

FROM THE EDITOR

The first two articles in this issue touch upon religion in the workplace. President Bush recently issued an executive order authorizing government funding for certain activities undertaken by religious charities. Henry Findley and his associates open the issue by examining the constitutional basis for this executive order, the possibilities and limits of the order, and its implications under Title VII of the Civil Rights Act.

Under the same Civil Rights Act, employers are expected to provide certain accommodations for a person's religious beliefs. In our second entry, Kleiman and Benek-Rivera review the case law dealing with religious accommodation discrimination. They offer some practical advice on evidentiary requirements and mounting a defense and close with a discussion of potential concerns for organizations.

Our attention turns to employment at-will in our third entry. Burke and Little essentially argue that much of the protection that employers believe they have under this doctrine is an illusion and they suggest that the concept be abandoned.

Our next article has an international dimension. Kondra and Sparkman bring us a comprehensive framework for comparing and contrasting the approaches taken to employment equality programs by the United States and Canada. They also provide a framework to assist in the development and revision of legislation.

Our final entry moves *JIER* into an area of contemporary controversy. How should ethics be taught in business schools? In the wake of recent scandals, Diane Swanson and William Frederick attempted to encourage the business school accrediting agency, the Association to Advance Collegiate Schools of Business (AACSB) to rethink its position on teaching ethics in the business school curriculum. Their initiative was not welcomed by the AACSB and this entry discusses their efforts to encourage the AACSB to change.

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Editor