

DAVID E. FREEL, J.D.
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QUALIFICATIONS

Max M. Fisher College of Business Senior Lecturer **2013 to Present**
Lecturer **2011 – 2013**

Management and Human Resources
The Ohio State University

- MBA, EMBA and graduate instruction in subjects of Business Ethics, International Ethics and Integrity for Enterprises, MAX Problem Solving, Ethical Decision Making, as well as Ethical Leadership within courses across the MBA core and graduate Accounting and HR curriculum. Taught in Undergraduate core business skills course on Ethics and Leadership Integrity and related Honors recitation sections.
- Utilize case studies, research, lectures and subject matter experts to engage students to understand and appreciate the purposes and application of legal and ethical standards for corporate ethical and values conduct, considered international standards, best practices, and fundamental principles of leadership integrity.
- Consult with domestic and international parties on ethical and values-based issues.

Ohio Ethics Commission Executive Director **1994 – 2010**

- Implemented statewide duties of an independent, bi-partisan, six-member board charged by the Ohio Ethics Law with oversight of the ethical conduct of 500,000 in public service, and those in the private sector with whom they do business.
- Hired and directed staff providing education, legal advice that confers immunity, confidential investigation that could lead to criminal prosecution, and the administration of annual financial disclosure of 11,000 enumerated officials and senior employees.
- Analyzed and problem-solved significant and strategic public policy questions involving transparency, law, ethics, and accountability issues that public, private and non-profit leaders faced in complex public, administrative, contractual and financial transactions.
- Directly counseled and advised senior leaders throughout four different state administrations, as well as within local public offices, corporations and non-profit and non- governmental organizations in Ohio, nationally and internationally.
- Testified before and consulted with executive and legislative panels on a variety of ethics and legal reforms within the states, federal government and internationally.
- Conducted educational sessions, seminars, and ethical leadership discussions with officeholders, senior administrators, attorneys, graduate and law students.
- Regularly moderated and served on conference panels and as speaker to hundreds of state, national and international audiences.
- Communicated and responded to the public and media professionals.
- Represented the Commission before the General Assembly, state, local, federal and international agencies.

Associate Director, and Counsel **1983 – 1993**

- Exercised personnel, budget and operational support for the Commission, including authoring Long-Range Information Systems Plan.
- Directed staff of white-collar crime investigators and attorneys, and serving as Special Prosecutors culminating in criminal ethics prosecutions.
- Organized and coordinated first multi-agency federal and state probe that led to the prosecution and conviction of state cabinet and senior officials and employees.
- Served as Special Prosecutor; testified as Expert Witness in federal and state criminal trials and before Grand Juries.

Moritz College of Law, The Ohio State University**1979 – 1983**Clinical Teaching Fellow and Staff Attorney

- Supervised third-year law students and legal interns in the direct representation of clients throughout all phases of varied civil, criminal and juvenile litigation in state and federal courts, including the United States Supreme Court.
- Responsible attorney for all client legal representation engaged by interns; pursued amicus curiae and co-counseled litigation selected for legal impact.
- Team-taught classes presenting legal analysis of clinic subject matter, as well as instruction in interviewing, counseling, negotiation and trial techniques; selected texts and prepared supplemental assigned reading materials.
- Developed and graded written assignments, memoranda, and student performance in class and on behalf of clients before judges, lawyers and court professionals.

College of Social Work, The Ohio State University**Spring Quarter 1981**Adjunct Faculty

- Taught Integrative Seminar in Criminal Justice to third-year undergraduate students focused upon understanding the criminal justice system and roles of social workers.
- Developed and graded written assignments, field observations, and exams.

Franklin County Public Defender**1977 – 1979**Staff Attorney

- Represented youth and adults in criminal and civil cases, as well as delinquency, unruly, dependency, neglect and abuse cases.
- Served as legislative agent for the office and conducted seminars and advocacy on juvenile justice issues and reform to attorneys and community groups.

RECENT AWARDS AND RECOGNITION**2017 Consultant for the United State Embassy and Transparency International Ljubljana, Slovenia**

At the request of the US Embassy worked with TI Slovenia, served as keynote speaker for TI Slovenia's Business Integrity Forum and conducted weeklong series of leadership presentations discussing ethical leadership, decision making, transparency and ethical culture; led individual workshops and presentations with senior managers in leading domestic firms and international companies with Eastern European headquarters in Slovenia.

2014 Consultant for the United States Embassy and USAID Sarajevo, Bosnia-Herzegovina

At the request of the US Embassy and USAID in Bosnia/Herzegovina, served as an Ethics Expert in their anti-corruption efforts in support of legislation to provide whistle-blower protection enacted and effective in BiH in 2014. Participated in weeklong series of meetings, panels and conferences with government and civil society leaders at all levels who initiated and were charged with implementing groundbreaking whistle-blowing protection in response to past injustices and endemic corruption.

