

STATE OF OHIO

78

10:10

**Executive Department**

OFFICE OF THE GOVERNOR

*Columbus*

I, Mike DeWine, Governor of the State of Ohio, do hereby appoint James Lloyd Ervin, Jr., from Dublin, Franklin County, Ohio, as a Member of the Central State University Board of Trustees for a term beginning August 2, 2024 and ending at the close of business June 30, 2033, replacing Marlon Moore, whose term expired.



IN WITNESS WHEREOF, I have hereunto subscribed my name and caused the Great Seal of the State of Ohio to be affixed, at Columbus, this 2nd day of August in the year of our Lord, Two Thousand and Twenty Four.

*Mike DeWine*

Mike DeWine  
Governor

## **JAMES LLOYD ERVIN, JR.**

Dublin, OH 43016

[linkedin.com/in/james-l-ervin-jr](https://www.linkedin.com/in/james-l-ervin-jr)

(614) 378-1062

[jlervinjr@yahoo.com](mailto:jlervinjr@yahoo.com)

### **SENIOR CORPORATE COMPLIANCE ATTORNEY AND LEGAL EXECUTIVE**

Accomplished trusted legal advisor and counselor with the ability to work with business teams, senior leaders, clients, and customers to implement practical solutions that enable profitable growth while mitigating risks and assuring compliance with governance policies, anti-corruption requirements, ethics, laws and regulations. Experienced leader and partner in advancing thought leadership focused on company strategic goals and business objectives with an emphasis on corporate and business compliance.

### **KEY COMPETENCY AREAS**

Anti-Corruption Policies and Programs | FCPA | UK Bribery Act | OFAC | Compliance | Trial Experience - Litigation | Corporate Governance & Counseling | Business Unit Collaboration | Code of Conduct Business Ethics | Policy, Procedures & Training | Internal Investigations

### **PROFESSIONAL EXPERIENCE**

**Whirlpool Corporation, Benton Harbor, MI**

**2019 - 2024**

**Senior Counsel, Global Ethics & Compliance; Director, Ethics & Compliance North America Region; Global Ethics & Compliance Practice Group Lead, Legal**

Led and managed Global Legal Ethics and Compliance Practice Group responsible for strategic development, advancement, and sustainability of the culture of integrity and operationalization of foundational principles and enduring values for 69,000 employees committed to being the best kitchen and laundry company in the constant pursuit of improving life at home.

- Oversaw and administered global ethics and compliance program, strategic plan, and operations, including all program-related policies and procedures, training, investigations, third-party due diligence, and risk management regarding application of and compliance with US Foreign Corrupt Practices Act, UK Bribery Act, OFAC/AML, human rights laws, and other applicable international laws, rules, and regulations.
- Advanced, developed, and implemented ethics and compliance program for the global enterprise and Whirlpool's largest global region (North America) through proactive strategies and partnerships with global and regional leadership, key stakeholders, and diverse employee teams to identify and mitigate risk issues, enhance the Speak-Up/Listen-Up culture, and align with the business regarding shared compliance responsibility and accountability, resulting in an agile, evolved, and sustainable risk-based program that exceeded regulatory requirements and advanced the culture.
- Partnered with and advised senior leaders, including executive committee, global and regional steering committees, multiple company business units, and external parties, on diverse and challenging ethics and compliance matters ranging from ESG issues and strategies to providing legal advice and strategic counseling on corporate compliance, commercial transactions, customs, and responsible sourcing objectives for purposes of identifying and implementing program improvements and solutions.
- Managed budget, global operations, and global ethics and compliance plan for partnering with and supporting the global and regional business teams to enhance and drive the competitive advantage of ethics and compliance with the business and culture, including advancing the global and/or regional business strategic imperatives and operational priorities.
- Led business ethics teams responsible for *Our Integrity Manual* (Code of Conduct), online and in-person facilitated ethics training, global hotline, internal investigations, and oversight of applicable policies and procedures to advance the company values and to protect against potential regulatory and legal risk.

**Roth Real Estate Group, LLC, Columbus, OH**

**2018 - 2019**

**General Counsel, Legal**

Serving as legal counsel for privately-held real estate development, management, commercial leasing, and residential property sales company.

- Provided strategic legal and business advice and counseling on real estate property development projects, including mixed-income projects, joint ventures, and commercial developments, and handling legal and contractual issues ranging from entity formation, negotiations, and contract drafting.
- Partnered with owners on strategic initiatives to increase revenue, broaden market position, and expand brand awareness.
- Oversaw compliance and ethics policies, regulatory compliance matters, and third-party engagements and relationships (e.g., outside counsel, third-party suppliers/vendors, and service providers).
- Led business initiatives in the public sector and on public law matters ranging from financing and labor to public-private partnerships for real estate development projects.

**L Brands, Inc., Columbus, OH**

**2015 - 2018**

**Compliance & Ethics Counsel, Vice-President, Legal**

Led and managed 11-person compliance and ethics team responsible for global anti-corruption program and global business ethics program for Fortune 500 specialty retail business with 100,000 employees worldwide.

