

2020 Update for the Ultimate Hall of Fame Process Improvement Initiatives:

The Hall of Fame Committee has incorporated incremental process improvements over the years and continues to take the long view on continuous improvement. We recognize that additional improvements can be made and the Hall endeavors to make improvements each year.

A significant change for 2020 was the establishment of a Board of Directors for the Ultimate Hall of Fame (HoF). The Board was established through an election process held in December 2019 in which 13 Hall members were elected to the Board and a variety of committees were established. Additionally, a nonprofit 501 c 3 organization has been established. The Board members and various committees are detailed at the end of this document.

The Hall has a history of convening working groups to explore and recommend steps to improve the selection/induction process. The 2015* working group identified incremental improvements that were incorporated into the 2016 to 2018 processes to help “catch up” on HoF candidates by expanding the number of candidates considered and inducted each year. The catch-up process yielded the addition of 33 new HoF members for the 2016 through 2018 campaigns (and resulted in determining that we were “caught-up”). This brought the total number of individually-elected HoF members to 83. Additionally, through the Special Merit category, there are 3 members from The Founders (2005) and 29 individuals (5 of whom were previous individual HoF inductees) with The Johnny Appleseeds (2014). Including the 2019 class, there are 115 members of the Ultimate HoF since the inaugural class in 2004.

Under HoF guidelines, player-candidates are eligible for consideration once they have attained Masters age plus 10 years. To confirm the number of HoF player-candidates to be considered each year, surveys were conducted in 2018 with the respective Peer Pools and current HoF members. These surveys confirmed that the number of HoF player candidates to be considered each year, going forward, to be a maximum of 3 per year from Open candidates and 3 per year from Women’s candidates with a target of 30 inductees per division over a 10-year period.

For the 2020 HoF process, these key initiatives and process steps will be added, amended, or continue to be incorporated:

- 1) Refresh the Peer Pools; continue to add new elite-level competitors to join the respective Peer Pools, including peers who competed at Club Nationals during the Peak Playing years but may not yet be age-eligible.
- 2) Enrich the Peer Pools through the addition of those voting members who have deep knowledge of the HoF prospects, i.e., Regional Coordinators, local/National tournament organizers, team captains, and/or coaches
- 3) Continue to utilize eligibility guidelines/“peak-playing timeframes” for the HoF process. These guidelines do not rule out consideration of the obvious candidate(s) in their first year of eligibility:

<u>Induct:</u>	<u>Peak Playing:</u>	<u>DOB: Open/Women</u>
2016:	1992 to 1999	1973/76
2017:	1995 to 2002	1974/77
2018:	1998 to 2005	1975/78
2019:	1999 to 2006	1976/79
2020:	2000 to 2007	1977/80

- 4) For 2020, The number of HoF player-candidates considered each year will be a maximum of 4 per year from Open candidates and 4 per year from Women’s candidates (up from 3 & 3 for 2019). During the 2016 to 2018 “catch up” period, there was a maximum of 8 to 10 new inductees per

year. Prior to 2016, the maximum number of inductees per year was 5. The proportion of Open to Women candidates will be balanced each year. Contributor-candidates will be considered and voted upon separately from player-candidates.

- 5) HoF member vote completed in 2 rounds; the first round to identify each HoF member's top choices and the second round to cast a Yes/No vote for each candidate on the final slate to achieve a "supermajority" of 2/3rds for the candidates to advance to induction.
- 6) Gender-based voting initiated in 2018 will continue such that those competitors with the "best knowledge" of those whom they played with and against will be selecting their division's inductees. Continuing from the 2018 process, HoF members will have the option to designate in which player category they will cast their ballots. Voting in the first and second round by HoF members elected in the "Player" Category will be separated along player division lines. Open division competitors will only vote for Open Player candidates and Women's division competitors will only vote for Women's Division Player candidates. Both divisions will vote for Contributors and Special Merit candidates, if any. HoF members elected in the "Contributor" category will have the option to vote in either Open or Women's division player categories, both player categories, or neither player category. Any such Contributor members who choose to vote in either player division will self select themselves as qualified to do so, based on their individual experience and knowledge of player candidates in that division, i.e., history of coaching that player division. Such HoF members must declare their intention as to which division they will vote in before the voting takes place.
- 7) The requirement that age-eligible candidates must be retired from their primary division of play was eliminated in 2018. To be eligible for nomination, the respective player candidates must only meet the age-based eligibility guidelines (Masters age plus 10 years) and can be currently-active players in their primary division of competition.
- 8) For 2020, the Vetting Committee has been expanded to include additional members; Dominique Fontenette, Chris O'Cleary, and Bill Rodriguez. They join Suzanne Fields as Chair, Pam Kraus as Women's Peer Pool Coordinator, Keay Nakae as Open Peer Pool Co-Coordinator with Steve Dugan, Nob Rauch as Contributor Peer Pool Coordinator, and Steve Mooney as USAU Board Representative to this committee.

