

# 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 DFW rates over three academic years (AY 2014 through AY 2017).

### Formulas

- $DFW\ rate = \frac{Passing\ Grades}{Non\text{-}passing\ grades}$ 
  - 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.

Category	FTES Threshold	Count of Eligible	Count of Awards	% Receiving Award
1	< 125	13	3	23%
2	125 – 249.99	10	3	30%
3	250 – 374.99	5	2	40%
4	350 – 474.99	3	0	-
5	>= 475	9	3	33%
Totals		40	11	25%

#### Improvement Category

A multiplier derived from a categorization of improvement.

Category	Improvement threshold	Count of Awardees
1	1% – 2.49%	5
2	2.5% – 4.99%	4
3	>= 5%	2

## 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.

Category	Size Threshold	Count of Eligible	Count of Awards	% Receiving Award
1	<= 100	11	3	27%
2	100 – 249	12	1	8%
3	250 – 499	6	4	67%
4	500 – 749	5	3	60%
5	> 750	5	1	20%
Totals		39	12	31%

#### Increase Category

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

Category	Span of Increase	Count of Awardees
1	Two AYs	8
2	Three AYs	4