retail marketing of computers in India by establishing Computer Point in 1984. He was a Founder Director of Microland Ltd before a stint in cellular telephony as Director, Sterling Cellular up to 1996.

Currently Ramaraj is associated on a part time basis, as a Venture partner/mentor at Sequoia Capital and is a member of the global Board of Trustees of TiE (The Indus Entrepreneurs).