

Administrative Professionals—Total Compensation Philosophy Summary

Vision:

- To be a top destination STEM university, known for:
 - Technical excellence, leading-edge research, and innovation;
 - Strong connections to applications, industry, and business; and
 - Embracing and promoting context, impact, and passion; with the aspiration that our graduates, ideas, actions and innovations have a transformative impact on society; solving the world’s most pressing needs, creating shared prosperity, and ensuring the sustainable use of the earth’s resources.
- The compensation program will help support Mines’ vision, aligning with the overall institutional strategy by:
 - Focusing on ensuring that total compensation is competitive and consistently applied
 - Attracting and retaining high performing faculty to emphasize quality and excellence in education, research, and services that Mines delivers

The compensation program is guided by the following guiding principles ([detailed compensation philosophy available](#)):

Communication	Mines believes in transparency and providing on-going communication around the compensation program.
Work/Job Valuation	The compensation program emphasizes external market valuation while recognizing strong performance and contribution to the institution and the importance and value of internal equity. The program leverages competitive market data, and jobs will be assessed based on external, internal equity, and role within Mines where feasible.
Comparison Markets	Mines attracts talent from local, regional, and national markets. External benchmarks are pulled from comparison markets based on role, job unit, and level, and may include higher education and general industry markets and organizations.
Competitive Positioning	Market targets are at or above market median; this may vary based on mission/criticality determined by institutional leadership.
Total Compensation Mix	Base Salary is the primary method of compensation. Benefit offerings are a key component of the total compensation package, including health, dental and other insurance benefits, leaves, tuition waivers, retirement, etc. Merit increases are determined by an individual’s performance and contribution. Opportunities for career growth and work content are also key to Mines’ strong employee value proposition
Link to Performance	Performance and level of contribution are important factors in determining salary along with additional recognition as funding permits.
Program Administration	Clearly defined roles, responsibilities, and decision rights for the design, approval, and management of compensation programs are clearly outlined for Leadership, Human Resources, and Managers and Supervisors.