

Wikimedia Foundation metrics meeting

28 April 2016



Agenda

A panoramic view of a historical site, likely a Roman or Greek ruin, during sunset. The scene features a prominent classical building with a portico and columns in the center, surrounded by other stone structures and ruins. The sky is a mix of orange, yellow, and blue, with soft clouds. The foreground shows a dirt path and some low-lying vegetation.

Welcome

Community update

Transition update

Metrics

Research

Product demo

Q&A

Welcome!

Requisition hires:

- Alex Stinson - CE - Vermont (conversion)

Contractors, interns & volunteers:

- Aubrie Johnson - Communications - SF
- Angel Lewis - Talent & Culture - SF



Anniversaries

Tim Starling (10 yrs)

Rob Halsell (9 yrs)

Timo Tijhof (5 yrs)

Faidon Liambotis (4 yrs)

Matthias Mullie (4 yrs)

Chris Steipp (4 yrs)

Haitham Shammaa (4 yrs)

James Forrester (4 yrs)

Daisy Chen (4 yrs)

Brandon Black (3 yrs)

Monte Hurd (3 yrs)

Jan Eissfeldt (3 yrs)

Janet Renteria (3 yrs)

Jaime Anstee (3 yrs)

Erik Bernhardson (3 yrs)

Giuseppe Lavagetto (2 yrs)

Katherine Maher (2 yrs)

Sarah Rodlund (2 yrs)

Danny Horn (2 yrs)

Dmitry Brant (2 yrs)

Edward Galvez (2 yrs)

Michael Beattie (1 yr)

Joel Aufrecht (1 yr)

Neil Quinn (1 yr)

Madhumitha Viswanathan (1 yr)

Kalliope Tsourousidou (1 yr)

Byron Bogaert (1 yr)

Stephen Niedzielski (1 yr)

Zhou Zhou (1 yr)

Moritz Mühlenhoff (1 yr)

Stephane Bisson (1 yr)

Community update



Wikimedia Conference

- April 20 - 24, Berlin, Germany.
- 198 participants from 78 Wikimedia Affiliates. **Only a third is staff.**
- Three cornerstones: (a) “How to **move forward**”; (b) One overarching movement theme: **Impact**; (c) Capacity building and **learning**



Wiki Loves Folk

A photograph of a festival in Spain, likely the 'Fiesta de San Juan' in San Sebastián. The scene is filled with people in traditional costumes, including a prominent figure in a yellow and purple outfit with a red hat and a clear face shield. They are holding long poles that emit bright sparks, creating a dense shower of golden light. The background shows a city street with buildings and other participants in red and orange costumes. The overall atmosphere is festive and dynamic.

- A photo contest to capture festivals declared of touristic interest in Spain, organized by Wikimedia España.
- April 1 - 30
- 560 images thus far

CEE Spring

A writing contest for **Wikimedia Central and Eastern Europe**, to support article creation about every country in the region on every Wikipedia in the region.

Uses bots and items from **Wikidata** to pull articles that need to be translated
29 participating languages, **+6,000** articles in two months

Wikimedia Hackathon 2016



- April 1 - 3, Jerusalem.
- 118 participants from 18 countries
 - 42% newcomers
 - 29% women participants
 - Experiment: the **Community Wishlist** was presented as a goal.
 - 8 requests saw some progress

WikiArabia 2016

- 3-day long conference for Arabic speaking Wikimedians during March 24-26
- Priority areas:
 - Bot programming and Mediawiki tools training
 - Right-to-left language issues
 - Wikidata
 - One learning day dedicated to Wikimedia Programs
- Addressing regional challenges of Jordan and Morocco



Wikimedia project milestones

- **Japanese Wiktionary** reached **150,000** entries
- **Serbian Wiktionary** reached **100,000** entries
- **Bengali Wikisource** reached **10,000** text units
- **Ukrainian Wikisource** reached **5,000** text units



вишејезична слободна
енциклопедија

Викиречник

[ˌvikiˈrɛtʃnik], *m*

Слободан речник

a wiki-based Open
Content dictionary



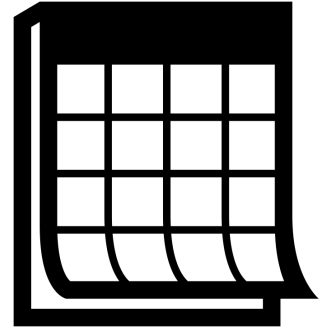
উইকিসংকলন



ВІКІДЖЕРЕЛА

WMF collaborations with communities: May

- **Community Capacity Development** surveys in **Brazil** for media relations and **Ukraine** in Conflict Management
- FDC Deliberations for Round 2 2015-2016
- More activities and events at https://meta.wikimedia.org/wiki/Community_Engagement/Calendar



Transition update



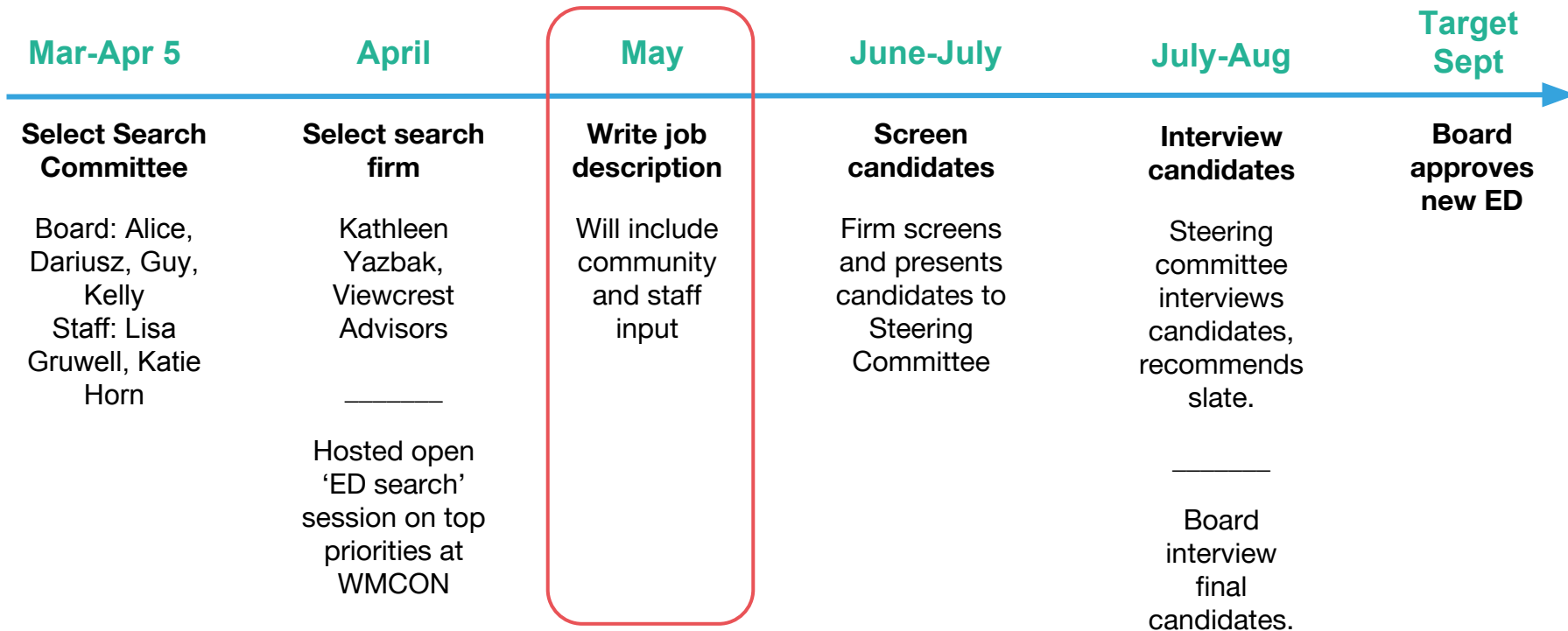


Transitional priorities

Stabilize, rebuild, unite

- Support the permanent ED search process
- Fill critical operating vacancies, with an emphasis on strengthening the HR function:
 - CTO
 - VP HR; and the employee relations specialist
 - Head of Community Engagement
- Deliver 2016-2017 annual plan for review and approval
- Deliver 2016-2018 Foundation strategy for review and approval
- Implement a plan to address critical engagement survey results

Executive director search



Fill critical executive vacancies



Katherine Maher
Interim ED



Geoff Brigham
General Counsel



Jaime Villagomez
Chief Financial
Officer



Lisa Gruwell
Chief Advancement
Officer



Wes Moran
VP Product/
Interim VP
Technology



Chief Technology
Officer



Joady Lohr
Interim VP Talent &
Culture



Maggie Dennis
Interim Chief Community
Engagement Officer



Heather Walls
Acting Director
Communications

Proposed search timelines*

Alignment & research

Stakeholder engagement
Job description
Candidate pool

ED: April-May

CTO: Nearly complete
VP HR: July
CCE: September

Outreach & development

Candidate outreach
Resume review
Initial screens

ED: May-June

CTO: April-May
VP HR: July-Aug
CCE: October

Assessment & selection

Interviews
Select finalists
Final interviews

ED: June-August

CTO: May-June
VP HR: Aug-Sep
CCE: November

Announcement

Negotiations
Offer
Communications

ED: September

CTO: June-July
VP HR: Sep-Oct
CCE: December

*Subject to change

Annual plan

A satellite view of Earth from space, showing the curvature of the planet and city lights at night. The image is dark with a thin blue and green line representing the atmosphere. The ground is mostly black with numerous bright yellow and orange spots representing city lights. The text is overlaid on the left side of the image.

Invest in strategic programs

Improve our core infrastructure

Set the stage for long-term sustainability.

Annual plan timeline

April 1 Posted on Meta (FY16-17 Annual Plan & revised Strategy)

April 1-30 Draft of Annual Plan / Strategy available for comments

May 13-15 FDC deliberations in Warsaw

May 26 Revised Annual Plan given to Audit Committee and WMF Board

by June 30 Board votes to approve annual plan

July 1 FY16-17 begins

How to give feedback

- On Meta: https://meta.wikimedia.org/wiki/Wikimedia_Foundation_Annual_Plan/2016-2017/draft
- Interested in your comments, questions, feedback
- Appreciate both public and private comments
- What are we looking for?
 - How should we prioritize?
 - What, or who, is missing?
 - Where can we coordinate with you?

A close-up photograph of a green plant with serrated leaves and a central cluster of small, light green buds or flowers. The leaves are vibrant green with prominent veins and serrated edges. The central cluster consists of many small, rounded buds or flowers, some showing a yellowish-green hue. The background is a soft, out-of-focus green.

Strategic plan

Strategy

- On Meta: https://meta.wikimedia.org/wiki/2016_Strategy/Draft_WMF_Strategy
- Our guiding direction for the next 18-24 months
- The [strategic priorities](#) anchor our FY16-17 annual plan
- The coming year presents an opportunity:
 - To envision the future of our movement
 - To consider our strategic challenges
 - To plan for the sustainability of the community and projects
 - To continue to explore funding, partnership, and distribution opportunities
 - To further investigate technology and information trends

Strategic priorities

Reach

We will better understand and respond to the needs of our global users so that more people can share in free knowledge.

Communities

We will increase volunteer retention and engagement through improved programs, experiences, and resources.

Knowledge

We will increase and diversify knowledge by developing high-priority curation and creation tools for user needs.

Rebuilding efforts across the Foundation



Improving engagement and performance

Nov staff survey:

Issue 1 – Environment:
Aggressive
communications & poor
conflict resolution

Issue 2 - Managers not
managing poor
performance and poor
attitude

Measures taken:

- Reduced employee relations situations through proactive issue mitigation
- Hired additional staff for coaching, employee relations, and performance review support
- Reintroduced 1:1 manager training on performance management, conflict resolution, and communications
- Assisting with performance improvement plans for staff that need additional support
- Conducting audit of FY15-16 annual reviews to identify possible org-wide development areas

Strengthening leadership

Nov staff survey:

Issue 3 – Lack of strategy, frequent/erratic change, and insufficient transparency

Issue 4 – C-team not aligned

Measures taken:

- Submitted [annual plan](#) and [draft strategic plan](#)
- Built interim transition plan
 - [Published transition priorities](#)
- Increased staff consultation on critical processes
 - Annual plan
 - ED search committee
- Increased leadership transparency
 - C-team meetings
 - Retreat minutes
- Filled open positions with trusted internal interims
- Q3 C-team retreat on FY16-17 priorities

Building strong culture

Additional measures taken:

- Reintroduced comprehensive, 360 performance reviews and training
- Reintroduced structured off-boarding and exit interviews
- Reintroduced Wikilead leadership development training
- Relaunched OfficeWiki for internal communications & operations updates
- Created new opportunities for constructive staff discussion
- Presented an all-staff session on unconscious bias
- Launched year-long “WellBeing program” to support staff

Additional measures planned:

- Introducing new onboarding, acculturation, and community orientation
- Clarifying organizational values for incorporation in hiring, reviews, promotions, performance, and terminations
- Introducing FY16-17 program on supporting and promoting diversity

New engagement survey

A large crowd of people is gathered in a room with high ceilings and columns. Many people have their hands raised in the air, suggesting an interactive session or a Q&A period. The lighting is warm and focused on the audience.

- May 2016 for full-time employees and contractors
- Consistent questions with November 2015 for comparative data
- Using Culture Amp for the data collection and presentation of results, for impartial, third-party consistency

Metrics



Remember that visual editor experiment we did?

(in May 2015)



Well, bigger is better, right?



Well, bigger is better, right?

76 858

users in the expanded version

19 522

users in the original

“

H2. More damage?

- More newcomers blocked for vandalism?
 - Not significant
- Reverted edits?
 - Significantly fewer -- but tiny effect.

Slight reduction in damage

”

In the expanded study:

16.8%

of article edits reverted
in the control group

15.2%

of article edits reverted
in the visual editor group

In the expanded study:

the visual editor group
likely avoided

1,100

reverts

during the two-month
study

Research



Anonymous productivity and efficiency



Omid Kokabee (*Persian*: امید کوکبی; born 1982) is an Iranian experimental laser physicist at the [University of Texas at Austin](#) who was arrested in Iran after returning from the United States to visit his family in January 30, 2011.^[1] He was initially charged with "gathering and colluding against national security" but later after being acquitted from the primary charges, he was trialed for "communicating with a hostile government (USA)" and "illegitimate/illegal earnings".^{[2][3]} Even though he repeatedly denied all charges against himself, he was finally sentenced to ten years in prison.

In September 2013, the [American Physical Society](#) announced Kokabee as a co-recipient of its 2014 [Andrei Sakharov Prize \(APS\)](#) for "his courage in refusing to use his physics knowledge to work on projects that he deemed harmful to humanity in the face of extreme physical and psychological pressure".^[4]

In November 2013, [Amnesty International](#) released a public statement declaring Kokabee a "[prisoner of conscience](#), held solely for his refusal to work on military projects in Iran and as a result of spurious charges related to his legitimate scholarly ties

Omid Kokabee



Born	1982 (age 33–34) Gonbad-e Qabus, Iran
Nationality	Iranian
Ethnicity	Iranian Turkmen
Alma mater	University of Texas at Austin ICFO – The Institute of Photonic Sciences Polytechnic University of Catalonia University of Barcelona Autonomous University of Barcelona Sharif University of Technology

Omid Kokabee: Difference between revisions

From Wikipedia, the free encyclopedia

Revision as of 05:16, 17 March 2015 (edit)

[SamuelMarkson](#) ([talk](#) | [contribs](#))

(Added description and link to 2014 AAAS Scientific Freedom and Responsibility Award)

[← Previous edit](#)

Revision as of 02:03, 23 March 2015 (edit) (undo)

[70.114.219.209](#) ([talk](#))

(→ Activism and recognition: Inserted that Kokabee is the 2014 recipient of the AAAS Scientific Freedom and Responsibility Award.)

