

# RIPE Nominating Committee 2020

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## Report

Version 1.3

## Scope

The RIPE Nominating Committee (NomCom) chooses the RIPE Chair and the RIPE Vice Chair. This report is the final account of the 2020 committee's work. It is intended as a basis for the community to review its NomCom procedures. It is also intended as guidance for future NomComs; we prepared quite detailed appendices to serve this purpose.

## Process

The NomCom followed the process defined in [ripe-727](#) and [ripe-728](#). The roles of the RIPE Chair and Vice Chair are described in [ripe-714](#).

The nominating committee consisted of

- Ten voting members randomly chosen from community volunteers
- A chair appointed by the RIPE NCC Executive Board at RIPE 79
- Advisors
- Liaisons

Only the voting members voted on the selection of candidates. The committee collected input from the community about the nominees both before and during RIPE 80. Shortly after RIPE 80 the committee selected candidates and communicated them to the RIPE NCC Executive Board for confirmation.

## Establishment of the Committee

The RIPE NCC Executive board appointed Daniel Karrenberg as NomCom chair on 24 September 2019. Daniel made a call for NomCom volunteers on 14 October, the first day of RIPE 79, with a deadline of 10 November. He talked about the call and the NomCom process at the RIPE 79 community plenary. The text of the messages can be found in Appendix P.

Volunteers were asked to complete the form included as Appendix S. This was hosted at [surveyMonkey.com](https://surveyMonkey.com). The form asked them to confirm they were familiar with the duties of

voting members of the NomCom and if they were prepared to serve. To determine eligibility the form also asked for their attendance of previous RIPE meeting as well as their main professional affiliation.

On 8 November 30 volunteers had completed the form. The chair extended the deadline by two weeks until 1 December in order to increase that number. By that time 36 people had volunteered. On 2 December the chair published the list of volunteers, the sources of randomness for the selection and the date of selection: 11 December. The chair also checked the eligibility of the volunteers and found one volunteer was not on the registration list of three out of the five previous RIPE meetings. He wrote to the volunteer asking for clarification.

On 12 December the chair ran the random selection as specified in [RFC3797](#) based on the lottery results of 11 December. He published a list of 10 volunteers to serve as voting members on the NomCom and 6 further volunteers to “be called upon in this order if necessary”. All 16 volunteers met the selection criteria. The volunteer with unclear meeting attendance was not selected, so the chair stopped querying her for clarification. There were no challenges of the selection process. The selections became definite after the seven day challenge period.

ripe-728 gives the chair of the previous NomCom a special role in the committee. This presented a bootstrap problem. The chair asked Anna Wilson to fill that role because she had helped to lead most of the community discussion that led to the procedure described in ripe-728 and thus was very familiar with it.

The chair requested the RIPE NCC Board, the RIPE WG-Chairs and the RIPE PC to send liaisons to the committee. They named Piotr Strzyżewski, Rob Evans and Jan Žorž respectively.

The chair requested clerical support from the RIPE NCC. On his suggestion Daniella Coutinho was assigned this task.

The people doing the work were:

#### *Voting Members*

- Arnold Nipper
- Benno Overeinder
- Dmitry Burkov
- Dmitry Kohmanyuk
- Gert Döring
- Joe Abley - until 22 May 2020
- Marcus Stögbauer - from 5 June 2020
- Ondřej Caletka
- Robert Evans - also a liaison
- Sander Steffann
- Stefan Wahl - from 5 June 2020
- Tina Morris - until 12 May 2020

### *Advisors*

- Anna Wilson - 'previous NomCom chair'
- Daniel Karrenberg - chair

### *Liaisons*

- Jan Žorž - Programme Committee
- Piotr Strzyżewski - RIPE NCC Board
- Robert Evans - RIPE WG Chairs

### *Support*

- Daniella Coutinho - clerical support role

## **Resignations and Replacements**

On 12 May 2020 Tina Morris resigned from the committee for personal reasons. In its fifth meeting on 20 May the committee decided to invite the first person from the reserve list to join the committee as a voting member.

Before the replacement for Tina could be seated, on 22 May, Joe Abley resigned from the committee for personal reasons.

Based on an extensive discussion via e-mail and a short discussion at the 6th meeting the committee decided to ask the first two volunteers on the [reserve list](#) to join the NomCom as voting members. The committee considered the optics of adding two voting members with the same affiliation and noted that they were both eligible according to ripe-728. The committee also discussed whether ripe-728 required a new random selection procedure and decided to proceed as [announced to the community on December 12th 2019](#).

Stefan Wahl and Marcus Stögbauer agreed to serve and received a thorough briefing about proceedings up to that point on Thursday 4 June. Before the briefing they had the opportunity to study the relevant material including the collected community input on the committee's collaboration server. Stefan and Marcus confirmed at the 7th meeting on 5 June that they were ready to participate in the candidate selection process.

## **Initial Organisation and Time Line**

The committee met for the first time on 27 January 2020. For all meeting minutes see Appendix M. The committee established operating rules very closely following ripe-728; these are included as Appendix R.

At the first meeting the committee set the following time-line:

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### *Term Starts*

The term of the committee started on 14 January 2020.

### *Committee Organisation*

The committee will hold its first meeting on 27 January 2020 and organise its operations by 10 February 2020.

### *Collecting Nominations*

The committee will collect nominations until March 29th 23:59 UTC. Committee members will actively solicit nominations. The list of nominees who confirm their commitment to serve will be published and continuously updated.

### *Collecting Community Input*

Before, during, and immediately after RIPE 80 (11-15 May 2020) the committee will collect community input for making their selection. During RIPE 80 the committee will hold open office hours and speak to nominees.

### *Selecting Candidates*

During the weeks immediately after RIPE 80 the committee will deliberate intensively and make their candidate selection before 15 June. It will communicate this selection to the RIPE NCC Executive Board for confirmation.

### *Confirmation*

The RIPE NCC Executive board has 30 days to confirm the selected candidates. The committee may have to review the selection in case the RIPE NCC board does not confirm the selected candidates.

Once the candidates are confirmed, the committee will announce the result.

### *Producing the Report*

The committee will finalise its report. This will be published before September 14th 2020.

### *Term Finishes*

The RIPE 2020 NomCom term will end when it formally presents its report during RIPE 81.

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The committee agreed to set up its own mail and document server in order to keep community input confidential and separate it from other infrastructure, particularly the RIPE NCC infrastructure. The committee clearly expressed its intention to take responsibility to completely delete all private material shortly after the end of its term.

The committee also decided to maintain its own blog, again separate from other organisations, particularly the RIPE NCC.

## Nominations

On 17 October 2019, during RIPE 79, the chair issued the call for nominations with a deadline of 15 December. Few nominations resulted from this call, perhaps because it was confused with the call for volunteers to serve on the Nominating Committee itself.

Therefore, in consultation with the RIPE Chair and the Chair of the RIPE NCC Board, on 16 December 2019 the chair extended the deadline to 29 March 2020. He wrote: "While working on the time-line for the NomCom I also realised that there is no reason to set such a short deadline. ripe-728 does not prescribe this either. ripe-728 also calls for pragmatism in a situation like this. Therefore I now set a new deadline: March 29th 23:59 UTC. This will also allow for the NomCom itself to canvass for Nominations. In the meantime I will work to give this call some more publicity."

Initially only Hans Petter Holen was nominated. After some canvassing the list of nominees grew to Filiz Yilmaz, Hans Petter Holen, Nigel Titley and Mirjam Kühne.

Subsequently Hans Petter withdrew because he accepted the position of RIPE NCC Managing Director. Consequently the committee canvassed further in order to expand the list of nominees. The committee also decided to work towards minimising the time that Hans Petter had to act as RIPE Chair ad-interim.

After some more canvassing the final list of nominees was: Filiz Yilmaz, Niall O'Reilly, Nigel Titley and Mirjam Kühne.

All four nominees confirmed that they were willing to serve. Some of them asked about compensation for expenses and their time. The chair informed them that expenses were traditionally covered by the RIPE NCC and the time was traditionally covered by the Chair and their employers. He suggested that those who sought compensation for their time consider all options available to them including contacting the RIPE NCC Executive board.

The committee decided to provide all nominees the opportunity to publish a statement and a photograph on the NomCom blog and all of them did so.

### *Interviewing the Nominees*

The committee asked all nominees a standard set of questions included as Appendix Q; the responses were stored on the collaboration server of the committee. The committee also held teleconferences with all nominees providing ample opportunity for all committee members to ask individual questions to the nominees.

## Community Consultation

### Feedback on the Nominees

Once the nomination deadline had passed the committee canvassed for community feedback via many channels, including the RIPE mailing list, the NomCom blog, RIPE Labs and community events. The chair had arranged for a NomCom office during RIPE80 to be used meetings with community members and meetings of the committee itself. When the physical RIPE Meeting was cancelled due to the COVID-19 pandemic, the committee decided to hold virtual office hours by appointment on the Friday of the meeting week. Later the committee added walk-in virtual office hours during all lunch breaks. Several community members made use of these opportunities to provide personal feedback to the committee. The committee also made themselves available individually and as a group for teleconferences with anyone who wished to interact in this way.

The main medium of community input to the committee however was electronic mail, some public and a lot privately to the whole committee. A very few people sent mail to individual committee members, apparently because they were hesitant to send personal feedback to a larger group. This was reported appropriately to the committee and taken into account. The committee heuristically verified the authenticity of mail messages. Substantial input via e-mail was stored on the collaboration server for reference.

### Calls for Re-Starting the NomCom Process

Around the RIPE80 meeting there were calls from the community to re-start the NomCom process for a number of reasons including disagreement with one nominee being on the RIPE NCC staff and because the possibility of compensating the time of the RIPE Chair was not mentioned in the call for nominations. For details see the archives of the [RIPE Chair Discuss](#) and [RIPE](#) mailing lists.

The committee very carefully considered this and tried to gauge how much support these calls had. This was the major reason for adding walk-in office hours during the meeting week. The RIPE chair also made additional time available for discussion during the community plenary of RIPE80. However, there was no public community discussion about this other than that on the mailing lists.

The committee discussed this situation at length and concluded that it did not see community consensus to re-start the process. Nonetheless the committee did not move on to candidate selection and paused in order to obtain support for proceeding from the community and the groups with liaisons to the committee. At the same time the committee was conscious that Hans Petter would likely resign from his role as RIPE Chair ad-interim in case of substantial delays in the NomCom process.

After careful consideration the committee decided to proceed with candidate selection.

## Selection of Candidates

The selection of candidates was done in three consecutive formal meetings. In accordance with ripe-728 the discussion itself was confidential and not minuted. The committee developed the following procedure for selecting candidates:

1. The voting members, in the sequence of their selection (<https://www.ripe.net/ripe/mail/archives/ripe-list/2019-December/001720.html>) would state who they intended to select at that point in time for chair and vice chair including some motivation. They would state what questions they still need to be answered to improve their selection. They might state if they had a personal preference that differs from their selection.
2. The liaisons and advisors would speak in turn without specific questions to answer. If they could shed light on some of the questions of the voting members that would be great.
3. General discussion open for all
4. The voting members, in the sequence of their selection, would state their selections again.
5. The chair, with the help of the previous chair, would summarise the state of the selection and makes suggestions on how to proceed.

In the meeting on 15 June 2020 the committee unanimously selected Mirjam Kühne as RIPE Chair and Niall O'Reilly as RIPE Vice Chair. Due to the unforeseen pause before the start of candidate selection this happened one day later than called for by the original time line.

## Confirmation of Candidates

The chair notified the RIPE NCC Executive Board on the same day and asked for confirmation of the selection. On 22 June 2020 the RIPE NCC Executive board notified the committee of their confirmation. On 2 July 2020 all nominees had acknowledged private notifications and the committee chair announced the selections to the community.

## Experiences from this Iteration of the Process

It was a significant effort for the committee chair to establish the committee in the first place. There are a number of actions the chair had to take without support from the committee. Potential chairs need to realise this and plan sufficient time and effort.

