COLORADO COLLEGE

Associate Vice President for Human Resources

Leadership Profile

Fall 2026



Executive Summary

Colorado College, one of the nation's leading liberal arts colleges, seeks an Associate Vice President for Human Resources to serve as the College's chief human resources strategist, providing collaborative leadership and innovative thinking to advance a comprehensive human resources program. This is a compelling opportunity for a seasoned, people-centered executive to help shape Colorado College's next chapter. The institution is entering an important period of organizational assessment, workforce planning, and operational transformation, creating a unique opportunity for a leader who brings deep functional expertise, strategic perspective, and a strong bias toward action.

Colorado College is a private, four-year liberal arts college of approximately 2,050 undergraduates located on a beautiful 99-acre campus in downtown Colorado Springs. The only institution of its kind in the Rocky Mountain region, Colorado College is known as a community of forward-thinking innovators and pioneers. It was the first college in the country to make a public commitment to antiracism in 2019 and is renowned for its Block Plan, a distinctive academic model wherein students take one course at a time during immersive 3.5-week blocks. Established in the late 1960s, the Block Plan fosters deep engagement, experiential learning, and intellectual curiosity.

Reporting to the Vice President for Finance & Administration/Chief Financial Officer, the Associate Vice President for Human Resources will serve as a key strategic advisor on workforce strategy and organizational design, leading a comprehensive portfolio that includes talent acquisition and workforce planning, total rewards, performance management, leadership and talent development, employee relations, HR technology and analytics, and policy development and compliance. The AVP-HR partners with the Office of Civil Rights, Institutional Equity and Belonging, and other campus leaders to ensure equity and belonging are embedded throughout HR policy and practice, and that the employee experience reflects the College’s mission and values.

The Associate Vice President will play a pivotal role in advancing a human resources function that is strategic, service-oriented, and focused on operational excellence. Leveraging deep HR expertise and strong execution skills, the successful leader will help ensure the College's workforce is positioned to thrive while supporting institutional priorities during a period of significant change across higher education. The executive will inherit a collaborative, mission-driven HR team with strong momentum and will be charged with strengthening HR's role as a trusted campus partner while modernizing systems, enhancing service delivery, and helping the institution navigate complex organizational and workforce challenges.

The successful candidate will bring broad human resources leadership experience across functional areas such as talent acquisition, compensation and benefits programs, employee relations, compliance, organizational effectiveness, and workforce planning, with particular depth in compensation strategy and workforce planning. Equally important will be the ability to build trust through transparency, responsiveness, consistency, and follow-through while effectively engaging faculty, staff, and administrators within a shared governance environment. The community seeks a leader who has demonstrated success in embedding principles of equity, inclusion, and belonging into human resources programs and practices and who can balance empathy, humanity, and employee advocacy with accountability, sound judgment, and the courage to make and communicate difficult decisions. In addition, candidates with significant experience supporting organizations through periods of change, organizational restructuring, workforce realignment, and operational transformation will be critical. The new leader will possess the judgment and courage to make and support strategic decisions while approaching those decisions with transparency, empathy, consistency, and respect. This individual will help the institution balance compassion with accountability, ensuring that organizational changes are implemented thoughtfully, legally, and in alignment with the College's mission and values.

A bachelor's degree and a minimum of eight years of progressively responsible human resources leadership experience, including supervisory responsibility, are required. An advanced degree and professional HR

certification are preferred. Experience in higher education is strongly preferred, including familiarity with shared governance, faculty personnel matters, tenure systems, and academic culture. Candidates from other complex, mission-driven organizations will also be considered if they demonstrate exceptional learning agility and the ability to successfully navigate the distinctive dynamics of higher education.

To submit a nomination or express personal interest in this position, please see *Procedure for Candidacy* at the end of this document.



Role of the Associate Vice President for Human Resources

The Associate Vice President for Human Resources (AVP-HR) provides strategic and operational leadership for a comprehensive human resources program at Colorado College, including talent acquisition, total rewards, performance management, leadership and talent development, employee relations, workforce planning, HR technology and analytics, and policy development and compliance. The AVP-HR partners with the Office of Civil Rights, Institutional Equity and Belonging, and other campus leaders to ensure equity and belonging are embedded throughout HR policy and practice, and that the employee experience reflects the College's mission and values.