[Next edit →](#)

Line 108:

Line 108:

+

+

On October 27, 2014, the American Association for the Advancement of Science (AAAS), the largest general science association in the world, selected Kokabee as the recipient of the 2014 Scientific Freedom and Responsibility Award "for his courageous stand and willingness to endure imprisonment rather than violate his moral stance that his scientific expertise not be used for destructive purposes and for his efforts to provide hope and education to fellow prisoners"^[6]
<ref><http://www.aaas.org/news/2014-aaas-scientific-freedom-and-responsibility-award-goes-omid-kokabee-iranian-physicist-and></ref>

Revisions	PWR
1: Apples are red.	6
2: Apples are blue.	0
3: Apples are red.	0
4: Apples are tasty and red.	1
5: Apples are tasty and blue.	0

```
graph TD; 1[1: Apples are red.] --> 2[2: Apples are blue.]; 2 --> 3[3: Apples are red.]; 3 --> 4[4: Apples are tasty and red.]; 4 --> 5[5: Apples are tasty and blue.]; 1 -.-> 3;
```

Revisions

PWR

1: Apples are red.

6

2: Apples are blue.

0

3: Apples are red.

0

4: Apples are tasty and red.

1

5: Apples are tasty and blue.

0

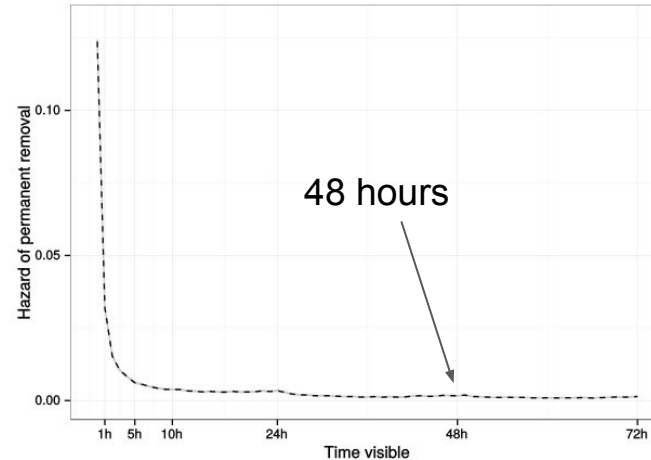
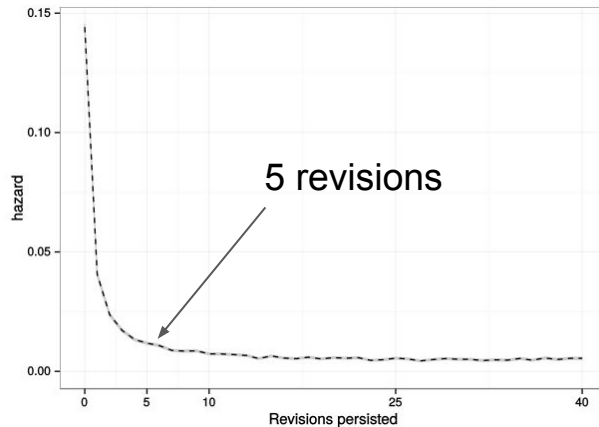
Reverted!



In plain English:

Persisting word:

A *word-like* token added to an article that survives through at least **5 revisions** by other people or **48 hours** before being removed forever.



In plain English:

Persisting word:

A *word-like* token added to an article that survives through at least **5 revisions** by other people or **48 hours** before being removed forever.

Not a complete measurement:

Misses: Talk page activity, Template work, Image uploads, Counter-vandalism, Research & tool development, etc.

In plain English:

Persisting word:

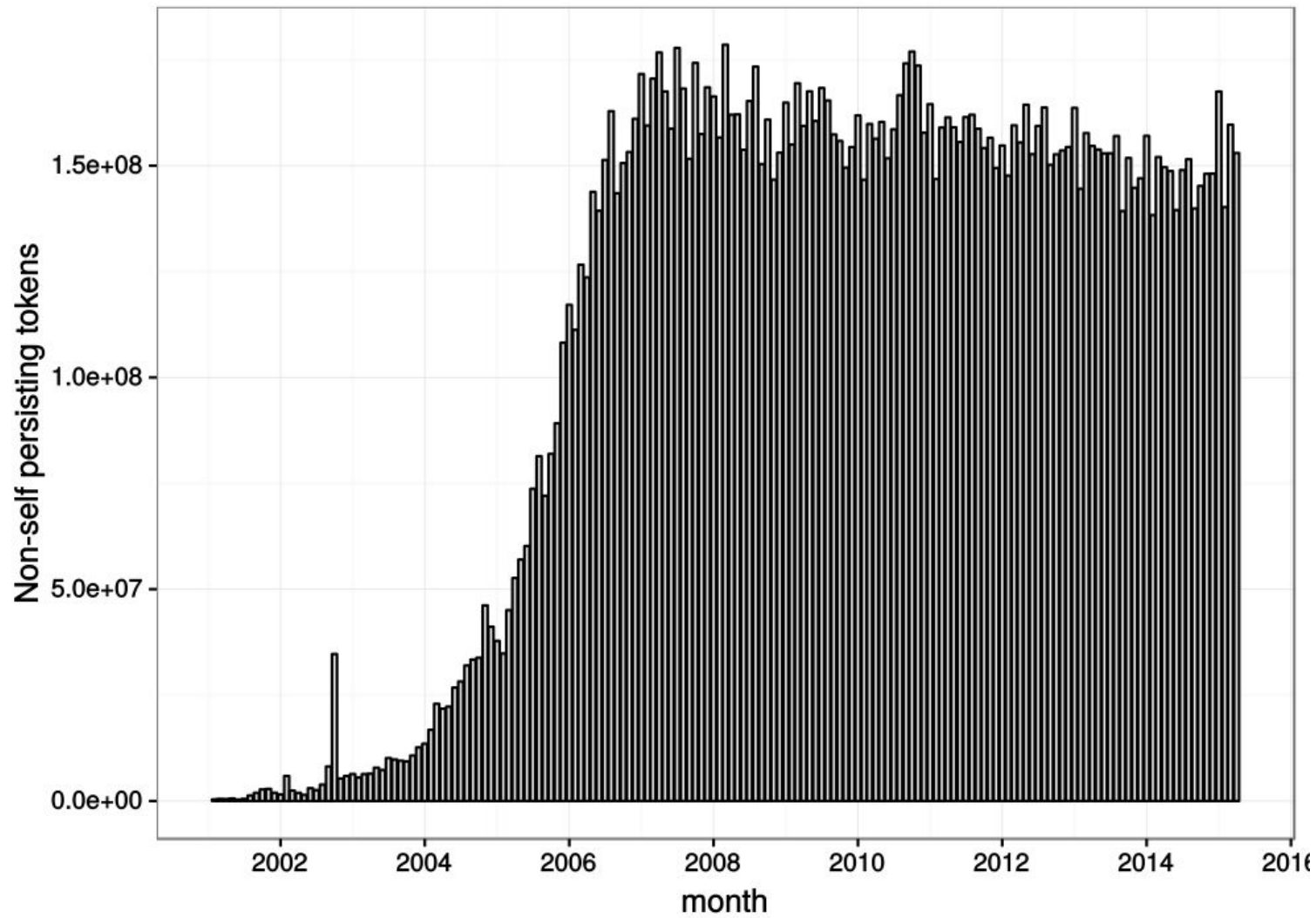
A *word-like* token added to an article that survives through at least **5 revisions** by other people or **48 hours** before being removed forever.

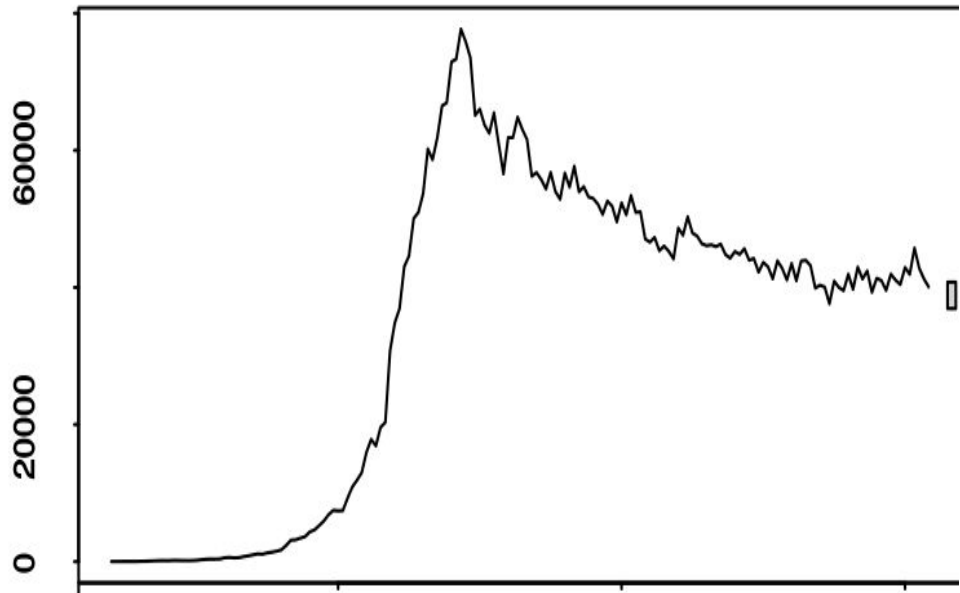
Not a complete measurement:

Misses: Talk page activity, Template work, Image uploads, Counter-vandalism, Research & tool development, etc.

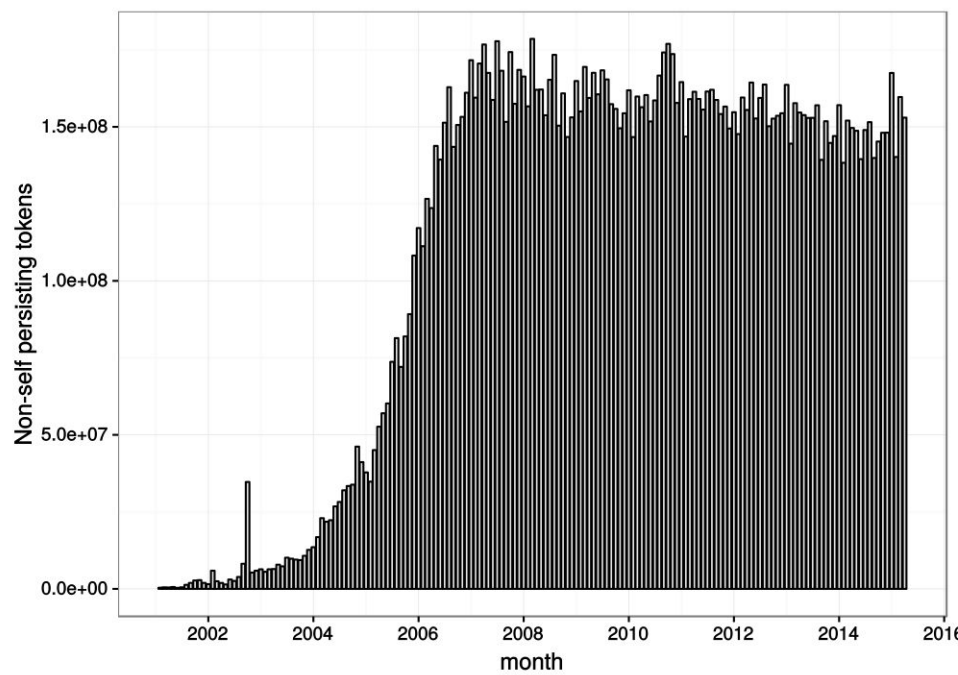
But good:

Recognizes additions of good new content to articles.