The general workload of the chair was considerable. Near the end of the committee term there were more than 2300 non-junk messages in the chair mailbox. The chair sent more than 200 messages. During the initial set-up the workload was approximately 4-6 hours a week, followed by a period of relative quiet and during the operation of the committee 4-8 hours on average with peaks during the consultation RIPE meeting (RIPE80) and in the candidate selection phase. Preparing this report also took some effort as clerical support was no longer available due to unforeseen circumstances. This is a significant effort and the chair thanks his employer, the RIPE NCC, for accommodating it.

The initial deadline for nominations was too short. It is best set some time *after* the committee is actually established. This gives the committee the opportunity to canvass and possibly amend the call.

When selecting voting volunteers, the chair published a 'reserve list' of voting volunteers. This was not explicitly foreseen in ripe-728. It was not challenged during the challenge period for committee selection. It turned out to be very helpful to minimise the time lost when two voting members had to resign for personal reasons.

Establishing a confidential common work space for the committee has proven invaluable. All committee members could refer to the collected input from the nominees and the community at any time. Committee members could collaborate on documents. The collected material facilitated the induction of replacement committee members.

The mandate of the Nominating Committee, as described in ripe-727 and ripe-728, is the most specific and narrowest of any group in RIPE so far. Extensions are not expected and significant pragmatic deviations require clear community consensus. Some community members voiced different expectations raising matters of principle outside of the defined process as grounds for changing the process on-the-fly, particularly the 'distance' between the RIPE NCC and RIPE. The committee considered this carefully and concluded that there was no clear community consensus to deviate from the process. It requested and received significant support for this course of action.

The issue of compensation for the time of the RIPE Chair had not been widely discussed in the community. The committee considered it outside of its mandate and expected potential providers of funding to inform the community of their intentions. In particular the committee expected the RIPE NCC Executive board to raise this with the membership.

The regular lunch meetings of the committee during RIPE80, the 'Consultation RIPE meeting', proved invaluable to keep track of community discussions and significant input.

Last but not least the work of the committee was influenced by the COVID-19 pandemic. While the committee meetings had been planned to be by teleconference, the personal meetings during RIPE80 had to be cancelled. This impacted the ability of the committee to gather input in face-to-face meetings. The committee made themselves available by video conference during all lunch breaks of the on-line meeting. A number of community members met with the committee on the Friday of the meeting week. All interactions with the nominees were either by e-mail or video conference.

## Recommendations for Future NomCom Chairs

1. Do not underestimate the time and effort required, particularly the effort to select voting members and establish liaisons.
2. Establish an agreed time line for the committee as early as possible.
3. Be very formal by RIPE standards and publish timely minutes.
4. Remind committee members about confidentiality whenever appropriate.
5. Remind nominees and community members giving input about confidentiality.



6. Set up mechanisms for community input that
  - are well secured and separate from other systems,
  - can be reliably destroyed after the committee is done, and
  - minimise spill over, f.i. into the mail systems of committee members.
7. Set up a collaboration environment with the above properties where committee members can store information about nominees and work on committee documents such as minutes.
8. Make a communications plan for the nominations and the consultation phase.
9. Consider setting up a dedicated web site, such as a blog, where the committee can publish things such as nominee statements in a timely and independent manner. Consider archiving this web site for the record once the committee is done.
10. When specifying the sources of randomness for the selection of voting members, specify what will happen should a particular source turn out not to have results available on the day. Also be very clear exactly which part of a lottery result will be used as many lotteries combine multiple games and draw extra numbers for them.
11. Schedule regular committee meetings during the consultation RIPE meeting.
12. Schedule office hours for community input during the consultation RIPE meeting.

### Recommendations to the RIPE Community

1. Document community consensus on the relationship between RIPE and the RIPE NCC; in particular consensus how RIPE NCC staff can participate in RIPE including nominations for RIPE Chair.
2. Document community consensus about remuneration of the RIPE Chairs. Consider documenting relevant procedures together with the RIPE NCC.
3. Consider changing ripe-728 to codify the use of a reserve list of volunteers in case voting members resign from the committee.
4. Consider clarifying the example time-lines in ripe-727 and ripe-728 in the light of experience

### Document Genesis

After the work of the committee was otherwise finished the chair of the NomCom compiled this report from contributions of the committee. On 29 March 2021 the NomCom voted unanimously to publish version 1.3 to the RIPE community.

### Acknowledgements

The committee thanks all nominees for their time, effort and willingness to serve.

The committee thanks all those members of the community who provided input to the committee.

Daniella Coutinho of the RIPE NCC provided administrative support. Alexandra Vos of the RIPE NCC checked volunteer eligibility.

The chair thanks all the members of the committee for their contributions to this report and above all for their contributions to the professional, pleasant and successful work of the committee.

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## Appendix M: Meeting Minutes

This appendix contains all meeting minutes of the committee. These minutes were all published on the NomCom blog.

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### 1st Meeting of the RIPE 2020 NomCom

#### *Status*

Version 1.1 - Final

#### *Date/Time/Place*

The meeting was held on 27 January 2020 by teleconference.

The chair called the meeting to order at 1001 UTC.

#### *Present*

Voting: Arnold Nipper, Benno Overeinder, Dmitry Burkov, Dmitro Kohmanyuk, Gert Döring, Joe Abley, Ondřej Caletka, Robert Evans, Sander Steffann.

Advisors and Liaisons: Anna Wilson, Daniel Karrenberg, Jan Žorž, Piotr Strzyżewski.

Support: Daniella Coutinho.

#### *Absent*

Voting: Tina Morris.

#### *Preliminaries & Agenda Setting*

Daniel welcomed all present and noted that a quorum was present.

He reminded everyone that as the very first NomCom our responsibility is to run an exemplary process, keep the community well informed and gather as much input from the community as we possibly can. He said that he will be more formal than customary in RIPE for that very reason.

Daniel reported that he had asked Daniella Coutinho from the RIPE NCC to support the committee in administrative matters. She can be reached at the 'support' mailbox. Daniella will be absent in February/March and her mail will be covered by a colleague.

Daniel pointed out the draft agenda contained in version 0 of the minutes as circulated and available on the collab server. He asked whether there were any suggestions for changes to the agenda.

## *1. Voting Members*

Daniel reported briefly on the selection of the voting members.

Daniel reminded the committee that only the voting members vote on the selection of candidates while all committee members may participate in votes about any other matter.

## *2. Advisors*

Daniel reported that ripe-728 stipulates that the chair of the previous NomCom acts as an advisor to the committee with some special duties. In consultation with the RIPE NCC Executive Board chair and in accordance with the procedure set out in ripe-728 the chair has designated Anna Wilson to fill this role. She has gracefully agreed to serve.

## *3. Liaisons*

Daniel reported that he had asked the RIPE NCC Executive Board, the RIPE Program Committee and the RIPE wg-chairs collective to appoint liaisons to the NomCom.

The RIPE NCC Executive board has appointed Piotr Strzyżewski. The RIPE Program Committee has appointed Jan Žorž and the RIPE WG Chairs have appointed Robert Evans who is also a voting member.

## *4. Committee Organisation*

### *Collaboration Server*

Daniel reported that he had set up a 'nextcloud' collaboration server for use by the committee. This will be used to collaboratively work on and to store committee documents while the committee is in operation. He said that for reasons of confidentiality it would be preferable if all committee members used individual credentials to access the server.

The NomCom agreed to use the collaboration server. Daniel will provide credentials to everyone in the coming days.

### *General Rules*

Daniel reported that he had drafted some basic rules for the operation of the committee based on the rules in ripe-728. This document is available on the collab server. He summarised the main points and proposed to adopt these as the initial rules.

[Editor's note: This document is attached to this final report as Appendix R]

Benno asked whether the RIPE NCC Executive board was the only confirming body for the selection of candidates. He remembered that during the discussion of the process the WG Chairs were also mentioned. Anna confirmed that per ripe-727 the RIPE NCC Executive board is the only confirming body and the intention of that confirmation is to ensure that the NomCom follows the procedure set down in ripe-727 and ripe-728.

Ondrej asked about the voting procedure to select candidates. Daniel stated that he expected a rough consensus of the committee to emerge after discussion and to ask the voting members to confirm that consensus by a vote. He suggested to think about more detailed procedures only in case this could not be achieved. The committee agreed to proceed in this way.

Joe and Jan asked whether the advisors and liaisons are expected to take full part in the discussion about candidates. Daniel stated that ripe-727/ripe-728 were designed with that expectation and that liaisons can vote on any matter besides the selection of candidates.

Dmytro asked about the rationale for selecting Roberts Rules of Order. Daniel responded that he believed that these are the rules most widely known among the NomCom. He also stressed that he intended to apply those rules only in the event a meeting got totally out of hand. There being no other suggestions the committee agree to use these rules if the chair felt it was needed.

There were questions about publishing the minutes. Daniel suggested that all minutes should be published after they are approved. He repeated his intention to produce draft minutes rapidly and already have a draft before the meeting. He also reminded that committee that all deliberations about the selection of particular candidates are confidential. Therefore only the fact that the discussion took place and the resulting decisions would be minuted. The committee confirmed this practice.

#### *Advisors & Liaisons*

Daniel asked the committee for suggestions regarding additional advisors or liaisons.

There were no suggestions. Daniel stated that the committee was free to revisit this in the future.

#### *5. Time Line and Meeting Schedule*

Daniel proposed a time line including a tentative meeting schedule as circulated and available on the collab server. He explained the rationale and the highlights of the time line and invited discussion.

[Editor's note: This time line is included in the final report above.]

The time line was agreed without discussion.

Daniel asked everyone to complete the doodle polls for meeting times as soon as possible if not earlier ;-)

## *6. Nominations So Far*

Daniel reported we have received the following nominations so far:

Filiz Yilmaz, Hans Petter Holen, Nigel Titley, Mirjam Kühne.

These nominees have confirmed their commitment to serve as required by ripe-728.

Daniel suggested to keep a confidential record of all information received from nominees on the collaboration site. After some discussion the committee agreed and suggested that the candidates be appropriately informed about this data processing.

Daniel asked whether the committee agrees to forward all future nominations directly to the whole committee. The committee asked Daniel to screen the nominations mailbox for spam and forward all other messages to the committee.

Daniel proposed to publish the names of all confirmed candidates who agree to publication and update it as confirmations are received. The committee agreed with this.

There was a short discussion on how to proceed in case a nominee does not agree to publish their name. The committee decided to revisit this if and when it occurs.

## *7. Structured Questions to Nominees*

Daniel suggested that the committee should develop a set of questions we would ask all nominees. He asked for volunteers to compile this list and input from everyone on the mailing list. After a short discussion the committee decided that Daniel should edit this list on behalf of the committee and Benno volunteered to help with this task.

## *8. NomCom Blog*

Daniel reported that he is contemplating to create a blog for the NomCom in order to provide a pro-active and structured way to communicate with the community. He asked whether the committee members would commit to write short entries about themselves and a couple of short entries as our work progresses.

After a short discussion the committee decided to proceed with this idea while making sure that individual contributions are not taken as the opinion of the committee and that opinion of the committee will be posted under the name of the whole committee and not just the chair.

## *9. RIPE NCC Board on Remuneration for RIPE Chair*

Daniel reported that he had some questions from potential candidates whether the time of the Chair/Vice Chair could be remunerated. Daniel has raised this with the RIPE NCC Board as a potential source of funding.

Piotr summarised the discussion of the board. After discussion some questions were raised. The committee decided to continue collecting questions on the mailing list and to ask Piotr and Daniel to raise them with the RIPE NCC board.

### *10. RIPE Meeting Travel Expenses for NomCom Members*

The committee asked Daniel to request travel funding for the Berlin RIPE meeting for max. 5 committee members from the RIPE NCC. Piotr requested that Daniel inform the RIPE chair of this request. Daniel said he would write to both Piotr as liaison and the RIPE chair with this request.

### *Review of Time Line and Next Actions*

This is a standard agenda point. For this meeting it is fully covered by 'Time Line and Meeting Schedule'.

### *Feedback to Committee and Chair*

Daniel asked whether the proceedings thus far met the expectations of the committee. He specifically asked what worked well and what could be improved and how.