Reporting to the Vice President of Finance & Administration/Chief Financial Officer, the AVP-HR serves as a key strategic advisor to the CFO and to senior leadership across the College on workforce strategy and organizational health. Key responsibilities include, but are not limited to, the following:

Campus Collaboration & Partnership

- Collaborate with leadership and campus constituencies to communicate HR initiatives, redesign processes, and advance the College's strategic priorities.
- Partner with Civil Rights, Institutional Equity and Belonging, and other campus leaders to embed equity and belonging principles into HR policies, processes, and the overall employee experience.
- Consult with external legal counsel on employment, litigation, and compliance matters as needed.

Strategic & Team Leadership

- Serve as a trusted advisor to the Vice President of Finance & Administration/CFO and college leadership on complex human resource matters, workforce strategy, and organizational design.
- Provide strategic direction, oversight, and budget accountability for all human resources programs and services, ensuring alignment with the College's mission, vision, values, and strategic plan.
- Lead, mentor, and develop a service-oriented Human Resources team, fostering a culture of innovation, accountability, continuous learning, and adaptability. Address performance proactively and create clear opportunities for staff growth.
- Lead the Human Resources function through a period of institutional transformation, balancing operational excellence with long-term organizational effectiveness and workforce sustainability.
- Establish clear expectations, priorities, accountability measures, and decision-making processes that create consistency for staff, leaders, and employees across the College.

HR Systems, Data & Analytics

- Lead the evaluation, implementation, and ongoing optimization of HR information systems and related tools, including emerging technologies such as AI-enabled HR applications, with attention to data integrity and responsible use.
- Leverage HR technology, workforce data, and analytics to measure the effectiveness of HR programs and identify opportunities for improvement.
- Develop greater institutional capacity for workforce analytics and reporting, using data related to turnover, retention, and other metrics to inform decisions regarding organizational effectiveness, workforce planning, and employee engagement.

Employee Relations, Compliance & Policy

- Oversee a comprehensive employee relations strategy encompassing employee engagement, conflict resolution, mediation, and disciplinary processes, applying these consistently and in alignment with inclusive practices.
- Partner with academic and administrative leaders to navigate issues related to faculty employment, shared governance, tenure processes, leave administration, and other higher education-specific employment matters.
- Provide leadership during organizational restructuring, workforce transitions, and other complex employee matters while ensuring decisions are implemented thoughtfully, consistently, and in compliance with applicable laws and institutional policies.
- Foster a culture of professionalism, collegiality, and engagement by responding effectively to employee concerns and reinforcing the College's commitment to equity and belonging.

- Develop and administer HR policies, procedures, and programs that comply with applicable federal and state employment laws and regulations, monitoring legal and regulatory developments to keep the College current and ensuring our commitment to equity and belonging.
- Coordinate with compliance partners across the institution to support the College's broader compliance obligations and ensure consistency across functions.

Total Rewards, Talent Acquisition & Workforce Planning

- Partner with the President, Executive Leadership team, and senior leaders to anticipate workforce trends, organizational risks, and talent needs, and to design sustainable organizational structures and staffing models.
- Design and administer a competitive, equity-minded compensation strategy and total rewards program, including benefits and leave administration, that positions the College as an employer of choice.
- Lead talent acquisition strategy and workforce planning, ensuring recruitment, screening, and selection processes are effective, efficient, and equitable.

Organizational & Talent Development

- Lead organizational development initiatives, including change management, service redesign, and cross-functional collaboration, particularly in resource-constrained environments.
- Oversee leadership and talent development programming, including onboarding, training, and career development pathways for staff and supervisors across the College.



Opportunities and Expectations for Leadership

Colorado College is entering an important period of institutional evolution shaped by student demographic shifts, financial realities facing higher education, an institutional review, and a commitment to sustaining the distinctive culture and employee experience that define the College. The Associate Vice President for Human Resources will have an opportunity to build upon recent progress while helping position the institution for long-term success through thoughtful leadership, operational excellence, and strategic partnership. In addition to providing leadership for the College's human resources program, the AVP-HR will be expected to advance several key priorities.

Lead Organizational Transformation Through Thoughtful Change Management

Colorado College is engaged in an institution-wide review focused on organizational effectiveness, workforce planning, and long-term sustainability. The next AVP-HR will play a central role in helping the College navigate these efforts by serving as a trusted advisor to senior leaders on organizational design, workforce strategy, staffing models, and change management initiatives while maintaining its strong sense of community and commitment to employees.

