

The Transfer Policy Review (TPR) Policy Development Process (PDP) Self-Assessment Survey Results Phase: Closing

Preamble

On 1 May 2025, the Working Group (WG) named above concluded a self assessment survey per the GNSO's WG guidelines. The assessment is to occur after the WG submitted its final report. The objective of the report that follows is to provide a summary overview of the results from the survey used to conduct this assessment. It is shared with the WG and the GNSO Council for consideration and subsequent actions, if any.

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1 Executive Summary

1.1 Introduction

On behalf of the GNSO Council, Policy Staff distributed a Working Group Member Survey to seek input about the functioning of the Transfer Policy Review (TPR) Policy Development Process (PDP) Working Group (WG). As the manager of the policy development process and other GNSO projects, the GNSO Council regularly reviews work underway within the GNSO and subsequently at its conclusion, which is the product of this survey. This assessment includes assessments of the ten (10) respondents of the WG participants who were asked to rank the EFFECTIVENESS (Scale 1-7) of several WG performance dimensions organized into: Inputs, Processes, and Outputs.

1.2 Structure of this Report

This report summarizes the results of the survey and includes:

- Aggregated response to all questions in which the respondents select from a menu of choices or from a numerical scale;
- Full text of any narrative responses such as comments or explanations of their numerical scores;
- Narratives are not attributable to the respondent.

1.3 Publication and Next Steps

This report will be publicly available:

- It will be sent to the GNSO Council leadership, the WG leadership team including the Council Liaison and will be shared with the full GNSO Council, upon request.
- Upon review it will be attached to the publicly-archived WG mailing list and posted on its public wiki page.
- Next steps, if any, and as a result of this survey are outside the scope of this report and will be addressed elsewhere.

2 Survey Results

2.1 Survey Tool

In line with the recommendations from the GNSO Council's Committee for Overseeing and Implementing Continuous Improvement (CCOICI), Google Form is the preferred platform for conducting and analyzing surveys in service of the GNSO. The pages below are a native export directly from the tool. The results of the data are based on Google Forms format options and are presented without any adjustments to the base data submitted by respondents.

2.2 Sections of the Survey Results

The closing survey was conducted for the TPR PDP WG, which was fielded from Wednesday, 9 April 2025 until Thursday, 1 May 2025. From the WG, ten (10) individuals responded to the survey.

The instructions given: In the next three (3) sections, you will be asked to rate the EFFECTIVENESS (Scale 1-7) of several WG performance dimensions organized into **Inputs, Processes, and Outputs**; the scale interpretation will be provided appropriate to each element.

The results are as follows:

RESPONDENTS – 10 Total

Primary Organizational Affiliation of Respondents

Registrar Stakeholder Group (RrSG) – 5 Respondents
At-Large Advisory Committee (ALAC) – 1 Respondents
Business Constituency (BC) – 1 Respondent
gTLD Registries Stakeholder Group (RySG) – 1 Respondent
Internet Service Provider Constituency (ISPCP) – 1 Respondent
Non-Commercial Stakeholder Group (NCSG) – 1 Respondent

WG Role of Respondents

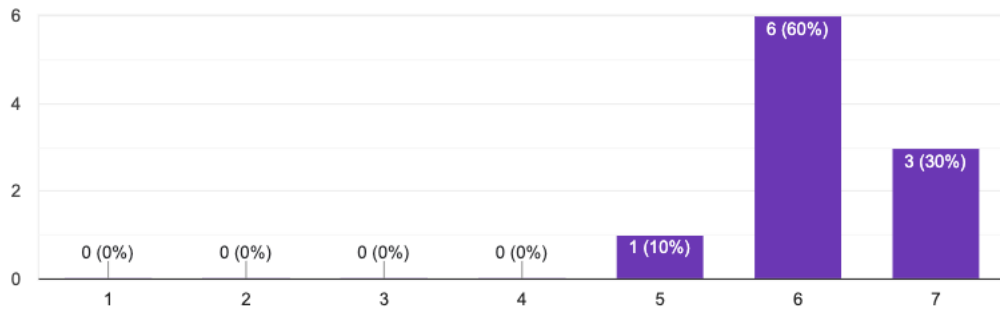
Member – 8 Respondents
Liaison – 1 Respondent
Background Contributor – 1 Respondent

