



Individuals Working Group Progress Report

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Working Group

- Working Group Meetings


- Moved to Tuesdays at 8:30 am Pacific Time
- Participants: Azul, Fujitsu, Goldman Sachs, IBM, Morcocco JUG, Oracle, Werner Keil, SouJava, Patrick Curran, Heather VanCura.
 - Teleconference and WebEx meetings.
 - Working on draft document:
<http://jav.mn/jcpindivwg>
- Topics: Membership levels & benefits-- JUGs, Non-Profits, Professors/Educators, Individuals, EC Election voting, review OASIS Individuals provisions (summary included as Appendix) & recommend language for JCP.Next proposal, Liaisons .
- Two meetings since December 2013 Meeting.
 - Discussion of Doodle poll results and broader discussion of addressing the problem statement around Individual Participation in the JCP.

Problem Statement



- Individuals registering as JCP Members instead of their employer company to avoid fee or employer signature of JSPA; need to ensure that all contributed IP is covered by an appropriate grant.
- Individuals have the same rights as Corporate Members; possible to use to advantage in Elections and in IP contributions acting as agents of their employers.
 - Smaller companies especially are utilizing this method to avoid paying fees since there is one set fee for all corporate members; need to incentivize them to join the JCP program.
- Some developers are interested in joining the JCP, but employer will not sign Exhibit B--they cannot join the JCP program; need to better enable their participation.

Discussion points

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- Is the 'Affiliate' Membership an Alternative or a Replacement of the current JCP Individual Membership?
 - Is there a concern about the lack of an IP commitment from the *Corporate* employers?
 - If it is an alternative, how do we strengthen the Exhibit B for Individual Full Members to address the IP concerns covered in the Problem Statement on slide 3?
 - We cover the JUGs/educational/non-profits already in the proposal to ensure we enable their participation.

Proposal of Solution



- Create additional category of membership for individuals that would not involve the employer signing the JSPA, but maintain transparency delivered through JCP.Next.
 - Public Observers
 - This is enabled through the participation and transparency of JCP.Next *already delivered*.
 - No signature required, can register on jcp.org and java.net for access to JSR EG work (all done in the open).
 - Liaison Member (details tbd)
 - Affiliate Member
 - Simplified Contributor agreement for Individuals, no employer signature required. **Cannot** serve on an EG, as Spec Lead or on EC, but can make contributions and be listed as a 'Contributor' on JSR page(s).
 - Corporate/Non-Profit Full Member
 - Full benefits including serving on JSR Expert Groups. **No Exhibit B(?)**-some individuals would still qualify (provisions to be determined) but most would convert to Affiliate level.

What about Non-Profits, JUGs, Professors?



- Non-Profit organizations, Universities, Professors *can* join as Full Members of the JCP.
 - These types of Members would therefore be able to serve on the EC and JCP.Next JSRs (Affiliates cannot serve on the EC).
 - Non-Profits including JUGS must be legal entities and provide proof of legal entity status to join as Full Members.
 - If educators cannot sign the JSPA in their own right, they can join as Affiliate Members of the JCP or associate with a Full Member if they have an *IP Binding* relationship with that Member.
 - Corporations *cannot* join as Affiliate members.
- JUG members (non-legal entities) could join as Liaison Members. Members of these JUGs would *not* be able to serve on JSR EGs, but may make contributions through Affiliate level membership(s) and work on JSRs as 'Contributors'.

Proposed Full Membership Provisions



- The JCP offers Full membership to Corporations, Non-Profits (who are legal entities), and Individuals who are self-employed, or unemployed.
 - Individuals may apply for Full JCP membership and participate on JSR expert groups if:
 - you are self-employed or unemployed (this would include students) and
 - sign the JSPA on your own behalf and
 - are legally able to directly license your own Intellectual Property as required by the JSPA (i.e., you have not assigned your IPR to an employer or other legal entity).
 - Possibility of an exception process with strengthened Exhibit B.