There were no suggestions and a number expressions of appreciation.

Daniel thanked everyone for their time and effort.

### *Closing*

The chair closed the meeting at 1102 UTC

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## 2nd Meeting of the RIPE 2020 NomCom

### *Status*

Version 1.3 - FINAL

### *Date/Time/Place*

The meeting was held on 1 April 2020 by teleconference.

The chair called the meeting to order at 1507 UTC.

### *Present*

Voting: Arnold Nipper, Benno Overeinder, Dmitry Burkov, Dmytro Kohmanyuk, Gert Döring, Joe Abley, Ondřej Caletka, Robert Evans, Sander Steffann, Tina Morris.

Advisors and Liaisons: Anna Wilson, Daniel Karrenberg, Jan Žorž, Piotr Strzyżewski.

Support: Daniella Coutinho.

### *Preliminaries & Agenda Setting*

Daniel welcomed all present and noted that a quorum was present.

Daniel pointed out that once again the draft agenda contained in version 0 of the minutes as circulated and available on the collaboration server. He asked whether there were any suggestions for changes to the agenda. There were none.

#### *1. Review of Actions*

Daniel has sent invites for the collaboration server to everyone. He reminds everyone to test their credentials. Piotr remarked that he had difficulties due to a trailing dot in the URL.

Daniel will inform the nominees about the NomCom processing their personal data when he informs them on the further process.

Daniel made a first draft of questions for nominees. It needs input from the committee.

Daniel created the blog. Joe and Daniel wrote posts.

Daniel requested travel from the RIPE NCC and coordinated with the NCC staff who prepare the board meetings. Piotr reported that since there is no rush any more due to RIPE 80 going on-line, the board has decided to postpone the question and deal with it in another meeting, not only for NomCom but to establish general principles. Daniel asked whether this created problems for anyone; all were fine with it.

Daniel collected the nominations and acceptance e-mails in the 'Nominees' folder on the collab server.



## *2. Conflicts of Interest of NomCom Members*

As suggested by Joe at the previous meeting, Daniel asked all committee members to declare any potential conflicts of interest they might have. He explained that the purpose of this is to make everyone aware of potential conflicts that exist so that everyone can participate in a transparent way.

Ondřej mentioned that he had accepted a job for the NCC after volunteering for the NomCom; in the month that he now worked for the RIPE NCC he had not experienced any influence by his employer and he did not expect any. Daniel mentioned that he works for the RIPE NCC. Piotr mentioned that Filiz is representing RIPE in the ICANN ASO and interacts with the board in that capacity. Two members reported potential conflicts of a personal nature.

The committee briefly discussed and agreed that the potential conflicts, now that they are declared, do not pose obstacles to the proper functioning of the committee.

## *3. Finalising Questions for Nominees*

Daniel asked for input on the draft questions for nominees and for a volunteer to finalise them. Benno, Joe and Sander volunteered to finalise the list of questions within the next 10 working days. The committee discussed briefly and decided to send the question list to the nominees when it is finalised and ask for a written response which could inform the video interviews. Daniel said he would put the answers on the collaboration server rather than on the mailing list.

Daniel proposed to record answers of nominees and committee notes about individual nominees in the 'Nominees' folder on the collaboration server in order to keep the amount of personal information in e-mail to a minimum. He said the objective is to retain confidentiality and to be able to reliably delete this information once the process has finished.

### *3.1 Conflicts Of Interest of Nominees*

The committee considered discussions in the RIPE community about whether it was appropriate for individuals simultaneously to hold one of the RIPE chair roles and also be a RIPE NCC employee.

The context of those particular discussions was the announcement that Hans Petter Holen, the outgoing RIPE chair, had accepted employment at the RIPE NCC. The committee will also consider the same kinds of questions in the context of nominees who are currently RIPE NCC employees.

The committee agreed to treat this in the context of considering conflicts of interest of nominees in general and to defer this discussion until after meeting the nominees and hearing their declared conflicts and how they propose to address these.

## *4. Nominee Statements on the Blog*

During mailing list discussion the committee discussed to ask short statements from nominees to be published on the blog.

Joe said that he heard that people are not aware the blog exists, so drawing attention to it is good. Nominees explaining themselves on the blog will be good, for instance with a word limit of 1000, as an additional way for community to tell us what they think. Pictures of the nominees will help place the people.

Dmytro suggested to add video statements too. After some discussion there was no consensus about that and the committee decided not to facilitate that.

Daniel summarised the discussion and the committee decided to ask the nominees for short (~1000 words) statements to be published on the blog and to offer posting pictures together with the statement. Daniel will ask the nominees.

### *5. Organising Meetings with Nominees*

During mailing list discussions it became clear that the committee would like to have video chats with all nominees. the committee discussed this some more and decided to conduct video interviews of 45-60 minutes with all nominees

Daniel said he would organise that soon, for meetings during the second half of April.

Daniel also asked the committee for suggestions to consider anyone else besides the current four nominees. The committee decided to proceed with the four nominees at this time.

### *6. Organising Community Input*

The committee discussed at length how to maximise community input and decided to

- Publish an announcement listing the nominees and reporting on this meeting as soon as possible. Daniel agreed to do that.
- Solicit input to the committee as a whole as well as individual committee members. Daniel said that the members are listed on the blog with their @ripe-nomcom.org mailboxes as contact. These mailboxes are forwarded to the individual member only or stored on the NomCom server to be collected by POP/IMAP.
- Daniel will ask the RIPE NCC communications department to socialise the report and call for input. He asked committee members to socialise it as widely as possible within the RIPE community.
- The committee decided to give a report and ask for input during the on-line RIPE80. Daniel reported that he had already asked for >=20 minutes in the RIPE 80 community plenary for this.
- The committee decided to hold by-appointment office hours on a first-come, first-served basis during or next to the on-line RIPE 80 meeting; 90 minutes will be set aside for this initially. This should be listed in the RIPE 80 agenda. Daniel will organise this.
- Committee members will make themselves approachable for community members between now and our final decision. Daniel reported that the meeting organisation is planning to establish mechanisms for ad-hoc personal video meetings both during and around RIPE 80.

- Committee members who wish to do so can share additional contact information on the blog.

Dmytro agreed to draft a blog post with all this info. He will send a draft to the NomCom before posting.

#### *Review of Time Line and Next Actions*

The timeline remains unchanged. Daniella and Daniel will condense an action list from these minutes soon.

#### *Feedback to Committee and Chair*

Daniel asked whether the proceedings thus far met the expectations of the committee. He specifically asked what worked well and what could be improved and how.

All appreciate the effort - well done and not thumbs but likes :-)

Daniel thanked everyone for their time and effort.

#### *Closing*

The chair closed the meeting at 1550 UTC

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### 3rd and 4th Meeting

These meetings were informal, not minuted and and no decisions were taken. See also “Minutes of Previous Meetings” from the 5th meeting.

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### 5th Meeting of the RIPE 2020 NomCom

#### *Status*

Version 1.4 - Final

#### *Date/Time/Place*

The meeting was held on 20 May 2020 by teleconference.

The chair called the meeting to order at 14:04 UTC.

#### *Present*

Voting: Arnold Nipper, Benno Overeinder, Dmitry Burkov, Dmytro Kohmanyuk, Gert Döring, Joe Abley, Ondřej Caletka, Robert Evans, Sander Steffann.

Advisors and Liaisons: Anna Wilson, Daniel Karrenberg, Jan Žorž, Piotr Strzyżewski.

Support: Daniella Coutinho.

#### *Preliminaries & Agenda Setting*

Daniel welcomed all present and noted that a quorum was present.

Daniel pointed out that he once again drafted the agenda in the form of version 0 of the minutes. He said that due to lack of time he only circulated this just before the meeting and made it available on the collaboration server. He asked whether anyone objected to hold the meeting despite this timing. There were no concerns regarding the timing

He asked whether there were any suggestions for changes to the agenda. Jan noted that a community member asked for a conversation with the NomCom, this will be discussed under AOB.

#### *Minutes of Previous Meetings*

Daniel asked the NomCom to ratify the [minutes of the second meeting](#) . The NomCom approved the minutes.

Daniel asked the NomCom if it would like to publish notes of the third and fourth meetings which were informal with no decisions were taken. The NomCom decided to note under the chair report that meetings took place but it was not necessary to publish minutes. The numbering of formal and informal meetings will remain consecutive so it is clear how many meetings took place.

### *Chair Report*

Daniel noted for the record that the NomCom had 2 informal meetings, #3 and #4 on 7 and 15 May 2020 to prepare for and to discuss the events of RIPE 80 respectively. No decisions were taken.

Daniel reported, as he circulated earlier, that Tina Morris had resigned from the NomCom on 12 May 2020 for personal reasons. He had wished Tina strength and all the best on behalf of the committee.

Daniel noted for the record that we held interviews with all four nominees using Zoom before RIPE 80, and that we made ourselves available to members of the community via Zoom during the week of RIPE 80, and that he made a presentation in the community plenary about the work of the NomCom.

Daniel reported, as he mentioned during the informal meeting the previous Friday, that Christian Kaufmann, Chair of the RIPE NCC Executive Board, had requested to address a NomCom meeting and that he had not invited Christian due to the discussions during RIPE 80 and in order to avoid a precedent for inviting non-members to NomCom meetings. The committee appreciated this. Daniel mentioned that from Piotr will report as board liaison in the next agenda item.

There were no further questions on the report of the chair.

### *Reports from liaisons*

Daniel asked the liaisons whether there were any reports, specifically referring to the discussions during RIPE 80.

Piotr, liaison to the RIPE NCC Executive Board, reiterated that Executive Board wishes to be independent and do not want to have much and, if possible any influence on the nominations. He reminded the NomCom that Executive Board's task is to validate if the process was followed as described. He also conveyed that the Executive Board would welcome a mandate to handle salary negotiations with candidates who request compensation for the time they spend on their RIPE Chair or Vice Chair roles.

After a small discussion on a mandate and salary, the chair suggested to have this discussion separately as there are more important items to discuss at this moment.

Jan reported on the ongoings of the NomCom to the Program Committee on Friday 15 May. The feedback from the PC for the NomCom was to carry on with the work.

Rob reported he sent a message to the Working Group chairs. There was no feedback so far.

### *Support and Verification Paths*

Daniel asked Anna to explain further her ideas for seeking support which she proposed at the informal meeting the Friday before.

Anna explained the NomCom is in a difficult situation. The NomCom is asked to follow a process that is accepted by the RIPE community a while ago. Now some voices say we need to change the process and others say we just need to carry on. Anna noted the NomCom should understand the support structure that is available, who can verify the plans.

The NomCom then thoroughly discussed at length the situation after the calls to abandon the process and start over and the separate call for opening nominations again.

Issues that were mentioned included:

- Are the calls for deviating from or restarting the process supported widely?
- Would we have had more nominees if it was clear from the start that their time could be funded?
- Would we be criticised more widely if we deviated from the agreed process?
- Would asking for support appear weak and undermine our legitimacy?
- Does the majority of the community just want us to get on with it?
- There is less intrinsic trust in the community nowadays, more mistrust.
- How would we defend opening the nomination period again, for how long and how long would the additional community feedback period have to be?
- If we opened nominations again, would we need another consultation meeting and thus delay the process until after RIPE 81?

After about an hour of discussion the chair then summarised that

- the committee agreed that it was out of scope for the NomCom to discuss the principle of separation between the RIPE NCC and RIPE,
- the committee was leaning towards asking for support before proceeding,
- the committee wished to tell the community that it has indeed considered all input,
- he sensed an emerging consensus to come up with a message for the EB, PC, WG chairs and/or the community that mentions consensus (or a majority) about the way forward.

The committee agreed with this summary.

The chair asked the NomCom for guidance on what to write in this particular message and to whom it should be addressed.

Some members had the opinion the message should be sent to the RIPE list, some thought it would be better to communicate via the liaisons

The following suggestions were made for content:

- send an assertive, concrete message,
- mention how the discussions over the last weeks affected the NomCom,
- explain what is happening and ask for support on the way forward,

- ask if there was sufficient information at the start of the nomination period,
- ask about the split between RIPE and the RIPE NCC, and
- ask if nominations should be re-opened.