3 Survey Section 1 INPUTS

Thinking about the overall EFFECTIVENESS of the WG's Inputs, how would you rate each of the following elements on a scale where **1=Highly Ineffective and 7=Highly Effective**:

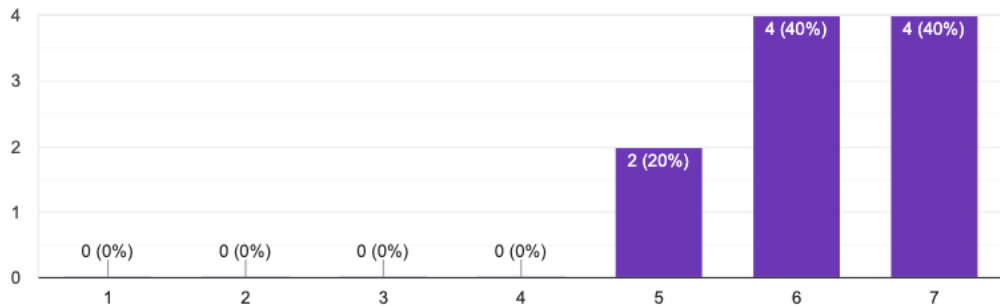
A) The **Charter/Mission** of the WG where: **1-Highly Ineffective** means confusing, vague, ill-structured, unbounded, unrealistic (e.g., time, constraints), unachievable; **7-Highly Effective** means understandable, clear, well-structured, bounded, realistic (e.g., time, constraints), achievable

10 responses

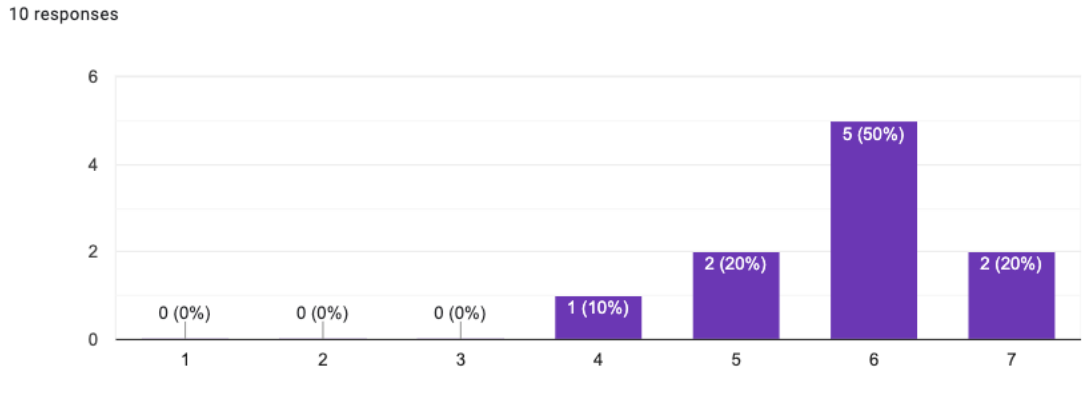


B) The **Expertise** of WG members where: **1-Highly Ineffective** means that, collectively, team members did not possess an appropriate level of knowledge/skill to fulfill the mission; and **7-Highly Effective** means that team members, collectively, were appropriately knowledgeable and skilled to accomplish the mission

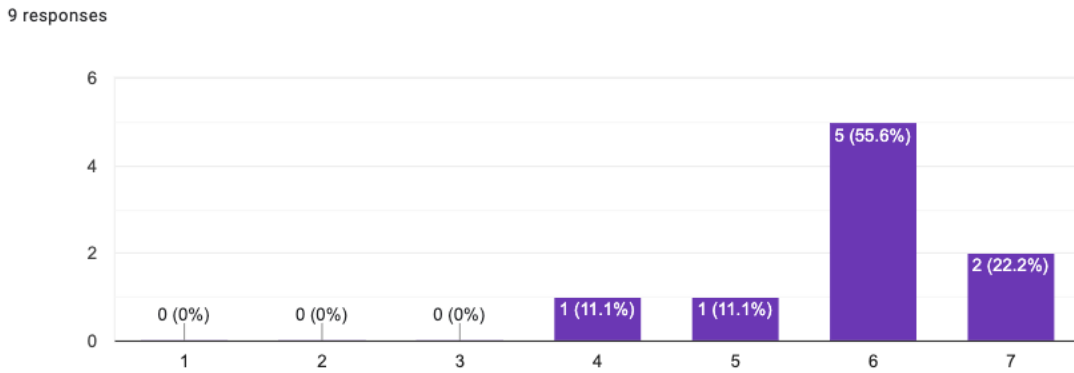
10 responses



C) The **Representativeness** of WG members where: **1-Highly Ineffective** means narrow, skewed, selective, unbalanced; and **7-Highly Effective** means broad, diverse, balanced

