

Ethics Case Studies

Case Study #1: Padding your Resume

Grim & Carson Developers were hiring a considerable number of new employees and interns, which had put a real strain on the human resources department. Part of this department's responsibilities were to contact all references and verify resumes received from all applicants. After several weeks and a series of final interviews, Jane Smith was hired as the new junior economic developer at the company. From the beginning, Jane asked a large amount of questions about software that her resume indicated she had proficiency in using.

However, Jane learned quickly and didn't ask the same question twice. Jane was very diligent, well-liked by her fellow employees and was performing her job well, but she still continued to ask questions. John, her supervisor, had a monthly performance evaluation with Jane and talked with her about all these questions. During the evaluation, John challenged Jane, and Jane admitted that she had lied about her experience and skills on her resume. There were several software programs that she had no experience with but had indicated proficiency in her resume. However, Jane's performance had proven that she learned quickly and was a good employee.

Source:

International City/County Management Association (ICMA) - <http://icma.org/en/icma/ethics/issues>

Questions to Consider:

1. Should Jane be fired for being dishonest?
2. Because she has proven to be a good employee, should the incident be overlooked and kept between John and Jane?
3. Is a reprimand in order?
4. If yes, to what extent should Jane be reprimanded?
5. What should John do? What are his options?