Development mentoring
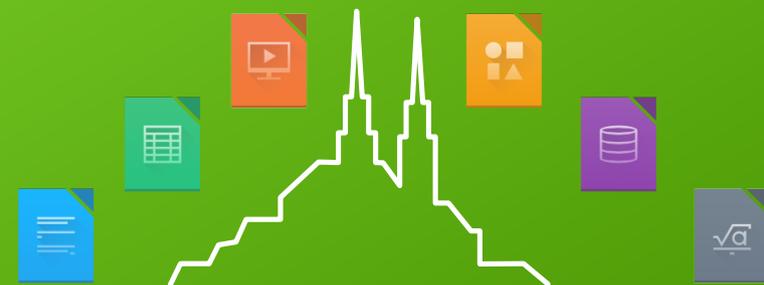## What`s next?

Presented by Jan Iversen
Disclaimer: Staff member of TDF

Working with Mentoring, helping Infra. In general spending my workday with LibreOffice.

Mail: jani@documentfoundation.org
IRC: janIV

A year in numbers

My work	Year	Pr Week	(number are rounded)
Gerrit reviews	2.600	50	Assign reviewer, check patch Many patches multiple times
Commits	490	8	Major part from contributors
Easyhack		10	All changes are controlled
Welcome mail	150	3	Send mail, update wiki
„We miss you"	200	4	>3 month without activity
Help etc.	1.100	20	Generic mail to new people
Git commits:		200	100%
Contributor		40	20% Important part
Committer		160	80%

Does it have an impact?
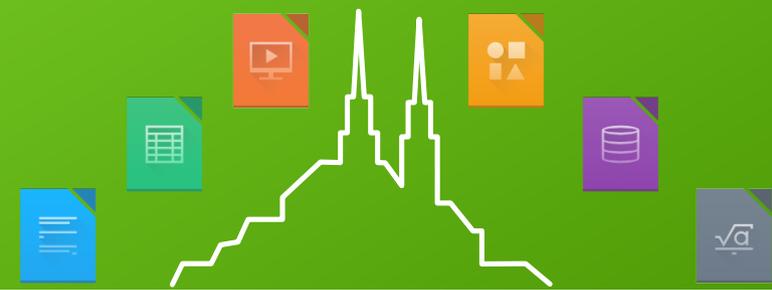
| Measure	9/2015	8/2016	2017
Mail non-active developers pr week	0	4	3
Welcome email (license) pr week	1-2	3	3-4
Merge delay, committer is 2 in days	6-10	5	3-4
Contributor merge in %	18%	20%	20%
Hackfest new people in #	?	2-3	5-6
Response to mail etc. in days	> 5	1-5	1-3
University projects (GSoC etc) in #	1	1	2-3
Feedback on patches pr week	0-1	1-2	3-4

Keeping developers active
Mailing 4 pr week is too much
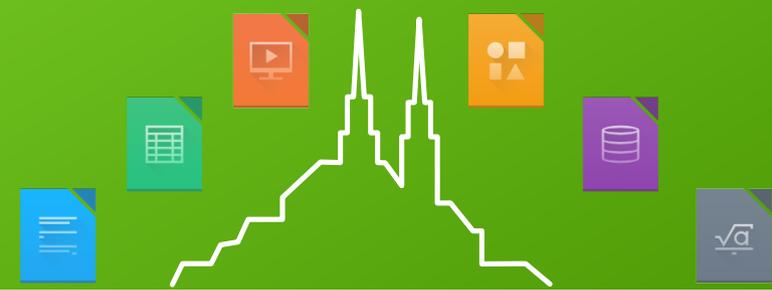
- ➢ Catch inactivity earlier:
  - ➢ Contact after 1 month not 3 !
  - ➢ Give concrete suggestions on work matching their wishes

- ✔ Contribute more than 3-4 patches
  - ➢ Direct feedback on first patches
  - ➢ See later

- ➢ Faster reviews
  - ➢ Abandoning 1-2 patches every month due to lack of review
  - ➢ Review time distribution far too large (1day – 2month)
 - ➢ Idea: Top5 reviewer list in ESC minutes