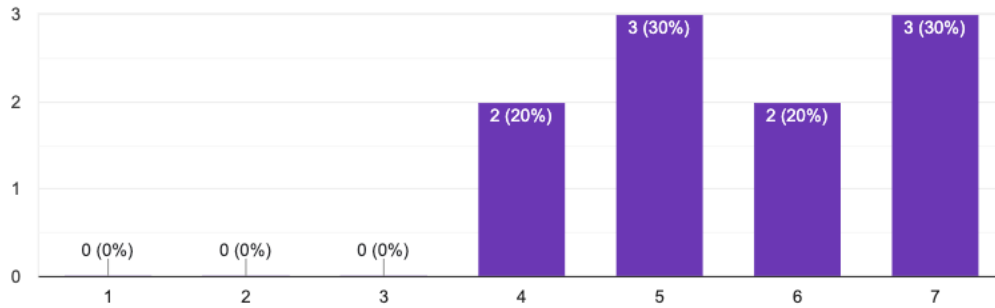


D) The **external Human Resources** (e.g., briefings, experts, consultants, liaisons) provided to the WG where: **1-Highly Ineffective** means inappropriate, inadequate, untimely, not helpful/useful; and **7- Highly Effective** means appropriate, adequate, timely, helpful/useful



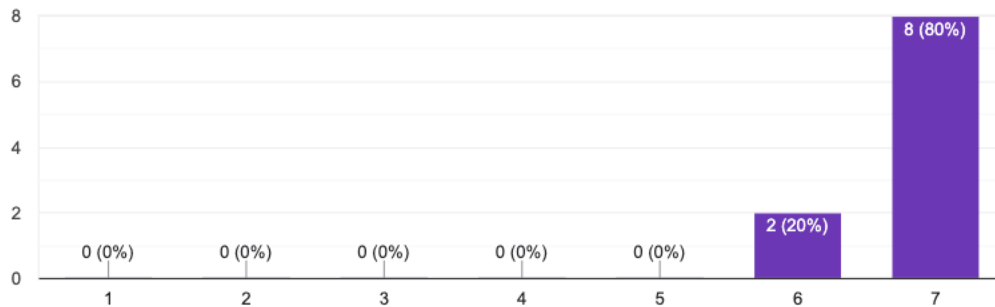
E) The **Technical Resources** (e.g., systems, tools, platforms, templates) provided to and utilized by the WG where: **1-Highly Ineffective** means difficult, challenging, clumsy, awkward, tedious, slow, not helpful/useful; and **7-Highly Effective** means easy, straightforward, clear, efficient, fast, helpful/useful

10 responses



F) The **Staff Support Resources** (e.g., meeting support, guidelines, documentation, drafting) provided to and utilized by the WG where: **1-Highly Ineffective** means inappropriate, inadequate, untimely, not helpful/useful; and **1-Highly Effective** means appropriate, adequate, timely, helpful/useful

10 responses



Other comments about the WG's Effectiveness:

