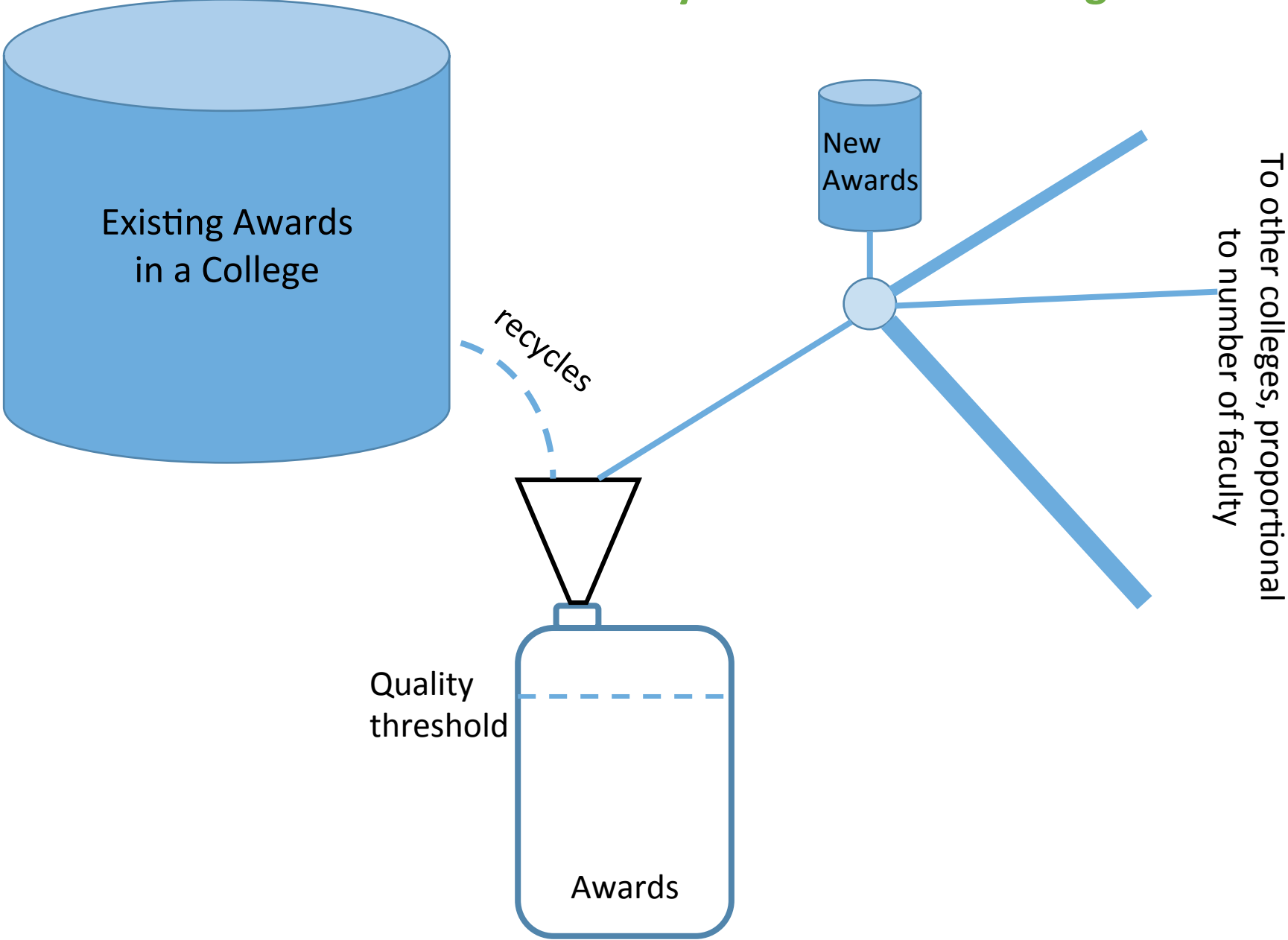


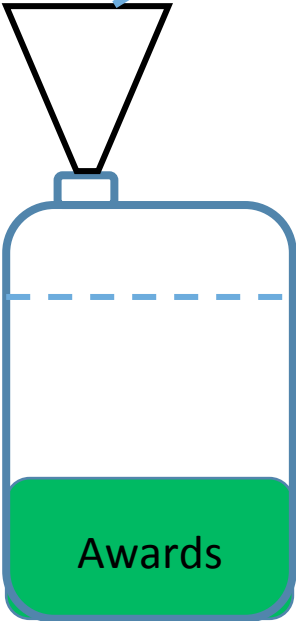
Current System for Distributing TIP & RIA