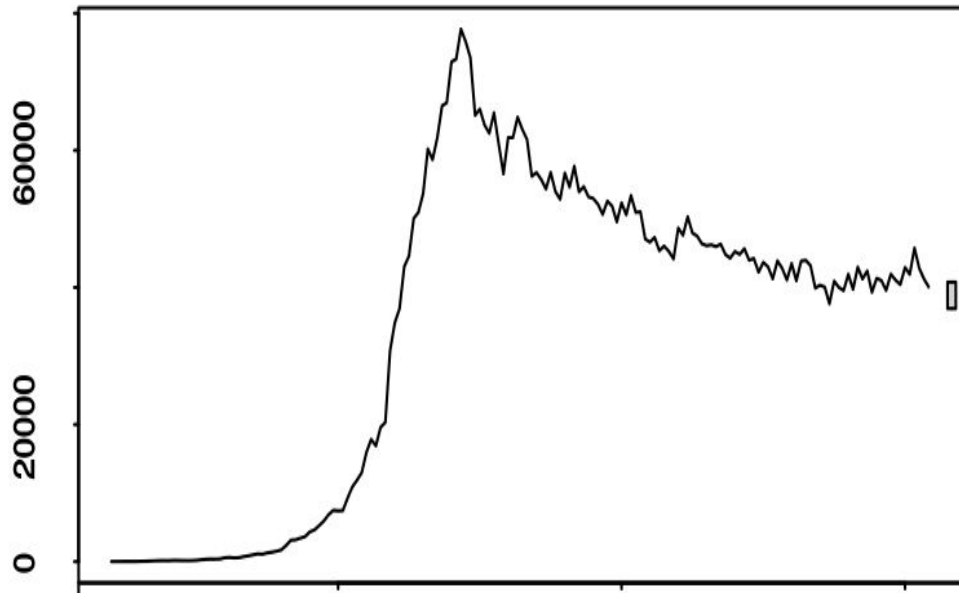




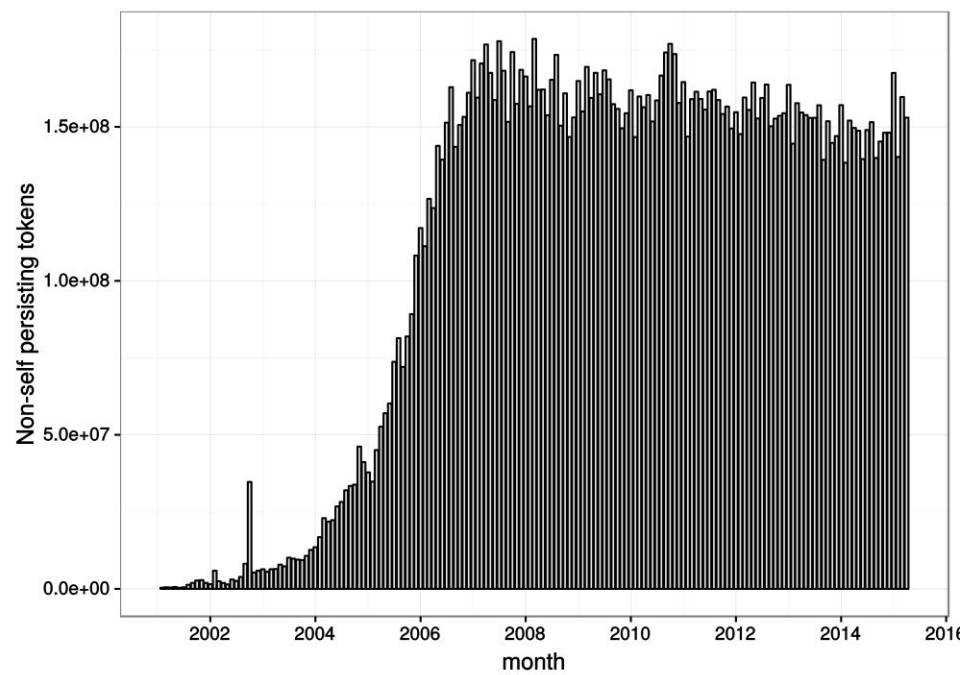
Active editors



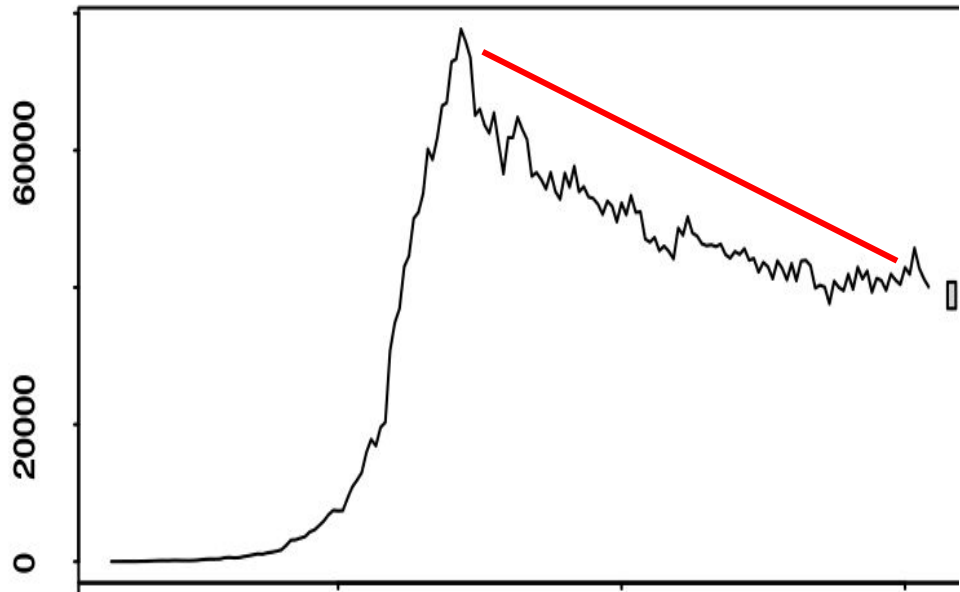
Productivity (persisting words added)



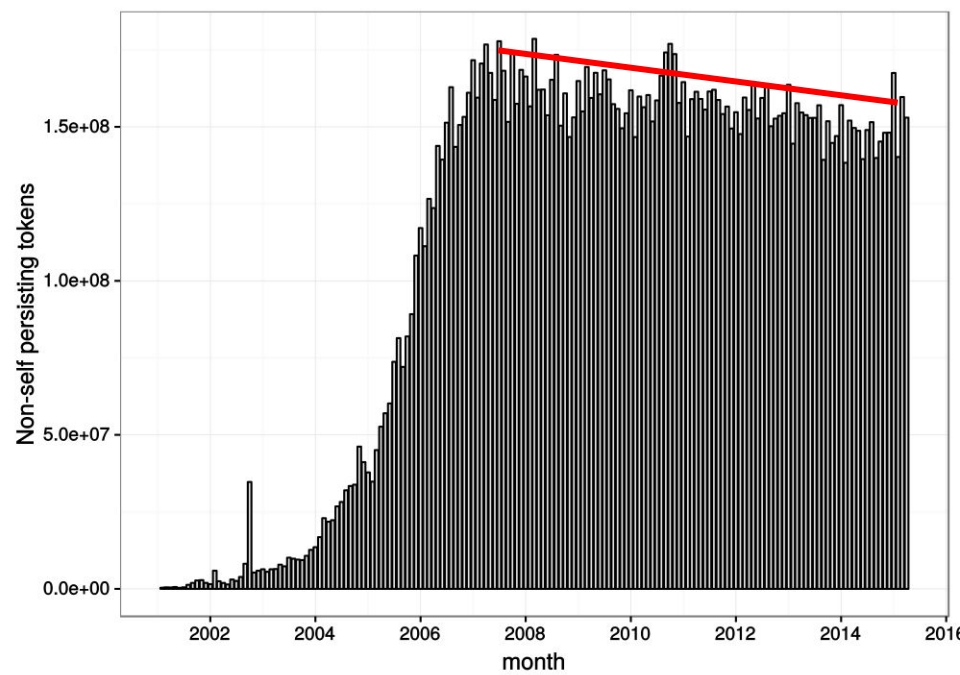
Active editors



Productivity (persisting words added)

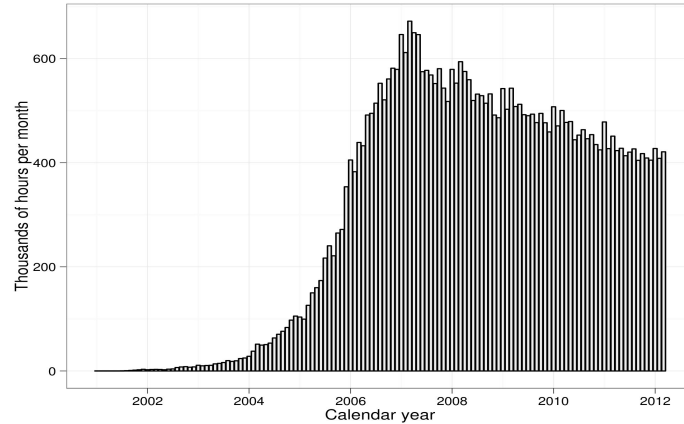


Active editors



Productivity (persisting words added)

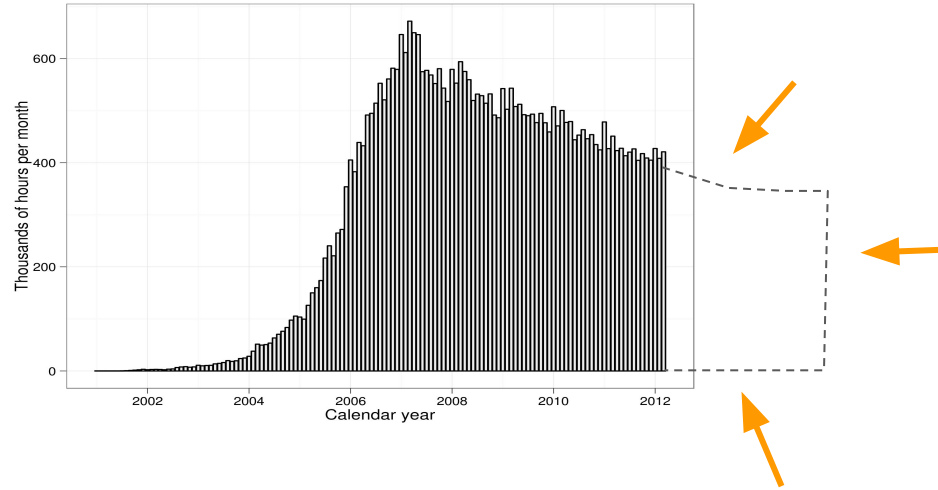
Labor hours (input)



Geiger, R. S., & Halfaker, A. (2013, February). Using edit sessions to measure participation in Wikipedia. In *Proceedings of the 2013 conference on Computer supported cooperative work* (pp. 861-870). ACM.

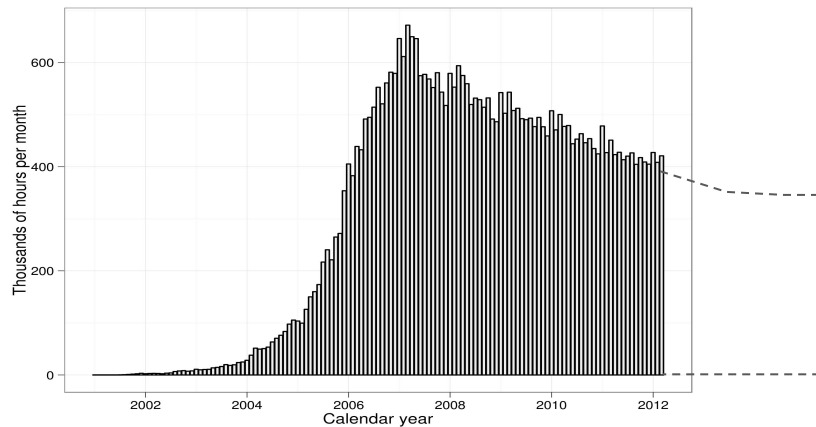
See also https://meta.wikimedia.org/wiki/Research:Activity_session

Labor hours (input)

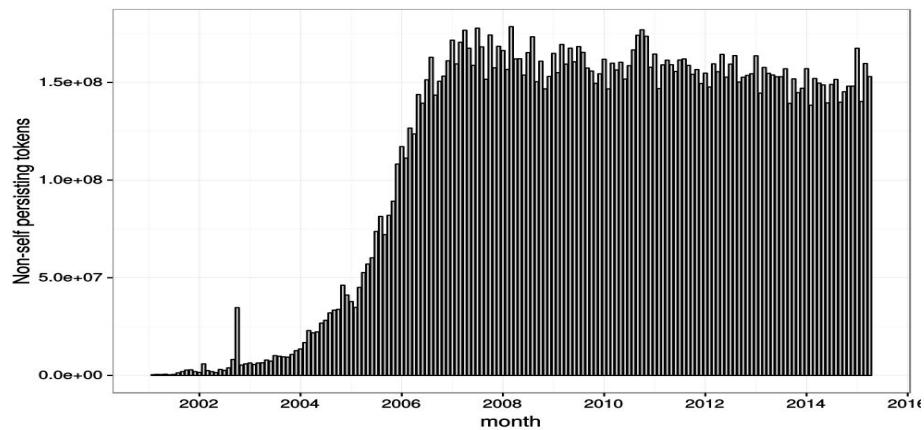


Geiger, R. S., & Halfaker, A. (2013, February). Using edit sessions to measure participation in Wikipedia. In *Proceedings of the 2013 conference on Computer supported cooperative work* (pp. 861-870). ACM.

Labor hours (input)

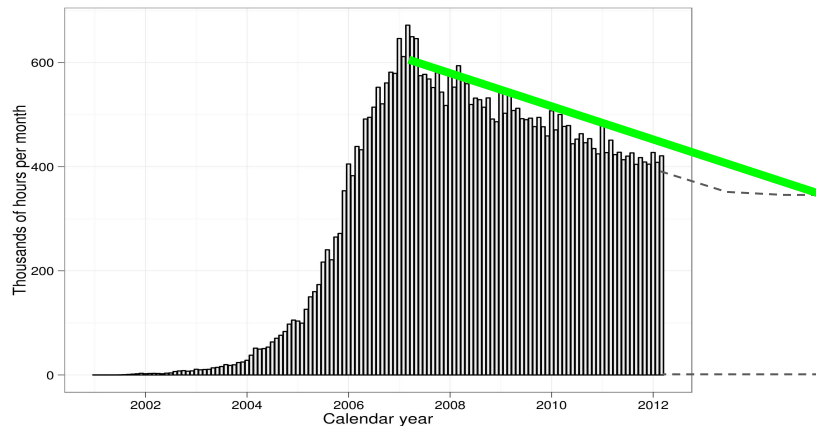


Persisting words added (output)



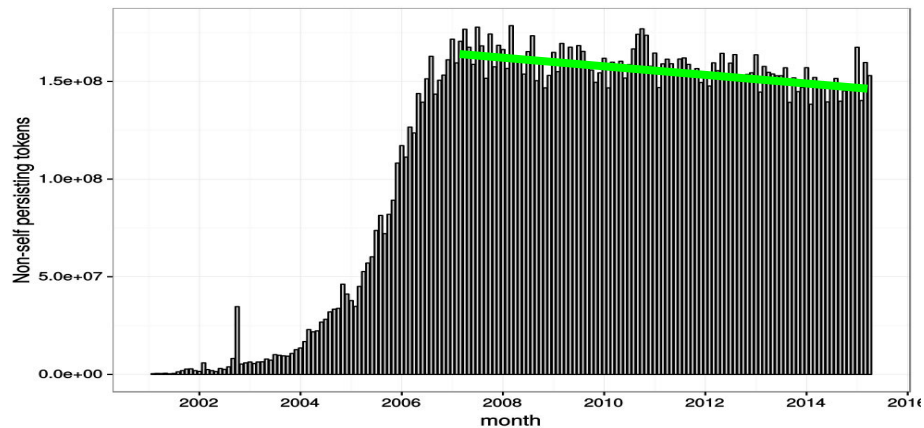
2006:

155m words / 600k hours =
258 persisting words per hour



2015:

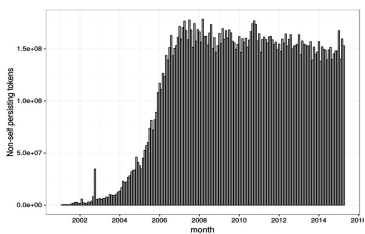
145m words / 350k hours =
414 persisting words per hour



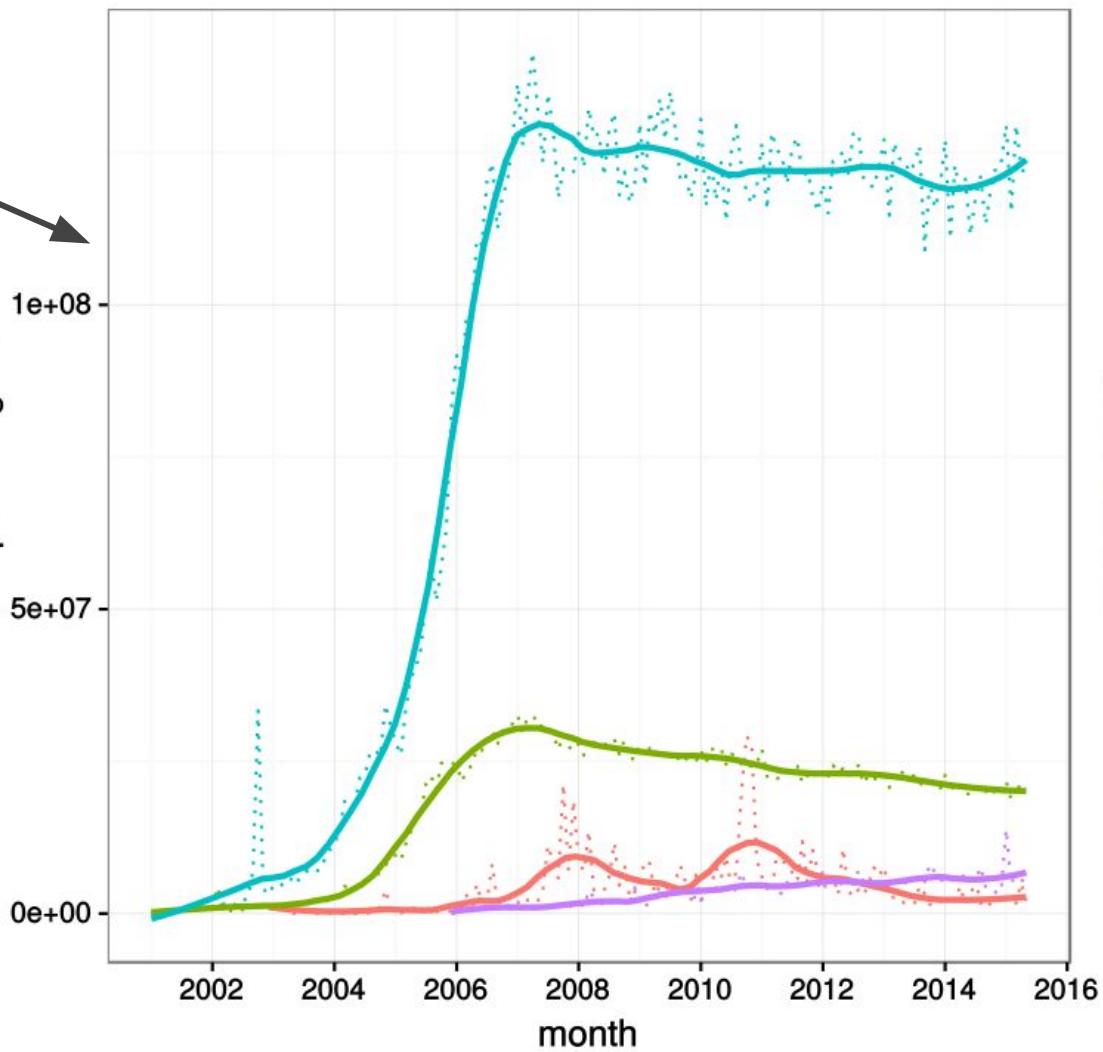
Where's this efficiency coming from?