The Associate Vice President will bring experience leading organizations through periods of complexity and transition, including organizational restructuring, workforce realignment, and operational transformation. The successful leader will possess the judgment and courage to make and support strategic decisions while approaching those decisions with transparency, empathy, consistency, and respect. This individual will help the institution balance compassion with accountability, ensuring that organizational changes are implemented thoughtfully, legally, and in alignment with the College's mission and values.

Advance Talent, Culture, and Workforce Sustainability

The Associate Vice President will play a critical role in ensuring Colorado College remains an employer of choice in an increasingly competitive employment marketplace. Working closely with institutional leadership, the AVP-HR will help shape strategies that attract, develop, engage, and retain talented employees while advancing the College's commitment to equity, belonging, and employee success.

This work will include evaluating recruitment, compensation, and workforce strategies, strengthening leadership development efforts, supporting employee engagement initiatives, and building organizational capacity to meet future workforce needs. The successful candidate will recognize that sustaining Colorado College's distinctive culture requires balancing innovation and change with stewardship of the strong sense of community that employees value deeply.

Strengthen Human Resources as a Trusted and Service-Oriented Partner

The AVP-HR will have the opportunity to further strengthen the reputation of Human Resources as a trusted campus partner known for operational excellence, consistency, and follow-through. The AVP-HR will be charged with evaluating existing processes and service delivery models, identifying opportunities to streamline and improve operations, and ensuring that faculty, staff, and administrative leaders receive high-quality support across all areas of human resources. This leader will foster a culture that balances strategic partnership with strong execution, helping the organization move effectively from planning and decision-making to implementation.

Through clear expectations, accountability, and a commitment to continuous improvement, the AVP-HR will help advance a culture of service both within Human Resources and across the broader institution, delivering on the community's desire for a human resources function that is characterized as responsive, solutions-oriented, and focused on execution.

Modernize Human Resources Systems, Technology, and Data Capabilities

As Colorado College continues to modernize its administrative infrastructure, the Associate Vice President will provide leadership for enhancing, optimizing, and advancing HR operations, systems, and technology. The institution currently utilizes multiple HR platforms and processes, creating opportunities to improve integration, efficiency, reporting, and the overall employee experience. The AVP-HR will bring experience leveraging HR technology, data, and analytics to support informed decision-making, workforce planning, and continuous improvement, and identify opportunities to advance reporting and data to inform institutional planning. This includes evaluating opportunities to modernize existing systems, improving process efficiency, strengthening reporting capabilities, and responsibly leveraging emerging technologies, including AI-enabled HR tools. The AVP-HR will help establish a more data-informed culture, providing leaders with actionable workforce insights related to retention, turnover, compensation, employee engagement, organizational effectiveness, and talent strategy.

Develop, Empower, and Advocate for a High-Performing Human Resources Team

The incoming AVP-HR will inherit a committed, collaborative, and mission-driven Human Resources team that has built significant momentum in recent years. The next AVP-HR will have an opportunity to build upon that foundation while helping the team continue to evolve and grow.

The successful leader will foster an environment characterized by trust, accountability, talent development, and continuous learning. The Human Resources team desires a leader who will value their expertise, advocate for the team, establish clear expectations, and create opportunities for growth and advancement. The AVP-HR will empower staff to contribute at a high level while ensuring alignment around priorities and service standards. Through coaching, mentorship, and effective delegation, this leader will help strengthen organizational capacity, cultivate future HR leaders, and position the department as a strategic and valued partner to the College community.

Build Trust, Credibility, and Communication Across the Campus Community

The AVP-HR has the opportunity to further build trust and credibility for the HR function across the campus community by actively engaging with faculty, staff, administrators, and governance groups across the College, developing relationships that foster confidence and collaboration. This leader will demonstrate outstanding communication skills, listening carefully to diverse perspectives while clearly articulating institutional priorities, decisions, and expectations.

Equally important will be the ability to work effectively within a shared governance environment, ensuring that constituents feel heard, respected, and informed throughout periods of change. Through responsiveness, consistency, and authentic engagement and transparency, the AVP-HR will help strengthen a culture in which employees experience Human Resources as an accessible and trusted institutional partner.

Professional Qualifications and Personal Qualities

The Associate Vice President for Human Resources will be a seasoned, strategic HR leader who combines deep functional expertise with sound, independent judgment and the ability to lead organizational change in today's economic realities. The AVP-HR will bring excellent communication and relationship-building skills, ensuring a unified, equity-minded vision for human resources that earns the trust of faculty, staff, and campus leadership alike.