Reinforced for the 2020 Hall of Fame process is the following:

The eligibility for and composition of the respective Women's Division and Open Peer Pools must align with the current **Peak Playing Years**. For **2020**, Peer Pool members and Hall candidates must have competed at the highest level of competition in their Primary Division of Play between **2000 – 2007**.

While some Peer Pool members and Hall candidates may have extended their playing careers into the Masters and Grand Masters divisions and longevity is one of seven Hall of Fame Criteria for Consideration (refer to What Makes a Hall of Famer document), when identifying and voting upon Hall candidates and consideration of Hall-worthiness, the focus must be on **what they did at their best against the best in their primary division of play during the current Peak Playing Years**.

To ensure that the Peer Pool is "current" with the current Peak Playing Years, new peer pool members are added and those whose competitive playing careers ended before 2000 are rotated off of the Peer Pool, unless there are compelling reasons to remain on the respective Peer Pool. Those continuing to remain in the Peer Pool may include coaches, regional coordinators, or other activities where the Peer Pool member continues to be connected to the sport at the highest levels and has first-hand knowledge of top tier competitors in the Primary Division of Play during the Peak Playing Years.

Of note, Hall candidates who age out of consideration may be included in future years as part of the Look Back process that will be administered at least every 5 years, if not more frequently.

As reference, in 2018, a “look back” process was initiated for those candidates who fell into two categories; 1) those who previously made the slate of finalists but fell short of induction and 2) those who may have been overlooked for a variety of reasons, including unanticipated and identified shortcomings in the selection/nomination procedures. Effective with the 2020 Hall voting criteria, Look Back inductees will not be eligible to participate in the Final Voting process.

These things in particular have been reinforced:

1. Reforming the selection process is a continuous effort that will be accomplished incrementally.
2. There are many who believe the process needs to be refined and improved, but there is little consensus on the problems, how to prioritize these concerns, and what the best solutions to these concerns should be.
3. Where feasible, we will build increasing transparency into the process.

We will continue to engage Hall of Fame members and the ultimate community to contribute to process improvement initiatives, as the need arises. We are dedicated to exploring and recommending incremental process improvements as the Hall evolves. You can direct comments and suggestions to Suzanne Fields, HoF member and Chair, HoF Committee, to triage to the appropriate people within the HoF organization. [suzmaui@gmail.com]

* 2015-2016 Working Group members: Keay Nakae, Mike Glass, Chris VanHolmes, Jim Parinella, Lori VanHolmes, along with additional input from Nancy Glass and Ann Cohan.

2020 Ultimate Hall of Fame Board of Directors:

Pat King (Class of 2009) President and Chair - Executive Committee
Lori Van Holmes (Class of 2015) Vice President and Co-chair – Principles Committee
Robert (Nob) Rauch (Class of 2006) Treasurer, Chair - Finance Committee, Contributor Peer Pool Coordinator
Brian Murphy (Class of 2007) Secretary, Chair - Bylaws Committee
Suzanne Fields (Class of 2004), Administrator, Chair - Vetting Committee
David Blau (Class of 2017)
Dominique Fontenette (Class of 2018)
Kelly Green (Class of 2005)
Tom Kennedy (Class of 2004)
Pam Kraus (Class of 2017) Women’s Peer Pool Coordinator
Keay Nakae (Class of 2012) Co-Chair – Principles Committee, Open Peer Pool Co-coordinator (with Steve Dugan)
Chris O’Cleary (Class of 2013)
Bill Rodriguez (Class of 2015)

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