The chair asked each member of the NomCom to send him 2 lines within the next two days about what the members made of today's discussion.

Drawing from this discussion he will then draft a message explaining the committees plan to move forward and seeking support from the community at large, the NCC board, the PC and the WG chairs. He will seek the agreement of the NomCom for the specific text by e-mail.

All members agreed with this approach.

#### *Timeline Review*

This agenda point was not discussed due to lack of time.

#### *Next Steps*

- how will the NomCom proceed

This will be decided at NomCom meeting #6 on Wednesday 27 May, 14:00 UTC.

#### *Adding a Voting Member from the Reserve List*

Due to time constraints this item was only briefly discussed. The chair asked whether the committee wished to add another voting member from the reserve list after Tina's resignation. The NomCom needs to have 9 voting members to continue candidate selection. The NomCom preferred to add a person from the reserve list as a provision for future eventualities. Daniel will make arrangements for this according to the procedure.

#### *Review of Time Line and Next Actions*

This agenda point was not discussed due to lack of time.

#### *Feedback to Committee and Chair*

This agenda point was not discussed due to lack of time

#### *AOB*

Jan noted a community members stated he would like to talk to the NomCom, rather than sending an email to the list. The NomCom is prepared to have a conversation. Daniel asked Jan to make arrangements for this together with Daniella.

#### *Closing*

The chair closed the meeting at 15:36 UTC, 36 minutes later than planned.

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## 6th Meeting of the RIPE 2020 NomCom

### *Status*

Version 1.3 - FINAL

### *Date/Time/Place*

The meeting was held on 27 May 2020 by teleconference.

The chair called the meeting to order at 1404 UTC

### *Present*

Voting: Arnold Nipper, Benno Overeinder, Dmitry Burkov, Dmytro Kohmanyuk, Gert Döring, Ondřej Caletka, Robert Evans, Sander Steffann.

Advisors and Liaisons: Anna Wilson, Daniel Karrenberg, Jan Žorž, Piotr Strzyżewski.

Support: Daniella Coutinho.

### *Preliminaries & Agenda Setting*

Daniel welcomed everyone and noted that a quorum was present.

He asked whether there were any suggestions for changes to the agenda. There were none.

### *Minutes of Previous Meetings*

Daniel asked the NomCom for comments and the level of detail on the draft minutes of the fifth meeting. There were some comments. Daniel will make a new draft summarising the discussion into bullet points.

### *Chair Report*

The chair reported that he had drafted a message as agreed at the previous meeting and circulated it among the committee. He had then incorporated several comments and suggestions and received explicit agreement from 8 committee members to send the final version to the RIPE list and the liaison organisations. He had posted the message the previous Monday. As a consequence, the committee had received quite a number of reactions. The chair has sent all responses he received privately to the committee mailing list. He reported he had also received a number of non-mail reactions; all these were in support of the plan of the committee. The community input will be evaluated later in the agenda.

The chair reported for the record that Joe Abley had notified the committee via the mailing list that he resigned as voting member of the NomCom for personal reasons on 22 May 2020. Daniel and other members have thanked Joe for his considerable and useful contributions.

The chair reported that as agreed at the previous meeting, confirmed by subsequent e-mail discussions within the committee, he has asked the first two volunteers on the reserve list



whether they are willing to join the NomCom to replace Tina and Joe. Stefan Wahl had responded positively. This will also be discussed later in the agenda.

### *Reports from Liaisons*

Jan said that the PC had nothing special next to message of Franziska.

Rob said that he had nothing to report from WG Chairs.

Piotr said that there was nothing to report and there will be a soon a message from RIPE NCC board. Sander asked Piotr about the remuneration options and if RIPE NCC HR would look at it? Piotr said the board was waiting for a mandate from the NomCom.

Daniel recalled that the committee decided to postpone compensation until we are sure that it is relevant. Dmitry suggested to add the compensation discussion on the ripe-chair list as an agenda item. Arnold suggested adding this to a future meeting rather than discussing it today.

The committee decided to add remuneration to the agenda of a future meeting.

### *Adding Two Voting Members from the Reserve List*

Based on an extensive discussion via e-mail and a short discussion at the meeting the committee decided to ask the two first volunteers on the [reserve list](#) to join the NomCom as voting members. The committee has considered the optics of adding two voting members with the same affiliation and notes that they are both eligible according to ripe-728. The committee also discussed whether ripe-728 required a new random selection procedure and decided to proceed as announced to the community on December 12th 2019.

Gert reported that Marcus Stögbauer had responded positively about serving as a voting member just then.

Daniel had already asked for volunteers to brief the replacements.

Since they are German speakers the committee agreed that Arnold and Daniel will do the briefing and invite all committee members to join if they wish. Daniel said that all NomCom members are welcome to provide specific information to the new members.

### *Discussion on Community Input after our Support Request*

The chair sent a message on behalf of the committee to the RIPE list on Mon May 25 16:44:51 CEST 2020: <<https://www.ripe.net/ripe/mail/archives/ripe-list/2020-May/001818.html>>.

The committee discussed all input from the community at length. All members of the committee did not observe community consensus to deviate from the planned process and timeline. The committee also considered the likely consequences of following different courses of action. After the discussion the committee decided unanimously to continue as originally planned.

### *Organising candidate selection*

The committee discussed how to proceed with candidate selection. Suggestions with significant support were to

- collect the questions voting members need answered before making the final selection,
- ask all members but the chair who they consider the best chair and vice chair for RIPE at this time,
- encourage all members but the chair to state their personal preferences for transparency, and
- make sure that the new voting members have all the information they need before proceeding.

The chair committed to synthesize these suggestions into a procedure to be agreed at the next meeting.

### *Any Other Business*

In preparation for the compensation discussion at a future meeting Daniel summarised the sequence of events regarding remuneration.

Daniel said that he had brought up the subject of compensation immediately when he was asked by the RIPE NCC board whether he would accept appointment as NomCom chair. The board chair had assured him that this was on the radar of the board and had invited Daniel for an informal discussion about the matter on the Sunday before RIPE 79. Immediately after he had been appointed as NomCom chair and during RIPE 79 Daniel received queries from several potential nominees whether compensation was available for the chair's expenses and time; this was well before the NomCom was selected and operational. He had responded to these queries by saying that compensation was not within the remit of the NomCom, that expenses were traditionally reimbursed by the RIPE NCC and that traditionally the chairs had organised their own funding, typically from their employers. He also suggested to contact the RIPE NCC Executive Board in case potential nominees would consider being compensated from the RIPE NCC.

During the informal meeting before RIPE 79, the RIPE NCC board had informed Daniel that it was considering to fund the RIPE Chair's time, that it wished to have no involvement with the selection beyond what was agreed and that it was considering ways to guarantee that the RIPE chair remained completely independent from the RIPE NCC board. The board further told Daniel that it was going to set a number of principles for this.

When the NomCom was constituted it agreed that compensation was clearly outside the mandate of the NomCom and that it would refer nominees to the RIPE NCC board and suggest there might be other funding options. Daniel had informed the NomCom that this was exactly what he had been doing and he had requested everyone on the NomCom to answer any questions about that in this way.

After RIPE 80 Daniel had a discussion with Christian Kaufmann, the RIPE NCC board chair, and Piotr Strzyżewski, the liaison to the NomCom. Christian had asked whether the NomCom was prepared to conduct negotiations about compensation with selected candidates or mandate the RIPE NCC board to do this. Daniel had responded that the NomCom felt that it did not have a mandate for either of these actions but that he would bring up the question whether the NomCom could request or recommend that the RIPE NCC should compensate the selected candidates.

#### *Feedback to Committee and Chair*

Daniel thanked the committee members who responded to the messages on the ripe list which he perceived as being ad-hominem.

Daniel asked whether the proceedings thus far met the expectations of the committee. He specifically asked what worked well and what could be improved and how. There were no comments and a significant number of members showed raised thumbs.

The committee decided to schedule 90 minutes for subsequent meetings.

#### *Closing*

Daniel thanked everyone for their time and effort.

The chair closed the meeting at 1526 UTC.

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## 7th Meeting of the RIPE 2020 NomCom

### *Status*

Version 1.1 - FINAL

### *Date/Time/Place*

The meeting was held on 5 June 2020 by teleconference.

The chair called the meeting to order at 08:22 UTC when a quorum was present.

### *Present*

Voting: Arnold Nipper, Benno Overeinder, Dmitro Kohmanyuk, Gert Döring, Marcus Stögbauer, Ondřej Caletka, Robert Evans, Sander Steffann, Stefan Wahl.

Advisors and Liaisons: Anna Wilson, Daniel Karrenberg, Jan Žorž, Piotr Strzyżewski.

Support: Daniella Coutinho.

### *Absent*

Voting: Dmitry Burkov

## **Preliminaries & Agenda Setting**

The chair proposed a simple agenda which was adopted and followed.

## **Report from the Chair**

The chair repeated his earlier report via e-mail that new voting members Stefan Wahl and Marcus Stögbauer were briefed on Thursday 4 June by Arnold and Daniel. After 90 minutes the new members indicated they are ready to participate in the candidate selection. Daniel informed them that the other NomCom members are available for any support and questions they might have.

Stefan and Marcus confirmed that they felt ready to participate in the candidate selection process.

The committee decided that the new members can ask for a timeout at any moment if they feel that the selection process advances too quickly for them or when they are missing information.

### *Report from the Liaisons*

Jan noted there was nothing particular to report from the PC. The PC followed the chair discussions on RIPE List and as said last time, the advice is to move forward

Rob noted there has been discussion on the WG chairs list. This discussion was not steered by the RIPE chair. There are different voices for continuing and stopping and it looks like no consensus will be reached.

Piotr said that there is nothing to report from the Executive Board.

#### *Agreement How to Proceed with Candidate Selection*

Daniel said that he had sent an email to the NomCom list with a proposal for the selection:

1. The voting members, in the sequence of their selection (<https://www.ripe.net/ripe/mail/archives/ripe-list/2019-December/001720.html>) state who they would select at this point in time for chair and vice chair including some motivation. They state what questions they still need to be answered to improve their selection. They may state if they have a personal preference that differs from their selection.
2. The liaisons and advisors speak in turn without specific questions to answer. If they can shed light on some of the questions of the voting members that would be great.
3. General discussion open for all
4. The voting members, in the sequence of their selection, state their selections again.
5. The chair, with the help of the previous chair, summarises the state of the selection and makes suggestions on how to proceed.

Daniel asked for comments on this proposal.

Dmitro asked how the votes of the members not present in the meeting will be handled. Daniel explained that all members who are not present will be briefed and that he will do his best to have the final selection decided in a meeting with all voting members present. The final selection will definitely not be decided at this meeting.

The committee decided to proceed in this way.

#### *4. Candidate Selection (not minuted)*

The committee progressed up to point three of the procedure and decided to reconvene on June 9 in order to continue.

The chair closed the meeting at 09:34 UTC.

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## 8th Meeting of the RIPE 2020 NomCom

### *Status*

Version 1.1 - FINAL

### *Date/Time/Place*

The meeting was held on 9 June 2020 by teleconference.

The chair called the meeting to order at 11:11 UTC after the committee had met at 11:00 UTC to receive input from a community member.

### *Present*

Voting: Arnold Nipper, Benno Overeinder, Dmitry Burkov, Dmitro Kohmanyuk, Gert Döring, Marcus Stögbauer, Ondřej Caletka, Robert Evans, Sander Steffann, Stefan Wahl.

Advisors and Liaisons: Anna Wilson, Daniel Karrenberg, Jan Žorž, Piotr Strzyzewski.

Support: Daniella Coutinho.

### *Preliminaries & Agenda Setting*

The chair proposed to continue with the point 'candidate selection' where the NomCom left off at meeting #7.

The committee agreed.

### *Candidate Selection*

The committee continued with the candidate selection discussion. This discussion is not minuted.