The successful AVP-HR will pair the requisite leadership attributes, particularly sound judgment, discretion, tact, decisiveness, and the ability to make timely, well-reasoned decisions, with demonstrated commitment to equity and belonging in HR strategy and practice. Above all, the AVP-HR will share the College's determination to pursue excellence, always and in all things.

Education

- Bachelor's degree required.
- Master's degree in human resources, public administration, business administration, organizational development, or a related field is preferred.
- Professional HR certification (e.g., SHRM-SCP, SPHR) is preferred.

Knowledge and Experience

- **Experience:** Minimum of eight years of progressively responsible senior-level human resources leadership experience, including supervisory experience. Experience in higher education is strongly preferred, including familiarity with shared governance, faculty personnel matters, tenure systems, and academic cultures. Candidates from other complex, mission-driven organizations may also be considered if they demonstrate exceptional learning agility and the ability to quickly navigate the distinctive dynamics of higher education.
- **Functional Expertise:** Demonstrated experience leading across broad functional areas of human resources, inclusive of, but not limited to, talent acquisition, compensation and benefits programs, performance management, employee relations, and compliance, with particular depth in compensation strategy and workforce planning.
- **Data and Technology:** Experience leveraging HR technology, data, and analytics to guide decisions and measure program effectiveness; proficiency with standard office and HR information systems software, and experience optimizing, implementing, or administering enterprise HRIS/HCM systems is preferred.
- **Organizational Change:** Demonstrated success leading organizational change and process improvement, including in environments with constrained resources.
- **Managing and Developing Teams:** A strong record of building and leading high-performing teams, including coaching, feedback, and accountability for performance.
- **Equity-Minded Leadership:** Demonstrated success embedding principles of equity, inclusion, and belonging into human resources programs and practices, including talent acquisition, employee relations, compensation, leadership development, and organizational decision-making.
- **Workforce Planning:** Experience leading workforce transitions, organizational redesign, restructuring initiatives, or reductions in force with sensitivity, transparency, and legal compliance.
- **Shared Governance & Enterprise Collaboration**: Demonstrated experience working within shared governance environments and partnering effectively with faculty leaders and academic administrators.

- **Service Delivery:** Experience developing and implementing service delivery models that improve responsiveness, consistency, efficiency, and customer experience.
- **Employee Relations:** Experience navigating complex employee relations matters and advising leaders during periods of significant organizational change.
- **Regulations and Employment Law:** Knowledge of applicable federal and state employment law and evolving regulatory influences; a record of developing and implementing compliant policies and procedures.

Skills and Abilities

- **Commitment to Building an Inclusive Community:** An authentic commitment to fostering a workplace culture grounded in respect, belonging, and equity; ability to partner effectively with diverse stakeholders to create fair, transparent, and inclusive workplace experiences. Demonstrated ability to attract, develop, and retain diverse talent; support inclusive employment practices; and create organizational environments where individuals from all backgrounds can contribute fully and flourish.
- **Communication:** Excellent written and verbal communication skills, including the ability to handle confidential and sensitive matters with discretion and tact.
- **Data-Informed Assessment & Emerging Technology**: Ability to evaluate the effectiveness of HR initiatives and apply data-informed, creative approaches to evolving HR challenges, including responsible adoption of emerging technologies.
- **Operational Excellence and Execution**: Demonstrated ability to translate strategy into action, establish priorities, execute initiatives effectively, and maintain follow-through while balancing multiple institutional demands.
- **Change Leadership**: Ability to lead organizations through ambiguity, workforce transitions, and significant change while maintaining trust, morale, transparency, and organizational effectiveness.
- **Relationship Building**: Demonstrated success building credibility, effective relationships, and trust across diverse constituencies, including faculty, staff, administrators, and employee governance groups within complex organizations; a track record of effectively navigating competing priorities and leading through influence.
- **Compassionate Accountability**: Ability to balance empathy, humanity, and employee advocacy with accountability, consistency, and the courage to make and communicate difficult decisions.
- **Managerial Courage**: Demonstrated ability to communicate honestly and courage to make difficult decisions, even when information is limited. Shows a commitment to making timely choices, holding others accountable, and proactively addressing performance concerns. Consistently brings forward alternative viewpoints and issues to leadership and possesses the courage to make unpopular decisions when needed, while clearly explaining the reasoning to all stakeholders.
- **Commitment to Mission**: Deep resonance with and demonstrated passion for Colorado College's mission and an appreciation for and ability to cultivate a shared governance model of engagement.
- **Judgment:** Sound, independent judgment in interpreting and applying HR policy, employment law, and government regulations, paired with the ability to make timely, well-reasoned decisions, including those where information is limited.