2011 Consultant for APEC and U.S. Office of Governmental Ethics (OGE) International Assistance and Governance Initiative

Expert Consultant for the OGE drafting, supporting, and presenting Asian-Pacific Economic Conference Economies fundamental principles for disclosure and anti-illicit enrichment ultimately adopted by the APEC for application to senior leaders within those economies to increase transparency of leadership income and investments and to deter and prosecute corruption. Panel participant with international anti-corruption APEC experts and regulators, including from the World Bank, at APEC Conference in San Francisco.

2010 Office of Government Ethics – Ethical Leadership Panel – Chicago, May 2010
Federal, state and international anti-corruption and ethics expert panel presentation to 2010 national conference for all federal government agencies conducted by OGE.

2009 Hashemite Kingdom of Jordan and OECD JLS Ethics Expert and Team Member
Organization for Economic Cooperation and Development (Paris) selected team of international ethics experts to conduct and report upon in-country Joint Learning Study (JLS) on the Codes of Ethics and their implementation within the Ministries in Jordan. Met with senior administrative and government representatives and researched and composed specific recommendations based upon both Jordanian successes and international best practices.

2009 Niles McKinley High School Distinguished Alumni Award

2008 Capital University Law School Distinguished Alumni Award

2007 COGEL Award, Victoria, British Columbia, Canada

Highest recognition of the Council on Governmental Ethics Laws (COGEL), a distinguished international association of ethics professionals in the fields of governmental ethics, conflicts of interest, public records transparency, disclosure, elections and campaign finance, formed in 1975, the year after the Watergate scandal.

EDUCATION

Capital University Law School

Juris Doctor 1977

The Ohio State University

**Bachelor of Arts
Social Sciences 1974**

PRACTICE

Licensed to practice Law in the State of Ohio since 1977

United States Court of Appeals for the Sixth Circuit since 1980

United States District Court, Southern District of Ohio since 1978

PUBLICATIONS and PRESENTATIONS

Freel, D.E. (April 13, 2021). "Ethics, Compliance, *Culture*, and Leadership Integrity," *American Society of Military Comptrollers* professionals.

Freel, D.E. (March 31, 2020). "The Value of Ethical Decision-Making," *The Ohio State University Sesquicentennial Leadership Series presentation* to Graduate and Professional students.

Freel, D.E. (January 14, 2020). "Ethics and Data" – Organizer and presenter for annual certification workshop for 200 Ohio County Board of Elections members and staff, *Ohio Association of Election Officers and John Glenn College, The Ohio State University program*.

Freel, D.E. (November 14, 2019). "Ethical Decision Making and Leadership," Seminar series presenter to Bosnia Herzegovina private and public sector compliance professionals. *Sarajevo Ethics and Compliance Academy (in conjunction with the Bosnia Herzegovina US Embassy)*.

Freel, D.E. (November 14, 2019). "Ohio's Ethics Law and Ethical Leadership," *Pickaway County Leadership Fellows Series program presenter*.

Freel, D.E. (November 7, 2019). "The Value of Ethical Decision-Making," *The Ohio State University Sesquicentennial Leadership Series presentation* to Graduate and Professional students.

Freel, D.E. (September 22, 2019). "A Commitment to Ethics," *The Ohio State University Mount Leadership Society Annual Conference presenter*.

Freel, D.E. (September 3, 2019). "The Department of Justice (DOJ) 2019 Corporate Compliance and Ethics Guidelines," *Central Ohio Corporate Ethics Officers Association presentation*.

Freel, D.E. (June 5, 2019). "Ethics of Big Data," *Columbus Retail Conference Risk Management Panel participant*.

Freel, D.E. (January 8, 2019). "Ethics and Data," Organizer and presenter for annual certification workshop for 200 Ohio County Board of Elections members and staff. *Ohio Association of Election Officers and John Glenn College, The Ohio State University*.

Freel, D.E. (November 30, 2018) "Sustainability in Food" Panel Moderator for sustainability food industry representatives, *Marketing in a Better World 2018 Conference*.

Freel, D.E. (October 25, 2018.) "Ethics – Passé or Enduring?" *Association of Government Accountants (AGA) Annual Professional Development Conference Speaker*.

Freel, D.E. (October 24, 2018) "Business Ethics and Decision Making" workshop for inaugural Freshman lecture series offered by Fisher Undergraduate Program. *Fisher Gateway Series Seminar*.

Freel, D.E. (September, 2018) "The Notion of Conflict of Interest," The Ohio State University Wexner Medical Center Focus on Integrity Newsletter for medical professionals.

Freel, D.E. (June 28, 2018) "The Ethics Law and Ethical Decision-Making," *Franklin County Child Support Enforcement Agency Leadership and Ethics Integrity training* for new supervisors.