Hackfest and new people
2-3 new people versus 5-6 old people
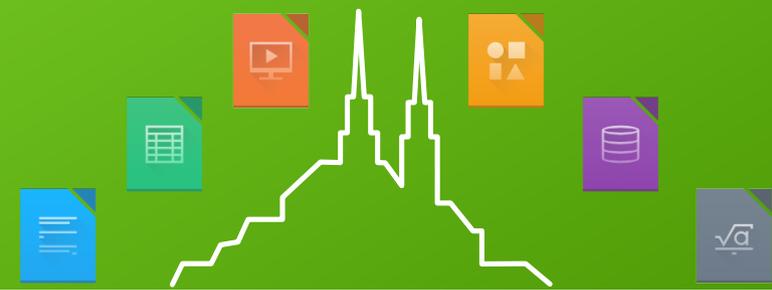
- Use local university to do marketing
  - Use university billboards
  - Contact student group
  - Contact Information Faculty

- Make more "formal" group fotos and blog
  - E.g. twitter "we thank <foo> for participating"

- Get the word out:
  - Use spaces like http://www.the-hackfest.com
  - Google search states hackfest != LibreOffice

- "Certificate" to show friends, and use in own blog
  - Follow up with private emails and tweets
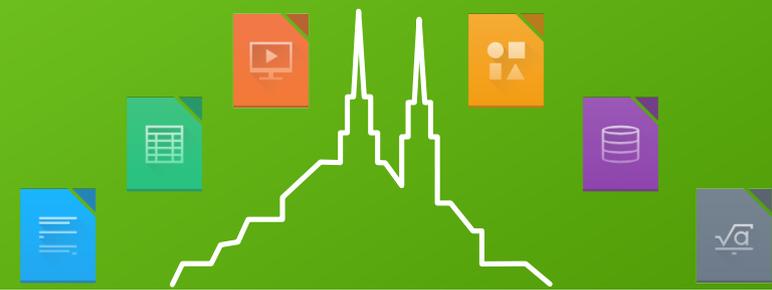
- Impossible to achieve
 - Many commits == Committer

- Some contribute only 1-2 simple patches and leave

- Some contribute 3-4 patches or more and leave
  - Need fast success (review) to see it is worth while
  - Direct feedback on first patches
  - Need mentoring
    - "thanks for the patch, have a look at <foo> next"
    - Guides on how to use e.g. opengrok (youtube?)
  - When asked majority replied:
    - Good community, very welcoming
    - Code is far to difficult to understand

Something for something
Why choose our project?
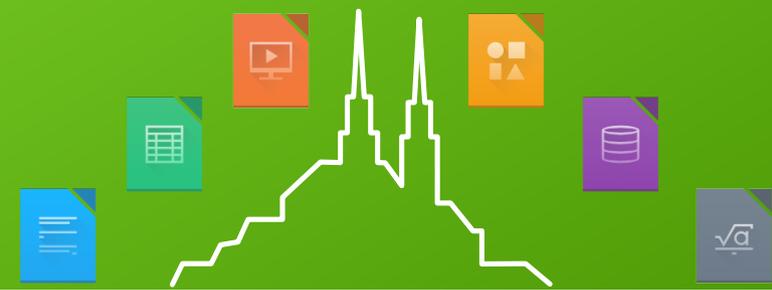
➜ Of course LibreOffice is the best project and community !

➜ Busy students have many choices, we need leverage
  ➜ LibreOffice is well known and a plus in your career
  ➜ Participation is a public secret

➜ One solution:
  ➜ Mail "thank you" after 1st patch, with "reward" scheme
  ➜ Official pdf certificate after 10th patch signed for your CV
  ➜ Official pdf certificate after hackfest, signed for your CV
    DISCLAIMER, need to be discussed by Bod (signature).
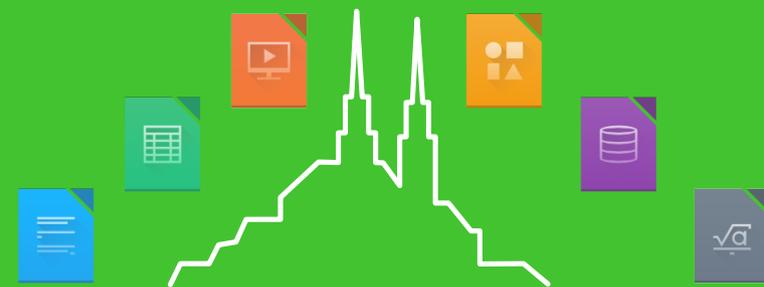
Thank you … for listening!

- Please help me make this happen !!
- We are an active community
  - But we can do better :-)