Where's this efficiency coming from?

Hypothesis: Bots and tools-assisted editing!

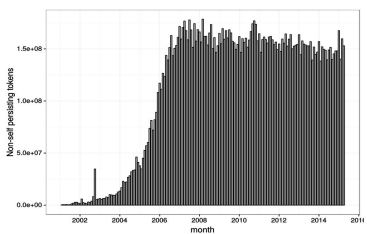


Non-self persisting tokens

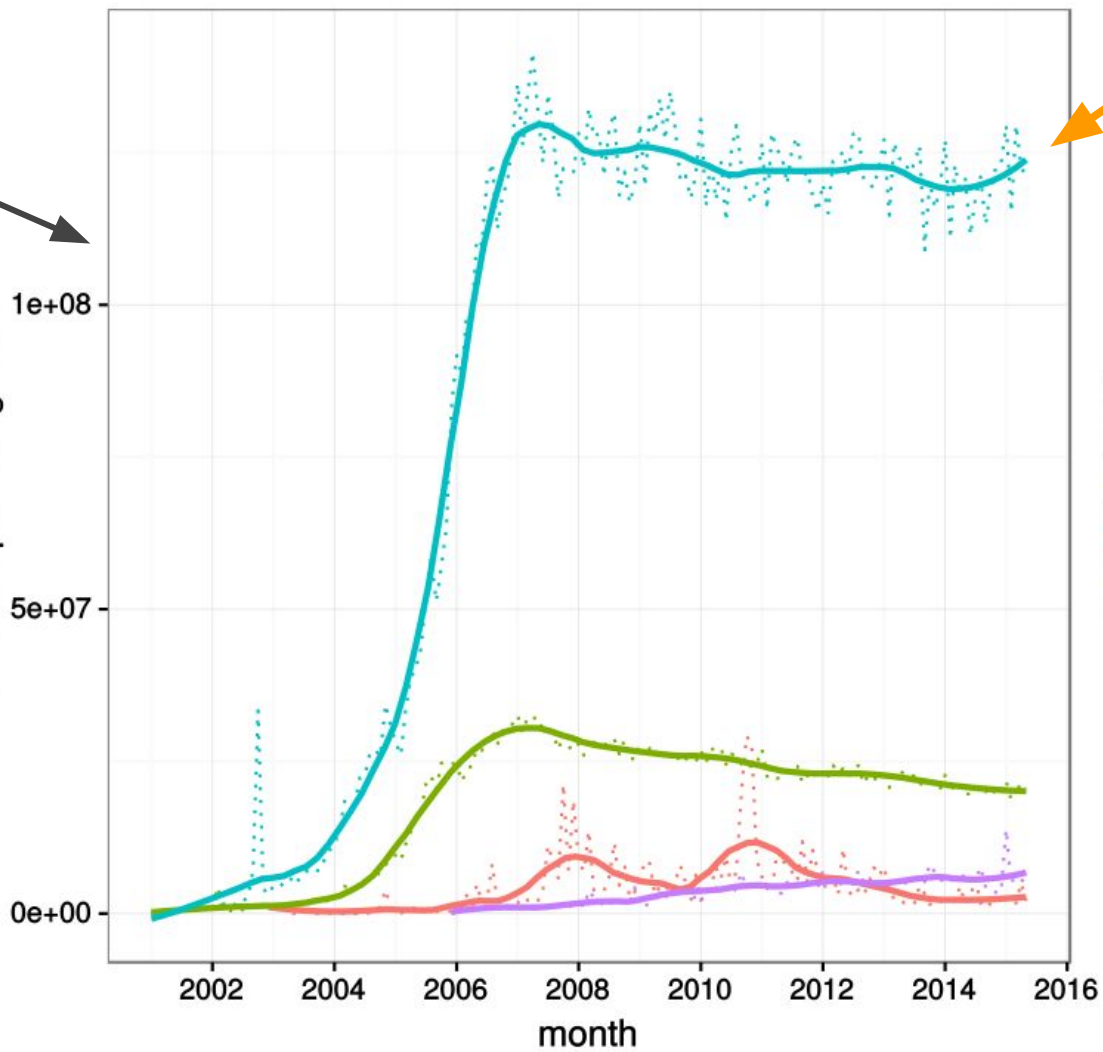


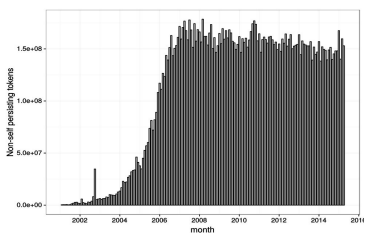
editor_type

- bot
- IP
- registered-manual
- tool-assisted



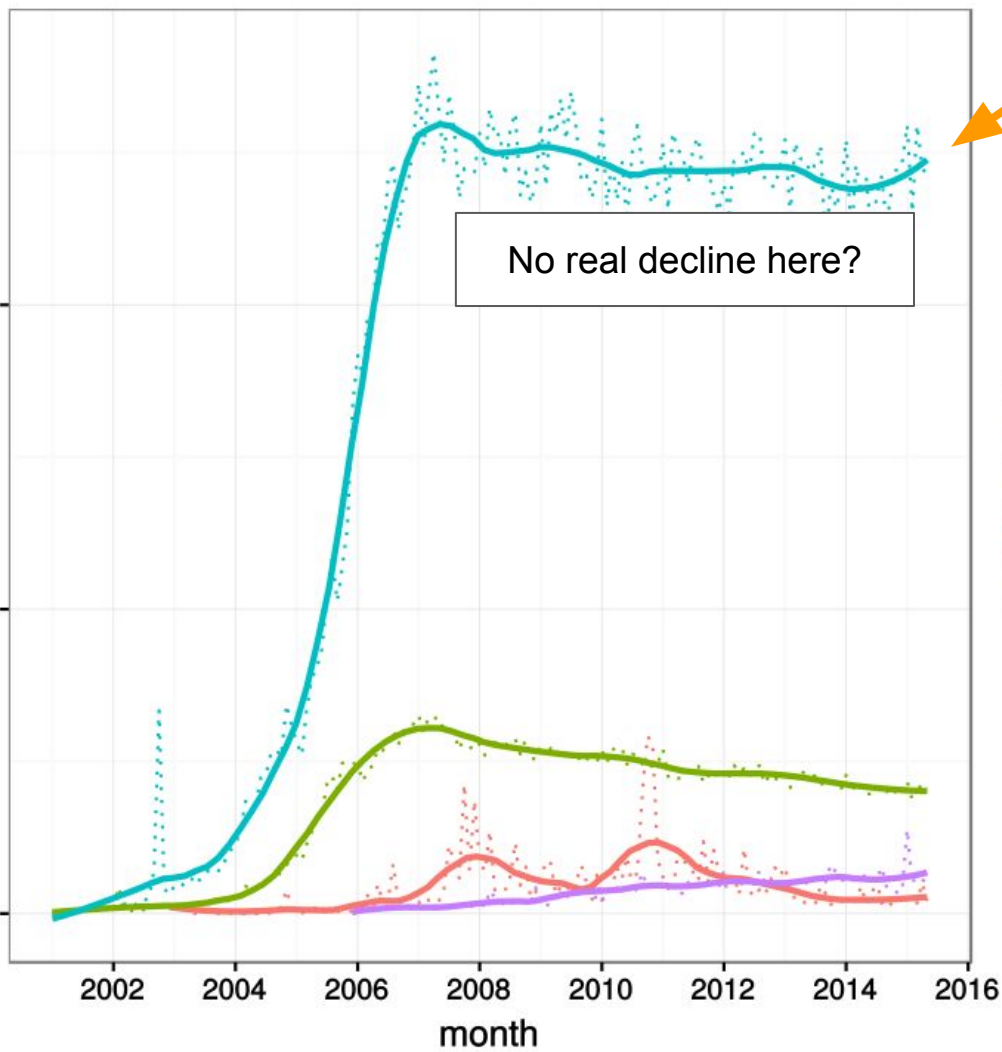
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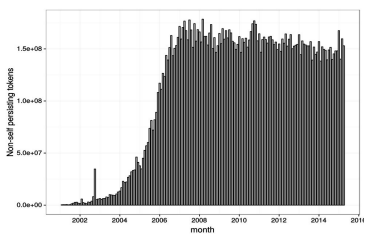




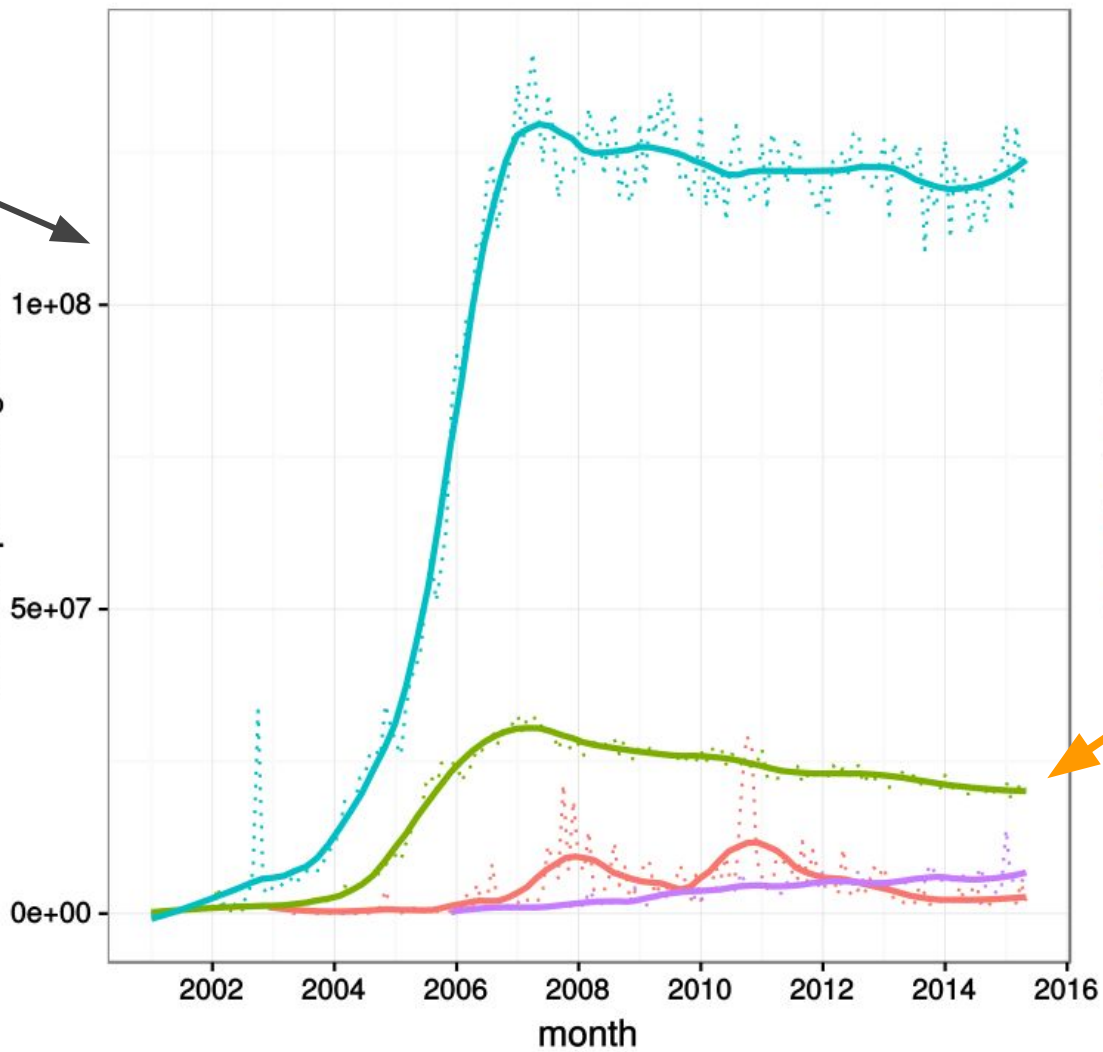
Non-self persisting tokens

1e+08
5e+07
0e+00



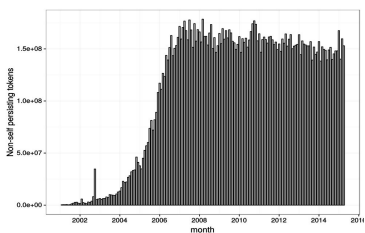


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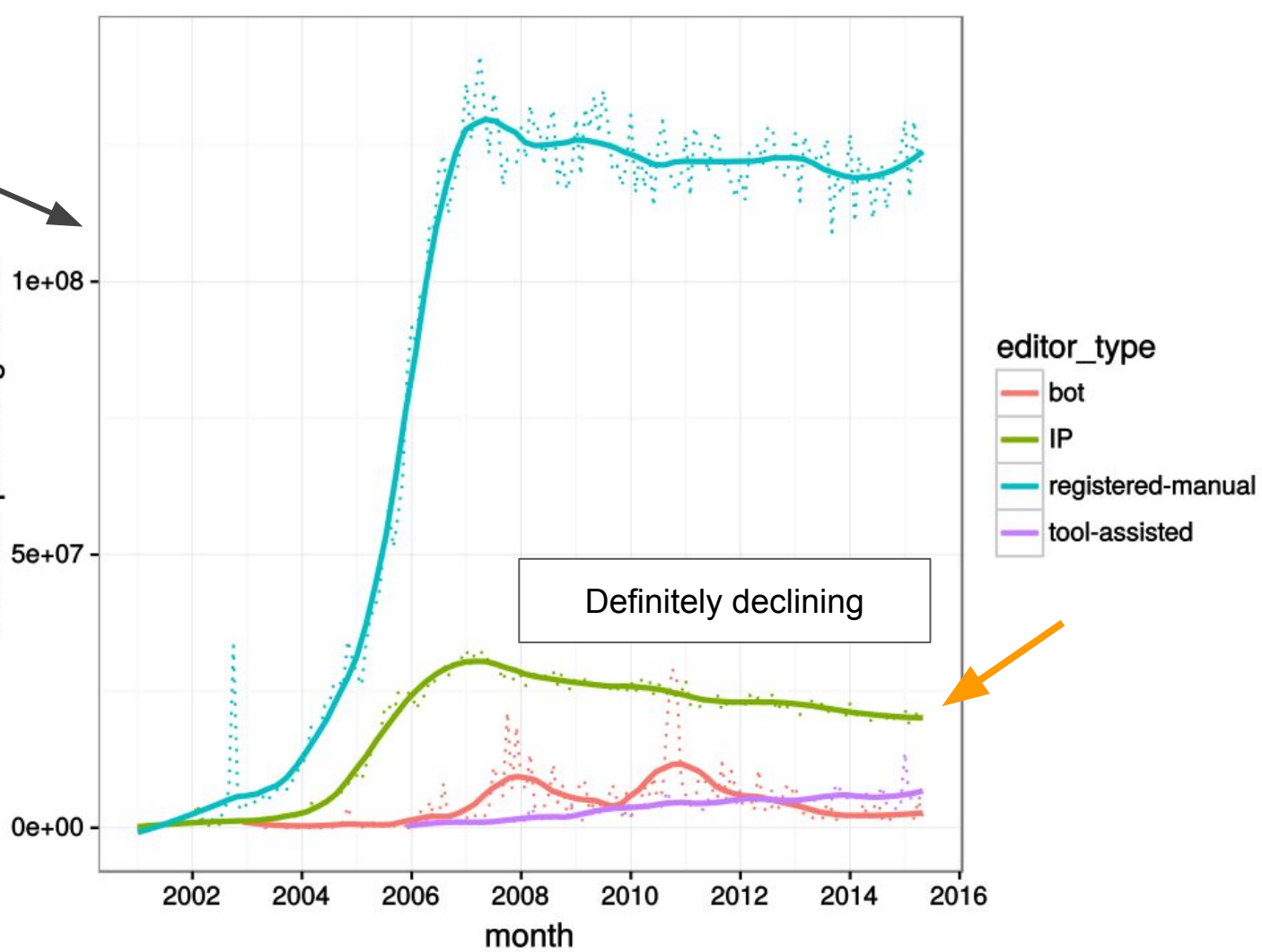