Freel, D.E. (2015-2017). *Fisher College of Business EMBA BRIGHT Program Ethics and Decision Making Faculty*.

Freel, D.E. (2017). Ethical Decision-Making: An Applied Structure Addressing Ethical Challenges, in: Farazmand A. (eds) *Global Encyclopedia of Public Administration, Public Policy, and Governance*. Springer, Cham doi:10.1007/978-3-319-31816-5_2375-1

Freel, D.E. (December 1, 2017). "Non-Profit and CSV Organizations" Panel Moderator, *Marketing in a Better World 2017 Conference*.

Freel, D.E. (November 14, 2017). "Ethical Leadership and Decision Making," *Cardinal Health Compliance Week Keynote and Panel Moderator, Cardinal Health Headquarters*.

Freel, D.E. (October 11, 2017). "Ethics and Decision Making and the FCPA," *Risk Management Institute FCPA and Ethics Conference Presentation and Panel Participant*.

Freel, D.E. (September 14, 2017) "Ethical Leadership and Decision Making," *BYU Management Society Central Ohio Fall Leadership Breakfast Presentation, Abercrombie and Fitch Headquarters.*

Freel, D.E. (2013 to 2016). "Ethical Leadership and Decision Making", *Fisher College of Business Executive Education Leadership and Management Certificate Program Faculty.*

Freel, D.E. (2013 to 2016). "Ethical Leadership and Decision Making", Organized, rewrote, and present Ethical Leadership all-day course curriculum to public sector managers seeking state public manager certification through annual OCPM Program, jointly sponsored by the State of Ohio and the John Glenn School of Public Administration, *Ohio Certified Public Manager Program Faculty, John Glenn School of Public Administration.*

Freel, D.E. (December 2, 2016). "Ethical Decision Making in a Better World," *Marketing in a Better World 2016 Conference presentation.*

Freel, D.E. (November 16, 2016). "Global Ethics," *Fisher College of Business Office of Global Business, International Education Week presentation.*

Freel, D.E. (October 26, 2016). "The Challenges (and Opportunities) of Ethical Decision Making," *Association of Government Accountants (AGA) Professional Development Conference Keynote.*

Freel, D.E. (June 10, 2016). "Ethical Leadership and Decision Making," *Human Resources Association of Central Ohio, HRACO Conference Keynote.*

Freel, D.E. (May 5, 2016). "Ethical Leadership and Decision Making," *Sarajevo University School of Economics and Business Corporate Compliance Seminar Program Faculty.*

Freel, D.E. (April 20, 2016). "Ethical Decision Making and Leadership Integrity," 2016 *Senior HR Professional Summit Presentation and Panelist, The Ohio State University,*

Freel, D.E. (November 11, 2015) "Confessions of an Ethics Regulator". *OSU International Torch Club Keynote Speaker.*

Freel, D.E. (January 7, 2015). "Fiduciary Responsibilities for Management and Trustees". *2nd Annual Ohio Institutional Investors Forum Moderator and Panelist.*

Freel, D.E. (April 27, 2014). "Ethical Leadership and Decision Making in the Public Sector," *Association of Government Accountants (AGA), Greater Columbus Professional Development Conference Keynote.*

Freel, D.E. (April 23, 2014) "Business Ethics: Ethical Decision Making and Leadership Integrity," *TOSOH Fisher College of Business Executive Education Program Faculty.*

Freel, D. E. (April 22, 2014) "Ethical Decision Making and Leadership Integrity," *Financial Executives International (FEI) Annual Meeting Keynote.*

Freel, D.E. (January 22, 2014). "Fiduciary Responsibility for Management and Trustees," *Ohio Institutional Investors Forum Panelist, US Markets Center for Institutional Investor Education.*

Freel, D.E. (December 2013). "Walking the Tightrope: Balancing Demands With Diminishing Resources," *Council on Governmental Ethics 35th Annual Conference Panelist, Quebec City, Quebec, Canada.*

Freel, D.E. (2013) Executive Principal's Leadership Academy Faculty, *Fisher College of Business Executive Education and the State of Ohio Department of Education Program*.

Freel, D.E. (2013) *Building Ethical Capital – Is Perception, Reality?* Public Administration Review Journal review. Vol. 73, Issue 2, 263-264.

Bisoux, Tricia. *Business Through an Ethical Lens*. BizEd Magazine. Jan/Feb 2013, 29-34. Interviewed and quoted extensively on teaching business ethics.

Freel, D.E. (July 18-19, 2012). Ethics Symposium, Lakeside Chautauqua. Conducted two different presentation sessions each of two days, with active group discussion, on Ethics in state, national, international and business environments.

