Core Collaborators

Status & Scope

Last Participation in nodejs/node

> 1 year
5.1%

> 3 months
20.5%

< 1week
49.6%

> 1month
10.3%

> 2 weeks
6.8%

> 1 week
7.7%
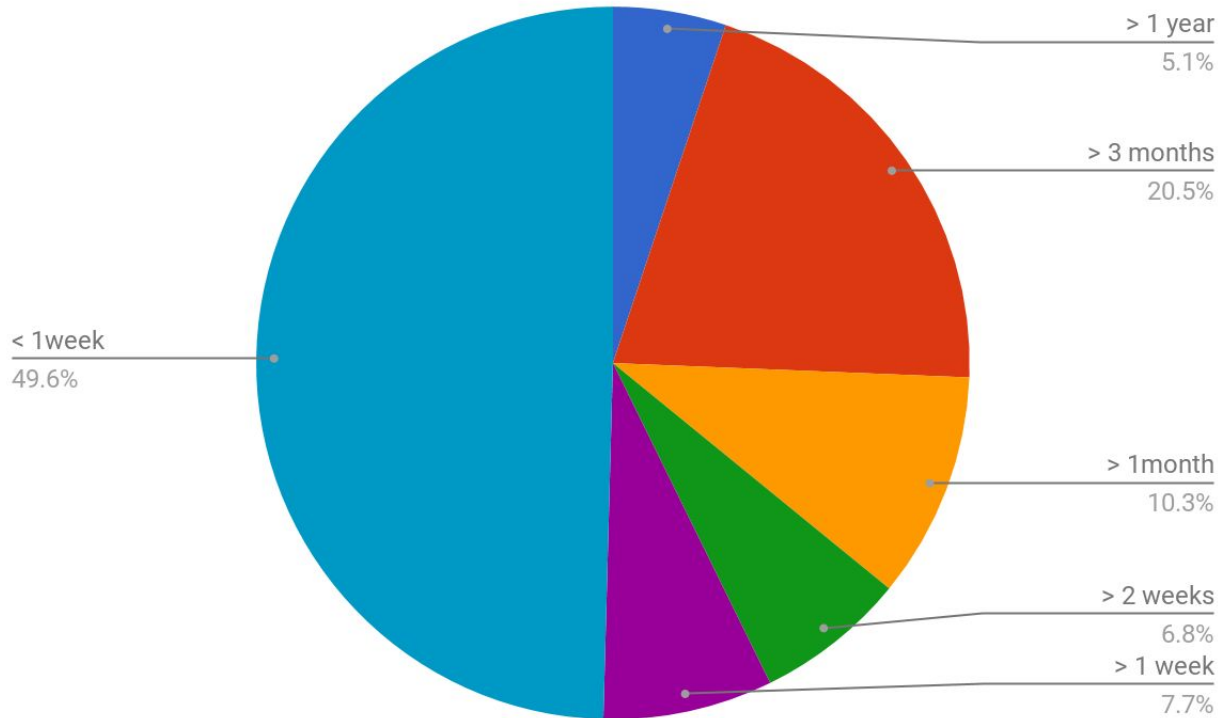
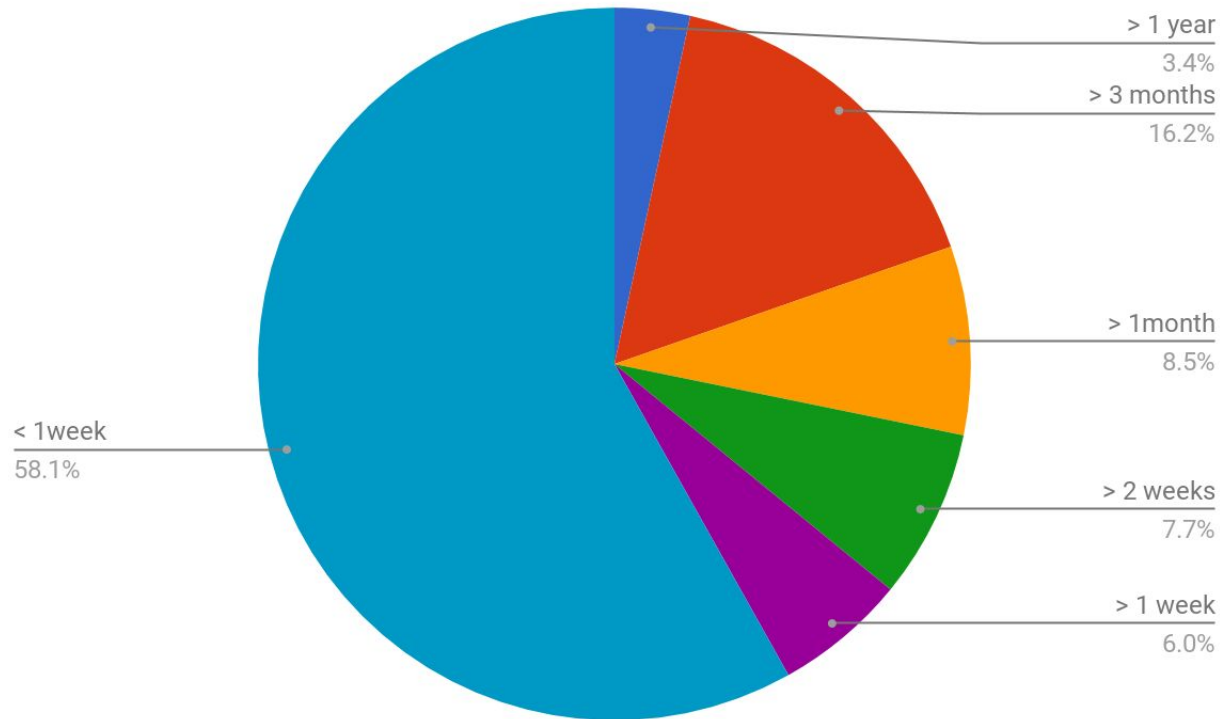# Last Commit Authored in nodejs/node