The committee also discussed any open questions they still have for the nominees before the selection can be concluded. The committee decided to agree on the questions via email

The chair closed the meeting at 12:30 UTC.

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## 9th Meeting of the RIPE 2020 NomCom

### *Status*

Version 1.3 - FINAL (approved by electronic vote)

### *Date/Time/Place*

The meeting was held on 15 June 2020 by teleconference.

The chair called the meeting to order at 08:05 UTC.

### *Present*

Voting: Arnold Nipper, Benno Overeinder, Dmitry Burkov, Dmitro Kohmanyuk, Gert Döring, Marcus Stögbauer, Ondřej Caletka, Robert Evans, Sander Steffann, Stefan Wahl.

Advisors and Liaisons: Anna Wilson, Daniel Karrenberg, Jan Žorž, Piotr Strzyżewski.

Support: Daniella Coutinho.

### *Preliminaries & Agenda Setting*

The chair proposed to continue with the point 'candidate selection' where the NomCom left off at meeting #8.

The committee agreed.

### *Candidate Selection*

The committee continued with the candidate selection discussion. This discussion is not minuted.

At the end of the discussion the chair asked whether the voting members were ready for the definite vote on candidate selection. All voting members indicated that they were happy with proceeding.

Ten voting members voted to select Mirjam Kühne as RIPE Chair and eight voting members voted to select Niall O'Reilly as RIPE Vice Chair.

Subsequently the whole committee voted to unanimously support this selection and to communicate it to the RIPE NCC board for confirmation immediately.

### *RIPE Chair Compensation / Remuneration*

Daniel asked whether the committee wished to include a response regarding compensation in the message to the RIPE NCC board. After some discussion the committee agreed that while it has no formal mandate in this area, it does recommend that the RIPE NCC provide compensation to those candidates who request it. Daniel said he will include this in the message.

### *Any Other Business*

Daniel asked for comments on the draft message to the RIPE NCC executive board which he had circulated via the collaboration server.

Daniel received more suggestions for improvement including a request to mention the results of the earlier votes without mentioning any further details. Daniel committed to send the message as soon as he had a majority vote on the mailing list for the final draft.

The chair suggested that the committee approve the draft minutes that are not yet ratified by e-mail. The committee agreed to proceed in this way.

The chair said he planned to finalise the NomCom report after the summer and well in time for RIPE 81. He pointed out that the very first draft is available on the collaboration server. He encouraged all to add text to it, however rough it might be.

### *Closing*

The chair thanked everyone for the professional and pleasant way in which the candidate selection was conducted. The committee thanked Daniel for leading the discussion in a professional and impartial way and for keeping the NomCom on track and for enabling all to participate equally.

The chair closed the meeting at 08:59 UTC.

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## Appendix P: Some Process Related Messages

This appendix conserves some process related messages in chronological order. This is intended both for reference and for the benefit of future NomCom chairs.

The 'RIPE List' and the 'RIPE Chair Discuss' lists are archived. Please refer to the archives for a full record of the NomCom related discussions.

### Call for NomCom Volunteers

From: "Daniel Karrenberg" <chair@ripe-nomcom.org>  
To: "RIPE List" <ripe-list@ripe.net>  
Subject: Call for Volunteers to Serve on the 2019-2020 RIPE NomCom  
Date: Mon, 14 Oct 2019 13:20:34 +0200  
Message-ID: <F8DFE360-E50A-483C-9162-66DA9CF9020A@ripe-nomcom.org>

Dear RIPE Participant,

RIPE will choose its next chair and a vice chair by way of a nominations committee. Ten volunteers, randomly selected from the community, will make that choice with the help of the whole community. These ten people plus a number of non-voting liaisons and advisors will form the NomCom. The NomCom will start to work around January 2020 and make its selection soon after the next RIPE meeting in May of that year. The job of the NomCom is to select people who have what it takes and also have the support of the community.

As chair of the 2019-2020 Nomcom, my job is to organise the work and help the volunteers with making their choice. Therefore I call on you to volunteer. Ideally we are looking for about 100 volunteers representing a broad range of RIPE participants. Ten of those people will be randomly selected to serve on the NomCom. To qualify for serving as a voting volunteer you have to have attended three of the five most recent RIPE meetings including the meeting taking place this week in Rotterdam.

For details about the procedures and duties of the NomCom you may refer to

<https://www.ripe.net/publications/docs/ripe-727> and  
<https://www.ripe.net/publications/docs/ripe-728>.

The deadline for volunteering is Sunday November 10th 2019.

The only way to volunteer is by using the form at  
<https://www.surveymonkey.com/r/ripenomcom>

Daniel Karrenberg  
Chair of the 2019-2020 RIPE NomCom

## Call for Nominations

From: "Daniel Karrenberg" <chair@ripe-nomcom.org>  
To: "RIPE List" <ripe-list@ripe.net>  
Subject: Who will be the next RIPE Chair .... and Vice Chair ?  
Date: Thu, 17 Oct 2019 12:01:51 +0200  
Message-ID: <E5FD2C8C-AE44-4883-A7DD-256913D1A3D3@ripe-nomcom.org>

Dear RIPE participants,

Next year, a nominations committee (NomCom) will select two people to fill the positions of RIPE Chair and Vice Chair, with help from the wider community. As chair of the 2019-2020 RIPE NomCom, I invite you to nominate candidates for these positions.

As members of the RIPE community, you will have some idea of what the RIPE Chair is responsible for and what kind of person you would like to see in this role - and the revived Vice Chair role. Please think about suitable candidates, talk with them, discuss this with your peers, and nominate people who will have the support of the community.

You may nominate any member of the RIPE community for either position. Self-nominations are also permitted. NomCom members are not eligible to be considered.

You might also consider volunteering for the NomCom. I have made a separate call for this, which you can find on the ripe mailing list.

Send your nominations to <nominations@ripe-nomcom.org> and include a description of the skills or expertise that make your candidate a desirable choice. Please also include a working email address or telephone number for the nominee and indicate whether they are aware of your nomination.

The Nomcom will also be interested in your opinion about the performance of the incumbent, Hans Petter Holen.

The deadline for all nominations is Sunday, 15 December 2019.

You can find more information in the relevant RIPE Documents:

ripe-714: A brief description of the RIPE Chair's role.  
ripe-727: Information about the selection process.  
ripe-728: Detailed information about the NomCom

I am happy to answer any further questions you may have.

Daniel Karrenberg  
Chair of the 2019-2020 RIPE NomCom

## Volunteering Deadline Extension

From: "Daniel Karrenberg" <chair@ripe-nomcom.org>

To: "RIPE List" <ripe-list@ripe.net>

Subject: RIPE NomCom Deadline Extended

Date: Fri, 08 Nov 2019 13:58:50 +0100

Message-ID: <63ADB43D-E8C5-4543-A903-CBA30F5C2AD0@ripe-nomcom.org>

Dear colleagues,

We have received 30 volunteers for the RIPE NomCom so far. This is a great start, but I believe we can do better. Therefore, after consulting with the RIPE Chair and the RIPE NCC Executive Board Chairman, I am extending the deadline for volunteering by two weeks, until

Sunday, 1 December 2019 .

The NomCom plays an essential role in the self-governance of our community by selecting the RIPE Chair and Vice Chair. As such, it is important that the NomCom members are selected from a diverse pool of initial volunteers. As this is a new process, we also need to ensure that everyone is aware of what the NomCom does and how its members are randomly selected.

We have had excellent leadership from both Rob and Hans Petter to date, but RIPE cannot rely on good fortune to ensure this remains the case. If you consider yourself a member of this community, please support the process - either by volunteering yourself or encouraging others to step forward as potential NomCom members.

For details see the message below.

Daniel Karrenberg  
Chair of the 2019-2020 RIPE NomCom

## Announcement of Volunteers

From: "Daniel Karrenberg" <chair@ripe-nomcom.org>  
To: "RIPE List" <ripe-list@ripe.net>  
Date: Mon, 02 Dec 2019 16:34:42 +0100  
Subject: [ripe-list] NomCom Volunteers and Selection  
Message-ID: <8C27646D-9DCF-441D-802C-66390DA921ED@ripe-nomcom.org>

By the deadline these 36 people have volunteered for the RIPE Nominations Committee:

20 Alexander Isavnin Internet Protection Society  
13 Andreas Wkittkemper Verizon Deutschland GmbH  
24 Antonio Prado SBTAP  
10 Arnold Nipper DE-CIX Management GmbH  
21 Benno Overeinder NLnet Labs  
23 Brian Nisbet HEAnet  
31 Cosmin Octavian Lupu Visma  
19 Dmitry Burkov RU-CENTER  
25 Dmitry Kohmanyuk Hostmaster.UA  
27 Frederic Jaeckel GitHub, Inc.  
07 Geoff Huston APNIC  
08 Gert Döring SpaceNet AG  
09 Hervé Clément Orange SA  
14 Jim Reid RTFM llp  
15 Joe Abley Public Interest Registry  
36 João luis silva damas APNIC  
28 Keith Mitchell DNS-OARC  
16 Marcus Stoegbauer Megaport / ECIX  
29 Markus de Brün BSI  
04 Martin Winter Network Device Education Foundation (Net  
26 Massimo Candela NTT  
17 Mircea Ulinic DigitalOcean  
32 Nathalie Trenaman RIPE NCC  
33 Nurani Nimpuno Asteroid International  
11 Ondřej Caletka CESNET  
18 Pascal Gloor Quickline AG  
12 Paul Hoogsteder Meanie  
06 Randy Bush Arrcus Inc & IIJ & RGnet  
03 Robert Evans Jisc  
02 Sander Steffann Global NOG Alliance  
35 Shane Kerr NS1  
34 Simone Ferlin Ericsson  
05 Stefan Wahl Megaport / ECIX  
30 Tina Morris Amazon  
01 Wolfgang Tremmel DE-CIX Management GmbH  
22 Wolfgang Zenker punkt.de GmbH

This is about 10% of our estimate for the number of eligible persons. In the name of the RIPE community I thank all these people for volunteering. For 35 of them we have verified that they have attended at least three out of the five most recent RIPE meetings.

The ten voting members of the NomCom will be selected by the method specified in RFC3797 based on the numbers in the list above and on the

following lotto results of Wednesday, December 11th:

Deutscher Lottoblock [<https://www.lotto.de/lotto-6aus49/lottozahlen>]  
Swisslotto  
[<https://www.swisslos.ch/de/swisslotto/information/gewinnzahlen/gewinnzahlen-quoten.html>]  
Österreichische Lotterien [<https://www.win2day.at/lotterie/lotto>]

In the event this method will select a person whose eligibility is not yet confirmed or a person who does not re-confirm their willingness to serve, the next person in the sequence will be selected and so forth.

Daniel Karrenberg  
Chair of the RIPE Nominations Committee

PS: In an earlier statement I said that I would use the Luxembourg Lotto. During a trial run today however it became obvious that they are very pragmatic and use the numbers of the German lotto. ;-) In order to have ample entropy I chose to use the Austrian lotto instead.

## Selection of Volunteers

From: "Daniel Karrenberg" <chair@ripe-nomcom.org>  
To: "RIPE List" <ripe-list@ripe.net>  
Date: Thu, 12 Dec 2019 10:40:07 +0100  
Subject: Re: [ripe-list] NomCom Volunteers and Selection  
Message-ID: <18D2EB80-0673-4C87-A530-9EBD7D51A5F0@ripe-nomcom.org>

Good morning,

The lotteries have produced randomness and I have run the RFC3797 algorithm. Thus the following 10 volunteers are selected to serve as voting members of the NomCom. They will choose the next RIPE chair and vice chair.

Selection #	ID	Name	Affiliation
01	19	Dmitry Burkov	RU-CENTER
02	15	Joe Abley	Public Interest Registry
03	25	Dmitry Kohmanyuk	Hostmaster.UA
04	08	Gert Döring	SpaceNet AG
05	11	Ondřej Caletka	CESNET
06	30	Tina Morris	Amazon
07	02	Sander Steffann	Global NOG Alliance
08	21	Benno Overeinder	NLnet Labs
09	03	Robert Evans	Jisc
10	10	Arnold Nipper	DE-CIX Management GmbH

This is a fine selection of very capable people who are well rooted in our community. It is about as good as I personally hoped for. Of course it could have been more diverse if more people had offered to serve..