Five (5) responses

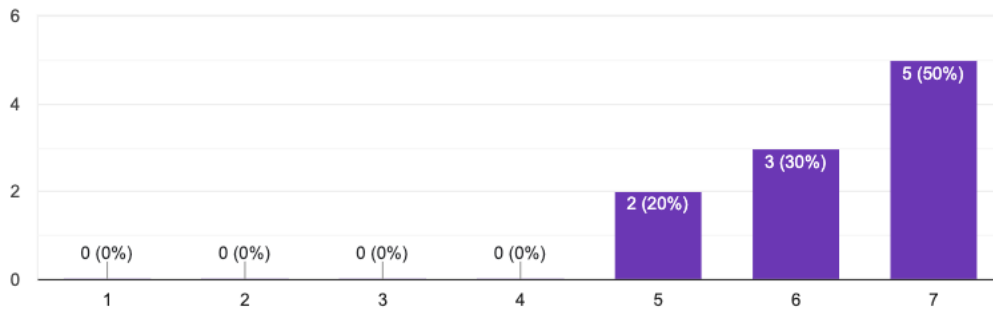
1. When it comes to the "Representativeness" of WG members, surely each community was represented, and in numbers in accordance with the charter; i.e. there were more representatives from the contracted parties than the non-contracted ones. This made sense, given the topic. A different way to think of "Representativeness" is the willingness of members of different constituencies to see the point of view of others. In this context, this member felt that the working fell short.
2. Left the external Human Resources blank as I dont recall that there were any.
3. Many constructive discussions.
4. The WG was comprised primarily of Rys and Rrs which meant that it was not truly representative of the model however this greatly increased the actual effectiveness and efficiency of the Registry which is what I tried to reflect in my responses.

4 Survey Section 2 PROCESSES

Thinking about the overall EFFECTIVENESS of the WG’s Processes, how would you rate each of the following elements on a scale where 1=**Highly Ineffective** and 7=**Highly Effective**.

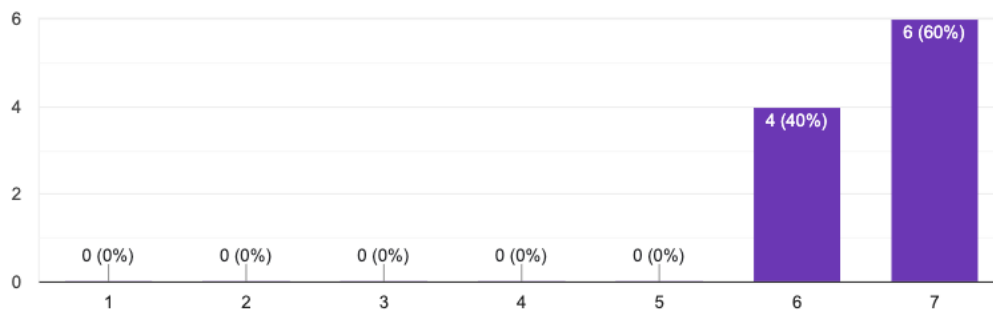
A) The **Participation** climate within the WG where: **1-Highly Ineffective** means inhospitable, unilateral, frustrating, unproductive; and **7-Highly Effective** means inviting, inclusive, accepting, respectful, productive

10 responses



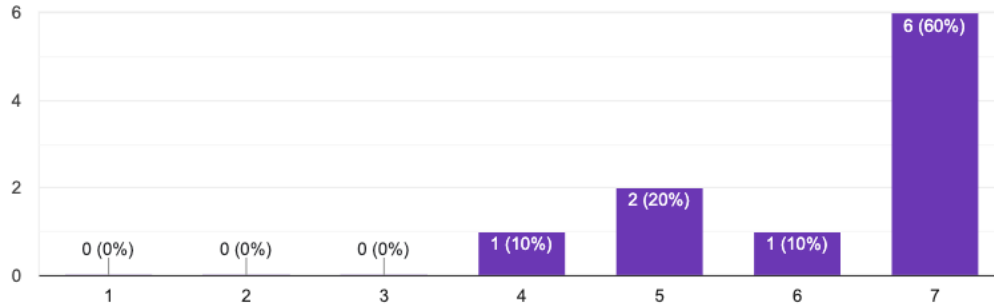
B) The **Behavior** norm of WG members where: **1-Highly Ineffective** means disruptive, argumentative, disrespectful, hostile, domineering; and **7-Highly Effective** means accommodating, respectful, collaborative, consensus-building

