

The Internet Society: PIR NOMCOM Report 2021-2022

Committee Membership

- Richard Barnes, Chair
- Maimouna Diop
- Brian Haberman
- George Sadowsky
- Laura Thomson

PIR NOMCOM Objectives

The PIR NOMCOM selects members of the board of the Public Interest Registry, either at the end of board members' terms or when a casual vacancy occurs.

PIR NOMCOM Activity

In this cycle, the PIR NOMCOM had three slots to fill: Lise Fuhr, Keith Davidson, and Greg Kapfer were all at the end of their terms. Lise had already served two terms; Keith and Greg were eligible for reappointment.

The PIR NOMCOM met with the board of PIR to discuss the desired characteristics of board members for this cycle. In addition to the normal desired qualifications for the PIR board, there was a need to account for succession planning (with Lise as Chair and Keith as Treasurer), and interest in bringing in more insights from outside the DNS industry.

The PIR NOMCOM issued a Call for Nominations on November 18, 2021, which remained open until February 1, 2022. There was a robust response, with 22 candidates nominated for the three open seats. The PIR NOMCOM met in early February to select a list of candidates to interview, then conducted these interviews over a few sessions in February. On March 1, 2022, the PIR NOMCOM proposed the following slate to the ISOC Board of Trustees:

- Lena Beck Rørvig
- Keith Davidson
- Mike Silber

Unanimous consent was received from the board on March 17, 2022.

The PIR NOMCOM benefitted from a strong pool of candidates, with fairly robust diversity in terms of geography, gender, and professional experience. The geographical and gender distribution of applicants at each stage is as follows:

	Nominated	Interviewed	Selected
North America	41%	33%	0%
Europe	23%	22%	33%
Latin America / Caribbean	5%	0%	0%
Africa	14%	22%	33%
Asia / Pacific	18%	22%	33%
Male	77%	78%	67%
Female	23%	22%	33%

PIR NomCom Action Plan

The terms of the PIR board are staggered so that the PIR NOMCOM will need to select 2 members most years, plus an additional member every third year. The 2021-2022 PIR NOMCOM recommends that subsequent PIR NOMCOMs continue to meet with the PIR Board, preferably early in the process, to identify any significant areas of expertise which the board will require. The 2021-2022 PIR NOMCOM benefitted from publicizing the Call for Nominations in a wide variety of channels, including channels outside the traditional DNS industry and encouraging ISOC and PIR board members to spread the word. This wide exposure helped ensure a large and diverse candidate pool, and is recommended to future PIR NOMCOMs.