The following 6 volunteers are the 'reserve' and will be called upon in this order if necessary:

Selection #	ID	Name	Affiliation
11	05	Stefan Wahl	Megaport / ECIX
12	16	Marcus Stoegbauer	Megaport / ECIX

13	17	Mircea Ulinic	DigitalOcean
14	36	João luis silva damas	APNIC
15	32	Nathalie Trenaman	RIPE NCC
16	09	Hervé Clément	Orange SA

All 16 volunteers meet the selection criteria; thanks to Alexandra Vos of the meeting secretariat for double checking this. Also no more than two of these people have the same affiliation. Thus all 16 meet the criteria for serving on the NomCom. According to ripe-728 there is a 7 day challenge period starting now. After this period the selections become definite.

In the name of the community I thank all 36 volunteers for offering to serve. The NomCom will have its first meeting in the second half of January. As a chair I plan to conduct this process as openly as possible and to proactively inform the community about what is going on. This may cause a little traffic on this list ;-). Let us support the NomCom during this process by providing as much well considered input as we can.

We have received a total of 1 (one) nominations so far. Apparently the call for nominations came too soon after the call for NomCom volunteers and went unnoticed by many. Thus I intend to extend the deadline for this well into next year. Stay tuned for that announcement.

Daniel Karrenberg  
 Chair of the RIPE Nominations Committee

#### Selection Process Details:

The list of volunteers as published on 2 December was:

ID	Name	Affiliation
20	Alexander Isavnin	Internet Protection Society
13	Andreas Wkittkemper	Verizon Deutschland GmbH
24	Antonio Prado	SBTAP
10	Arnold Nipper	DE-CIX Management GmbH
21	Benno Overeinder	NLnet Labs
23	Brian Nisbet	HEAnet
31	Cosmin Octavian Lupu	Visma

19	Dmitry Burkov	RU-CENTER
25	Dmitry Kohmanyuk	Hostmaster.UA
27	Frederic Jaeckel	GitHub, Inc.
07	Geoff Huston	APNIC
08	Gert Döring	SpaceNet AG
09	Hervé Clément	Orange SA
14	Jim Reid	RTFM llp
15	Joe Abley	Public Interest Registry
36	João luis silva damas	APNIC
28	Keith Mitchell	DNS-OARC
16	Marcus Stoegbauer	Megaport / ECIX
29	Markus de Brün	BSI
04	Martin Winter	Network Device Education Foundation (Net
26	Massimo Candela	NTT
17	Mircea Ulinic	DigitalOcean
32	Nathalie Trenaman	RIPE NCC
33	Nurani Nimpuno	Asteroid International
11	Ondřej Caletka	CESNET
18	Pascal Gloor	Quickline AG
12	Paul Hoogsteder	Meanie
06	Randy Bush	Arrcus Inc & IIJ & RGnet
03	Robert Evans	Jisc
02	Sander Steffann	Global NOG Alliance
35	Shane Kerr	NS1
34	Simone Ferlin	Ericsson
05	Stefan Wahl	Megaport / ECIX
30	Tina Morris	Amazon



```

|
| 01 |Wolfgang Tremmel          |DE-CIX Management GmbH
|
| 22 |Wolfgang Zenker            |punkt.de GmbH
|

```

—

The results of the Lottos selected on 2 December were:

```

| Lottery                               | Result 11 Dec 2019 |
|-----|-----:|
| Deutscher Lottoblock                 | 14 25 27 32 36 45 |
| Swisslotto                           | 23 26 28 30 31 41 |
| Österreichische Lotterien           | 2 8 18 26 35 43 |

```

—

The C code from the RFC gives this result:

Key is:

14.25.27.32.36.45./23.26.28.30.31.41./2.8.18.26.35.43./

index	hex value of MD5	div	selected
1	A26C7AFE602EF878C72EC35B96F853A6	36	-> 19 <-
2	FF17DA4DAE818CE816C43B553F81C46F	35	-> 15 <-
3	4F936C5B7BD1C566078C6972A294C156	34	-> 25 <-
4	84A248BE75A235185B727345ADC3D6FE	33	-> 8 <-
5	E416B1F2A856565E5BBEFF76E246AE29	32	-> 11 <-
6	2D61CA2687A442A407031C04C2C9B2BE	31	-> 30 <-
7	CFEB51E5A2792130617061FB91C78961	30	-> 2 <-
8	103650FFE0E910C201E05C6247F03BEC	29	-> 21 <-
9	7AF7F979C5B0179A774A38BF53A22805	28	-> 3 <-
10	57B98931E6EBFEE55A3050806DBD2726	27	-> 10 <-
11	1F7BA95F0A15FBE8D8094358F727DE42	26	-> 5 <-
12	1F3B2A7E8AA56404F59D9A5924117481	25	-> 16 <-
13	E39BDFE8488D89C5AD9F778CA0C28608	24	-> 17 <-
14	1BFF2B394C5638262A8997DE5182D1CE	23	-> 36 <-
15	7132F07452FDEB57A5FFE7BF7059DDB12	22	-> 32 <-
16	4A3449B267199D12064DE76CBC365743	21	-> 9 <-

—  
An alternative perl implementation yields this equivalent result:

index	hex value of MD5	div	selected
1	a26c7afe602ef878c72ec35b96f853a6	36	-> 19 <-
2	ff17da4dae818ce816c43b553f81c46f	35	-> 15 <-
3	4f936c5b7bd1c566078c6972a294c156	34	-> 25 <-
4	84a248be75a235185b727345adc3d6fe	33	-> 8 <-
5	e416b1f2a856565e5bbef76e246ae29	32	-> 11 <-
6	2d61ca2687a442a407031c04c2c9b2be	31	-> 30 <-
7	cfeb51e5a2792130617061fb91c78961	30	-> 2 <-
8	103650ffe0e910c201e05c6247f03bec	29	-> 21 <-
9	7af7f979c5b0179a774a38bf53a22805	28	-> 3 <-
10	57b98931e6ebfee55a3050806dbd2726	27	-> 10 <-
11	1f7ba95f0a15fbe8d8094358f727de42	26	-> 5 <-
12	1f3b2a7e8aa56404f59d9a5924117481	25	-> 16 <-
13	e39bdfe8488d89c5ad9f778ca0c28608	24	-> 17 <-
14	1bff2b394c5638262a8997de5182d1ce	23	-> 36 <-
15	7132f07452fdeb57a5ffebf7059ddb12	22	-> 32 <-
16	4a3449b267199d12064de76cbc365743	21	-> 9 <-

## Extension of Nominations Deadline

From: "Daniel Karrenberg" <chair@ripe-nomcom.org>  
To: "RIPE List" <ripe-list@ripe.net>  
Date: Mon, 16 Dec 2019 08:34:38 +0100  
Message-ID: <C3151BA4-5996-4BC1-A51D-355AD2705D5C@ripe-nomcom.org>  
Subject: [ripe-list] New Deadline for RIPE Chair Nominations

Good morning,

at the end of the previous RIPE Meeting I made a call for you to nominate persons for RIPE Chair and Vice Chair. The deadline was yesterday and we have received a total of 2 (two) nominations, one for chair and one for vice chair. While this would make the task of the committee an easy one ;-), it has also been brought to my attention that the call was not very widely known. Many people seem to have missed it in all the excitement of the Rotterdam meeting. Even the current RIPE chair, Hans Petter, missed it.

While working on the time-line for the NomCom I also realised that there is no reason to set such a short deadline. ripe-728 does not prescribe this either. ripe-728 also calls for pragmatism in a situation like this. Therefore I now set a new deadline: March 29th 23:59 UTC. This will also allow for the NomCom itself to canvass for Nominations. In the meantime I will work to give this call some more publicity.

Daniel Karrenberg  
Chair of the 2019-2020 RIPE NomCom

Forwarded message:

> From: Daniel Karrenberg <chair@ripe-nomcom.org>  
> To: RIPE List <ripe-list@ripe.net>  
> Subject: Who will be the next RIPE Chair .... and Vice Chair ?  
> Date: Thu, 17 Oct 2019 12:01:51 +0200  
>  
> Dear RIPE participants,  
>  
> Next year, a nominations committee (NomCom) will select two people to  
> ...

## Nomcom Formed

From: "Daniel Karrenberg" <chair@ripe-nomcom.org>  
To: "RIPE list" <ripe-list@ripe.net>  
Subject: RIPE NomCom Formed  
Date: Tue, 14 Jan 2020 11:30:14 +0100  
Message-ID: <DA98AB72-7045-44E6-9E46-E54BCF595DB7@ripe-nomcom.org>

The RIPE NomCom has now been formed and starts its work.

Name	Mailbox	Comment
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### Voting Members

Arnold Nipper	arnold.nipper	
Benno Overeinder	benno	
Dmitry Burkov	dvburk	
Dmitry Kohmanyuk	dk	
Gert Döring	gert	
Joe Abley	jabley	
Ondřej Caletka	ondrej.caletka	
Robert Evans	Rob.Evans	also a liaison
Sander Steffann	sander	
Tina Morris	Tinam	

### Advisors

Anna Wilson	anna.wilson	'previous NomCom chair'
Daniel Karrenberg	chair	

### Liaisons

Jan Žorž	jan	Programme Committee
Piotr Strzyżewski	Piotr.Strzyzewski	RIPE NCC Board
Robert Evans	Rob.Evans	RIPE WG Chairs

### Support

Daniella Coutinho	support	clerical support role
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The 10 voting members will select the next RIPE Chair with support from the advisors and liaisons. Anna Wilson has agreed to fill the role of 'previous NomCom chair' in this very first RIPE NomCom.

Committee members can receive NomCom related mail at their respective mailboxes at ripe-nomcom.org. The whole committee can be reached at the 'nomcom' mailbox.

We will keep the community updated on our progress.

Daniel Karrenberg  
Chair  
RIPE 2020 Nominations Committee

## Update

From: "Daniel Karrenberg" <chair@ripe-nomcom.org>  
To: "RIPE list" <ripe-list@ripe.net>  
Subject: RIPE NomCom News  
Date: Tue, 03 Mar 2020 15:32:55 +0100  
XMessage-ID: <F7AB2F2F-FA43-4699-A1E9-D617BEC5F694@ripe-nomcom.org>

The RIPE NomCom has held its first meeting, received four nominations so far and has established a blog to keep the community informed about its progress.

The blog can be found at <https://blog.ripe-nomcom.org/> .

The four nominees received so far are Filiz Yilmaz, Hans Petter Holen, Nigel Titley and Mirjam Kühne.

The NomCom would like to receive further nominations by March 29th 2020 23:59 UTC.

If you feel this is too terse, look at the blog.

Washing hands again ... ;-)

Daniel

## Hans Petter Withdraws and RIPE 80 Goes On-Line

From: "Daniel Karrenberg" <chair@ripe-nomcom.org>

To: "RIPE list" <ripe-list@ripe.net>

Subject: News from the NomCom

Date: Mon, 23 Mar 2020 11:15:07 +0100

Message-ID: <20445219-136D-4A1C-94A8-5C994053A6D2@ripe-nomcom.org>

Dear colleagues,

RIPE 80 is going online and Hans Petter is no longer available.

Here is how it will affect the NomCom plans:

RIPE 80 going online will make it more difficult to gather community input to the NomCom process. We considered taking more time to make up for this. However, as Hans Petter has told us he is no longer available for selection, we will stick to the agreed timeline and aim to have the new Chair and Vice Chair selected by 15 June.

We are also considering to speed up the transition period. Rather than waiting until RIPE 81 we aim to have the confirmed candidates assume their roles as soon as feasible. The intention is to minimize the period during which Hans Petter has to serve in the role of RIPE Chair in addition to his new role as Managing Director of the RIPE NCC.