10 responses



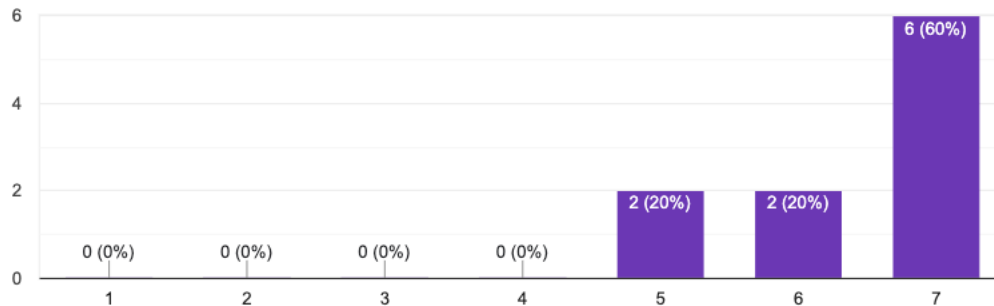
C) The Decision-Making Methodology (e.g., consensus) where: 1-Highly Ineffective means broken, ignored, not observed, disrespected; and 7-Highly Effective means honored, followed, observed, respected

10 responses



D) The **Session/Meeting Planning** (e.g., agendas) where: **1-Highly Ineffective** means disorganized, haphazard, unstructured, untimely notice; and **7-Highly Effective** means organized, disciplined, structured, timely notice

10 responses



Other comments about the WG's Processes:

Two (2) responses

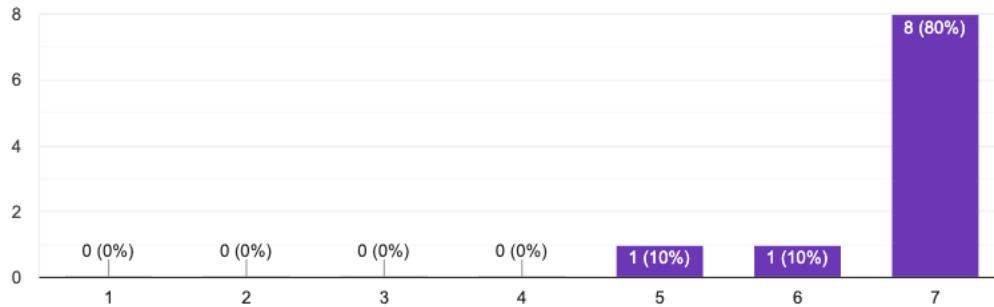
1. Following on my comment from the previous section, the "climate" was very much "inviting, inclusive, respectful, and productive", for several members it was not so much accepting. And while the "behavior was certainly "respectful", I did not get a sense that it was always "collaborative", even if consensus was reached in the end.
2. There were a lot of different registry and registrar models represented so there wasn't always complete cohesion, however everyone was respectful and engaged and participating and because of that environment we were able to reach consensus with relative ease (in comparison to other PDPs).

5 Survey Section 3 PRODUCTS AND OUTPUTS

Thinking about the overall EFFECTIVENESS of the WG's Products and Outputs, how would you rate each of the following elements on a scale where **1=Highly Ineffective** and **7=Highly Effective**:

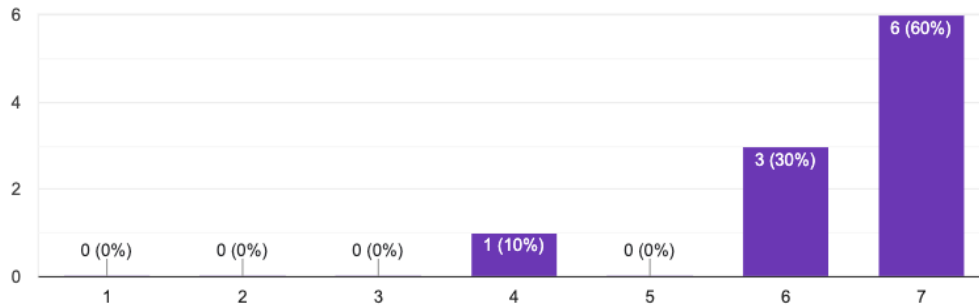
A) The WG's primary Mission where: 1-Highly Ineffective means not achieved, fulfilled, and/or accomplished per the Charter; and 7-Highly Effective means completely achieved, fulfilled, and/or accomplished as directed

10 responses



B) The **Quality** of the WG's outputs (a.k.a. deliverables) where: **1-Highly Ineffective** means incomplete, inadequate, materially deficient/flawed, unsupported; and **7-Highly Effective** means complete, thorough, exhaustive, reasoned, supported

10 responses



Other comments about the WG's Products and Outputs:

