

To Go or Not To Go Teaching Notes

What Are the Relevant Facts?

1. Boris is planning to leave the firm in the following August to enroll in an MBA program.
 2. Boris has personal reasons for being interested in an internship at the Moscow office.
 3. The firm is looking for individuals with long-term career potential for participation in the international exchange program.
 4. Boris meets all of the firm's criteria for the internship program, except for his private plans that indicate the lack of long-term commitment to the firm.
 5. Given the limited number of people in the firm who meet all the criteria, including the ability to speak Russian fluently, Boris has a high probability of being selected for the position.
 6. Boris has the possibility of receiving a special financial aid package for an MBA program beginning in the fall, but he will not know for sure until February.
2. Boris can reveal to Julie his plans for an MBA program and then get her advice on whether he should still apply for the Moscow exchange program.
 3. Boris can complete the application, and:
 4. If accepted, accept the Moscow exchange program and delay the MBA program.
 5. If accepted, accept the Moscow exchange program, return for two months, and then leave the firm in August to begin the MBA program.
 6. If not accepted, continue plans to leave the firm in August for the MBA program.

What Are the Ethical Issues?

1. At what point is Boris morally obligated to reveal to the firm his personal plans to leave the firm?
 2. If Boris reveals his plan in October to leave the following August, will he be treated differently by the firm in terms of assignments, pay raises, etc.?
 3. If Boris applies for the exchange program, receives the opportunity, and accepts it, does he have any moral obligation to stay with the firm on a "long-term" basis?
 4. (How do you define "long-term?")
- Ask questions based on a "utilitarian" perspective (costs and benefits).
 1. What possible alternative would provide the greatest benefit to the greatest number?
 2. How would costs be measured in this case? What are the potential costs (a) to Boris and (b) to the other stakeholders?
 3. Do the benefits outweigh the costs to Boris? To the other stakeholders?
 - Ask questions based on a "rights" perspective.
 1. What are Boris's rights to privacy, as related to personal plans?
 2. Does Julie or the corporation have any rights to information in this case?
 - Ask questions based on a "justice" perspective (benefits and burdens).
 1. Which alternatives distribute the benefits and burdens most fairly among the stakeholders?
 2. Which stakeholder will possibly benefit the most from the situation?
 3. Which stakeholder(s) will possibly bear the greatest burden from the situation?

Who Are the Primary Stakeholders?

- Boris
- Julie, as Boris' sponsor in the program
- The firm, both the local office and the Moscow office
- Other applicants for the internship

What Are the Possible Alternatives?

1. Boris can decide not to complete the application, based on his commitment to begin an MBA program in the near future.
1. Boris must make the decision about the exchange program before information on the MBA program and funding will be available.

What Are the Ethics of the Alternatives?

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What Are the Practical Constraints?

1. Boris must make the decision about the exchange program before information on the MBA program and funding will be available.

2. Although Boris has a high probability of being accepted for the exchange program, as well as the MBA program, acceptance is not guaranteed.

What actions should be taken?

1. What should Boris do?

2. If you were Julie and Boris chose to confide in you, what would you advise Boris to do?
3. Which ethical theories are the most helpful in resolving this situation?