

## A Boss in a Bind.

Dr. Binder is in charge of a large department and is doing well. Unexpectedly, he has been told by his superior to “get rid of” a certain faculty member who is viewed as threatening to the higher administration. But, Dr Binder knows that the faculty member hasn’t committed any offense, certainly none where dismissal is warranted. If anything, the faculty member appears threatening for reasons having nothing to do with him. Dr Binder feels a strong loyalty to his superior who recruited him and wants to keep him satisfied. He also worries that if he doesn’t get rid of the faculty member there may be subtle retaliation such as getting fewer resources and approvals from his boss. Nevertheless he, and other faculty members, sense that this is not an ethical request.

What can Dr. Binder do? It seems that he could carry out his superior’s wishes and force the faculty member out. But he will have to live with having committed an unethical action. Another risk is that he will be viewed, and appropriately so, as unfair and as an administrative puppet. This could have repercussions and affect his career. But most of all, Dr. Binder does not want to be unethical.

What are his options within collegial ethics?