2018 Update for 2016 - 2018 Ultimate Hall of Fame Process Improvement Initiatives:

In an ongoing effort to improve the selection/induction process for the Ultimate Hall of Fame (HoF), a working group* was convened in 2015 to explore and identify incremental improvements to incorporate into the 2016 process and beyond. The HoF membership has incorporated incremental process improvements over the years and continues to recognize that more needs to be accomplished.

Since the end of the 2015 HoF process, the following steps were taken:

- HoF member, Brian Murphy, convened a working group to explore and develop recommendations to enable the HoF process to “catch up” in time for the 2018 induction ceremony and celebration of the 50-year anniversary of ultimate at Club Nationals in 2018.
- Outreach to expand and update the Open and Women’s Peer Pools was conducted and is still a work in progress.

We define “caught up” as the ability to consider candidates for induction into the HoF in their first year of eligibility. Under current guidelines, players are eligible for consideration once they have attained Masters age plus 10 years and have been retired from active play for at least five (5) years.

Taking the long view of continuous improvement and based upon the recommendations of the working group, the 2016 HoF process improvements are focused on the following key initiatives:

1) Refresh the Peer Pools; expedite the addition of new elite-level competitors to join the respective Peer Pools
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) Establish eligibility guidelines/“peak-playing timeframes” for the 2016 through 2018 HoF process; for 2016 HoF, candidates would focus on those who competed in the 1992 to 1999 timeframe. These guidelines do not rule out consideration of the obvious candidate(s) in their first year of eligibility:

<table>
<thead>
<tr>
<th>Induct:</th>
<th>Peak Playing:</th>
<th>DOB: Open/Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016:</td>
<td>1992 to 1999</td>
<td>1973/76</td>
</tr>
<tr>
<td>2017:</td>
<td>1995 to 2002</td>
<td>1974/77</td>
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4) Expand the number of HoF player-candidates considered each year with up to 8 to 10 new inductees per year from 2016 through 2018; up from maximum of 5 per year. 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) Expand the HoF member vote to 2 rounds; the first round to identify each HoF member’s top 10 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) **NEW FOR 2018:**
   a) **Gender-based voting** will be initiated such that those competitors with the “best knowledge” of those whom they played with and against will be selecting their division’s inductees. For 2018, the first year of implementing this change, Hall of Fame 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.

b) **Eliminate the requirement that age-eligible candidates must be retired from their primary division of play.** 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.

These steps do NOT address all of the issues and concerns but they do represent what can get accomplished with the available people resources and time remaining to implement the HoF process for 2016. Not yet addressed as options to be considered in future includes an “old timers” committee (similar to MLB) and a refinement of what it means to be a “contributor”.

Three things in particular have been reinforced:
1. Reforming the selection process is a multi-year effort that will need to be accomplished incrementally
2. There are many who believe the process needs to be refined and improved, but there is very little consensus on the problems, how to prioritize these concerns, and what the best solutions to these concerns should be.
3. The willingness and availability to dedicate time to this ongoing process improvement effort continues to be a challenge for many.

For the 2018 process, HoF member, Brian Murphy, has stepped away from chairing the ongoing process improvement efforts. We will continue to engage Hall of Fame members to participate in 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, as well. You can direct comments and suggestions to Suzanne Fields, HoF member and Chair, HoF Committee, to triage to the appropriate folks 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

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