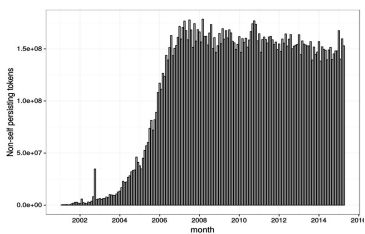
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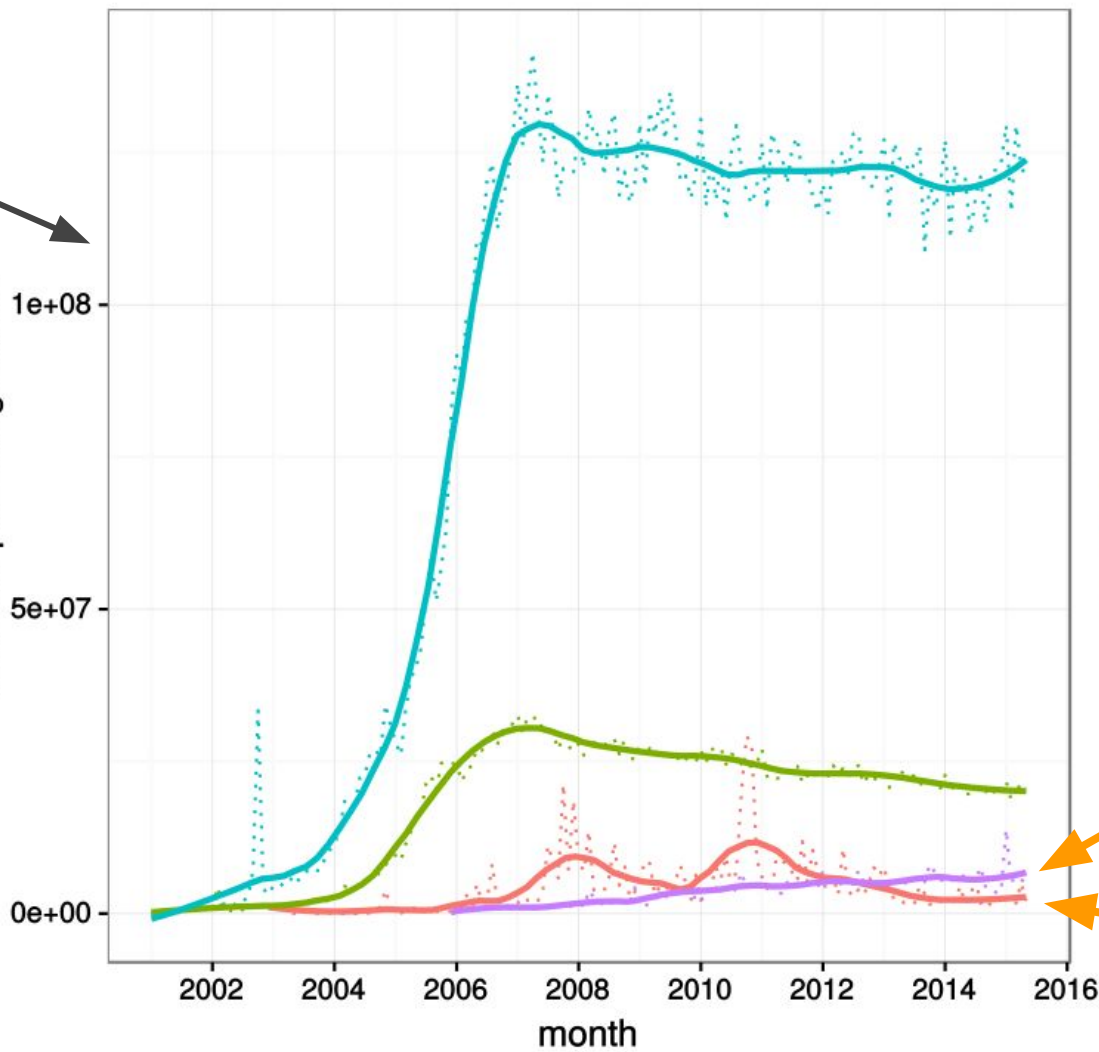