< 1week
12.0%

> 1 week
5.1%

> 2 weeks
9.4%

> 1month
21.4%

> 1 year
28.2%

> 3 months
23.9%

Last Participation in nodejs/*

> 1 year
3.4%

> 3 months
16.2%

> 1month
8.5%

< 1week
58.1%

> 2 weeks
7.7%

> 1 week
6.0%
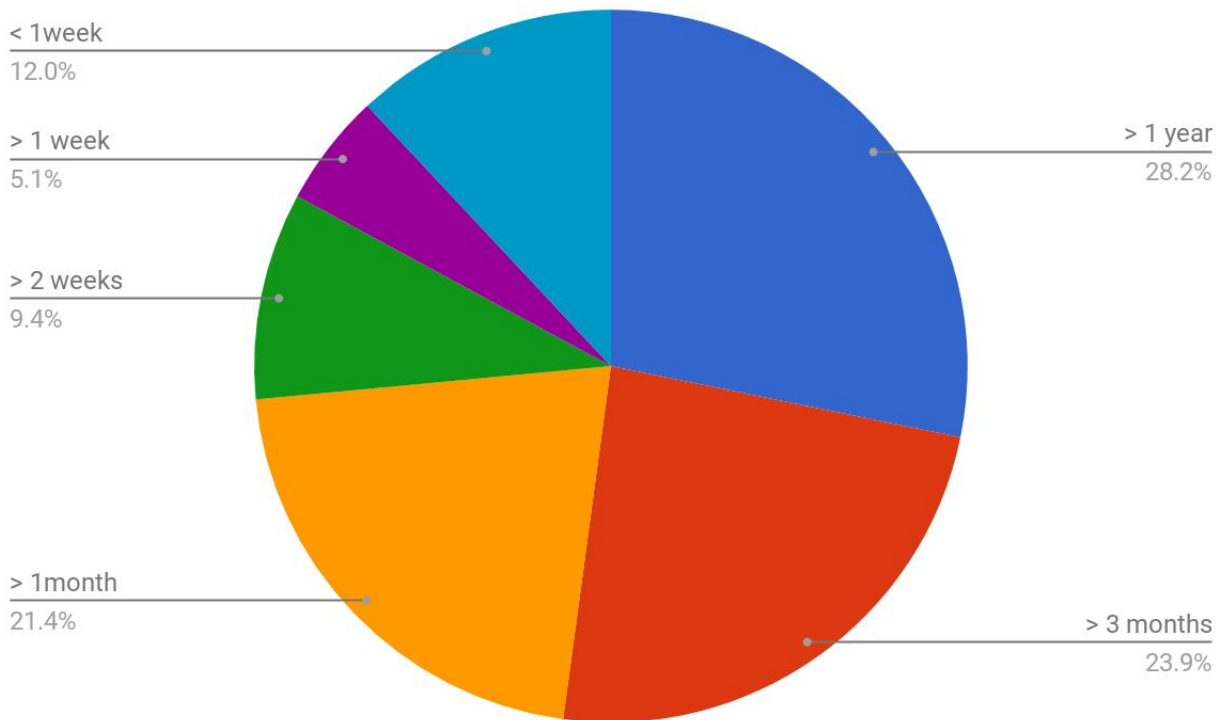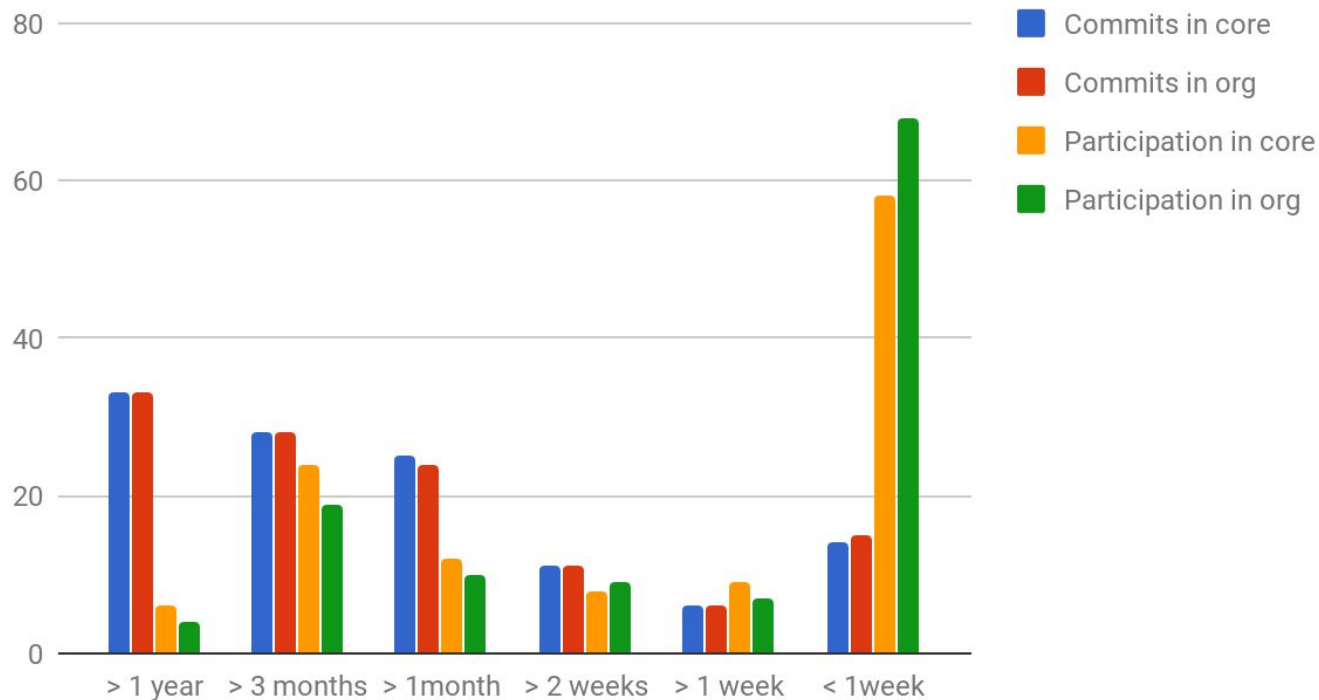
Contribution in Core/Org Compared

