

As the MICA community navigates through evolving COVID-19 scenarios and the inherent challenges and uncertainties, we need a strong set of principle that serve as a compass in guiding our decision-making and actions. The following principles, both logistical and ethical in nature, have served us well and will continue to be observed.

The Principles Guiding MICA's COVID-19 Related Actions

- » We consider the health, safety, and wellness of our community members in accordance with MICA's tenet of "A Community of Care."
- » We ensure the continuity and integrity of our educational mission and our students' educational experience in fulfillment of our core mission.
- » We make decisions based on the best information available while thinking through multiple future scenarios, in order to adapt agilely and act responsibly with escalation readiness.
- » We share information with campus members and parents as soon as new decisions and information are available.

These Principles Applied to Employment and Pay Decisions

In case fiscal challenges necessitate decisions that impact employment and pay, applying the above principles means the following:

- » We consider the protection of our whole team as much as possible, with layoffs being our last resort;
- » We adopt measures to distribute burden with fairness and with care to protect our more financially vulnerable members;
- » We protect the educational quality at MICA and prepare for optimal recovery—and a stronger future—by avoiding short-sighted actions;
- » We leverage both internal and external resources to cope with fiscal challenges—including a priority to reduce costs unrelated to compensation to lessen the impact on employees;
- » We share information and decisions quickly and transparently; and
- » We engage faculty, staff, and students to include their voices in decisions that impact them.

In return, the College leadership asks the MICA community for understanding, collaboration, and a One-MICA mindset as we jointly navigate through these unprecedented times and their aftermath.