draft-rsalz-gih-nomcom-2years

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The Nomcom has two tasks:

• How to conduct its business, establish a work schedule and a meeting cadence, create support tools, etc
• Perform the selection process

• The first task can take some time, particularly as the only assured source of advice from prior Nomcom incarnations is the previous past chair

• How could we improve this situation allow facilitate each Nomcom incarnation with a shorter startup phase?
Multi-Year Nomcom Membership Terms

Use 2 Year Nomcom member appointment with a staggered terms

Year n

5 Members 5 Members

Year n+1

5 Members

Year n-2

5 Members
3-Year Chair Role

Year n: Incoming Chair
Year n+1: Designated Chair
Year n-2: Past Chair

Learning → Executing → Advising
Strengths

• Greater level of continuity from year to year allows faster process startup for each Nomcom

• Allows each member to gather experience and understanding of the current state of the bodies that they are appointing to

• Allows members to undertake their role with greater confidence over time
Weaknesses

• Greater time commitment from chairs and members
  • Which may reduce the volunteer pool

• Greater potential of influence
  • As each individual nomcom member has a role in the appointment of all members of appointed bodies over the 2 year period

• May pose risks to confidentiality
Questions

• Should members be unable to volunteer in the year following the expiration of their 2-year term?

• Should casual appointments* be drawn from the original volunteer pool and ranking? Or from the current volunteer pool and ranking? Or...

* Arising from a member resigning prior to the end of their 2-year term