

Recommendation 3: Address salary compression/inversion because of its adverse impact on all faculty and especially faculty who are African American and people of color.**Action Steps**

- 3.1 Strategize ways to ensure that salary compression/inversion is not always the first casualty of every university financial crisis and budget shortfall.

Action Steps

- 1) Strategize ways to ensure that salary compression/inversion is not always the first casualty of every university financial crisis and budget shortfall.

Committee Recommendations for Student Success

The Committee commends the University for its efforts to support the success of underrepresented students at the University of Memphis. Since an overarching goal of all university general education curricula is to educate people to be good citizens and contributing members of society, the University of Memphis has a 6- semester unit requirement in American History.

Recommendation 4: Increase the general knowledge of students about African American and people of color in the US.**Action Steps**

- 4.1 Academic advisors should remind students of the general education choices in the 6-unit American History requirement that can include courses about minority persons. Examples of such courses include:

- HIST 3881 African American History
- HIST 4851 History of Women in America
- SOCI 3422 Racial and Ethnic Minorities: Comparative study of racial and ethnic minorities in United States

- 4.2 Additional courses focused on African Americans and people of color should be added to these choices offered to students in the general education curriculum.