

## **Colorado College Compensation Philosophy**

Colorado College strives to provide a high-quality liberal arts education to a diverse community of students. Achieving this mission requires an equally diverse group of highly qualified employees who are rewarded and recognized for their contributions. Therefore, the College supports a compensation program that:

- Is aligned with the College's mission, is administered in a financially sustainable manner, and is in compliance with all applicable legal requirements.
- Provides compensation that is competitive within appropriate labor markets and takes into account living wage principles.
- Promotes performance excellence and encourages career development and advancement by rewarding achievements and outcomes.
- Administers compensation in a fair and flexible manner.
- Values campus and community engagement and work/life balance.