



### **Atlas Diversity Benchmarking: Diversity Infrastructure Index Series**

Atlas is a national database that showcases all diversity-related initiatives, efforts, and strategic plans for all accredited colleges and universities in the U.S. (approximately 7,500 institutions; this data source does not include online universities). Through Atlas, Halualani & Associates has nationally benchmarked University of Nebraska-Lincoln in comparison with its peer, regional, and national institutions in terms of diversity and inclusion work via our scoring mechanism and in terms of different variables and various indices.

Halualani & Associates conducted an Atlas diversity benchmarking for University of Nebraska-Lincoln in order to highlight the current comparative status/performance on inclusive excellence in terms of their peers on the following index:

#### **Diversity Infrastructure Index Series:**

Diversity/Inclusion Leadership Infrastructure and Organization on Campus and Key Aspects;

Characteristics of Diversity Leaders (Highest Degree Held, Reporting Structures, Roles and Responsibilities);

Organizational Structure and Capacity of Diversity/Inclusion Division or Infrastructure

**University of Nebraska-Lincoln** selected the following peers for comparison in this index series:

University of Iowa

Indiana University Bloomington

Michigan State University

University of Michigan

University of Kansas

**University of Nebraska-Lincoln** ranks 5th overall on this index because its peers (namely, Indiana University Bloomington, University of Iowa, University of Kansas) featured the markers of high-quality and high-impact diversity infrastructures: robust organizational structures made

up of a senior-level diversity administrator role (preferably at the Vice President level) that is dedicated to proactive diversity and inclusion efforts and initiatives and university-wide collaborations across units; have this senior-level diversity administrator role report directly to the President of the university and have a seat on the President's Cabinet (to have the attention of the highest leadership) but with a collaborative working arrangement with all Vice Presidents; and a fully resourced and institutionalized diversity-centered office that is university-wide for the campus (and stands as a major resource for all divisions and units).