

Silver Award Guidance

v.2 March 2023



	SEA CHANGE INSTITUTIONAL BRONZE AWARD	SEA CHANGE INSTITUTIONAL SILVER AWARD	SEA CHANGE INSTITUTIONAL GOLD AWARD
CRITERIA	BRONZE	SILVER	GOLD
Evidence of thorough self-assessment using qualitative and quantitative analyses		•	
Clear identification and prioritization of key issues	•	•	•
Actions planned to address key issues and carry the institution forward	•		
Demonstration of impact of previous activity		•	
Expanded action plan to continue progress in additional areas		•	•
Serves as a model and exemplar for other institutions and beyond			





Bronze:

Using the SEA Change Criteria & Guidelines, institutions perform a self-assessment, make meaning from their findings, and create a 5-year action plan

- Consideration of race, ethnicity, gender, and their intersection
- Focus is almost exclusively on faculty

Bronze Renewal:

Repeat the process, shifting focus and prioritization based on context and bandwidth. Bronze renewals recognize institution's efforts towards continual, iterative improvement.





Silver:

Using the SEA Change Criteria & Guidelines, institutions perform a self-assessment, make meaning from their findings, and create a 5-year action plan. **Institutions** also provide evidence of impact made due to past actions.

- Consideration of race, ethnicity, gender, and their intersection
- Expand focus of faculty to include consideration of an additional personal identity that has been marginalized

and/or

 Explore the institutional climate for an additional focal population(s) (ex. undergrads, grad students, postdocs, staff)



Self-Assessment Guidelines

Areas of assessment and suggestions for what to explore within them will remain the same for all award levels

Framing

- Letter from Pres/Provost
- Institutional context
- Institutional composition

Key Transition Points

- Recruitment to hiring
- Promotion & tenure
- Retention

Career & PD

- Performance review
- Advising & mentoring
- Pedagogical support
- Diversity in leadership

Flexibility and Career Breaks

- Family and other leave
- Flexible work
- Child and other caregiving support
- Effects on success and evaluation

Climate and Culture

- Institutional climate
- Faculty workload
- Policing policies & practices
- Role models and diversity

Policies for DEI

- Policies for enhancing institutional DEI
- DEI as performance measure
- Sexual and other harassment and assault



Demonstrating Impact

Example: New guidance around the use of diversity statements in faculty hiring

Input

Output

Short-term Outcomes

Intermediate Outcomes

Long-term Outcomes/ Impact

- Subject matter expertise
- Staff time & resources
- Proposal preparation for funding needed

- Policy and practice guidance for hiring committees
- Process materials for hiring committees (ex. rubrics)
- Hiring committee training

- New policies are rolled out and adopted by colleges and departments
- Training participants feel positively about the use of diversity statements in hiring
- Faculty begin to adjust their practices in response to new policies, tools, and training.
- Evaluation indicates little variability in how guidance is used across committees, departments, or colleges
- Faculty consistently prioritize equity across all areas of their workload research, teaching, service.
- Faculty attitudes towards the importance of DEI have started to shift, with a majority believing that DEI is necessary for excellence
- The rate of change towards more diverse faculty is higher