Non-self persisting tokens





Non-self persisting tokens



editor_type

- bot
- IP
- registered-manual
- tool-assisted

0e+00

5e+07

1e+08

month

2002

2004

2006

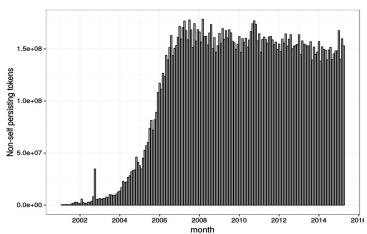
2008

2010

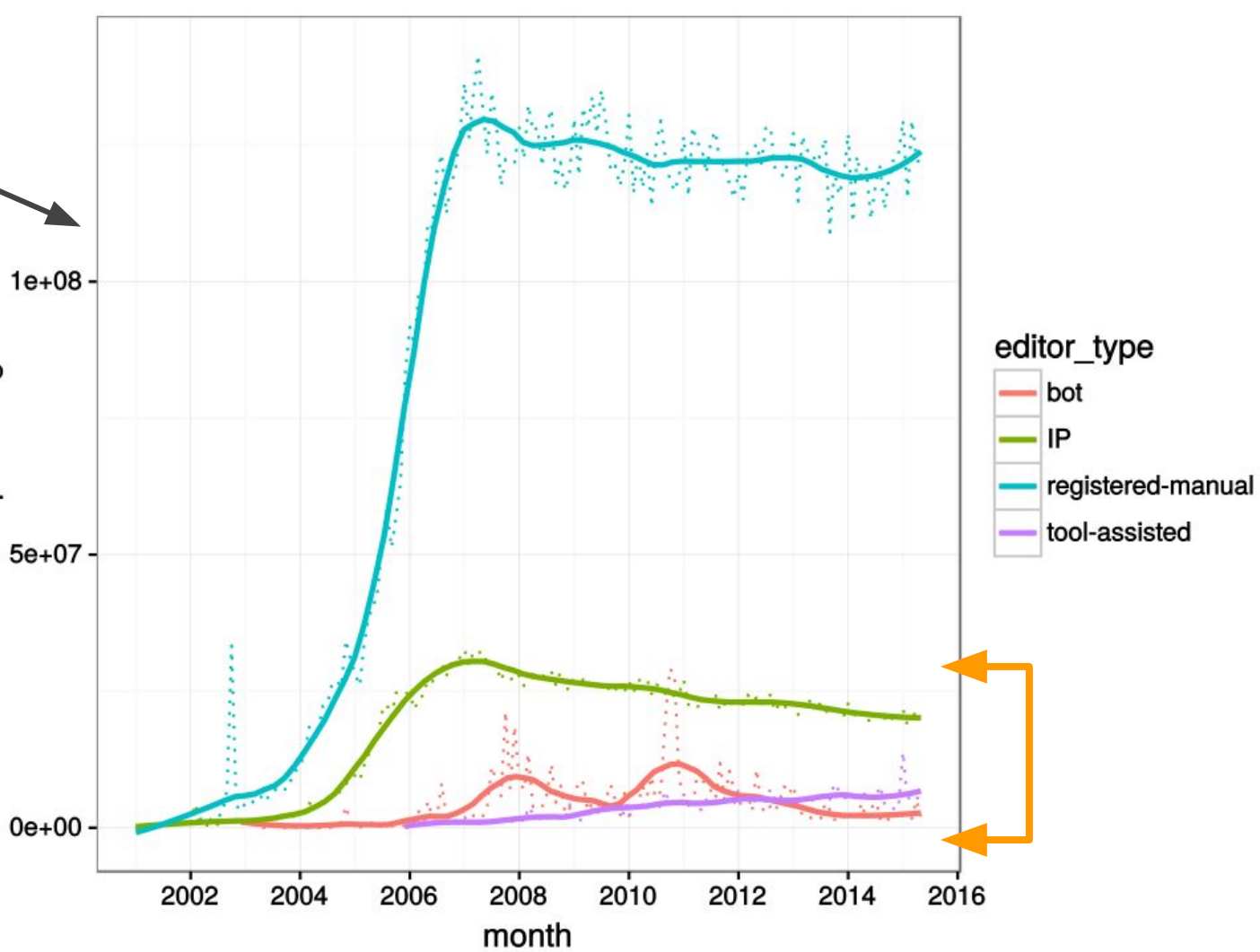
2012

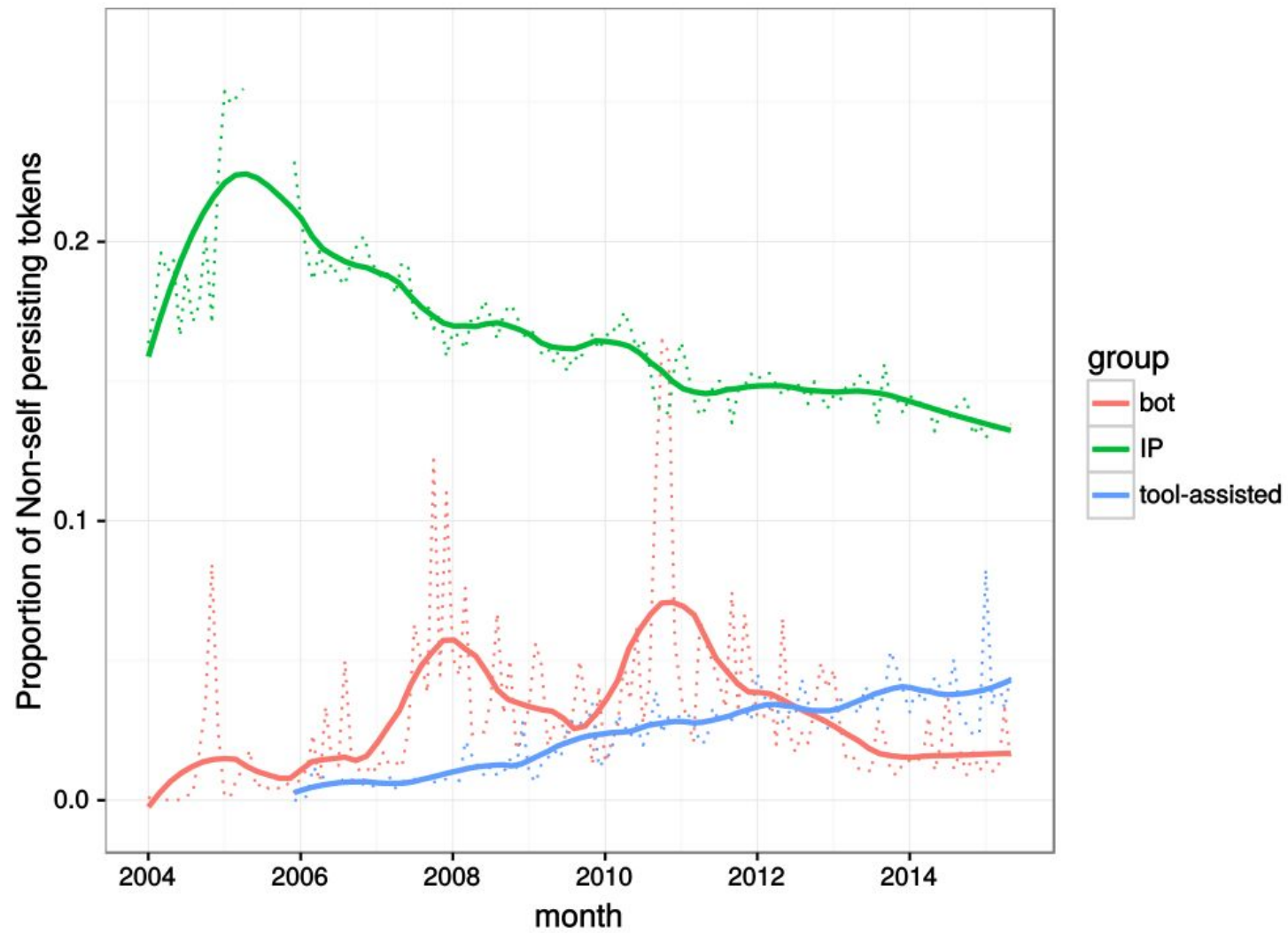
2014

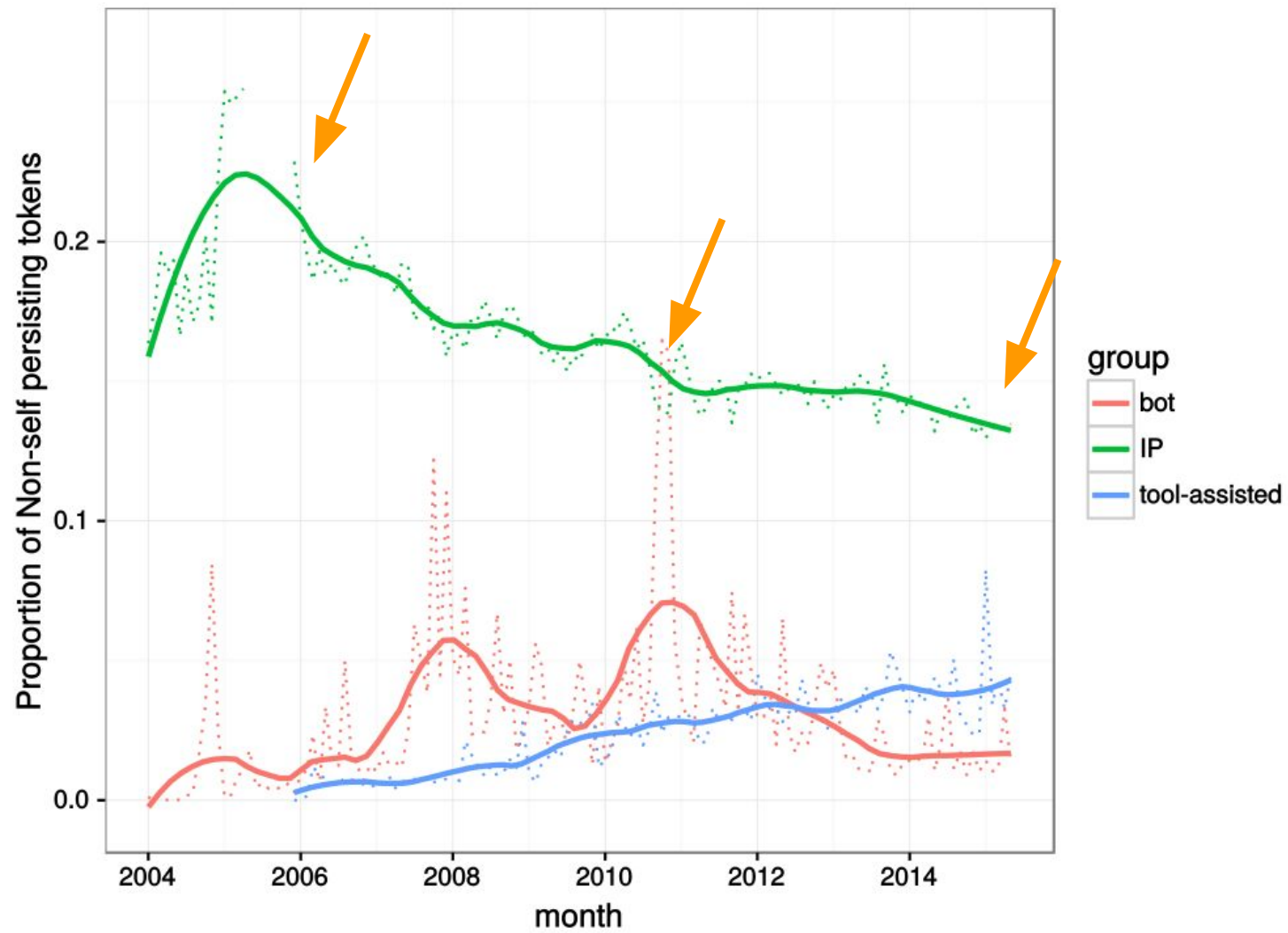
2016

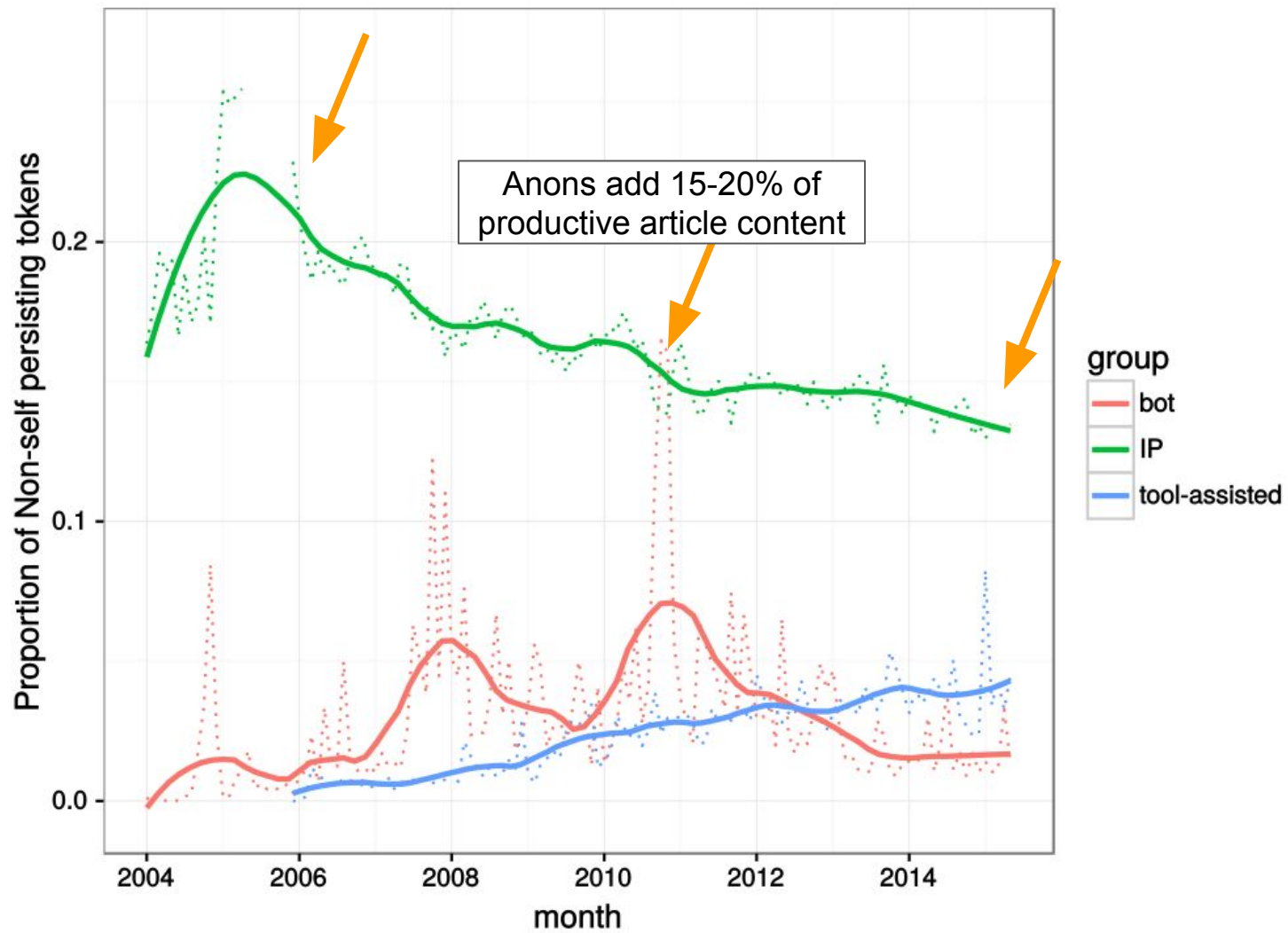


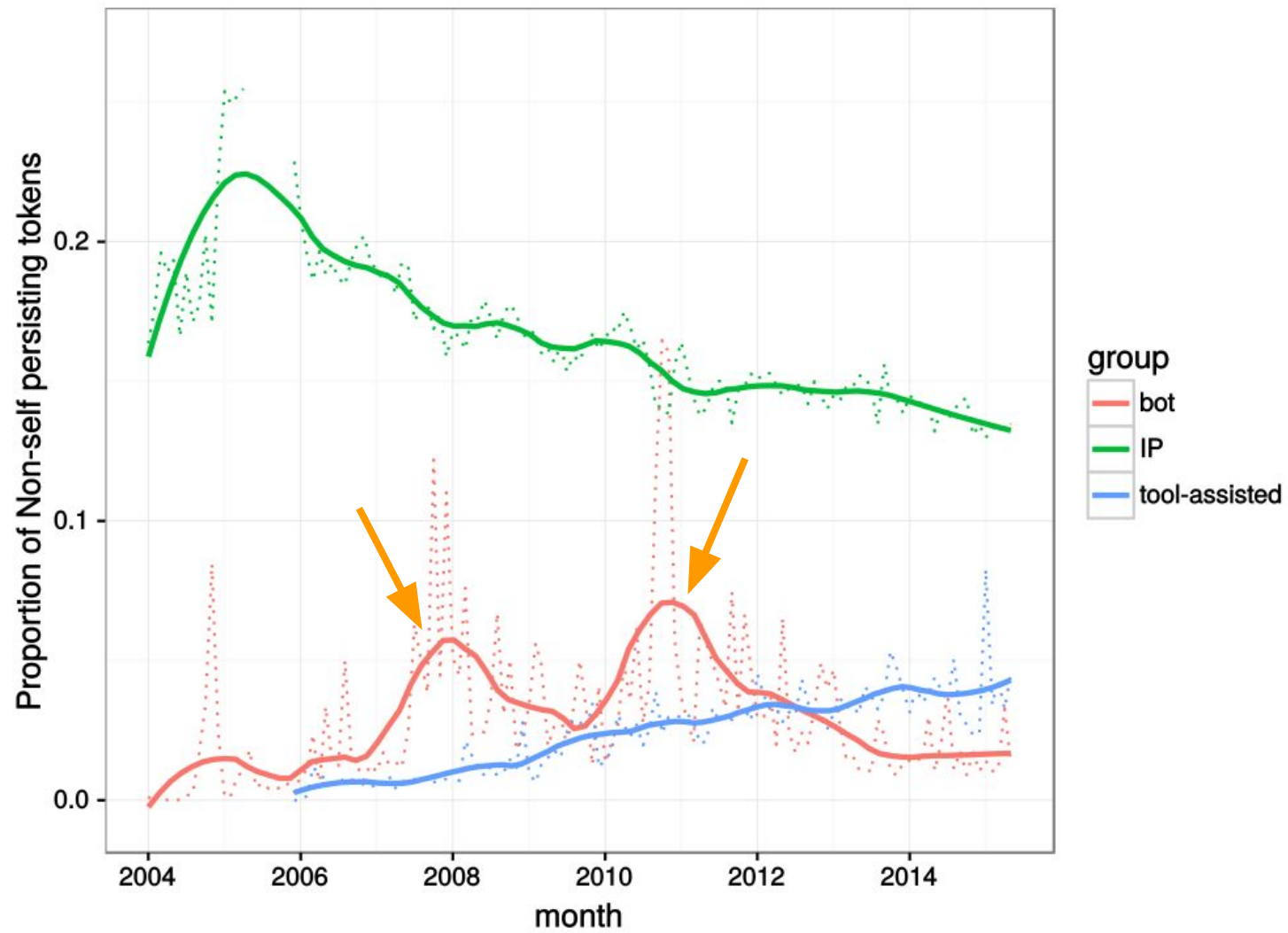
Non-self persisting tokens

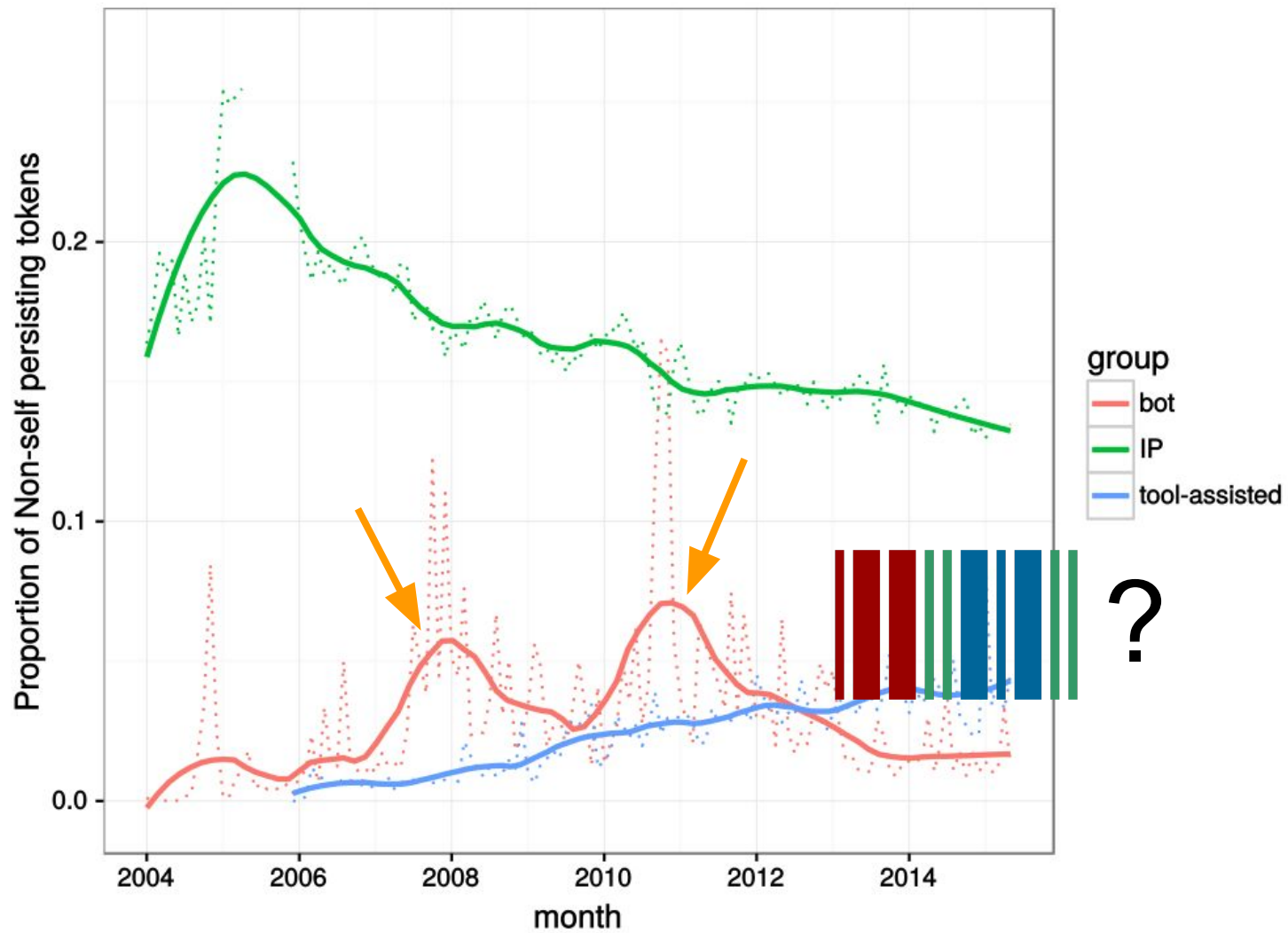


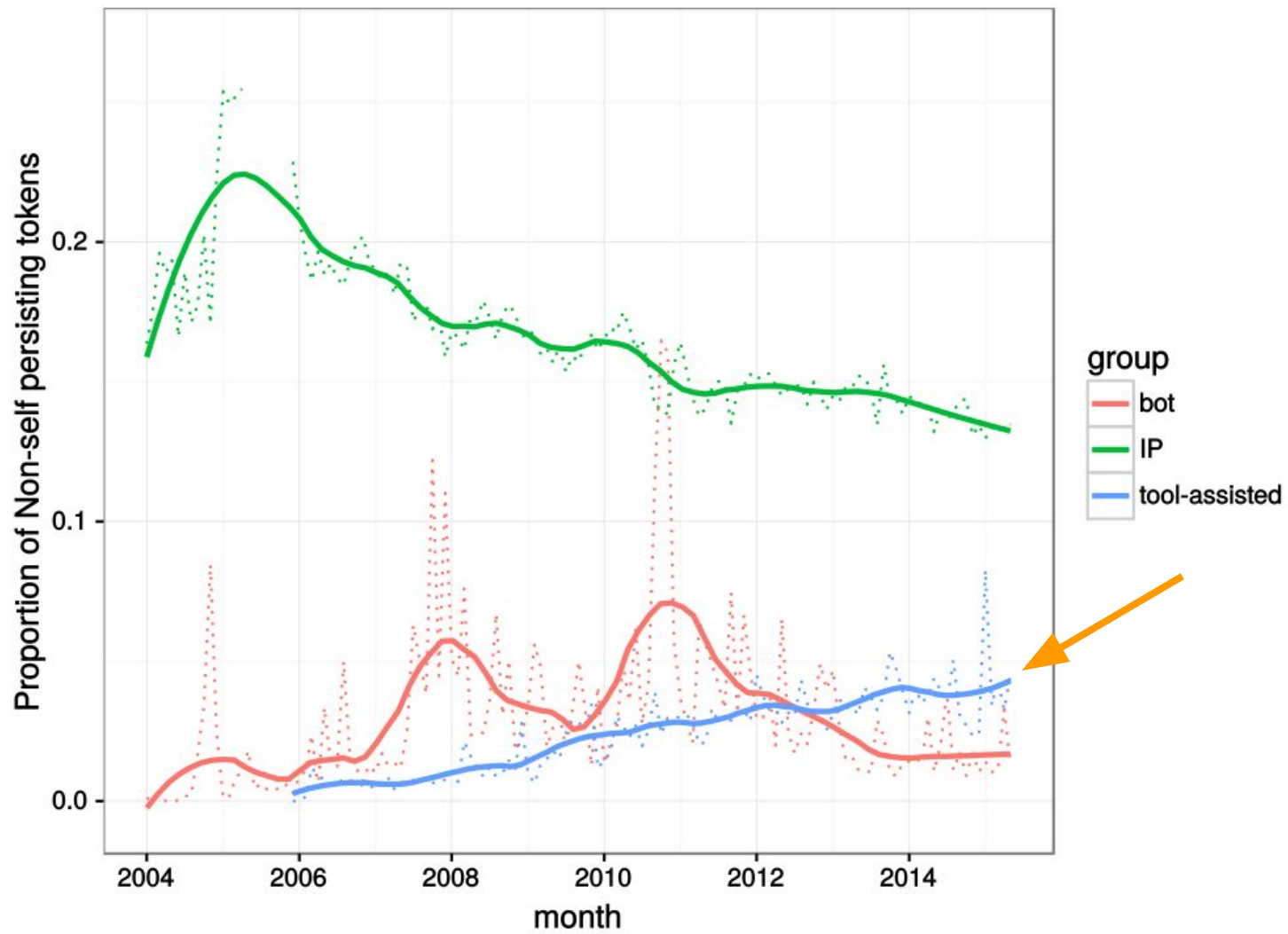


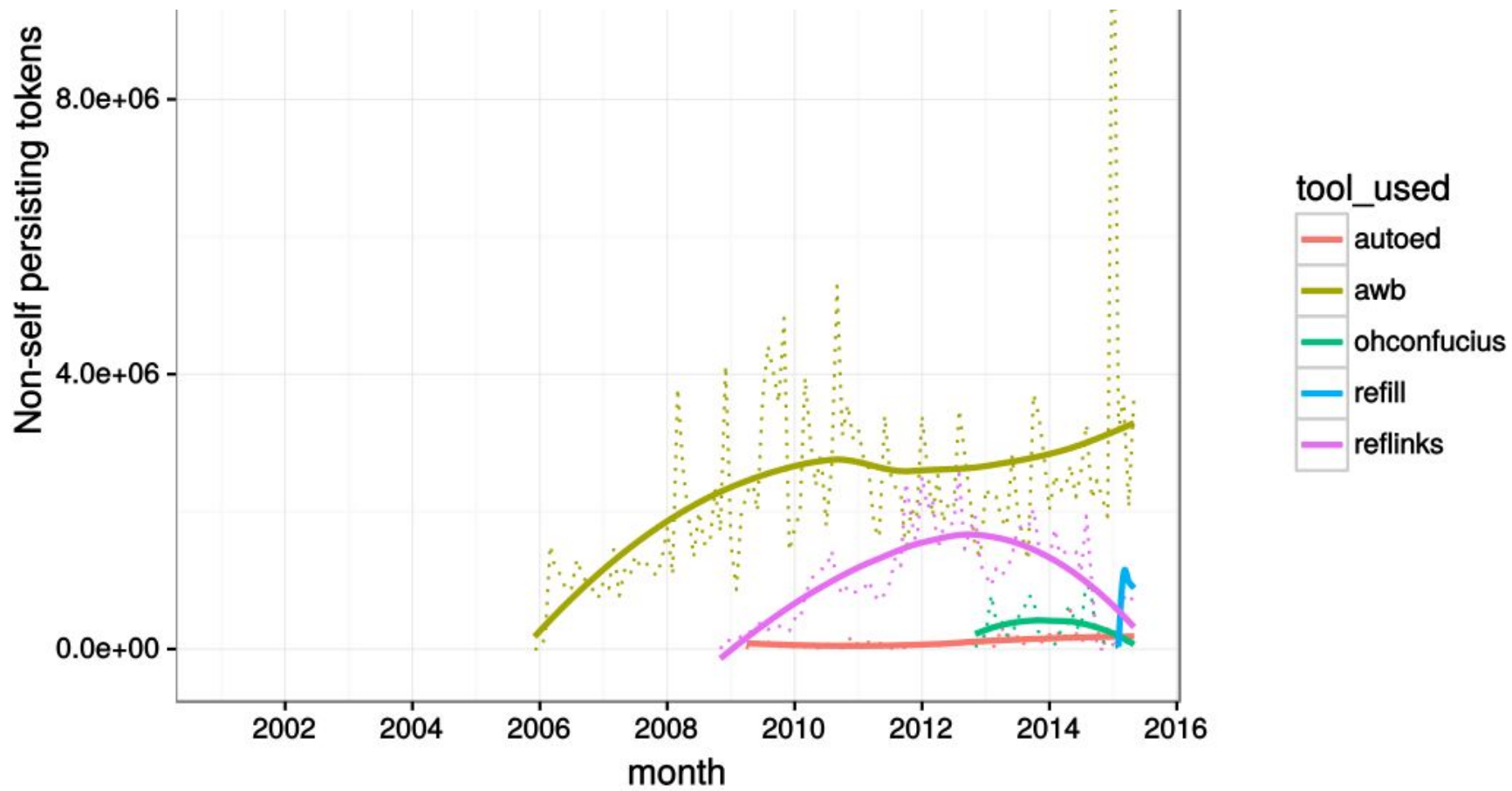


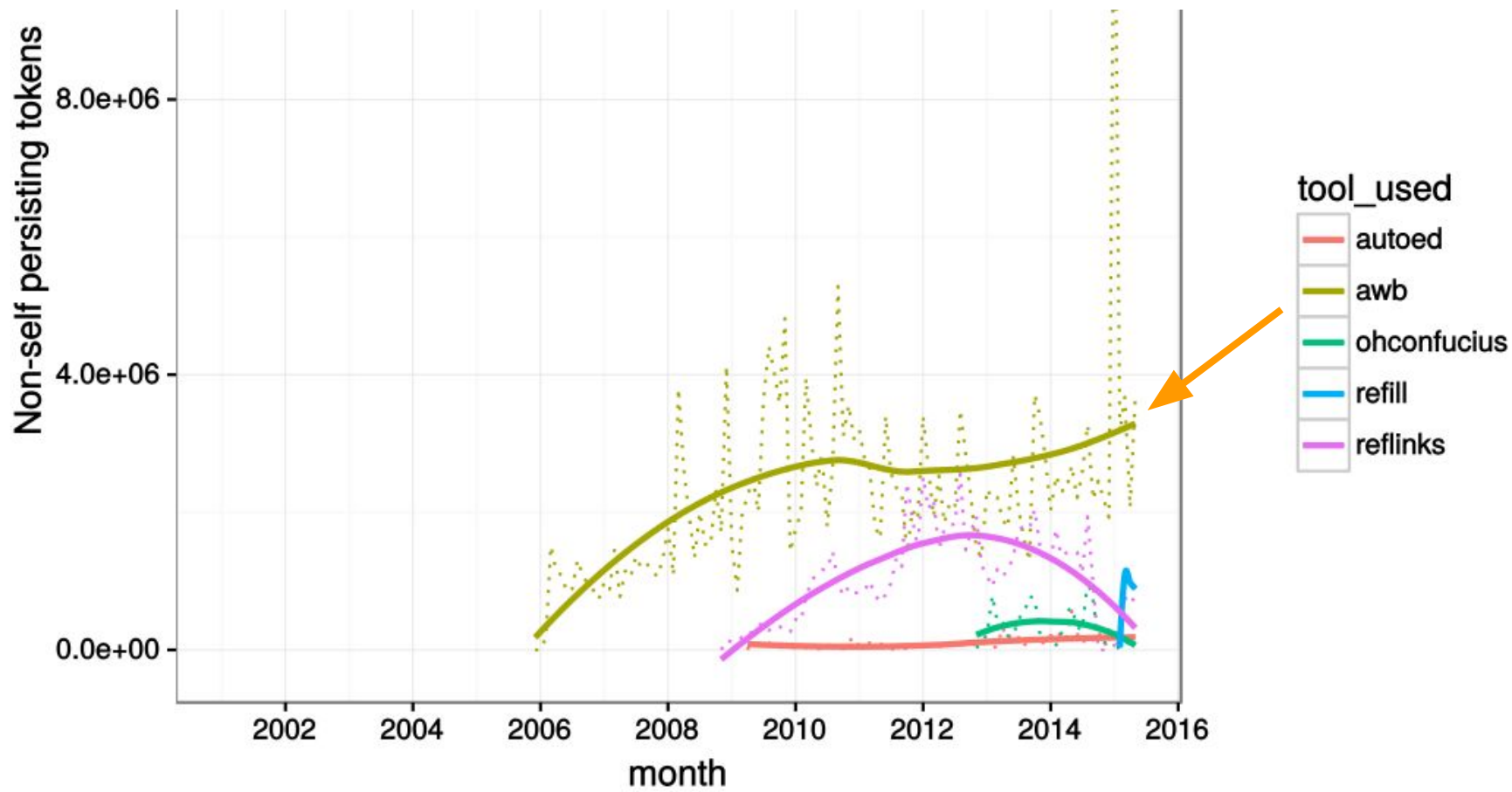












* [[Robert Adam]], architect

* [[Robert Adam]], architect

Line 384:

* [[John Fraser (GC)]], distinguished soldier and attorney, sole receiver of GC from the university

* [[A.S. Neill]], educationalist

* Cecil Reddie, educationalist<ref>{{cite book|edit-last1=Smith|edit-first1=Thomas E.|edit-last2=Knapp|edit-first2=Clifford E.|title=Sourcebook of Experiential Education: Key Thinkers and Their Contributions|url=http://books.google.com/books?id=v5HBfxUuJScC&printsec=frontcover&source=gbs_ge_summary_r&cad=0#v=onepage&q[[Routledge]]|date=2010|isbn=9780203838983|pages=208}}</ref>

==Business and economics==

Line 386:

* [[John Fraser (GC)]], distinguished soldier and attorney, sole receiver of GC from the university

* [[A.S. Neill]], educationalist

* Cecil Reddie, educationalist<ref>{{cite book|editor-last1=Smith|editor-first1=Thomas E.|editor-last2=Knapp|editor-first2=Clifford E.|title=Sourcebook of Experiential Education: Key Thinkers and Their Contributions|url=http://books.google.com/books?id=v5HBfxUuJScC&printsec=frontcover&source=gbs_ge_summary_r&cad=0#v=onepage&q[[Routledge]]|year=2010|isbn=9780203838983|pages=208}}</ref>

