

## Editors' Introduction

The first publication of the Teaching and Learning section of OMJ is true to the goal we set to present innovative learning in management education. *Julia's Dilemma* by Andra Gumbus and Jill Woodilla is a teaching case that focuses on the efforts of a professional woman to maintain her work life in the face of a progressive and debilitating illness. The issues of workplace privacy, regulatory mandates, and management of human resources are all contained here. There is also a thoughtful and very useful set of instructor notes available for OMJ readers to make this case accessible for training and classroom use.

If this is all that *Julia's Dilemma* offered it would probably be enough to make a good contribution to our understanding of the issues of work and disability. However, OMJ also promises to serve as a resource for our readers' professional development. To that point, this article provides more than just a good teaching case. Readers will learn something of the struggle to work in an ethical manner when disclosure of an illness may be against one's best interests. We get to be inside the thinking of an executive whose outstanding performance may be compromised if she does not ask for some accommodation to her illness but whose career and work relationships will inevitably be changed by that request. The case presents more than a Human Resource checklist of possible responses. It also opens another side of management to examination; the need to consider the broader contexts in which management decisions are taken. Consideration of the social, political, and cultural aspects of enterprise moves our work towards criticality and reminds us that executive decisions are as interesting and complex as the people we see every day in our organizations.

We hope that you will be intrigued by this case and welcome your comments and thoughts about *Julia's Dilemma*.

Carole Elliott and Steve Meisel  
Co-Editors, Teaching & Learning