



Atlas Diversity Benchmarking: Diversity Strategy 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 Strategy Index Series:

Existence, Quality, and Content of Diversity Master Plan Frameworks, Goals/Objectives, Design Process, Assigned Owners, Implementation Steps/Activities, Progress, Assessment/Review Process, Outcome Measures, Metrics, and Updates, Midpoint and Final Evaluations in the Last Five Years;

Incorporation and Quality of Diversity-Related Goal/Objective in University Strategic Planning Process, Assigned Owners, Implementation Steps/Activities, Progress, Assessment/Review Process, Outcome Measures, Metrics, and Updates, Midpoint and Final Evaluations in the Last Five Years

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 University of Kansas) featured key elements of high-quality and high-impact diversity strategic frameworks: stand-alone diversity master plans and or a university strategic plan with a diversity-related goal; diversity strategic frameworks with innovative and focused goals; concrete action steps; ample investment; and detailed assessment schedules, performance measures, and key performance indicators. It should be noted that **all of the peer institutions**, including **University of Kansas** (the leader in this index series) had Atlas benchmarking scores in the lower half of the total amount of scores for this index. This indicates that even though the University of Kansas and University of Michigan had the only current diversity strategic plans out of the designated peer group, these institutions' plans did not incorporate the highest impact practices (i.e., a continuous plan from the previous one, with a comprehensive set of goals and innovative areas of focus; created by and participated in by all campus divisions and constituencies, and with assessment and accountability measures). Thus, these peer institutions do not represent the most excellent exemplars of diversity strategic plans like University of California, Berkeley or The Pennsylvania State University.