==Business and economics==

Make list

Source:

Category: Pages with citations using un

11880 pages

- List of University of California, Berkeley
- List of tunnels in the United Kingdom
- List of University of Edinburgh people
- List of University of Notre Dame alumni
- List of University of Pittsburgh people
- List of University of Saskatchewan
- List of University of Southern California
- List of unrecognized tribes in the United States
- List of unreleased Britney Spears songs
- List of unreleased Disney animated films
- List of unsolved problems in economics
- List of unsolved problems in mathematics
- List of unused highways in California
- List of USAF Aerospace Defense Command chapters
- List of Vagabond chapters
- List of venomous animals
- List of veterans of World War I who served in the United States
- List of veterans of World War I who served in the United Kingdom

Options More... Disambig Skip Start

Default Summary [[WP:AWB/GFGeneral fixes]] & m:

Lock Minor edit

Page statistics

Words: 3566
Links: 588
Images: 24
Categories: 4
Interwiki links: 0
Dates O/I/A: 0/2/1

Multiple wiki-links:

- Adam Smith (2)
- Alexander Graham Bell
- Arthur St. Clair (2)
- Prince Kenneth (?)

Find

edit-

Regex

Case sensitive

Edit box History What links here Logs Page Logs Typos

[[WP:AWB/GFGeneral fixes]] & manual clean up

* Cecil Reddie, educationalist<ref>{{cite book|editor-last1=Smith|editor-first1=Thomas E.|editor-last2=Knapp|editor-first2=Clifford E.|title=Sourcebook of Experiential Education: Key Thinkers and Their Contributions|url=http://books.google.com/books?id=v5HBfxUuJScC&printsec=frontcover&source=gbs_ge_summary_r&cad=0#v=onepage&q&f=false|publisher=[[Routledge]]|year=2010|isbn=9780203838983|pages=208}}</ref>

==Business and economics==

* John Allan, CFO of [[Deutsche Post AG]]

