

“AD shadowing” experiment

Alexey Melnikov <alexey.melnikov@isode.com>

Your Outgone AD

Outline

- Why?
- How?
- Results
- What can be improved?
- Next steps

Why?

- Inspire (or scare 😊) potential ADs
 - Behind the scene look
 - Show how much time AD job is
- “Show the ropes” to potential ADs
- My way of helping to grow next generation of ADs
 - The best way to motive potential ADs is to show them what the job looks like

How?

- Initial video call to discuss tentative process and set expectations
 - Made sure candidates knew what ADs supposed to do
 - Minimal time requirement (3-4 hours), but didn't enforce it
 - **Explained how candidates would get involved in the process**
- Weekly reminders about Formal / Informal telechats with links to WebEx to join
- Asking to triage documents and do some reviews
- Feedback on candidate's reviews and incorporating them into my ballots
 - Downgraded some comments marked as DISCUSS level
- **Weekly reports from me about what IESG related work I done**
- Followup call at the end of 4 weeks

Results (1 of 2)

- It was worth it!
 - “I feel better informed about the IESG’s process and the experience of being an AD”
- What worked well:
 - Both candidates and I appreciated getting involved in reviews and subsequent interactions
 - Better understanding of what IESG does
 - Fresh feedback on IESG discussions during telechats
 - Private feedback from candidates
- IESG work is not all about document reviews, but reviews take most of our time
 - At least for this AD
 - Telechat reviews and AD sponsoring
 - AD handover period probably skewed perception of one candidate

Results (2 of 2)

- Surprises
 - Some candidates didn't know that they could join telechats as observers
 - Dealing with extra reviews (and incorporating them into my ballots) was slightly unexpected load on me.
 - I needed to make sure that I read documents first and then had enough time to add candidate's comments
 - Lots of IESG discussions revolved around personnel, so it was hard to share that with candidates without disclosing how I felt about some participants ;-)
 - Similar for IANA related discussions, e.g. when dealing with complaints about Designated Experts being slow.
- Not as time consuming as I could have made it, but it can be ;-)
 - See my next slide

What can be improved?

- Including candidates in email discussions with chairs/editors/IANA and interviews required preapproval from all involved parties, which was time consuming
 - I mostly didn't do it in the end
 - But worth thinking more about and trying again
- Some candidates were not mentally prepared how much time this would take
 - I tried to “scale down”, when possible
- When to start the experiment
 - December or January might be better than March
 - March was really busy, so weekly reports on my IESG related work got sometimes delayed by 2 weeks

Next steps

- I encourage you to do something similar at the end of your AD term
 - Or even in the middle, if you dare!
 - Happy to remind continuing IESG at the end of 2020
- Ask former ADs to help with the process?
 - I suspect former ADs will be willing to teach candidates how to do document triage for telechats, what to look for during reviews
 - So part of work can be offloaded from current ADs

Questions?