



SEA CHANGE

Silver Award Guidance

v.2 March 2023



CRITERIA	BRONZE	SILVER	GOLD
Evidence of thorough self-assessment using qualitative and quantitative analyses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clear identification and prioritization of key issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Actions planned to address key issues and carry the institution forward	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Demonstration of impact of previous activity		<input type="radio"/>	<input type="radio"/>
Expanded action plan to continue progress in additional areas		<input type="radio"/>	<input type="radio"/>
Serves as a model and exemplar for other institutions and beyond			<input type="radio"/>



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

