

## 2019 Update for the Ultimate Hall of Fame Process Improvement Initiatives:

The Hall of Fame membership 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 will endeavor to make improvements each year.

Reflecting back to 2015, the Ultimate Hall of Fame (HoF) committee convened a working group\* to explore and recommend steps to improve the selection/induction process for the HoF. This 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. 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). In total, there are 163 members of the Ultimate HoF since the inaugural class in 2004.

For the 2019 process, we’ve determined that we are “caught up”. Under current guidelines, player-candidates are eligible for consideration once they have attained Masters age plus 10 years. To confirm the revised number of HoF player-candidates to be considered each year, surveys were conducted 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.

For the 2019 HoF process, these key initiatives and process steps will 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
<b>2019:</b>	<b>1999 to 2006</b>	<b>1976/79</b>

- 4) The number of HoF player-candidates considered each year will be a maximum of 3 per year from Open candidates and 3 per year from Women’s candidates. 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 be continued 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 gender lines. Men will only vote for Open Player candidates and women will only vote for Women Player candidates. Both men and women 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 player categories, both player categories, or neither player category. Any such Contributor members who choose to vote in the opposite gender player category will self select themselves as qualified to do so, based on their individual experience and knowledge of player candidates in that category, i.e., history of coaching that player category. Such HoF members must declare their intention as to which category(ies) 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.

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. The "look back" category is expected to occur periodically; NOT an annual part of the HoF process. Additionally, there needs to be a refinement of what it means to be a "contributor".

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.

The HoF membership welcomes recommendations from the Ultimate community. 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.

May 6, 2019 update

