

JA Professional Staff Hall of Fame

Purpose, Criteria, and Process

(approved 11/8/2022)

(amended 11/28/2023)

(amended 10/15/2024)

Purpose

Honor and recognize former JA staff professionals whose long-term dedication, commitment, and exceptional accomplishments made a significant impact on the organization and created a foundation for the current organization. Honorees are role models and set standards of accomplishment and behavior to which current and future JA staff should aspire.

Through their career, Staff Hall of Fame Laureates:

1. Accomplished exceptional results delivering the mission of JA
2. Demonstrated exemplary leadership at the local and/or national level
3. Demonstrated commitment to the professional development and advancement of associates
4. Aspired to achieve excellence in all aspects of his/her career
5. Possessed a clear strategic vision for the organization
6. Performed with high integrity and behaviors that modeled how others should aspire to be
7. Respected fellow associates and in turn were respected by associates

Requirements

1. At least 10 years of service in any position(s) with JA in a field office and/or headquarters
 2. Not affiliated professionally with Junior Achievement for at least three years
 3. Left the organization in good standing
 4. Candidates will appear on a ballot a maximum of five times
 5. Candidates must receive 10 out of 13 votes for induction
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Process

1. A potential pool of candidates who have left JA and meet the years-of-service criteria is secured from JA USA (This will be a large pool year-one to get current. Subsequent years will include only individuals who meet the three-year criteria)
 2. A Vetting Committee narrows the potential pool of candidates who should be in consideration for the Staff HOF to a group of Semi-Finalists. Consideration will be given to individuals who left in past years and are now eligible due to the new criteria. Committee is comprised of four JASAN members and the JA USA JASAN Liaison. JA USA CEO and/or EVP shall be asked to approve individuals identified.
 3. A Finalists Committee, comprised of the JASAN Chair, Chair-Elect, a Past-Chair, and at least two at-large JASAN members, reviews the Semi-Finalists identified for consideration by the Vetting Committee and determines who should appear on the Staff HOF Ballot. No more than five Finalists may appear on the ballot in any year. A Finalist may appear on the ballot a maximum of 5 years. The Finalist Committee provides a historical background on each Finalist giving reason for their inclusion on the ballot. Finalists will automatically appear on the ballot the following year if they receive at least seven out of the ten votes required for induction.
 4. A group of 13 Electors vote on the individuals appearing on the ballot. Electors are comprised of 8 JASAN Members (2 of whom will be past Staff HOF Laureates, 3 JA USA Staff; and 2 Field Presidents. Electors are appointed by the JASAN Chair, Chair-Elect, and the Staff HOF Chair. Proposed Electors, who adhere to standards of accomplishment and behaviors described in HOF Purpose, must be approved by JA USA President or CEO. Electors' names will appear on the screen at the NLC induction.
 5. Chair of Staff HOF sends electronic ballots to the 13 Electors. Finalists must receive 10 out of 13 votes to be inducted into the HOF. Electors may vote for up to 3 of the 5 Finalists. If no Finalist receives 10 of the 13 votes, no individual will be inducted into the Staff HOF that year.
 6. Electors submit their votes electronically to be tabulated by the JASAN Chair, Staff HOF Chair, and JASAN Executive Director.
 7. Individual(s) will be inducted into the Staff HOF at the next NLC.
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Annual Timeline for Selection

January 15: Pool of potential candidates finalized by Vetting Committee

March 1: Finalists Committee determines who will appear on the official ballot

March 15: Ballots sent to Electors

March 31: Voting deadline

April 15: Staff HOF Recipient(s) notified. Confirm willingness to accept award and attend JA Annual Meeting

April 30: Names of recipient(s) announced to JASAN members

June: Recipient(s) announced to JA USA Associates

July: Induction at NLC

Recognition

- JASAN hosts a Staff Hall of Fame Induction Dinner on Wednesday night of the conference to formally recognize the Laureate(s) with their JASAN peers. JA USA Senior Management and JA USA headquarters and field associates will also be invited to attend. JASAN pays for Laureate(s) and their guest. JASAN members, JA USA HQ staff and field associates, and guests pay for their own dinner.
- Laureate(s) will be recognized at the NLC Thursday Awards Luncheon with an opportunity to make comments.
- A recognition item, which will be the ongoing brand of the Staff HOF, will be presented to the recipients.
- A brief video of the laureate's career produced.
- Recognition budget TBD by JASAN Executive Committee

The Staff HOF Chair is appointed by the JASAN Chair. The Staff HOF criteria and process will be reviewed by the JASAN Executive Committee every 3 to 5 years to maintain relevance. The next review is scheduled in the 2026 to 2028 timeframe.

Junior Achievement USA
Professional Staff Hall of Fame
Laureates

<u>Laureate</u>	<u>Team/Organization</u>	<u>Year Inducted</u>
Bud Schwenk	St Louis	1983
Joe Francomano	JA, Inc	1983
Wally Fleming	JA Inc.	1984
Jim Sweeney	JA Inc.	1984
Dick Maxwell	JA Inc.	1986
Tom Pendergast	Chicago	1987
Tom Rutter	Toledo	1989
John Dickinson	Chicago	1992
Karl Flemke	JA Inc.	1997
Allen Kirtley	Los Angeles	1999
David Hicks	Central Indiana	2000
Gil Folleher	Seattle	2002
Terry Jarchow	St Louis	2003
Ron Cody	Twin Cities	2005
Marty Lee	JA Inc	2007
Jack Holladay	JA Inc	2008
Scott Riddile	Orlando	2009
Jerry Mutchler	Houston	2011
Donna Buchanan	Georgia	2012
Don Floyd	JA Inc	2023