

2021 ULTIMATE HALL OF FAME

PEER POOL PROCESS + HALL SELECTION + VOTING CRITERIA

Peer input is the foundational first step of the multi-step Ultimate Hall of Fame (HoF) Selection Process. The creation and ongoing updates to the membership of the respective Player Peer Pools is critical to supporting the worthiest and best-informed HoF candidate selections.

The composition of the Player Peer Pools is key to identifying the top vote getting HoF candidates from their respective playing era and aims to include fair representation across the regions.

The eligibility for and composition of the respective Women's division and Open Peer Pools must align with the current **Peak Playing Years**. For **2021**, Peer Pool members and Hall candidates must have competed at the highest level of competition in their Primary Division of Play between **2001 – 2008**.

While some Peer Pool members and Hall candidates may have extended their playing careers into the Masters, Grand Masters, and Great Grand Masters divisions and longevity is one of seven Hall of Fame Criteria for Consideration detailed in the "**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 the Open and Women's divisions - their primary division of play - during the current Peak Playing Years focus window**.

Peer Pools:

Currently, there are 2 Player Pools; Open Division Player and the Women's Division Player pools. For 2021, the Contributor Pool has transitioned to the work of a Contributor Task Force composed of current Contributor members of the Hall.

To ensure that the Peer Pools are in alignment with the current focus window of time – a.k.a. Peak Playing Years, new peer pool members are added and those whose competitive playing careers ended before 2001 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.

Peer Pool and Hall of Fame Candidate Eligibility Guidelines:

When the HoF was first established in 2004, there was defined age criteria* for when a former player first became eligible for HoF candidacy. However, no formal rules were established that defined when such candidate's eligibility expired until the Peak Playing Years were established in 2016. After the HoF selection process worked through a backlog of older players in the 2016 to 2018 catch up period, the selection process has

“caught up” and can consider candidates for induction into the Hall in their first year of eligibility. By establishing defined time frames for when candidate eligibility begins and ends provides greater clarity about the selection process for candidates and other stakeholders in the ultimate community at large.

While there are general eligibility rules applied to both the Open and Women’s division candidates, there are key differences in who and how Hall of Fame candidates are identified.

In the **Women’s division**, Peer Pool members are invited to participate in the Peer Pool based on their Nationals and Worlds-caliber competitive history, team affiliations, and regional representation; everyone must complete a short form that details their competitive history. Coaches, organizers, and others engaged in the sport for the “current” Peak Playing Years are also invited to participate in the Peer Pool. To be a Hall candidate in the Women’s division, individuals who meet the age and Peak Playing Years criteria must be nominated by one or more of their peers. Once nominated, the candidate is eligible to be on the Peer Pool ballot for up to 5 years or until their Peak Playing Years no longer align with the current year.

In the **Open division**, Nationals and Worlds-caliber Open division players are invited to participate in the Peer Pool by completing a short form that details their competitive history. Coaches, organizers, and others engaged in the sport for the “current” Peak Playing Years are also invited to participate in the Peer Pool. Once Peer Pool members reach age 43 and meet the Peak Playing Years criteria, they become eligible Hall candidates.

In addition to these criteria, the Open division Working Group has developed the following clarifications on candidate eligibility:

- Potential candidates **first** become **eligible Hall candidates** (and appear as such on the Peer Pool ballot) in the year they reach age 43
- Candidates have a **maximum** eligibility of **10 years**, although eligibility **may be fewer years** based on playing history in the Open Club division
- Any individual who first becomes an eligible candidate in the year they reach age 43 will be an eligible Hall candidate for a **minimum of 3 years**, regardless of playing history.
- 2021 will serve as a final rule transition year, granting waivers that allow for a final year of eligibility to candidates who would otherwise be ineligible under the new rules
- The burden of responsibility for validating HoF candidacy (and the ability to utilize the full 10 years of eligibility or minimum of 3 years) is on the former players and teammates, not the HoF Vetting Committee

Under the direction of the respective Peer Pool coordinators, the contemporaneous Peer Pool members participate in a voting process that identifies and rank orders (1 through 5) the top vote getters in each player division.

