Exceptional Effort Award Methodology

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Overview
In Fall 2018, Academic Affairs made awards to departments for multi-year performance improvements in two categories. This document provides the methodology for each award category.

Category A: Improved DFW rates

Criteria
Greater than 1% Drop in DWF rates over three academic years (AY 2014 through AY 2017).

Formulas
- DWF rate = Passing Grades / Non-passing grades
  - Non-passing grades: D+, D, D-, F, NC, and WU
  - This method follows that used by the CO
- Amount awarded = Base amount * FTES Category * Improvement Category

Variables
Base Amount
A constant of $10,000. This represents the minimum award possible. It was derived using a rough overall standard of $1,500 to $2,500 per 1 FTEF of instruction. After application at scale, it was adjusted in order to keep total awards within the limits of the total EEA award pool ($1,000,000).

FTES Category
A multiplier derived from a categorization of the total annualized FTES taught by academic org in the most recent completed college year (CY 2017-18) into one of five categories.

<table>
<thead>
<tr>
<th>Category</th>
<th>FTES Threshold</th>
<th>Count of Eligible</th>
<th>Count of Awards</th>
<th>% Receiving Award</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>&lt; 125</td>
<td>13</td>
<td>3</td>
<td>23%</td>
</tr>
<tr>
<td>2</td>
<td>125 – 249.99</td>
<td>10</td>
<td>3</td>
<td>30%</td>
</tr>
<tr>
<td>3</td>
<td>250 – 374.99</td>
<td>5</td>
<td>2</td>
<td>40%</td>
</tr>
<tr>
<td>4</td>
<td>350 – 474.99</td>
<td>3</td>
<td>0</td>
<td>-</td>
</tr>
<tr>
<td>5</td>
<td>&gt;= 475</td>
<td>9</td>
<td>3</td>
<td>33%</td>
</tr>
<tr>
<td>Totals</td>
<td></td>
<td>40</td>
<td>11</td>
<td>25%</td>
</tr>
</tbody>
</table>

Improvement Category
A multiplier derived from a categorization of improvement.
Category I: Improvement threshold

<table>
<thead>
<tr>
<th>Category</th>
<th>Improvement threshold</th>
<th>Count of Awardees</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1% – 2.49%</td>
<td>5</td>
</tr>
<tr>
<td>2</td>
<td>2.5% – 4.99%</td>
<td>4</td>
</tr>
<tr>
<td>3</td>
<td>&gt;= 5%</td>
<td>2</td>
</tr>
</tbody>
</table>

Category B: Sustained increase in degrees awarded

Criteria

Minimum of two consecutive years of year-over-year increases in the number of degrees awarded AY 2015 through (and including) AY 2017.

Formulas

- Amount awarded = Base amount * Size Category * Increase Category

Variables

Base Amount

A constant of $10,000. This represents the minimum award possible. It was derived using a rough overall standard of $75 to $150 per major. After application at scale, it was adjusted in order to keep total awards within the limits of the total EEA award pool ($1,000,000). Serendipitously, this base amount matched that used in Category A.

Size Category

A multiplier derived from a categorization of the total majors declared by academic org in Fall 2018 into one of five categories.

<table>
<thead>
<tr>
<th>Category</th>
<th>Size Threshold</th>
<th>Count of Eligible</th>
<th>Count of Awards</th>
<th>% Receiving Award</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>&lt;= 100</td>
<td>11</td>
<td>3</td>
<td>27%</td>
</tr>
<tr>
<td>2</td>
<td>100 – 249</td>
<td>12</td>
<td>1</td>
<td>8%</td>
</tr>
<tr>
<td>3</td>
<td>250 – 499</td>
<td>6</td>
<td>4</td>
<td>67%</td>
</tr>
<tr>
<td>4</td>
<td>500 – 749</td>
<td>5</td>
<td>3</td>
<td>60%</td>
</tr>
<tr>
<td>5</td>
<td>&gt; 750</td>
<td>5</td>
<td>1</td>
<td>20%</td>
</tr>
<tr>
<td>Totals</td>
<td></td>
<td>39</td>
<td>12</td>
<td>31%</td>
</tr>
</tbody>
</table>

Increase Category

A multiplier derived from a categorization of the span of the increase: over two or three AYs.

<table>
<thead>
<tr>
<th>Category</th>
<th>Span of Increase</th>
<th>Count of Awardees</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Two AYs</td>
<td>8</td>
</tr>
<tr>
<td>2</td>
<td>Three AYs</td>
<td>4</td>
</tr>
</tbody>
</table>