

Colorado College Compensation Philosophy Effective August 1, 2013

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.