“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?