Two (2) responses

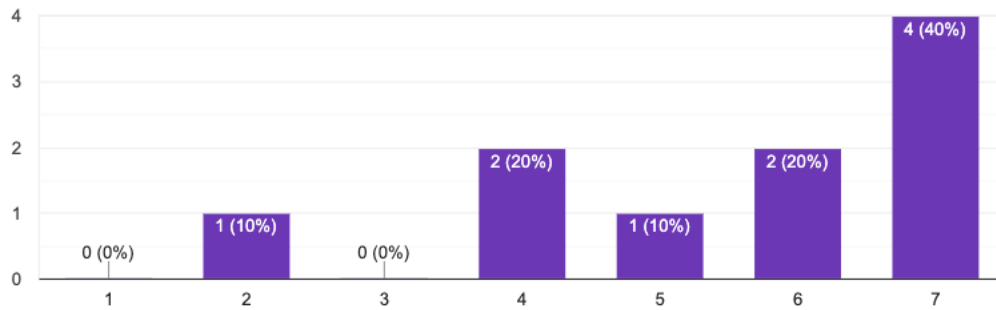
1. More could have been done establishing an actual dispute process for Registrars to follow, without a need for an expensive, cumbersome, and time consuming process of the TDRP.
2. The outputs from the WG are incredibly productive but shall require engineering efforts, however the best things in life take a little work. All in all the WG made some useful steps forward in the transfer process.

6 Survey Section 4 PERSONAL DIMENSIONS

As a result of having invested significant time and effort volunteering on a WG, your CO is interested to learn about your own personal Engagement, Fulfillment, and Willingness-to-Serve in the future.

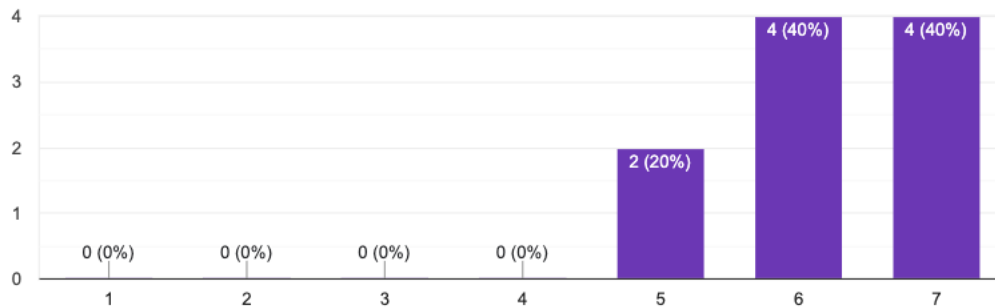
A) My personal **Engagement** in helping the WG accomplish its mission: **1-Participated Never**; and **7-Participated Extensively**

10 responses



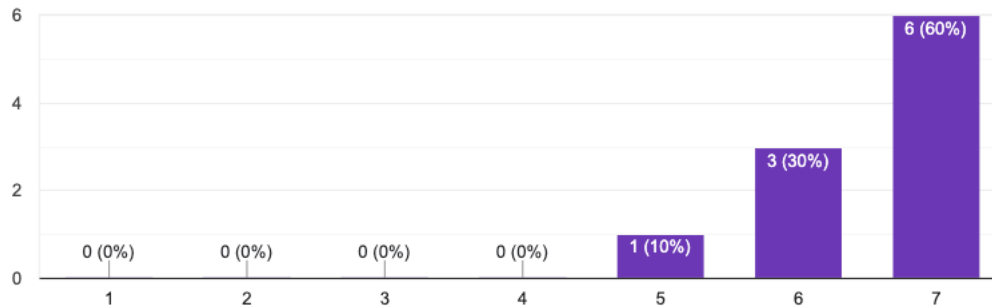
B) My personal **Fulfillment** considering the time, energy, and work efforts contributed to this WG: **1-Highly Unrewarding**; and **7-Highly Rewarding**

10 responses



C) Assuming all other conditions are suitable (e.g., subject, interest, need, fit, availability), I assess my personal **Willingness-to-Serve** on a future ICANN Working Group as: **1-Extremely Unreceptive**; and **7-Extremely Receptive**

10 responses



Please feel free to provide any additional feedback about your WG experience, any improvements that should be considered, or any other matter not covered elsewhere in this questionnaire.