The NomCom will actively participate in the online version of RIPE 80 and we will do our best to collect as much community input as we possibly can. We will be there at the online community plenary and we will have online office hours. We aim to select excellent candidates for the Chair and Vice Chair roles and follow an exemplary process. As of now, we have three brilliant nominees. Nominations are open until 29 March 2020!

You can find more on the NomCom blog [<https://blog.ripe-nomcom.org/>].

Stay safe and healthy

Daniel Karrenberg

Chair

RIPE NomCom 2020

## Hans Petter Resigns

From: Hans Petter Holen <hph@oslo.net>  
Date: Mon, 6 Apr 2020 18:55:09 +0200  
Message-ID:  
<CAJPAtr3j9dLRqZthjXTuVALoKPXzxWn2YXzrsrBQESzYb1LceA@mail.gmail.com>  
To: ripe-list@ripe.net  
Subject: [ripe-list] RIPE Chair transition

I am starting as Managing Director of the RIPE NCC at 1. May 2020. I have already informed the NomCom that I have withdrawn my nomination for the role of RIPE Chair, but this still puts me in a situation where I hold both the positions as RIPE NCC MD and as RIPE Chair until the NomCom has made its appointment. Serving both positions may be seen as a conflict of interest.

To resolve this I have informed the Working Group Chairs collective that I will resign as RIPE Chair as of 30 April.

When the RIPE Chairs resigns, then according to RIPE 727 the working group chairs will have to appoint a =E2=80=9Cchair ad interim=E2=80=9D to serve until the NomCom has selected a permanent chair and the RIPE NCC Executive Board has confirmed the selection.

See: the =E2=80=9CContinuity=E2=80=9D section in RIPE 727  
<https://www.ripe.net/publications/docs/ripe-727>

The NomCom expects to have confirmed candidates in July. It is reasonable to expect that the confirmed candidates would be able and willing to assume their roles well before RIPE 81.

The matter was discussed on the wg-chair list and in a call on 30 March 2020 made the following decision:

"The WG chairs have taken notice of Hans Petter=E2=80=99s intention to step= down as RIPE Chair; we respect the reasons behind it. The NomCom process is already under way and the NomCom expects to have confirmed candidates by the end of July. Therefore, we have asked Hans Petter, and he has agreed, to take the role of RIPE Chair ad interim after his resignation and to help with a speedier-than-foreseen transition once the selection process for a new Chair and Vice Chair concludes."

<https://www.ripe.net/participate/ripe/wg/cc/summaries/minutes-of-second-remote-ripe-80-planning-call>

Hans Petter Holen

RIPE Chair

## Pre-RIPE 80 Call for Input

From: "Daniel Karrenberg" <chair@ripe-nomcom.org>  
To: "RIPE list" <ripe-list@ripe.net>  
Subject: More News from the NomCom  
Date: Mon, 27 Apr 2020 10:51:07 +0200  
Message-ID: <13299B64-26DE-44DD-A4BA-108637C601A7@ripe-nomcom.org>

[ For a version of this message with embedded links and for nominee statements, see <https://blog.ripe-nomcom.org/> ]

The RIPE 2020 NomCom will select two persons for the roles of RIPE Chair and RIPE Vice Chair. We have four nominees who are well known to the community:

Filiz Yilmaz, Niall O'Reilly, Nigel Titley and Mirjam Kühne.

We have held our second meeting and worked out the plans for collecting input from the community. Here is a quick outlook about what the NomCom will do between now and the RIPE meeting, during the meeting and after.

### Before RIPE 80

During the coming two weeks the NomCom will have conversations with the nominees and prepare for the RIPE meeting. We want to hear input from the community at between now and the end of the RIPE meeting. This is your chance to influence our selection. The best way to reach the whole committee is by e-mail. If you prefer you can also contact individual members of the NomCom. Of course we will treat all input confidentially. To that end we have even set up a dedicated server, so that we can erase the electronic traces of our work as well as possible once we are done.

### During RIPE 80

We will participate in the RIPE 80 meeting and give a short report during the community plenary session on Thursday afternoon. On the Friday of the meeting week the NomCom will hold virtual 'office hours' for those who prefer to give input in a meeting and those for whom writing us is simply not enough. Individual meeting slots will be allocated first-come first served. Contact support at [ripe-nomcom.org](mailto:ripe-nomcom.org) for an appointment.

### After RIPE 80

Hans Petter Holen has announced that he will resign at the end of April before he takes up his new role as RIPE NCC Managing Director. Waiting until RIPE 81 to transition to the newly selected Chairs, as planned, no longer makes much sense now. Therefore making the selection has become somewhat more urgent. We are committed to work more quickly than planned but not to become too hasty either. Together with the RIPE NCC Executive Board we aim for selection in early June and confirmation by the board soon after.

We will regularly report on our progress on this mailing list and the



NomCom blog.

Daniel Karrenberg  
Chair  
RIPE 2020 NomCom

## Request for Support

From: "Daniel Karrenberg" <chair@ripe-nomcom.org>  
To: "RIPE list" <ripe-list@ripe.net>,  
"Christian Kaufmann" <ck@ripe.net>,  
"Franziska Lichtblau" <rhalina@old-forest.org>,  
"Hans Petter Holen" <hph@ripe.net>  
Subject: The NomCom Requests your Support  
Date: Mon, 25 May 2020 16:44:51 +0200  
Message-ID: <874D0A81-7119-4650-9471-C5A71A078C8E@ripe-nomcom.org>

Dear Friends and Colleagues of the RIPE community,

If your feeling is something like "Oh no, not another long message from the NomCom! I wish they would just get on with it." you do not need to read further. It would certainly help us if you explicitly told us briefly to "just get on with it".

Thanks

Daniel

-----

From:

Daniel Karrenberg - Chair of the RIPE 2020 Nominating Committee.

To:

Christian Kaufmann - Chair of the RIPE NCC Executive Board,

Franziska Lichtblau - Chair of the RIPE Program Committee,

Hans Petter Holen - RIPE Chair ad-interim & Chair of the RIPE WG Chairs,

RIPE Community.

Christian, Franziska, Hans Petter, Friends and Colleagues,

The process to select two persons to succeed Hans Petter Holen as RIPE chair has been under way since September 2019. The NomCom has worked diligently to run the process that has been agreed by the community and codified in ripe-727 and ripe-728. We have called for nominees, canvassed when we had only one nomination and received four further nominations. We have dealt with the unforeseen withdrawal of Hans Petter. We have recognised the increased urgency that Hans Petter's resignation as RIPE Chair puts on the process by slightly tightening our time line without compromising on running an exemplary process. We have held three formal and two informal meetings, talked to the nominees by teleconference and received substantial input about all nominees from a diverse set of people in the community. We have kept the community

informed by announcements on the RIPE mailing list, by providing a dedicated blog, by publishing complementary material on RIPE Labs, by reporting to the community plenary at RIPE80 and by talking about our work whenever the opportunity presented itself.

Last week, during RIPE80, there were some calls from within the RIPE community to stop this process and start over. There also have been suggestions to issue another call for nominations and then continue as before. Since our mandate does not extend beyond executing the process along an agreed time line we are extremely reluctant to deviate from this unless we observe a clear and strong consensus in the community to deviate for the sake of pragmatism.

We have discussed this extensively and decided against changing the planned time line because we see no such consensus. We also considered the consequences: Deviating from the plan at this time would put Hans Petter into the difficult position of having to work a new and demanding job next to filling the RIPE Chair ad interim role. This is too much to ask of anyone even without taking into account the recent discussion on ripe-chair-discuss. Hans Petter has told us that he accepted the ad-interim role on the assumption that we will finish our work on time and that he will likely have to resign if we take significantly longer than planned.

Unfortunately during the RIPE 80 community plenary there has been no discussion that provides further guidance to us. It is difficult for us to assess whether this was due to the virtual format of the meeting, widespread agreement with what we have done so far or any other reason. We certainly expected those who had called for changes to the process earlier during the week to speak up and a discussion to take place that would provide further guidance for us. This has not happened.

We have therefore decided to briefly pause our process and not to start candidate selection after RIPE 80 as originally planned. We have continued with preparations but have not started discussing the nominees among ourselves yet.

We ask the RIPE NCC Board, the PC, the WG Chairs and the community at large to give us timely guidance on how to proceed. The question before us is whether we still have the support of the community to continue with the agreed process and time line or whether there is consensus in the community that we should do something different. We need this guidance now so that we can keep the delay in the time line as short as possible.

We also ask the community as a whole to support us once we do proceed.

Daniel Karrenberg,  
Chair,  
RIPE 2020 Nominating Committee

## Started Candidate Selection

From: "Daniel Karrenberg" <chair@ripe-nomcom.org>  
To: "RIPE list" <ripe-list@ripe.net>  
Subject: NomCom has Started Candidate Selection  
Date: Wed, 10 Jun 2020 10:36:37 +0200  
Message-ID: <AAB60A4D-2D90-418D-A81B-5CA2655C855E@ripe-nomcom.org>

[See <https://blog.ripe-nomcom.org/nomcom-starts-candidate-selection/> for a version of this message with convenient links.]

Before and during RIPE 80 there were calls for the NomCom to halt the process and calls to re-open the call for nominations. See the archives of the ripe-chair-discuss and ripe mailing lists.

The NomCom has listened carefully to these discussions and decided in its 5th meeting to postpone candidate selection and seek community support for continuing the process before proceeding. After further consultation within the NomCom I have published this request via this mailing list on 25 May.

The NomCom pondered the whole community discussion again in its 6th meeting and decided unanimously to continue with candidate selection at the next meeting.

Last Friday the NomCom has re-affirmed this decision at its 7th meeting and started with candidate selection.

The NomCom stresses that it has carefully addressed all suggestions made during the discussions and that it has not taken its decisions lightly or without regard to what has been said. We considered \*all\* input as well as the current circumstances and concluded that there is no consensus in the community to deviate pragmatically from the agreed process as it is codified in ripe-727 and ripe-728.

Now that we have made the decision according to our mandate and the process agreed by the community before, we ask the community to unite and support us in our effort.

Daniel Karrenberg  
Chair  
RIPE 2020 NomCom

## Request for Confirmation

From: "Daniel Karrenberg" <chair@ripe-nomcom.org>  
To: "Christian Kaufmann" <ck@ripe.net>  
Cc: "Hans Petter Holen" <hph@oslo.net>, "NomCom RIPE" <nomcom@ripe-nomcom.org>  
Subject: Confirmation of RIPE Chair Candidate Selections  
Date: Mon, 15 Jun 2020 13:43:34 +0200  
X-Mailer: MailMate (1.13.1r5671)  
Message-ID: <BADC7A97-43AF-4227-B153-748DAA6E0974@ripe-nomcom.org>  
MIME-Version: 1.0  
Content-Type: text/plain; charset="UTF-8"; format=flowed  
Content-Transfer-Encoding: 8bit

From: Daniel Karrenberg - Chair RIPE 2020 NomCom  
To: Christian Kaufmann - Chair RIPE NCC Executive Board  
CC: Hans Petter Holen - RIPE Chair  
Subject: Confirmation of RIPE Chair Candidate Selections

Dear Christian,

On behalf of the RIPE 2020 NomCom and in accordance with the process specified in ripe-727 I ask the RIPE NCC board to confirm our selections of Mirjam Kühne as RIPE Chair and Niall O'Reilly as RIPE Vice Chair. All voting members voted to select Mirjam as Chair and eight out of ten voting members voted to select Niall as Vice Chair. The selection was subsequently supported unanimously by all members of the committee. We strived to closely follow the process spelled out in ripe-727 and ripe-728. We regularly paused to confirm that the whole committee was comfortable with the process and its progress.

We were able to choose from a set of nominees who are all very capable and well respected in the community. We expect that the community would support any of them as their Chair. Our selection is in no way a negative statement about the nominees we did not select.

We selected Mirjam because the input from the community clearly favoured her. She is very widely regarded as someone who listens carefully to everyone and who helps the community to find consensus and move forward. We selected Niall because of the positive input we received about his track record with the community. Mirjam and Niall convinced us that they would work well as a team and complement each other.