For 2021, the **Women's division** peer pool coordinators continued to analyze and refine the composition of the peer pool membership with the goals of balancing representation across the regions and adding representatives from those teams who competed at Club Nationals during the Peak Playing Years with the objective to have 3 representatives per team in the Peer Pool. To accomplish these goals, the following steps were taken:

- Players with multiple team history were assigned to one primary team to equalize regional representation
- Members of the Peer Pool who were not active in the Women's division during the Peak Playing years or who did not have adequate knowledge of players in the Peak Playing years were retired from the Peer Pool
- Members who were inactive and non-communicative in the last year were removed
- Players were added to the Peer Pool from teams that were underrepresented in the 3 per team per year at Club Nationals metric goal

Hall Candidate and Peer Pool Member Data

- All peer pool members are required to complete an Information Form (Short form – Open and Google form – Women's division) to participate in the peer voting process that details their competitive playing history and other ultimate-related activities. The Open and Women's Division Peer Pools have expanded to include additional voting members who have deep knowledge of HoF prospects, i.e., Regional Coordinators, local/National tournament organizers, team captains, coaches, and prominent players who may be candidates once they become age eligible.

Peer Pool Voting Methodology:

Beginning in 2020, the Open division adopted the voting methodology utilized in the Women's Division Peer Pool that requires each voter to cast their vote by selecting their top 5 Hall candidates and to rank order their votes from their 1st to their 5th choice.

In addition, the Open peer pool voting process *may* continue to include an evaluation that rates each selected Hall player-candidate on their Spirit of the Game (SOTG) using this scale:

1. The player's spirit significantly adds to their qualifications.
2. The player's spirit doesn't significantly add or detract from their qualifications.
3. The player's spirit significantly detracts from their qualifications.

Should this rating scale continue to be utilized, Open Peers will be requested to document what that SOTG rating is based upon; whether it is based upon one or many positive or negative interactions from the "heat of battle", repeated patterns of on- or off-field behavior, reputation, getting to know the player off the field, etc.

- Outside of the formal peer review process, there will continue to be a general solicitation of the USAU membership and the ultimate community at large for other candidates.

The results of the respective Player Peer Pool vote are provided to the Vetting Committee who confers to identify those candidates to include in the final Slate and voted upon by the participating HoF members. The goal is to ensure fair representation on the Slate by playing era, player division, and region. The Slate are the final candidates considered for induction in a given year.

The Vetting Committee is comprised of current HoF members including the respective division coordinators, Open/Keay Nakae (HoF '12), Steve Dugan (HoF '17), with the addition of Jeff Cruickshank (HoF '17), Women's/Dominique Fontenette (HoF '18), with the addition of Vivian Zayas (HoF '20) and Lori Parham Ewald (HoF '19) and Contributors/Nob Rauch (HoF '06)), the HoF Committee chairperson Suzanne Fields (HoF '04), as well as, additional Hall members Bill Rodriguez (HoF '15), Chris O'Cleary (HoF '13), with Steve Mooney (HoF '06), as an elected USAU Board Representative. Pat King (HoF '09) participates on the Vetting Committee as the HoF Board President and Pam Kraus (HoF '17) continues as a member of the Vetting Committee in an advisory capacity and in her role in leading a Mixed Division Task Force.

The final determination of who gets inducted into the Ultimate HoF is made through a formal voting process that includes current, eligible Hall of Fame voting members and the Vetting Committee. Effective with the 2020 voting process, players inducted under the Look Back category are not eligible voters.

- HoF voting members and the Vetting Committee shall draw upon the peer review input, written Player Candidate Questionnaires, Nomination or Reference letters, the Annual USAU Call to Community input, personal discussions, and any other means at their disposal in making decisions regarding potential inductees.

*Beginning in 2004, the eligibility rules stated that player-candidates must be the minimum age, based on the age limit for the UPA Masters Division. To ensure that players from the early years of Ultimate got fair consideration, the age limit began at Masters age plus 15 years in 2005 (48 years old for males by December 31, 2005, and 45 for females) and decreased by one year, each year (47/44 in 2006, etc.) until it reached the current age thresholds of Masters age plus 10 years (43/40) in 2010. An additional eligibility clause stating that "player-candidates need to be retired from their primary division of play for a minimum of 5 years" was eliminated in a 2018 rule modification. Another key change in eligibility requirements was instituted with the "catch up period" from 2016 to 2018 when "eligible" Hall candidates' careers would need to overlap with a focused window of time, known as Peak Playing Years. The Peak Playing Years focus on an 8 year time period that advances by one year each year. Refer to the 2021 Hall of Fame Process Improvements document for additional detail on these and other process changes over the years.

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