Freel, D.E. and Fulhorst, S. *COGEL BlueBook 2010 Ethics Update*. Council on Governmental Ethics Laws. From 2003-2010, produced and edited annual 400+ page organizational summary of ethics law and regulation updates identifying trends and analyzing significant developments derived from annual Ethics Survey I created and sent to ninety (90) ethics agencies in the United States, Canada, and other countries; published by COGEL and presented in annual COGEL Conference session.

Freel, D.E., and Bledsoe, T. *Ethics for Public Officials, Public Employees, and Attorneys in Administrative Practice*. Published in Ohio Administrative Law Handbook and Agency Directory. Chapter 9, 2010. Co-author of yearly chapter from 1996-2010.

Freel, D.E. *Comparing State Ethics Laws and Ethics Trends and Issues*. Published in The Book of the States. Ethics Chapter. 2004, 2005, and 2006 Editions, Vols. 36-38, The Council of State Governments (CSG)

Freel, D.E. *Government Employment Ethical Issues*. Published in Practical Legal Ethics. Perspectives From Ohio Lawyers. Chapter 17, Vol. No. 601, Ohio CLE Institute. 1996.

Freel, D.E. and DeSario, J. *Ohio Ethics Law Reforms: Tracing the Political and Legal Implications*. 30 Akron Law Review, No. 1. Fall, 1996.

Freel, D.E. *Ethics Advice and Governance in the Public Sector in the 90's*. Capital University Law Alumni Magazine. Fall 1990.

Freel, D.E. and Judd, R. A Model Law for Campaign Finance, Ethics, and Lobbying Regulation, Council on Governmental Ethics Laws (COGEL). 1990. Contributing author and editor of model ethics code.

Freel, D.E., Appellate Practice Manual, Ohio Public Defender's Office. 1984. Contributing author and editor of articles in practice manual for appellate counsel.

Hundreds of additional keynote speeches, individual and panel presentations in state, national and international events for public officials, private sector corporate or organizational meetings and conferences, continuing education and association events.

PROFESSIONAL AND COMMUNITY SERVICE

Editorial Board, Public Integrity, Journal of the ASPA

2011 to 2021

Editorial board member; composed of academics, professionals and practitioners reviewing academic articles and books; considered to be the foremost journal on ethics and leadership in all aspects of modern public service, the Journal is sponsored by the American Society for Public Administration, International City/County Management Association, Council of State Governments, and the Council on Governmental Ethics Laws.

**Brazil Program, The Ohio State University Fisher College of Business Honors Cohort
Co-Director December 2018**

Served as Co-Director for Fisher College of Business Undergraduate Honors Students on ten-day trip to São Paulo and Rio de Janeiro led by Professor Ty Shepher to meet with corporate and enterprise leaders, explore ethical challenges, experience international business and cultural diversity, and conduct a joint sustainability case competition with fellow students from the College of Economics at the University of São Paul.

Council on Ethical Leadership, Capital University School of Management 2008 – 2011

Executive Committee member; composed of corporate compliance officers, academics, government ethics officials, attorneys, educators and other professionals affiliated with the School of Management to make recommendations on educational efforts for best practices in corporate and governmental ethical leadership.

Cintas Institute for Business Ethics Advisory Board, Xavier University 2009 – 2011

Advisory Board to Xavier University's Cintas Institute for Business Ethics; composed of corporate and government ethics professionals providing advocacy and support for ethics and social responsibility academic and professional initiatives in the Williams College of Business faculty and students.

Council on Governmental Ethics Laws (COGEL) 1994 – 1997

Past President and Member of Steering Committee; professional organization of local, state, provincial, national, and international agencies, organizations, academics, and individuals, having oversight and management, and/or research or advocacy interests, in public sector campaign finance, disclosure, elections, ethics, and public records.

- President of the 1997 COGEL Conference in Edmonton, Alberta.
- Special guest, and one of two United States representatives, at the 1997 Conference of Canadian Chief Election Officers in Yellow Knife, Northwest Territories.
- 2002 COGEL Outstanding Service Award recipient in Ottawa, Canada

Governor's Council on Juvenile Justice 1984 – 1991

Member of state board composed of judges, professionals, and service providers, appointed by the Governor and advising Governor's Office on juvenile justice issues and the distribution of federal Juvenile Justice Delinquency Prevention Act funds to selected programs.

Maryhaven, Inc 1982 – 1988

Past President and Board Member of regional alcohol and substance abuse treatment facility for adults and youth, offering assessment, residential treatment, and counseling.

Youth Advocate Services 1981 – 1987

Past President and Board Member of foster-care network of homes serving youth and families.

Policy Advisory Group 1987

Advisory Panel composed of judges, academics, court officials, and service professionals appointed by and recommending reforms to the Director of the Department of Youth Services.

**Program for Crime and Delinquency, School of Public Administration
The Ohio State University 1980 – 1983**

Program Associate that advised and consulted on crime and delinquency advocacy and research issues.

REFERENCES

Available upon request