



Elizabeth Caroline Crosby Research Fund

Elizabeth Crosby Faculty Grants are available to individual faculty members to support a range of activities aimed at improving the environment for career satisfaction and success of a diverse faculty in science and engineering fields. Support may be requested for: programs and projects aimed at improving the career success of diverse faculty, especially for women and other members of under-represented groups, including efforts to support the special child or other dependent care associated with work-related travel, long stays at field sites, long and late hours at labs, or other essential research activities away from home.

Application Guidelines

The following criteria play crucial roles in the award process:

- Quality and significance of the scholarly activity to be supported by award
- Degree to which the project will enhance the environment for career satisfaction and success of a diverse faculty in science and engineering fields

ELIGIBILITY

Applications will be limited to faculty with appointments on the tenure, research, or clinical tracks in science and engineering fields.

REVIEW PROCESS

Reviews will be completed by an interdisciplinary panel of faculty.

APPLICATION PROCESS

1. Cover Page

- a. applicant's name and title
- b. best address and phone number for reaching the applicant
- c. email address for applicant
- d. applicant's rank and time in rank
- e. title of project
- f. names and affiliations of collaborators on the project

2. Abstract

Provide a 100-word summary describing the needed resources and their relationship to increasing the participation and advancement of a diverse faculty in science and engineering.

3. Statement of Project

In a separate statement of **NO MORE THAN FOUR (4) PAGES**, outline:

- a. goals for the project to be supported by award funds
- b. a plan outlining how award funds will be used to further those goals
- c. roles of any collaborators on the project

4. Budget

Outline budget expenses for award funds up to \$20,000 (few awards will be for this amount), including their justification. Specify contingent budgets. Any salary expenses must include appropriate calculation of benefits.

5. Curriculum Vita

Include vitae for applicant as well as all collaborators on the project.

Deadline

Application should be submitted via email as a Word or PDF document to:
advanceprogram@umich.edu

Applications must be received no later than September 25, 2007. Awards will be announced in October 2007.

Please direct any questions concerning this program to Cynthia Hudgins (advanceprogram@umich.edu) at 647-9359.

Elizabeth Caroline Crosby

World-renowned neuroanatomist, Elizabeth Caroline Crosby (1888-1983), began her long and distinguished career at the University of Michigan in 1920. Initially working as an anatomy instructor, she rose through the ranks to become the first woman professor of the medical school.

A dedicated researcher and teacher, Dr. Crosby published extensively in comparative anatomy and received several prestigious awards. She was the first woman to be awarded the Henry Russell Lectureship at the University of Michigan (1946); she earned the Henry Gray Award in Neuroanatomy in 1972 and the National Medal of Science in 1979. After her retirement in 1958, at age sixty-nine, Dr. Crosby served as a clinical consultant at both the University of Michigan and University of Alabama, where one of her former students held a faculty position. She remained active in scientific work until the end of her life in 1983, at the age of ninety-four.

Addendum to the Elizabeth Crosby Faculty Grants Program Guidelines

Payment of Child Care Expenses

Why pay child care expenses?

Several faculty members have incorporated requests for child care into their Crosby proposals. The provision of funding to cover child care expenses is, in fact, an acceptable budget item and was referenced in the original proposal to NSF as an example of the type of funding that would be potentially useful to women faculty.

Why is it difficult to actually pay child care expenses?

The University's Office of Financial Operations will not allow, from any source, reimbursements to employees for child care expenses or direct payments to child care providers. Because the cost of child care is tax deductible, funds provided to someone for the purpose of paying for child care need to be provided by a taxable method.

How can we pay child care expenses?

The only method by which we can provide funds for child care is to provide this money to the award recipient as additional salary. Because this additional salary is taxable and expenses are incurred by the recipient as well as the paying department, the only way to get the actual amount of funds awarded for child care to the faculty member is to "gross up" the payment. Providing an increased award amount as salary allows the faculty member to net the original award amount and covers incurred taxes, etc.

The Payroll Office provides a formula to use when grossing up a payment. First, the original salary amount (the net amount we want to get to the faculty member) should be divided by .6345. The new salary amount should be increased by the fringe benefit percentage (applied only to the original salary amount) used for the individual faculty member (information about an individual's fringe benefit percentage can be obtained from M-Pathways) – this covers expenses incurred by the paying department.

For example, Dr. X should receive \$750 for child care and her fringe benefit rate is 22%. The calculation would be:

$$\text{\$750} / .6345 = \text{\$1,182}$$

$$\text{\$750} \times .22 = \text{\$165}$$

$$\text{\$1,182} + \text{\$165} = \text{\$1,347}$$

Additional salary in the amount of \$1,347 should be paid to Dr. X.