



# Policy

**Policy Title:** Pursuit of Excellence in Compensation & Benefit Practices **Number:**A4200  
**Policy Type:** Administrative  
**Responsible:** CHRO; ED, Human Resources  
**Related Policies:** A4000, A4100, A4300, A4400  
**Linked Operating Standards:**  
**Related Laws:** Wage & Hour, FLSA, FMLA, ILCS 105/1-15, Title VII  
**Related External Standards:**  
**HLC Criterion:** 1C

## **Policy Statement**

The College is dedicated to creating a workplace that embodies our core values of transparency, inclusiveness, excellence, and mutual respect. We recognize that investing in our people is vital to fulfilling our mission, and we are committed to attracting, retaining, and rewarding a diverse and highly talented workforce. By offering equitable and innovative compensation and benefits, we ensure our practices remain competitive with labor market standards while sustaining institutional strength and affordability.

Our approach is comprehensive, encompassing competitive base salaries, impactful performance-based recognition, comprehensive benefit options, and a workplace culture that promotes engagement, collaboration, and personal growth. We prioritize internal equity, external competitiveness, and financial feasibility while fostering a supportive environment that values work-life balance, holistic well-being, and shared success.

To these ends, the Chief Human Resources Officer, in partnership with the President and Senior Leadership Team, will:

1. **Enhance Employee Engagement:** Regularly evaluate and refine compensation and benefits using data-informed insights to meet employee needs and aspirations.
2. **Promote Well-Being:** Provide resources, programs, and initiatives that support health, reduce stress, and enhance overall quality of life.
3. **Recognize and Reward Excellence:** Implement performance-based rewards and recognition systems that celebrate employee contributions and foster a sense of value and empowerment.

With these actions, the College aims to cultivate an inspiring and supportive workplace where every employee is motivated to excel, empowered to thrive, and proud to be part of a mission-driven institution.

<b>Change Log</b>		<b>Governance Unit: DEIB Council</b>
<b>Date</b>	<b>Description of Change</b>	
12.5.24	Initial Adoption	