No recycled awards in focal college

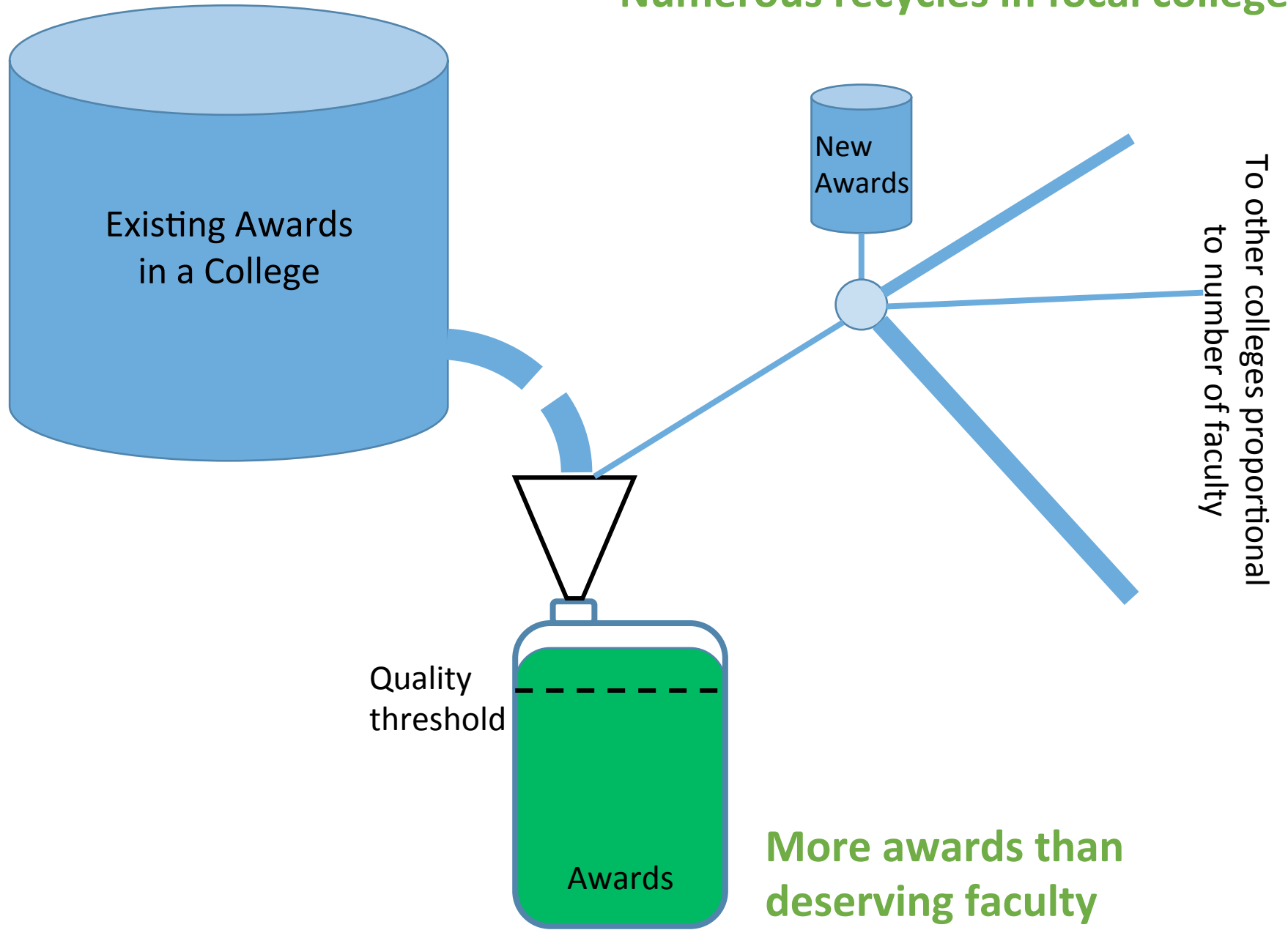


To other colleges proportional
to number of faculty



Far fewer awards than
deserving faculty

Numerous recycles in focal college



New System for Distributing TIP & RIA