About Colorado College

Overview

A private, four-year liberal arts College with roughly 2,000 undergraduates, Colorado College is located on a 99-acre campus in downtown Colorado Springs. Best known for its innovative Block Plan, where students take and professors teach only one class at a time, Colorado College offers a new perspective on core classes and standard curriculum. The College creates small and supportive learning communities with every block and gives students the time to participate fully, without distractions.

Colorado College students are scholars, poets, inventors, musicians, and performers. They come from every state in the nation and more than 25 countries. They come from a wide range of ethnic, religious, and socioeconomic backgrounds, and their interests are as diverse as their backgrounds. Much like the pioneering individuals who formed Colorado Springs, Colorado College students are independent-minded adventurers who love a challenge.

Colorado College Undergraduate Community

- 2,050 from 50 states (including DC)
- 44% Men
- 54% Women
- 2% Other
- 24% American ethnic minorities
- 5% International (non-U.S. citizens)

Vision and Mission

> *"At Colorado College, our goal is to provide the finest liberal arts education in the country. Drawing upon the adventurous spirit of the Rocky Mountain West, we challenge students, one course at a time, to develop those habits of intellect and imagination that will prepare them for learning and leadership throughout their lives."*
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> *Scientia et Disciplina: "Learning Through Hard Work"*

At Colorado College, we are a thriving community of learners who embrace the hard work it takes to think, teach, and do differently. We challenge our own perspectives and the status quo. We aspire to identify and enroll a diverse group of talented students through a highly selective and unique process that does not rely on traditional metrics. We measure student success not by who students are when they enroll but by who they are when they graduate. Welcome to a place that produces leaders with the courage to forge their own paths.

Academics

CC's breadth of educational options distinguishes it from other schools. With 42 majors, 30 departmental minors, and 24 thematic minors, a liberal arts education at Colorado College is a complex conversation among people who care about what it means to learn.

The Block Plan

The Block Plan allows students to focus their energies solely on what they want to do. Award-winning professors can give their full attention to that one course and are creative in the ways they encourage student learning and provide more immersive experiences. Additionally, the Block Plan allows world-renowned industry leaders to come to campus and teach.

By taking one class at a time for three and a half weeks, typically meeting each morning from 9 a.m. until noon, students' time is spent learning deeply. One block at Colorado College is equivalent to one semester's worth of material at another school. The singular academic focus of the Block Plan allows students to create flexibility in their schedule, pursuing their own course of study as well as traditional ones, leaving ample time each day for their passions outside of class.

Faculty

Colorado College's 10:1 student-to-faculty ratio ensures that professors and pupils have the privilege of face-to-face interaction and in-class discussion. Of Colorado College's 190 full-time professors, 98.8% hold the highest degree in their field.

Athletics

Colorado College has a long and proud tradition of intercollegiate athletics. Its goal is to maintain an athletics program on a level consistent with its standing as one of the top private liberal arts colleges in the country. Student athletes make up 20% of the student population.

Colorado College is a member of the NCAA and is one of only a handful of colleges in the nation to offer both Division I and Division III sports. Colorado College has 16 intercollegiate teams – 14 Division III programs and two Division I programs (Men's Hockey and Women's Soccer).

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College Leadership



Dr. Manya Whitaker, President

Dr. Manya Whitaker is President of Colorado College. She previously served as Executive Vice President and Chief of Staff, serving as an extension of and principal aide to the President. In that role, she assisted the President in managing sensitive and confidential issues, oversaw a variety of cross-divisional and executive initiatives, and provided critical direction and leadership to optimize strategic priorities such as the College's antiracism commitment.

Dr. Whitaker is also an Associate Professor of Education at Colorado College, and prior to moving into administration, she taught classes on social and political issues in education. She is a developmental educational psychologist with expertise in adolescent identity formation and motivation. She has authored four books and more than 20 book chapters and articles focused on her research, including "Public School Equity: Educational Leadership for Justice," "Schooling Multicultural Teachers: A Guide for Program Assessment and Professional Development," "Learning from the Inside-Out: Child Development and School Choice," and "Counternarratives from Women of Color Academics: Bravery, Vulnerability, and Resistance" (co-editor).

