

Meyers, Robert (COE)

JNB 05-143

From: Meyers, Robert (COE)
Sent: Tuesday, August 30, 2005 10:12 AM
To: Kardys, Jack (MDPR)
Subject: RE: conflict of interest opinion.

Dear Mr. Kardys,

After reviewing the facts you have provided below, I understand your major concern is whether a conflict of interest is created when you teach a course as an adjunct professor to a group of students, many of whom work in your County department. As long as you have permission from your Department Director to teach as an adjunct professor and these teaching duties do not interfere with your County responsibilities, then no violation of the County Conflict of Interest and Code of Ethics Ordinance exists. The composition of your class, many Parks Department employees, has little bearing on my determination. The only bit of cautionary advice is that you must treat all students the same, whether they work for the Parks Department or not. Moreover, whatever decisions you make in the classroom that affect your students, such as the grades you assign them, should not impact the workplace relationships you have with the same people.

If you have any questions concerning the above, please do not hesitate to contact me at your convenience.

Sincerely,

Robert Meyers

From: Kardys, Jack (MDPR)
Sent: Tuesday, August 23, 2005 4:57 PM
To: Meyers, Robert (COE)
Subject: conflict of interest opinion.

Mr. Meyers,

In 2001 I received my Masters Degree in Management from St Thomas and began teaching as an Adjunct Professor at FIU in the college of education, providing instruction in Management, Marketing and Recreation Programming in the fall and spring semesters.

In 2002, FIU staff with input from Miami Dade Parks, developed a certification program consisting of 6 courses (18 credits) targeting Parks and Recreation professionals in our industry. From our perspective it offered a way to get some of our staff back in school to either finish their bachelor degrees or to start working toward them. I along with our training officer Yolanda Fuentes- Johns provided recommendations for curriculum and invited FIU representatives to meet with our staff to provide a registration opportunity. Approximately 8 employees enrolled and began taking part in the program traveling to the South campus to take courses. None of this original group was able to finish the certification due to a lack of adjuncts to provide both the Law and Liability and the Finance courses. Some of these students, usually 2-3 at a time, were in either the Marketing or the Management class that I was teaching during the 2002-04 school years. Because the original FIU professor who started the Certification Program had left the campus, the program essentially fell by the wayside.

In June of 2005, the FIU Department of Continuing Education approached our director and myself informing us that the University was gearing up the Certification Program again, but this time offering it as an On – Site program with cohorts being created in various municipalities throughout the community and inviting Miami Dade Parks to again participate. This program would be taught by credentialed Parks Officials from the various Park Agencies around the community. Once again we invited all interested parks employees to an information session regarding Certification and FIU staff, 3 of our park managers (who were in the program) and I encouraged them to register---25 in fact have registered and now make up the Miami Dade Parks Cohort. While the initial class is

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made up primarily of County Parks staff, it is and will remain open to other municipal employees—the idea is to encourage networking with other professionals as well as develop the educational support a cohort of you fellow employees can offer.

I have been asked to serve as the adjunct professor teaching the first class which is scheduled to begin September 16th and tentatively located in the SPCC 18th floor conference room. I currently have Outside Employment approval to teach as an adjunct at FIU and have had such approval and filed all appropriate disclosures each year since 2002. I am also teaching this same class to Grad Students on campus starting September 1st.

My question is weather my teaching parks employees, the majority of whom are within my Operations Division (though none are directly supervised by me), while being compensated by FIU as an adjunct professor, poses a conflict of interest?

Please contact me if you have any questions on my Cell at 305-905-9642. Thanks for your help.

Th

Jack Kardys, Assistant Director for Operations
Miami-DadeCounty Park and Recreation
305-755-7910
miamidade.gov/parks
"Delivering Excellence Every Day"