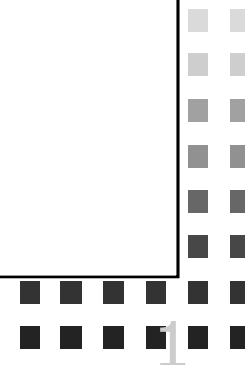
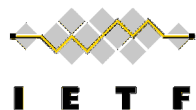


NomCom 2020-21

**Barbara Stark
NomCom Chair**

IETF 110 Plenary, March 2021

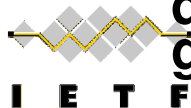




NomCom Wrap-up

It was super easy. I don't know what your problem is and why people aren't en masse reaching out to Andrew and volunteering to be NomCom chair.

- The randomly selected voting members (and liaisons) were all wonderful to work with (yes, every one of them).**
- Scheduling the interviews using Calendly was easy.**
- The IETF-provided WebEx worked great for the interviews.**
- The nominees were wonderful people and able to follow instructions (well, except one; maybe two).**
- The ietf@ietf.org list was challenging; but manageable.**
- The tools worked.**
- It was time-consuming, but not to the point that my family or boss complained (neither about me not doing what they needed me to do nor about my being grumpy).**



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Required Skills

Team-building

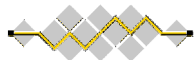
Discussion facilitation

Temporal awareness

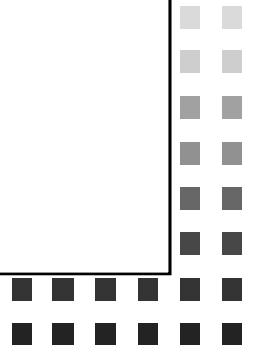
Coordination of people/tasks, organization, and planning

Ability to learn new tools

Don't worry about ability to read and understand RFC 8713 and follow process – you'll get lots of help with doing that.



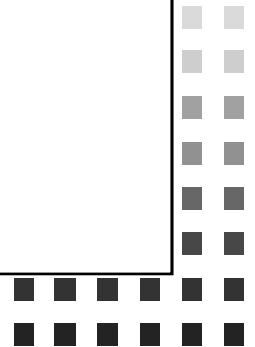
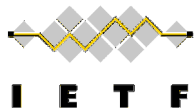
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Take-aways

There was a disconnect in what many IETF participants said they wanted from an LLC candidate and the posted “desired expertise”. Improved communication and feeling like the LLC candidate had a firm grasp on the IETF ethos was what the community wanted. Fundraising ability was the first-listed “desired expertise” (as expressed by the LLC). Did you know the community can provide feedback on the posted “desired expertise” if you disagree with it? => This has been communicated to the LLC and you may have noticed a lot more communication and reaching out. => Is more needed? The LLC structure is supposed to be revisited about 3 years after formation, per RFC 8711. Consider providing input.





Take-aways

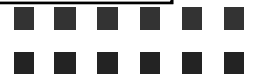
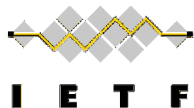
Some members of the community think it would be useful (and allow them to provide meaningful feedback) if they had some idea of what a person wanted to accomplish in a particular position. This was especially true of the IETF Chair position, but also IAB.

=> Consider a public profile / statement for nominees

=> Consider a “town hall” discussion for IETF Chair

It’s a long time (3-4 months) between putting your name in for a position and being told whether or not you’re the candidate. This can be difficult for people who need to secure funding and support. The fact that this period includes US Thanksgiving and Christmas / Gregorian New Year contributes considerably (about 3 weeks) to the duration. Can this duration be shortened?

North America dominated the nominee pool (65%), followed by Europe (30%) and “Other” (5%). This is different from the geographic distribution of IETF participants.





Take-aways

Nominees liked the flexible interview schedule (2.5 weeks of interviews done by WebEx with a wide variety of times to choose from). I thought the interviews all went well. We had a good set of NomCom members at each interview.

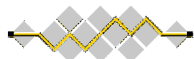
Incumbents see NomCom feedback as the only way they get feedback on how well they're doing their job.

=> Consider other methods to provide leadership with feedback

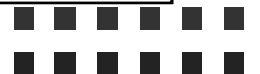
Coordinate candidate announcements with PR effort (prepare / inform PR people before announcements are made).

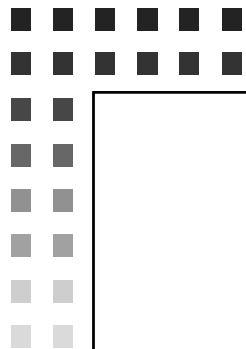
Use web form for questionnaire, instead of that arcane and archaic "77-column pre-wrapped ASCII".

NomCom can be done remotely – either 100% or by some portion of the members and nominees.



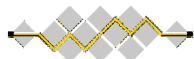
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Good Luck

May the next NomCom Chair have as much good fortune as I did.



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