Full Membership Associations



- People can be associated with Full members and may participate on JSR expert groups if they have an *IP Binding* relationship and are legally bound to the organization (ie Corporate employees, Eclipse staff, W3C staff, University staff).
 - *Exception process for academics or other individuals with strengthened Exhibit B, see previous slide.*

Messages



- Java's promise and future depends on your participation in the JCP Program. Your participation, commitment and support is vital.
- Tremendous value from your contributions to the JCP and JSR development as a result of JCP.Next Transparency and participation changes (more developer review of JSRs progress, comments and feedback early to make the specs better, more relevant, worldwide perspective).
- We will continue to embrace these contributions by creating JCP 'Affiliate Members'.
 - Simple Contributor Agreement (CLA), the JSPA would not be signed, (no employer signature required).
 - Formally recognizing your contributions on JSR pages.
 - <http://jcp.org/en/jsr/detail?id=xxx> -- not as an EG members, but as 'JSR Contributors' (under the list of 'Expert Group Members').
- JSRs and technology developed through the JCP can be trusted. You can implement the technologies into your projects and products with the promise that this intellectual property(IP) is safe to use and implement.

Potential Benefits for Affiliates

- Create value and benefits for Affiliate Membership (Full Members will also receive these benefits in addition to existing membership benefits <http://jcp.org/en/participation/overview>).
 - Can make (need definition) contributions to JSR expert groups such as bug fixes and minor enhancements.*
 - Will be able to sign up for as a “Contributor” on JSR pages.
 - JavaOne discounts and priority seating.
 - JCP membership items – (electronic) membership card, t-shirt, etc.
 - Inclusion in JCP Membership events.
 - Online calls or forums with technical speakers, exclusive access.
 - Speakers Bureau and support for events.
 - Addition of blog &/or twitter feed to JCP community on java.net.
 - Voting rights in the Annual JCP Program Awards.
 - *Some* voting in the JCP Elections-risk of upsetting system in place (see next slide).

* *Remember, they will have signed a Contributor Agreement.*

EC Elections Voting Options



- WG decision to reduce the options and poll the EC Members;
first poll results:
 - <http://doodle.com/ibu9dpv5x9it8emdhd8qk5f/admin#table>
 - 2) Affiliate Members have full voting rights (11).
 - 4) Affiliate Members vote for elected seats only (8).
 - 5) Introduce third category of EC seats and give Affiliate Members rights for the third category, ie ratified, elected, affiliate representative seat(s) (18).
 - 6) Weighted voting process, giving Affiliates a specified percentage (3).
- Second poll in progress now with top two options:
 - <http://doodle.com/vpr64xqprasu5fisgtxcfqus/admin#table>
 - 2) Affiliate Members have full voting rights (6).
 - 5) Introduce third category of EC seats and give Affiliate Members rights for the third category, ie ratified, elected, affiliate representative seat(17).

EC Elections Voting Option #2



2) Affiliate Members have full voting rights.

Pro: Preserves current voting structure and voting rights for all types of members. Allows community to keep members of the EC in check. Simple to implement; makes community feel involved.

Con: Affiliate members are not contributing in a significant way to the organization (not serving on JSR expert groups), so this is unequal rights to give full members same rights as affiliate members. Associates voting power with community membership, and not with contributions.

EC Elections Voting Option #4



4) Affiliate Members vote for elected seats only.

Pro: Gives the larger java community (Affiliate members) influence in the selection of the JCP EC 'elected' seats.

Con: Gives too much (or too little) influence to the Affiliate level members; giving rights to vote only on elected seats looks like Oracle does not want Affiliate members involved in the ratified elections process.

EC Elections Voting Option #5 *



5) Introduce third category of EC seats and give Affiliate Members rights for the third category, ie ratified, elected, affiliate representative seat(s).

Pro: Gives Affiliate level members some rights and aligns these members with representative that have similar interests related to the JCP.