Four (4) responses

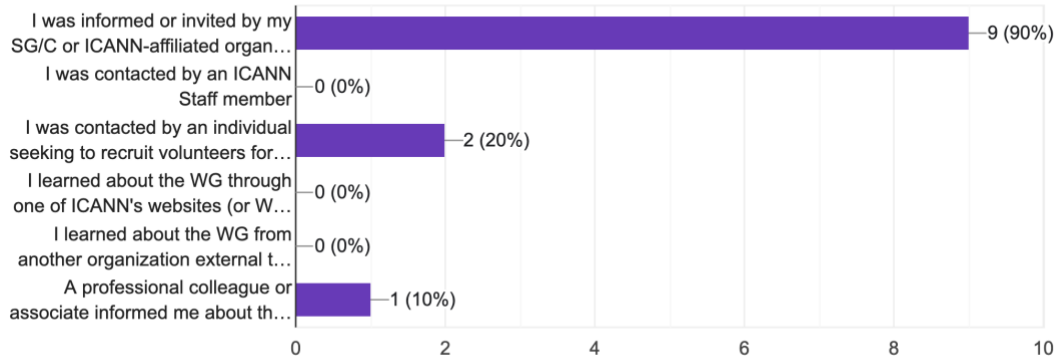
1. This was my first time working on an ICANN group project. I started as an alternate, then was moved to a regular member slot. Throughout the whole process my opinions were listened to and debated fairly. And while I believe more could have been done, I'm quite pleased with the process and how effective it is. I am looking forward to working further with ICANN and affiliated parties.
2. This was my first WG and it was a very rewarding learning experience.
3. This is a topic I cared a lot about and the WG was an effective and collaborative approach to addressing it.
4. Although I work for a specialised registrar, where there were elements where we needed to create additional outputs I was not only able to contribute, my voice was heard and this was overall an incredibly positive experience and I would gladly engage again.

7 Survey Section 5 DEMOGRAPHICS

Your CO has a few final questions that will assist in framing your experience with this WG.

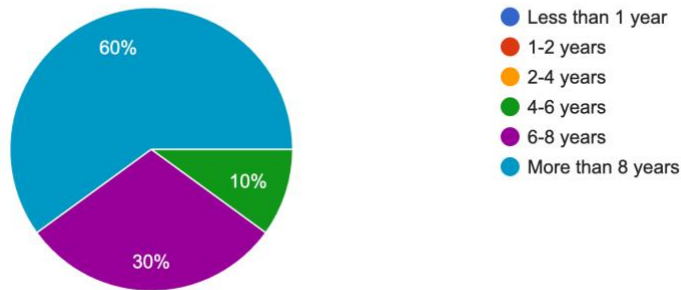
How did you learn about the WG (Select any/all that apply)?

10 responses



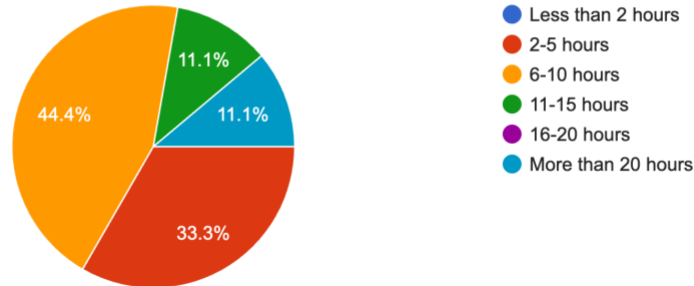
Approximately how long have you been involved with ICANN?

10 responses



Considering the most recent twelve (12) months, approximately how many hours per week do you spend on ICANN-related activities on the average?

9 responses



Please feel free to provide any additional feedback about your WG experience, this Self-Assessment, or any other matter not covered elsewhere in this questionnaire.

One (1) response

1. I believe you should assess explicitly leadership in the WG, specifically the Chair. I realize you could make the case that this is covered by the generic questions. My point is all of these efforts are improved with high quality leadership and understanding that explicitly is valuable. ICANN should provide any feedback gathered to both the "office" and the Chair of any stakeholder group from which the Chair originated, unless ICANN selected them in which case ICANN should take note for future use. Separately, in the case of PDP, Roger Carney did an outstanding job. He would be an excellent choice to lead any other group in the future.