In the interest of all nominees we ask you to keep the selections confidential until you have confirmed them. In any case I would appreciate the opportunity to inform all nominees prior to any public announcement.

While we have no formal mandate in this area, we do recommend that the RIPE NCC provide compensation to those candidates who request it in accordance with the draft principles you shared with us. The NomCom term

ends when we present our final report to the community during RIPE 81. Until that time we stand ready to provide further advice and suggestions upon request.

Of course the NomCom will be happy to answer any questions you may have

Respectfully

Daniel Karrenberg - Chair - RIPE 2020 Nomcom

## Confirmation

From: Christian Kaufmann <ck@minxs.net>  
Subject: Re: Confirmation of RIPE Chair Candidate Selections  
Date: Mon, 22 Jun 2020 18:57:30 +0200  
Message-Id: <759829EB-13A8-4974-B1F9-C1E092A6F116@minxs.net>  
To: Daniel Karrenberg <chair@ripe-nomcom.org>  
Cc: Hans Petter Holen <hph@oslo.net>,  
NomCom RIPE <nomcom@ripe-nomcom.org>  
In-Reply-To: <BADC7A97-43AF-4227-B153-748DAA6E0974@ripe-nomcom.org>

Dear Daniel,  
Dear NomCom,

> On behalf of the RIPE 2020 NomCom and in accordance with the process  
> ...

First of all let me congratulate you all to your selection.  
The board confirms your selection and that the process was followed  
as outlined in ripe-727 and ripe-728.

In the light of the feedback on the mailing list we suggest a review  
of the current documents or process for the next selection.

> ... we ask you to keep the selections confidential ...

Of course.

> ... While we have no formal mandate in this area, we do recommend ...

The board has created a subcommittee consisting out of Ondrej Filip and  
me  
for the remuneration conversation. We are ready to talk and meet  
as soon as the candidates are informed.

Best regards,

Christian Kaufmann  
Chairman of the RIPE NCC Executive Board

## Announcement of Selections

From: "Daniel Karrenberg" <chair@ripe-nomcom.org>  
To: "RIPE List" <ripe-list@ripe.net>  
Subject: RIPE Chairs Selected  
Date: Thu, 02 Jul 2020 12:54:37 +0200  
Message-ID: <6141557F-3556-4333-AABE-DC23463A42BB@ripe-nomcom.org>

Dear colleagues,

The RIPE 2020 NomCom has selected Mirjam Kühne as RIPE Chair and Niall O'Reilly as RIPE Vice Chair. After interviewing all nominees, hearing substantial input from the community and a thorough discussion during three selection meetings all voting members voted to select Mirjam as Chair and eight out of ten voting members voted to select Niall as Vice Chair. The selection was subsequently supported unanimously by all members of the committee. We closely followed the process spelled out in ripe-727 and ripe-728. We regularly paused to confirm that the whole committee was comfortable with the process and its progress.

We were able to choose from a set of nominees who are all very capable and well respected in the community. We expect that the community would support any of them as their Chair. Our selection is in no way a negative statement about the nominees we did not select.

We selected Mirjam because the input from the community clearly favoured her. She is very widely regarded as someone who listens carefully to everyone and who helps the community to find consensus and move forward. We selected Niall because of the positive input we received about his track record with the community. Mirjam and Niall convinced us that they would work well as a team and complement each other.

The RIPE NCC board has confirmed the candidates in accordance with the process set out in ripe-727. The original time line called for a transition from Hans Petter to Mirjam and Niall during RIPE 81 in October. Hans Petter has since resigned as RIPE Chair because he accepted to be the new managing director of the RIPE NCC; he is currently also serving as RIPE Chair ad-interim. In this situation it makes little sense to stick to the original time line. Therefore we suggest that the outgoing and incoming Chairs arrange the transition among themselves as soon as practicable.

We plan to publish the NomCom report about this first run of the selection process in September before our term ends at RIPE 81. We expect to make suggestions for improving the process and look forward to the community discussing and deciding the process for the next iteration.

We thank everyone who supported the NomCom, especially all nominees and the many members of the community who made time to give us their input.

Finally we call on the whole community to welcome and support Mirjam and Niall in their new roles!

Daniel Karrenberg - Chair - RIPE 2020 Nomcom



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## Appendix Q: Questions for Nominees

Version 1.0

The NomCom encourages all nominees to ask their network of colleagues in the RIPE community to send direct feedback to the NomCom, either about the process or about particular nominees. Or about anything else they think is relevant!

Note that ripe-728 says: "*Nominees may choose to ask people to provide feedback to the nominating committee but should not encourage any public statements of support. Nominating committees should consider nominee-encouraged lobbying and campaigning to be unacceptable behavior.*"

Your responses to these questions will be held in confidence and not shared outside the NomCom. Any materials (notes, e-mails, etc) will be destroyed once the NomCom has finished its work.

### Process

Do you have any questions for the NomCom regarding the process?

### RIPE Community

What does the RIPE community mean to you?

How would you like to see the community evolve over the next five years?

What is your view of the relationship between the RIPE community and the RIPE NCC?

How do you see the RIPE chair's relationship to the WG chairs?

### Work of the RIPE Chair Team

How would you describe the responsibilities of the RIPE Chair Team (Chair and Vice Chair)?

What general areas would you make a priority?

How would you ensure that your priorities represented the needs of the RIPE community?

### Team

The RIPE Chair and Vice Chair work as a team. If you were selected, do you have a preference for who you would work with?

Do you have a preference for serving as Chair or Vice Chair?

How could you imagine organising your work with your counterpart?

### *Logistics*

How much time could you commit to your RIPE role?

How much travel are you prepared to do for the RIPE role?

Are there any foreseeable changes in circumstances that could cause you to have less time or energy for your RIPE role?

### *Independence and Transparency*

Would you expect to continue working for other organisations whilst also serving in the RIPE Chair Team?

If so, do you think it's important to separate the work you would do in the RIPE role and work that you might do for other organisations? If so, how could you manage that separation?

If not, how would you ensure the independence and transparency of the role?

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## Appendix R: RIPE NomCom 2020 Rules

Version 1.0 - 20 January 2020

### Scope

This document describes the operational rules of the 2020 RIPE NomCom. These rules are mostly taken directly from [ripe-728](#). All text literally copied from ripe-728 is indicated like this in the remainder of this document.

### Confidentiality

*All deliberations and supporting information that relates to specific nominees, candidates, and confirmed candidates are confidential.*

*The nominating committee and confirming body members will be exposed to confidential information as a result of their deliberations, their interactions with those they consult, and from those who provide requested supporting information. All members and all other participants are expected to handle this information in a manner consistent with its sensitivity.*

*It is consistent with this rule for current nominating committee members who have served on prior nominating committees to advise the current committee on deliberations and results of the prior committee, as necessary and appropriate.*

*The list of nominees willing to be considered for positions under review in the current nominating committee cycle is not confidential. The nominating committee may disclose a list of names of nominees who are willing to be considered for positions under review to the community, in order to obtain feedback from the community on these nominees.*

*The list of nominees disclosed for a specific position should contain only the names of nominees who are willing to be considered for the position under review.*

*The nominating committee may choose not to include some names in the disclosed list, at their discretion.*

*The nominating committee may disclose an updated list, at its discretion. For example, the nominating committee might disclose an updated list if it identifies errors/omissions in a previously disclosed version of the disclosed list, or if the nominating committee finds it necessary to call for additional nominees, and these nominees indicate a willingness to be considered before the nominating committee has completed its deliberations.*

*Nominees may choose to ask people to provide feedback to the nominating committee but should not encourage any public statements of support. Nominating committees should consider nominee-encouraged lobbying and campaigning to be unacceptable behavior.*

*RIPE community members are encouraged to provide feedback on nominees to the nominating committee but should not post statements of support/non-support for nominees in any public forum.*

### *Nominating Committee Operation*

*The following rules apply to the operation of the nominating committee. If necessary, a paragraph discussing the interpretation of each rule is included.*

*The rules are organized approximately in the order in which they would be invoked.*

### *Discretion*

*All rules and special circumstances not otherwise specified are at the discretion of the committee.*

*Exceptional circumstances will occasionally arise during the normal operation of the nominating committee. This rule is intended to foster the continued forward progress of the committee.*

*Any member of the committee may propose a rule for adoption by the committee. The rule must be approved by the committee according to its established voting mechanism.*

*All members of the committee should consider whether the exception is worthy of mention in the next revision of this document and follow-up accordingly.*

### *Milestones*

*The Chair must establish a set of nominating committee milestones for the candidate selection and confirmation process.*

*There is a defined time period during which the candidate selection and confirmation process must be completed. The Chair must establish a set of milestones that, if met in a timely fashion, will result in the completion of the process on time. The Chair should allow time for iterating the activities of the committee if one or more candidates are not confirmed.*

*The Chair should ensure that all committee members are aware of the milestones.*

### *Discussion Rules*

The chair will lead the discussions pragmatically. In case formality is needed it will be based on Roberts Rules of Order.

### *Voting Mechanism*

*The Chair must establish a voting mechanism.*

*The committee must be able to objectively determine when a decision has been made during its deliberations. The criteria for determining closure must be established and known to all members of the nominating committee.*

In teleconferences and physical meetings the chair will call a vote and determine the outcome pragmatically, based on Roberts Rules of Order if necessary.

The chair may call a vote by e-mail setting a deadline for casting votes. Committee members will send their vote to the committee mailing list for all members to see. After the deadline the chair will tally the votes and announce the result. If any committee member challenges the result of such a vote it will be repeated in a teleconference or physical meeting.

There will be no secret votes. While all votes will be seen by the committee, voting behavior will be strictly confidential within the committee.

During the selection process the collaboration web site may be used to collect input from members of the committee.

### Voting Quorum

*At least a quorum of committee members must participate in a vote.*

*Only voting volunteers vote on a candidate selection. For a candidate selection vote, a quorum is comprised of at least seven of the voting volunteers.*

*At all other times, a quorum is present if at least 75% of the nominating committee members are participating.*

### Deliberations

*All members of the nominating committee may participate in all deliberations.*

*The emphasis of this rule is that no member can be explicitly excluded from any deliberation. However, a member may individually choose not to participate in a deliberation.*

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## Appendix S: Survey Monkey Form for NomCom Volunteers

### Volunteer for the RIPE NomCom

Here you can volunteer for the 2019-2020 RIPE NomCom.

The RIPE NomCom will select the next RIPE Chair and RIPE Vice Chair. The selection is made by the voting volunteers on the committee. Should you wish to be considered as the next RIPE Chair or Vice Chair, you should of course not volunteer.

Ten voting volunteers will be randomly chosen to serve on the committee from a pool of volunteers. We are looking for about 100 volunteers representing a broad range of experienced members of the RIPE community who have attended at least three of the most recent five RIPE meetings. For details see ripe-727 and ripe-728.

We will store and process your responses for the purpose of the 2019-2020 RIPE Nomcom. We will publish the names and affiliations of all volunteers as required by ripe-728.

I will be happy to answer any further questions you may have.

Daniel Karrenberg / Chair of the 2019-2020 RIPE NomCom

1. Are you willing to fulfil the duties of voting volunteer on the RIPE NomCom as set out in ripe-728? (Yes / No)
2. Which of the most recent RIPE Meetings have you attended? Voting volunteers need to have attended at least three of these meetings. Remote participation does not count as attendance. Should you be selected, we will confirm your attendance with the meeting secretariat. (RIPE 79, Rotterdam, Netherlands, October 2019 / RIPE 78, Reykjavik, Iceland, May 2019 / RIPE 77, Amsterdam, Netherlands, October 2018 / RIPE 76, Marseille, France, May 2018 / RIPE 75, Dubai, UAE, October 2017)
3. Please enter your full name.
4. Please enter your e-mail address for NomCom related correspondence. Please be sure this is correct. We will not ask you to type it a second time.;-)
5. What is your primary company or organization affiliation (if any)? While NomCom members serve in a personal capacity, only two volunteers with the same affiliation may serve on the NomCom. This will be published in the list of volunteers.