Con: Forces EC member candidates to chose which type of seat to run for in the election; gives Affiliate members a small percentage of influence in Elections; Members may easily win this seat if there is not a significant number of Members eligible to be Full Members and therefore, qualified to run in the EC Elections

* Most popular selection in the Doodle poll of EC Members.

EC Elections Voting Option #6



6) Weighted voting process, give Affiliates a specified percentage of voting rights (amount tbd).

Pro: Gives some decision power to the Affiliate members in Elections, but not the final authority on selection of the EC Members-- that stays with the Full Members who are putting the significant contributions into the JCP via JSR expert groups. One company does not equal One person in influencing the Elections. Weight could be adjusted annually to take into account the distribution of the membership-Affiliates and Full members.

Con: More complicated to implement; hard for members to understand. Process more complex on the backend.

Next Steps



- Agreement on Proposal of WG?
 - WG Session at January EC Meeting.
 - Confirm Problem Statement and decide if the Affiliate is an alternative or addition to current Individual Memberships.
- Interviews with select JCP members: Individual Members, Academics, JUGs, Small/micro Member companies.
- Discussion, feedback, comments, questions?



Appendix

OASIS Individual Membership



- OASIS also offers membership to individuals who are self-employed, unemployed, or employed by organizations unable to join OASIS.
- Participation privileges are limited to Committee work. Individual members do not receive marketing or visibility benefits, and they are not eligible to vote on OASIS Standards or elections for the Board of Directors. Membership is held by the named person only and cannot be transferred.
- You may apply for Individual membership if you are self-employed or unemployed and sign the OASIS Membership Agreement on your own behalf and are legally able to directly license your own Intellectual Property as required by the IPR Policy and TC Process (i.e., you have not assigned your IPR to an employer or other legal entity)
- Fee \$310/year

EC Elections Voting Example



- Say we have 30 full members (FM) and 70 affiliate members (AM). Each FM has a full vote (1), all AM have a 20% influence on the voting (that means that FM have 80%).
- $0.8 / 30 \rightarrow 1$; $0.0267 \rightarrow 1$
- $0.2 / 70 \rightarrow x$; $0.0029 \rightarrow x$
- So, 0.0267 is to 1 what 0.0029 is to x, that is:

$$\begin{array}{r} 0.0267 \quad 1 \\ \hline \end{array} = \begin{array}{r} \hline \end{array}$$

$$\begin{array}{r} 0.0029 \quad x \\ \hline \end{array} = \begin{array}{r} 0.0029 \\ \hline 0.0267 \end{array}$$

$$x = 0.1086$$

- So, one vote for the AM values 0.1086 vote. Lets say that everyone voted:

$$\text{FM} \rightarrow 30 \times 1 = 30; \text{AM} \rightarrow 70 \times 0.1086 = 7.602$$

- So, AM is 20% of the votes.

Proposed Fee Structure



- Full Membership: Lower fee for smaller corporations (self assertion from members).
 - Enforced by PMO:
 - \$1000 micro organizations (less than 10 employees).
 - \$2000 small organizations (less than 50 employees).
 - \$5000 medium/large organizations (greater than 50 employees).
 - Continue to waive the fee for non-profits and Individuals.
- Affiliate Membership: No fee for Affiliates, but encourage Affiliate members to contribute/donate to JSR activity.
 - This is useful information and also may increase participation and contributions from Affiliate members.

Previous EC Elections Voting Proposal



- Affiliate Members are important to the continued success of the JCP and will have *some* voting rights in the EC Election process.
- Introduce weighted voting to give Affiliate Membership a specified percentage of influence in the selection of EC Membership.
 - Example.
 - Give Affiliate Members 20% of the voting influence.
 - Designed to guarantee each Member the *opportunity* to influence the selection of the JCP EC Membership.
 - Affiliate Members receive total voting weight = 20%, Full Members receive total voting weight = 80%.