

IASA 2.0 Design Team Update

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Outline

- Problems, goals and options for IASA evolution
- Draft Updates (-00 to -01)
- Reflections on feedback
- Way forward

Why are we here?

- Changes in IETF administrative tasks over the past 10 years
- Changes in the IETF community's expectations for the administrative functions
- Changes in the world around us
- **What administrative arrangement best supports the IETF going forward?**

Problems

- **Lack of Clarity**
 1. Responsibility - Demarcation between IETF and ISOC not clear
 2. Representation - Who speaks for the IETF (ISOC, IETF Chair, IAOC, ...)
 3. Authority - Decision-making with and without ISOC approval
 4. Oversight - Reporting chains
- **Lack of Resources**
 1. Volunteers - Lack of qualified volunteers to staff IAOC
 2. Staff - IAD role overly complex and taxing
- **Lack of Transparency** - Perception that IAOC is not transparent enough
- **Funding/Operating Model Mismatch**

Goals

- **Protect IETF Culture** - Keep financial support independent of technical contributions
- **Improve Technical Environment** - Undertake changes to better enable technical contributors to make technical contributions
- **Clear Definition of IETF/ISOC Relationship**
- **Re-envisioned Funding Model** - Provide support needed to adapt the funding model to changes in the industry
- **Clarity in IETF/ISOC Financial Arrangements**

Goals

- **Clarity in Roles & Responsibilities** - Clearly document roles of staff, contractors, and volunteers
- **Define Support Staff Roles & Responsibilities**
- **Re-define Role of IETF Community vis-a-vis Administrative Activities** - As administrative responsibilities change for staff & volunteers, the role of the community will change must be better defined
- **Define Improved Transparency Requirements**
- **Define a Transition Plan** - How do we get from today's structure to the new structure?

Transition Options

- Structure
 - **IASA++** - IETF administrative structure implemented as an activity within ISOC
 - **ISOC Subsidiary** - IETF administrative structure implemented as ISOC subsidiary with its own accounts, by-laws, charter, staff, etc.
 - **Independent Organization** - IETF administrative structure exists in a new non-profit organization with its own accounts, by-laws, charter, etc.
- All options still have funding dependencies on ISOC
- Need to define relationship between IETF administrative organization and ISOC
- Governance
- Increase or reorganization of staff resources

Reflections on feedback

- Very thankful for feedback already received!
- Feedback broken out by major topics:
 - Options (IASA++, Subsidiary, Independent)
 - ISOC relationship
 - Staff
 - IETF Trust
 - IETF vs IETFADminOrg roles
 - Funding
 - Advisory Council
 - Volunteers
 - Comparisons
 - Missing items

IASA 2.0 Options Feedback

- Options are points along a trajectory/spectrum
 - IASA++ represents a range of options from do nothing onwards
 - Mark a point along the continuum so we agree on what we are discussing
- “Worth having a clear organizational boundary” vs. “subsidiary just adds bureaucracy and distance from funding source”
- Solving specific problematic issues vs. evolving basic organisational design to reduce issues

ISOC Relationship

- As long as the IETF is largely reliant on ISOC for funding, ISOC will have a degree of control regardless of formal independence
- Important to retain close relationship with ISOC
- To which extent should the subsidiary or independent options change the way IETF does budgeting or funding
- Specifying how future evolution in the interface happens

Staff

- The bigger role of staff or contractors, increased number of people working for the IETF
 - Some growth seems unavoidable
 - Need to ensure our oversight, control, roles are clear

Trust, Roles

- Keep IETF Trust out of this reorganisation
- What does emphasizing difference between IETFAdminOrg and IETF accomplish?

Missing Items

- Document should discuss the impact to IRTF and IAB, IETFAdminOrg serves more than IETF (and role of IAB for ISOC)

Way forward

- Fleshing out all three options is time-consuming
- Suggestion: Pick a direction and work out the details, including a draft transition plan
- Discuss...

Inter-organizational challenges for IASA++

	IETF perspective	ISOC perspective
ISOC employs IETF staff	The IAD is an ISOC employee.	Unclear whether to include IAD in all the reindeer games (e.g., staff retreats, etc) Where to put in Org chart?
Personnel management and review	The IAD works with and for the IETF. IAOC is responsible for hiring/firing and personnel review for staff (IAD). IAOC does the annual performance review – but subject to HR framework that fits a 100 person org (ISOC)	ISOC can't do the performance review of the IAD as the IAD doesn't actually fit into the ISOC structure and flow.
Personnel details	Needs to know compensation numbers to set successor IAD compensation correctly	Exposing personnel compensation to non-employees is not advised

Inter-organizational challenges for IASA++ (continued)

	IETF perspective	ISOC perspective
Contracts	IETF negotiates terms aligned with its needs, expectations, and relationships	Is the signer of contracts for the IETF (e.g., hotels, etc). ISOC must be comfortable with terms in the contract for exposure and fiduciary responsibilities. (<i>Finding the line can be hard</i>)
Business support software resources	Selecting its own software to support work (e.g., Salesforce)	Has a rationalized IT arrangements that don't support the plan
Operational support ideology	The IETF has ideology about best practices, open source, eating our own dog food	"Why are my IT choices driven by the IETF's ideology"
Administrative Representation	The IETF makes its own choices, and needs to represent to attract financial support	Why is ISOC calling me about the IETF? When is the IETF "us", and when is it separate? Very difficult to make that clear to prospective supporters