INTRODUCTION
The Elizabeth C. Crosby Research Awards are available to help meet career-relevant needs of individual instructional, research, and clinical track faculty that, if met, will increase the participation and advancement of women in science and engineering at the University of Michigan. The fund, initially seeded by an NSF ADVANCE grant, and now funded by the University of Michigan, supports a range of activities necessary for scholarly work in science and engineering fields.

As of December, 2015, the ADVANCE Program has administered 16 rounds of Elizabeth C. Crosby award competitions; the competition has been administered annually since 2002; in two years (2004 and 2005) there were two rounds of awards. Over this period, the Crosby Research Award fund has received 478 proposals (20% from the College of Engineering, 23% from the College of Literature, Science, and the Arts, 39% from the Medical School, and 17% from other schools) and has directly supported 154 University of Michigan faculty members in science and engineering for a total of nearly $2 million. Of these funded proposals, 20% were awarded to College of Engineering faculty, 30% were awarded to College of Literature, Science, and the Arts faculty, 32% were awarded to Medical School faculty, and the remaining 18% were awarded to faculty in other schools.

EVALUATION
The program is evaluated annually by the ADVANCE Program through a survey that asks recipients to report how the funding supported them. The purpose of this evaluation is to determine the value of the Crosby Research Award to recipients and to assist the ADVANCE Steering Committee in assessing the future of the Crosby Research Award program. Recipients are asked to complete these surveys in January, one year after receiving the award. The online survey is comprised of a series of open-ended questions, including:

- What did the funding allow you to do?
- How easily could this work have been accomplished without the Crosby funding?
- How, if at all, has the funding been useful in supporting your career and/or the careers of other women scientists and engineers?
- Did you use the Crosby award to cover any family care related expenses?
- Do you have any other comments about the Crosby award?

This report provides a summary of recipient survey responses by question; please note that a single response could be coded for multiple themes, depending on the participants' answers to the question. To date we have surveyed Crosby recipients from 2002 through 2014 (15 award cycles). One hundred and six of 139 surveyed recipients completed the survey (76% response rate).

How Crosby Funds Were Used
Crosby award recipients most commonly reported that the funding supported student research involvement (35%) and/or funded research activities and costs, such as purchasing equipment and supplies and getting new projects off the ground (36%; see Figure 1). Nearly as many (30%) indicated that Crosby funds were used for travel to collaborate with non-UM researchers, collect data, and/or attend conferences and meetings. Twenty percent used their funding to

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1 These percentages sum to 99% due to rounding.
defray family-care costs such as traveling with their children to attend a conference or childcare while they conduct research. Slightly fewer indicated that they used the funds to help them obtain grants, by producing preliminary data or hiring a grant editor (17%); to conduct leadership activities and aid in professional development (e.g., leadership retreats and workshops, academic groups, chairing or presenting at conferences; 16%); and/or to aid in the publication of papers, journal articles, books, or manuscripts (14%). Eight percent (in each case) used the funds to provide more time for research (by buying out teaching time or providing summer salary support) and/or to fund lab personnel such as a research technician.

**Necessity of Crosby Funds**
When asked how easily their work could have been accomplished without the Crosby funding, fifty-nine percent of the respondents indicated that some of all of the work supported by the Crosby Research Award could not have been accomplished without this funding (see Figure 2). Nearly all of the remaining respondents (39%) commented that they would have experienced challenges and difficulties with their work, such as significant delays, without the Crosby funding. In addition, five percent reported that their research was generally sufficiently funded and that the award was used to support a special project or minimize overall research costs.

**Career Support for Women Scientists and Engineers**
Nearly half of the respondents (41%) indicated that the Crosby award enabled them to offer research experiences, training, and/or mentorship to female students & postdocs (see Figure 3). One quarter reported that the funds supported their research efforts by providing them time and resources to focus on their research efforts (27%) and/or that the funds supported external grant applications, with many commenting that it helped them produce preliminary data (26%). Slightly fewer indicated that the funds enabled them to produce a manuscript, publication, or patent (22%); aided in the academic and professional development of women (e.g., enhancing
their professional reputations, promotions, letters of recommendation, and improved CVs; 21%); and/or allowed them to initiate connections with other researchers and develop collaborations with other labs (21%). Fifteen percent of the respondents reported that the funds helped them achieve work-life balance by providing childcare, allowing them to take time off for maternity leave, and allow them to be an active parent while building a career. A few also noted that the award allowed them to hire personnel who helped them with their research (7%) and/or the award led them to be a more active role model for women in their field and more actively promote gender equity (e.g., through workshops; 6%).

**Funding of Family Care**

One-quarter of the survey respondents (27%) reported that they used the Crosby Research Award to cover family and child-care related expenses. In addition, recipients who were selected for the award between 2002 and 2010 were asked if the availability of family care related expenses were a consideration in their decision to apply to the Crosby Research Award; 23% indicated that this was the case.

**Additional Comments**

Finally, recipients were given the opportunity to provide additional comments in open-ended format. They used this opportunity primarily to convey their appreciation for the Elizabeth C. Crosby Research Award and to emphasize the critical role the Crosby Research Award plays in supporting women science and engineering faculty and students at the University of Michigan and elsewhere. Additionally several faculty members noted the unique value of the support for family care that the award offers. Some highlights from these comments include:

- “The Crosby award is an amazing funding opportunity and I have encouraged several colleagues (especially those with young children) to apply for it.”
- “It is commendable that the award is given to support childcare, which is one of the most distracting and time consuming intangible stressors facing most women in academia, and something that is not funded through other mechanisms.... I feel very fortunate to have been the recipient of the Crosby Award.”
- “This is the best funding process/system I’ve experienced to date.”
- “An intangible benefit of the program is to reassure women academics that they are valued, that their challenges are acknowledged, and their personal and professional goals are supported by the institution. I expect the program builds loyalty to Michigan and to the mission of gender equity.”
- “This award has significantly changed my experience of being at the University of Michigan, making me feel more supported as a faculty member. It has played a role in my decision to stay at the University of Michigan and the coaching I received has improved my ability to make a positive contribution to the academic community here.”
“This is a great program, providing wonderful supports to woman faculty to achieve a much better balance between research, work, and family lives. I really appreciate the understanding, acknowledgement and supports from Crosby funding for helping release women's big constrains from their family roles despite their great career ambition!!”