

Trying Their Best to Help: The Tension Among University Players and Immigration Regulations

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Tags

Crisis-Management; Cross-Cultural Issues; Education Policy; Ethics, Equity, and Social Justice; International Student and Scholar Services; Management and Operations; Student Services; University/Higher Education

Setting

Marigold University is a comprehensive public institution with approximately 10,500 undergraduate and 500 graduate students. The international student population is around 300 undergraduate students. Marigold is located in a city of about 60,000 people. Marigold University is well known for its visual arts programs, which receive a lot of attention from the institution, foundation, alumni, and community.

Case

Dr. Rose is an emeritus professor of art at Marigold University. Dr. Rose owns an extensive and valuable personal collection of sketches. The Marigold University Foundation has invested a lot of time and energy to encourage him to donate the collection as a major gift to the Marigold University Foundation.

Mr. Daisy is a professional sketch artist based in the United States and acquaintance of Dr. Rose. A few years ago, Mr. Daisy was thrilled to meet Isa, a middle school student outside of the United States, who has a very strong talent for drawing. Mr. Daisy mentored Isa in sketching for several years. Isa began her studies at an art

conservatory in her home country. Mr. Daisy wants to bring Isa to the United States to earn a Bachelor of Fine Arts degree in drawing.

Mr. Daisy and Dr. Rose worked together to fund US studies for Isa at Marigold University. Dr. Rose approached the Marigold University Foundation for financial support for Isa. Marigold University Foundation, Mr. Daisy, and Dr. Rose came up with a plan to provide financial support for Isa and to spend the least amount possible for Isa to study at Marigold University and live in the United States. Part of their plan was that they would find free housing with their connections for Isa to live, Isa would find employment to help fund her studies, and Isa would hold fundraising events that she would participate in (for example, hold an exhibit where attendees were asked for cash donations to be given directly to Isa).

Isa joined Marigold University starting the spring semester. Isa relies on Mr. Daisy, Dr. Rose, and the Marigold University Foundation to fund her studies and personal/living costs. Isa's story was promoted by the Marigold University Foundation in their fundraising materials and presentations. Isa was also asked to attend many of the fundraising events. As part of sharing Isa's story, the Marigold University Foundation shared that Isa would be working at a summer camp to earn money to help fund her studies. An attendee, who was familiar with international students and immigration regulation, contacted the Marigold University International Office because the attendee was concerned about the visa status implication/intention to violate immigration status.

The Marigold University International Office reviewed the regulations and found that Isa would not be eligible for any type of off-campus employment over the summer. Marigold University International Office contacted Isa about their concerns.

After numerous attempts to contact Isa, she finally came to the international office. Isa explained that Dr. Rose told her that he was handling communication with the international office and everything related to her visa. Dr. Rose advised Isa that she should not respond to the international office as he was managing it.

The Marigold University International Office also contacted Marigold University Foundation with concerns about promoting the summer camp employment, which would be an immigration status violation. Both Marigold University Foundation and Dr. Rose were irate with the international office.

One morning the international coordinator went to their office and a message was left on voicemail from the night before from the director of Marigold University Foundation: *"Dr. Rose and the Marigold University Foundation have come up with a plan to make the summer camp happen. Isa will work at the summer camp as a volunteer. The summer camp would pay Marigold University Foundation the wages instead of Isa since Isa is not allowed to work. Then, in fall, Marigold University Foundation would hire Isa for on-campus employment and pay her the money she would have earned at the summer camp."*

Discussion Questions

As you consider this case, discuss:

- What do you think of the “solution” offered by the Director of Marigold University Foundation and Dr. Rose?
- As the international coordinator, how do you respond to:
 - Director of Marigold University Foundation
 - Dr. Rose
 - Isa
 - Others?
- There are several ethical concerns in this case study. Identify some of the ethical concerns and how the International Coordinator may approach them.
- There are varying levels of power and influence among the characters. Lay out the layers of power. What advice do you have for the International Coordinator in managing these power levels?
- What advice do you have for the International Coordinator?
- Where can the International Coordinator find potential support?
- What advice and support would you have for Isa?
- Who has the final decision-making authority in this situation