Over her years at Colorado College, her roles have also included Interim Director of the Butler Center, Director of the Crown Faculty Center, and Director of Graduate Studies and Chair of Education.



Lori Seager, Vice President of Finance & Administration and Chief Financial Officer

The Associate Vice President for Human Resources reports directly to the Vice President of Finance & Administration/Chief Financial Officer, who oversees the College's budget, financial operations, and administrative functions, including human resources, facilities, and risk management. As a member of the President's Cabinet, Lori Seager contributes to key decision-making processes that shape the College's direction and serves as a close strategic partner to the Associate Vice President for Human Resources on matters of workforce planning, compensation strategy, and organizational design.

Lori has served in multiple administrative roles across different higher education institutions during her career. She is committed to life-long learning and mentoring programs, and she has served as a volunteer for several years with professional associations supporting higher education finance and administration. Lori is currently President of the Board of Directors for the Western Association of College and University Business Officers and is a member of the Board of the National Association of College and University Business Officers.

Colorado Springs, CO

Colorado College is located just blocks from downtown Colorado Springs, in the foothills of the Rocky Mountains. Life at Colorado College is busy and fast-paced, but it is just a slice of the vibrant community that comprises the Pikes Peak Region.

"The Springs" in a Nutshell

- Elevation 6,035 feet
- Population 498,879
- Founded in 1871 by General William J. Palmer
- Averages 300 days of sunshine per year
- 444 miles of biking and hiking trails, including the Pikes Peak trailhead
- 75 miles from Denver and within three hours of several national parks and several ski resorts
- Located at the foot of 14,115-foot Pikes Peak, which inspired Katharine Lee Bates to write "America the Beautiful"

Within 15 minutes of campus:

- Garden of the Gods Park
- Shopping and hiking in Manitou Springs
- Division I Colorado College hockey games at the new Ed Robson Arena on campus
- U.S. Olympic Training Center and the Olympic and Paralympic Museum
- The Pikes Peak Trailhead
- Restaurants, coffee shops, art galleries, and shopping downtown
- Professional soccer and other events at the new Switchback Stadium downtown

Within an hour or more of campus:

- Concerts at the nation's best natural venue, Red Rocks Amphitheatre
- Boutique shopping in Cherry Creek, Larimer Square, or 16th Street Mall in Denver
- Professional sports (Colorado Rockies, Denver Nuggets, Denver Broncos, Colorado Avalanche, Colorado Rapids)
- Gold-medal fly fishing on the South Platte River
- Denver museums and galleries

Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as two separate documents, a CV/resume and a letter of interest. For fullest consideration, all materials should be received by **January 5, 2027.**

Please direct all nominations and applications through the WittKieffer Candidate Portal by clicking here. Candidates can also find this portal via the WittKieffer website at www.wittkieffer.com by selecting the "Become a Candidate" button.

Please direct all nominations and inquiries to the WittKieffer consultant assisting Colorado College with this recruitment:

Sarah Palmer and Kyrsten Christiansen

CCAVPHR@wittkieffer.com

Salary Range: *The anticipated salary range for the opportunity is $160,000 - $190,000, commensurate with experience.*

Benefits: *https://www.coloradocollege.edu/offices/humanresources/benefits/index.html*

Commitment to Job Application Fairness: Applicants are not required to provide age or age-related information and may redact information related to age, date of birth, or dates of attendance at or graduation from an educational institution from any submissions during the initial application process.

At Colorado College, we are dedicated to dismantling systemic and institutional discrimination. We embrace diversity and support a community where all individuals, without exception, feel valued, empowered, and treated equitably. Guided by the College's Antiracism Plan, we work to foster an equitable and inclusive environment for all who teach, learn, work, and live in our community.

Colorado College aims to provide the finest liberal arts education in the country. As a leading institution in higher education, we strive for inclusive excellence in access to, and development and delivery of, outstanding learning opportunities and success for our diverse community of individuals who teach, learn, and work at the College. We pursue the equal opportunity of individuals to fully participate in our mission.

Colorado College is committed to equal opportunity for all employees and applicants in all aspects of the employment relationship—including (but not limited to) recruiting, hiring, promotions, compensation, benefits, and access to training—without regard to race, creed, color, caste, religion, national origin, ancestry, sex (including pregnancy, gender identity or gender expression, perceived gender, sexual preferences, and sexual orientation), disability, marital status, veteran status, age, genetic information, or any other status protected by federal, state, or local law.