Commits/Participation in core/org

Observation

- Most collaborators are still around
  - ~80% of them showed up in the organization in the last month
  - ~50% of them showed up in the last week
- Most collaborators do not actively commit code to core anymore
  - ~70% of them have not authored any commits on master in the last month
  - ~50% have not authored commits in the last 3 months

Related issues

- https://github.com/nodejs/node/issues/18879
- https://github.com/nodejs/build/issues/744
- https://github.com/nodejs/node/issues/20367
- https://github.com/nodejs/node/issues/20589

Concerns

- The core is not getting the help that it seems to have
  - We have 117 people listed in the README, but most of them do not actively manage the issue tracker or submit pull requests (where the commit bit is actually useful)
  - Gives people false expectations when they open issues/PRs for the first time
- Principle of least privilege - if someone does not need the commit bit, they should not have it
- There are PRs receiving way more approvals (>10) than it needs (mostly doc and test PRs), and PRs that stall because of lack of reviews (timers, .etc)
- We have difficulty retaining contributors - granting people with the collaborator status too soon does not help with that

On the Other Hand...

- There are collaborators still around helping with issues e.g. starting CI jobs, help with debugging/bisecting
- There are collaborators who still work in other repos under the organization, or in related projects/organizations

Proposal

- Create **@collaborators-active** (with the commit bit) and **@collaborators-inactive** (without the commit bit)
- The commit bit expires within 3 months if it has not been used (the owner has not landed any commit on master in the last 3 months)
  - Make a tool based on ncu-contrib that can be run every 3 months to generate the list
- Any collaborator moved into **@collaborators-inactive** can ask to be moved back into **@collaborators-active** by posting something in the team discussion of **@collaborators**
  - Expires again in 3 months

Considerations

- An inactive collaborator can still receive pings to @nodejs/collaborators
- The collaborator status is about the **trust**, not the active commit bit
  - Being a collaborator means that you can have the commit bit without going through a lengthy assessment (the collaborator nomination), because you are trusted

Ideas for the Long Term

- Make more use of subsystem teams
  - Restrict pings to @nodejs/collaborators - in general, do not use it for help or code reviews
  - Subsystem teams can hangout online periodically to work on non-trivial bugs, review and **backport** PRs to LTS branches, follow up on the progress of related issues and PRs
    - Don't make it a meeting
  - Have the bot notify subsystem teams to review new PRs
  - Do not make the teams too general: e.g. @documentation, @testing, @tools
    - Create child teams: @doc-tools, @testing-ci, @testing-harness
    - Review existing teams: WG teams may not be suitable to ping for reviews

Revisit the Nomination Process

- What makes someone a potential collaborator?
- What do we expect out of a collaborator?
  - How long do they show up before being pinged in person on GitHub / on the IRC / on Twitter/ with Email ?
  - How many commits should they have in core?
  - How long should they have been involved with core?
- What are the criteria that other collaborators have in mind?
  - Should we avoid -1s?

(Added after the session)

- The last commits of 17 collaborators were adding themselves to the README
  - 14% of the existing collaborators