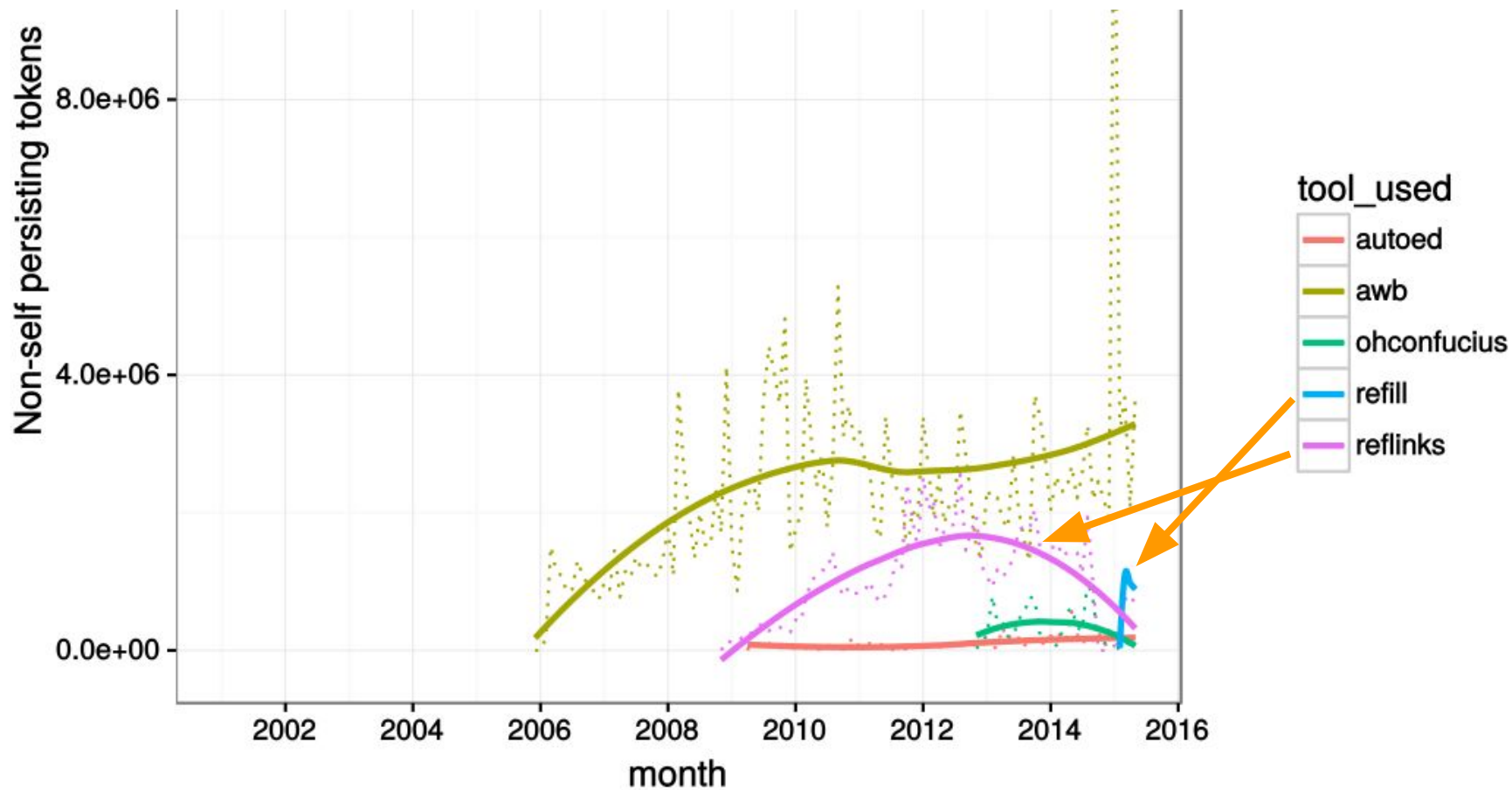
* [[William Denholm Barnetson]], Baron Barnetson (1917–1981), Chairman of [[United Newspapers]], [[Reuters]] and [[Thames Television]]

* Donald Brydon, Chairman of [[Smiths Group]] and the [[London Metal Exchange]]; Chairman-designate of [[Royal Mail]]

* [[Crawford W. Beveridge]], Executive Vice President of [[Sun Microsystems]]

* [[John Boyd Dunlop]], founder of [[Dunlop Rubber]]

* [[Nicholas Ferguson (businessman)|Nicholas Ferguson]], Chairman of [[BskyB]]





reFill

Expand bare references with ease

```
<ref>http://example.com</ref>
```

```
→ <ref>{{cite
```

```
web|url=http://example.com|title=Example
```

```
Domain|publisher=}}</ref>
```

Recent changes

- The tool is now capable of generating localized templates. Please help translate reFill into your language by [joining the Transifex project](#). Thank you for using reFill!
- The tool can now expand *New York Times* references.

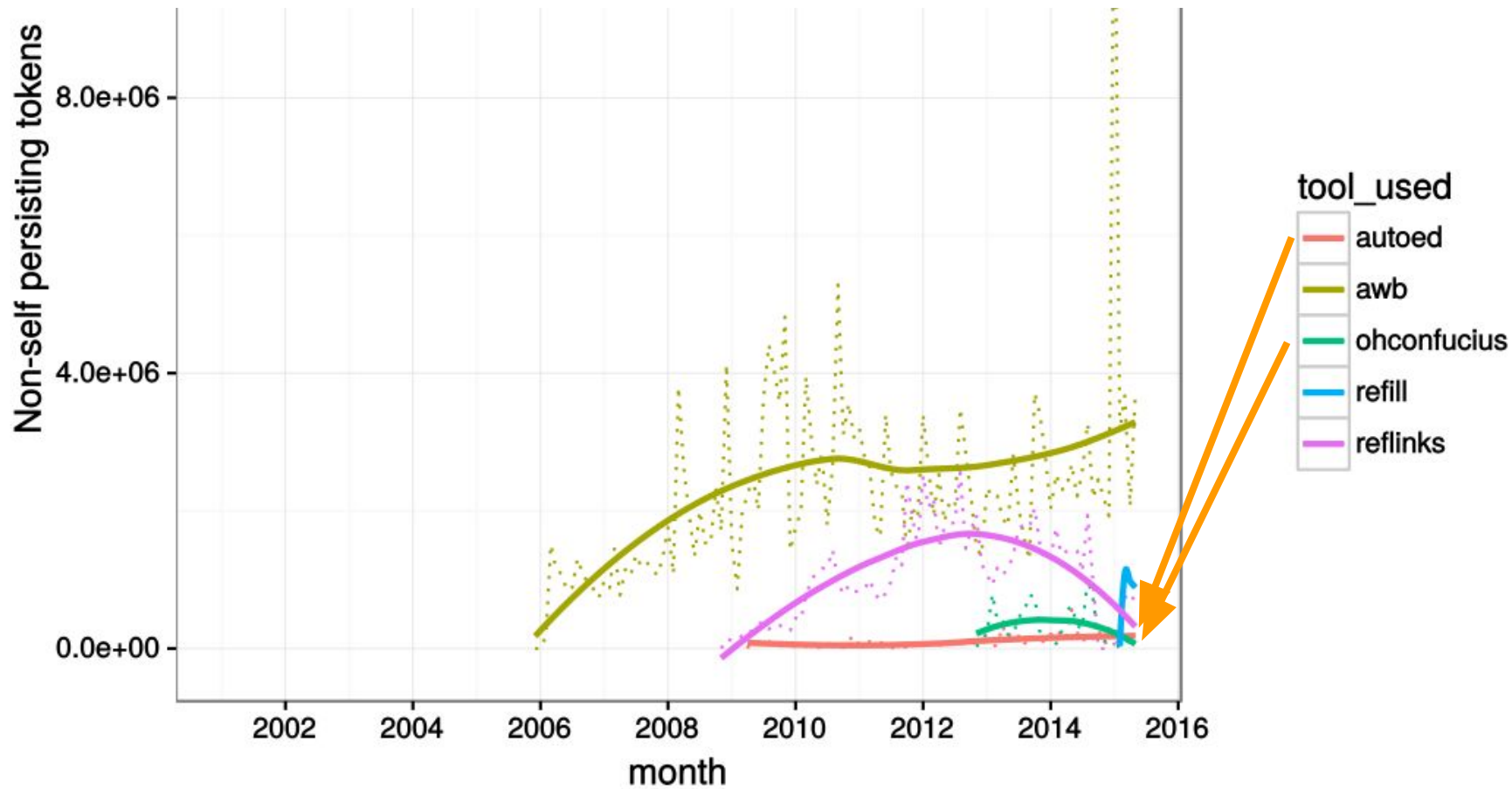
Fetch content from a wiki

<input type="text" value="Page name"/>	<input type="text" value="en"/>	<input type="button" value="Fix page"/>
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Options

- Use plain formatting instead of `{{cite web}}`
- Do not remove link rot tags
- Add blank metadata fields when the information is unavailable
- Do not add access dates
- Use the base domain name as work when this information cannot be parsed

[Toggle advanced input](#)





Warning: You take full responsibility for any action you perform using AutoEd. You must **understand Wikipedia policies** and use this tool within these policies, or risk being **blocked from editing**.

AutoEd is a *user script* that helps to automatically make certain changes in articles, and it also allows for easy design, use, and customization of user scripts related to automated article cleanup. It is based on [CodeFixer](#), [Plastikspork's script](#), and [Formatter](#), but allows for further customization and the easier creation of new functions. It is currently maintained primarily by [Drilnoh](#) and [Plastikspork](#).

Contents [hide]

- Installation guide
- Documentation
 - Customization
 - wikEd
- Presets
 - Basic
 - Formatter
 - Wikichecker
 - Complete
- Modules
 - Community
 - User
- Userbox

Shortcut:
WP:AED

User:Ohconfucius

From Wikipedia, the free encyclopedia



4:49 AM, Wednesday January 20, 2016

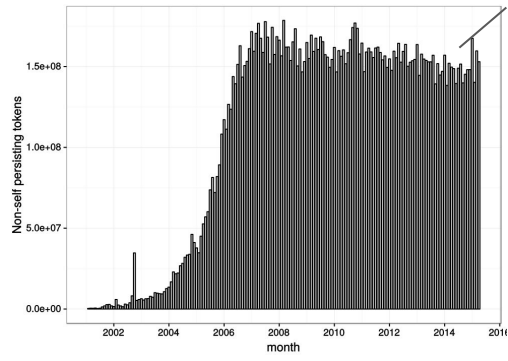


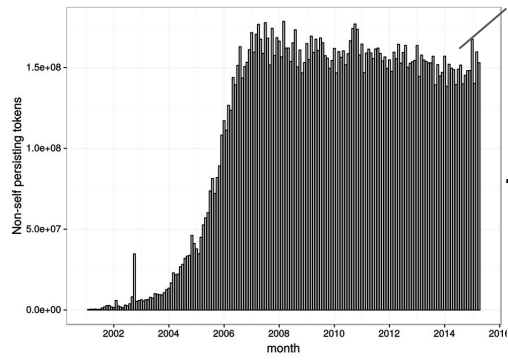
Democratic history in the making

“ How Hong Kong develops democracy in the future is a matter entirely within the sphere of Hong Kong's autonomy, and the central government cannot intervene. ”

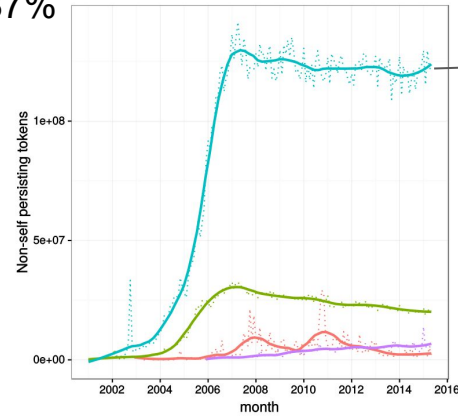
— Lu Ping, (as quoted in the *People's Daily*, 18 March 1993)

Efficiency up 87%

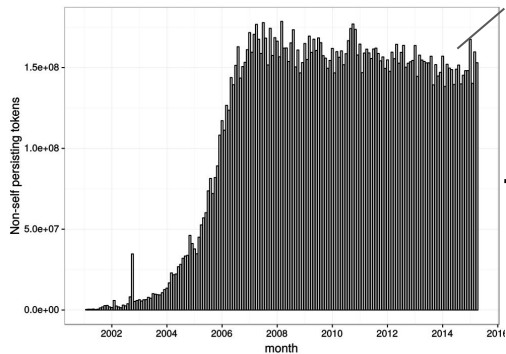




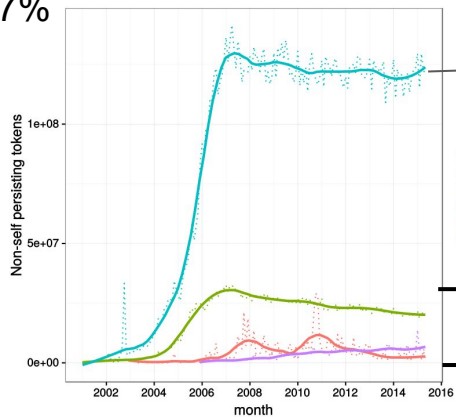
Efficiency up 87%



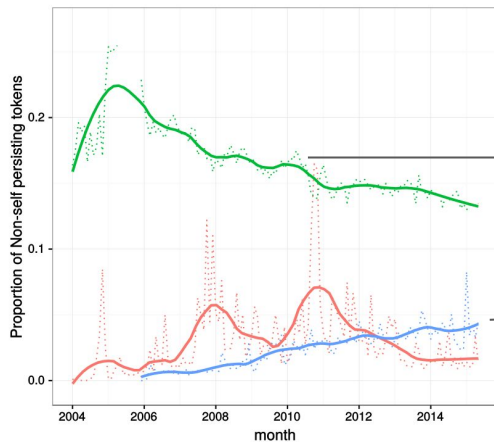
Registered editors editing manually



Efficiency up 87%

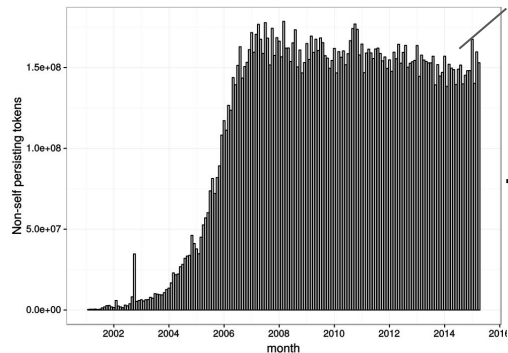


Registered editors editing manually

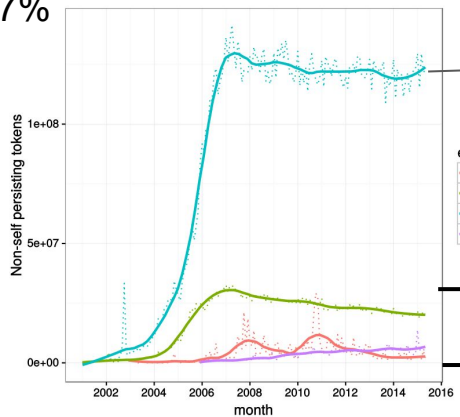


Anons contribute 15-20%

Tool use on the rise

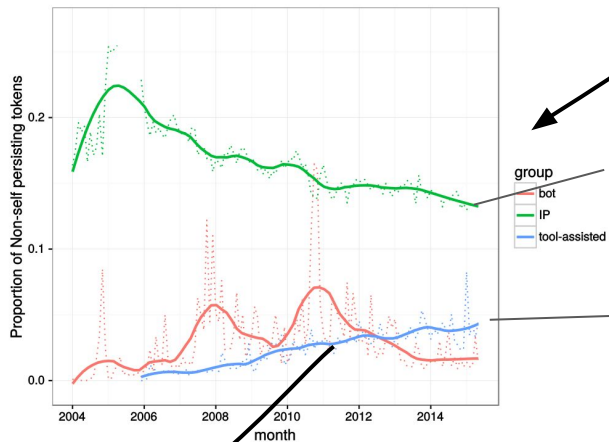
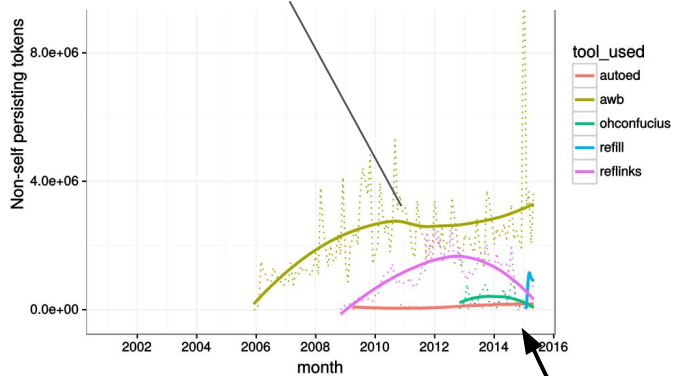


Efficiency up 87%



Registered editors editing manually

Mostly force multipliers and reference cleanup



Anons contribute ~20%

Tool use on the rise

Product demo



Q&A