



Atlas Diversity Benchmarking: Diversity Faculty & Staff Recruitment & Retention 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:

The **Diverse Faculty/Staff Recruitment & Retention Index Series** includes the following indices:

Diversifying Faculty Index

Faculty Retention Initiative Index

Employee/Faculty Affinity Groups Index

Staff Diversity Recruitment Initiative Index

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 2nd overall on this index because one of its peers (namely, Indiana University Bloomington) featured multiple, high-quality diversifying faculty recruitment initiatives, faculty

retention programs, diversifying staff recruitment initiatives, and employee affinity groups. We recommend that the University of Nebraska-Lincoln pursue the following: continue to examine and implement high-impact, high-yield diverse recruitment practices that are best suited for its institutional type; explore creative innovations for how to engage in outreach and recruitment of diverse candidates; create assessment mechanisms or key performance indicators for determining goal attainment in this index area; continue to seek out creative ways to retain its diverse faculty members; create assessment mechanisms or key performance indicators for determining goal attainment in this index area; design initiatives for diverse faculty/staff recruitment and retention that utilizes and relies on these employee/faculty affinity groups; provide resources (support, trainings) to these employee/faculty affinity groups so that they are recognized and invested in diversity processes at the university; and look to the public sector and industry for high-yield recruitment practices across all job classifications.