

TABLE 1**Effectiveness of a microgrant for facilitating change.**

Theme	Codes	Sample quotes
Prominent funder	Funding	"Maybe the small grant creates opportunity for us to say, 'Oh, we have this small grant, you should be putting money into it.'"
	Voice	"So this project also helps to give more voice to some faculty and more agency."
	Attention	"You get this small grant from a prestigious entity and know that that will force the university to pay attention to these issues."
Connected	Discussion	"The CURTP grant somewhat mandated that we had frequent interactions. So there [were], and we had things to turn in and things to discuss related to the CURTP grant."
	Links	"Having this CURTP has caused both internally within the department and across the college to have conversations about what are we doing and why, so that's useful."
	Connected	"We can make those two pieces align, and we can make it so it sort of grows the amoeba with, you know, different things that people are already doing and how you can sort of put it through this lens of this one effort."
Consultants	Advice	"They are very experienced, and they have seen other universities, so they can provide some good advice and experience and similar universities."
	Advocate	"Her project actually got economic support from the central administration after the consultants [came] and talk[ed] about the project."
	Inspired	"I just wouldn't have been emboldened to look."
Momentum	Started before	"We were kind of getting the call, as we saw it, you need to think about the ways to think about undergraduate research and how it longitudinally fits into your curriculum."
	Spread	"So they started now thinking about it and aligning it with the goals of the project, and then in other labs ... because of these meetings, more people got into it. So now they are trying new things in other labs."
	Adapted	"What is interesting is that the project is evolving based on the needs that we detect."
	New initiatives	"I think [this helps with] keeping your eyes open to the possibility of what else this can do for your department and for your goals, especially if you are sort of looking at things through a student success lens."
Slow change	Slow	"The changes probably took 20 years to go from 'everyone's lecturing is not even thought about' to 'collaboration on research integration' to 'it's standard that you should be doing this.'"
	Fear	"I think there's fear of losing robustness."
Insufficient	Money	"Basically for us, the money is so small that it's not enough to do anything."
Time-consuming	Time	"I think institutions where they don't have full-time lab managers to look at curriculum critically and change curriculum are going to struggle."