- Oversaw and managed global anti-corruption program including, application of and compliance with US Foreign Corrupt Practices Act, UK Bribery Act, and applicable international laws, rules, and regulations.
- Partnered with multiple company business units and external parties, on compliance and ethics issues providing legal advice and strategic counseling on anti-corruption, ethics, corporate compliance, commercial transactions, customs, and litigation issues, to advance company global market position and business growth objectives.
- Managed budget and oversaw fiscal goals and objectives for increased revenue reduced expenses, and implementation of strategic plan to partner with and support business, including global and iconic brands Victoria's Secret, Bath & Body Works, Pink, LaSenza and Henri Bendel.
- Led business ethics teams responsible for Code of Conduct, online and facilitated ethics training, global hotline, internal investigations, and oversight of applicable policies and procedures to advance the company values and to protect against potential regulatory and legal risk.
- Managed and oversaw special projects for the Office of General Counsel ranging from global anti-corruption certification of high-risk external parties to nationwide class action litigation.

**Roetzel & Andress, LPA, Columbus, OH**

**2014 - 2015**

**Partner, Managing Partner Columbus Office**

**Corporate Compliance Practice Group, Public Law Practice Group**

Served as Managing Partner of 43-person law office in state capitol, including 21 attorneys within six core practice areas, regarding strategic growth and advancement within legal arenas, marketplace and industry groups. Managed budget and oversaw fiscal goals and objectives for increased revenue, reduced expenses, implementation of strategic plan to bolster six core legal practice groups, and expanded institutional brand within legal and business community.

- Extensive first chair jury trial experience in all jurisdictions in the State of Ohio, with over 30 first-chair jury trials. First Chair trial experience representing small business owner and daycare center in state/federal debarment matter by U.S. Department of Agriculture and Ohio Department of Education.
- Practiced in the area of corporate compliance and regulatory enforcement representing clients in all phases and aspects of strategic counseling, including Board governance issues and fiduciary duty considerations.
- Represented clients before State of Ohio administrative agencies regarding regulatory matters ranging from licensure for gaming entity and commercial activity tax issues for small business to negotiating loan and financing concerns for transportation enterprise and strategic counseling for oil and gas producer.
- Practiced white-collar litigation representing clients in all phases and aspects of trial, internal investigations, or prosecution of claims, including, Healthcare Fraud and Abuse, Securities Fraud, Money Laundering, Wire Fraud, Conspiracy, and Racketeering subject to criminal and/or civil claims, penalties, fines, and/or enforcement.

**Benesch, LLP, Columbus, OH**

**2006 - 2014**

**Partner, Litigation Practice Group, Public Law Practice Group;**

**Chairperson, Corporate Compliance & Regulatory Enforcement Practice Group**

- Extensive first chair jury trial experience in all jurisdictions in the State of Ohio, with over 30 first-chair jury trials. First Chair trial counsel in six-week federal jury trial – represented Chief Financial Officer to verdict in largest securities fraud case in Ohio history, and one of the largest private securities fraud cases in U.S. history.
- Practiced in the area of corporate compliance and regulatory enforcement representing clients in all phases and aspects of strategic counseling.
- Practiced complex business and civil litigation in the areas of commercial transactions, products liability, government procurement, and matters involving MBE, DBE, SBA, and SDVOSB entities.
- Member of Risk Management Committee serving as Firm attorney on matters including sexual harassment, ethics and professional conduct, and finance matters.

#### **EARLIER PROFESSIONAL EXPERIENCE**

**Crabbe, Brown & James, LLP, Columbus, OH**

**Senior Associate**

**Rich, Crites & Wesp, Columbus, OH**

**Associate**

**Law Offices of James L. Ervin, Jr., LPA, Columbus, OH**

**Partner, Owner**

#### **EDUCATION**

**Juris Doctorate** Capital University Law School, Columbus, OH

**Bachelor of Arts, Journalism**

University of Arizona, Tucson, Arizona

#### **BAR ADMISSIONS**

State of Ohio, 1996

U.S. District Court, Southern District Ohio, 2000

U.S. District Court, Northern District Ohio, 2010

U.S. Court of Appeals, Sixth Circuit, 2009

#### **PROFESSIONAL MEMBERSHIPS**

American Bar Association, Ohio State Bar Association

Columbus Bar Association, Ohio Bar

#### **PROFESSIONAL RECOGNITIONS**

Martindale-Hubbell AV Rating

### PROFESSIONAL ACTIVITIES

Litigation Counsel of America, Fellow (2014 - Present)

United States District Court, S. Dist. OH, Magistrate Judge Selection Committee, Member (2009 - 2010)

American Bar Association, White Collar Committee, Ohio Chapter, Founding Member

American Bar Association, International Law Committee, Member (2010 - Present)

Columbus Bar Association, Professionalism and Ethics Committee, Member (2010 - 2013)

Capital University Law School, Bd. of Counselors, Member (2008 - 2010)

Supreme Court of Ohio, Bd. on the Unauthorized Practice of Law, Board Chair (2005 - 2007), Board Member (2002 - 2007)

### COMMUNITY ACTIVITIES

Columbus Metropolitan Housing Authority, Board Chair (2023), Vice-Chair (2012 - 2022), Board Member (2002 - Present)

Isabelle Ridgway Care Center Foundation, Board Member (2016 - Present)

The Catholic Foundation of Ohio - Columbus, Board Chair (2023 - 2024), Vice-Chair (2022 - 2023), Board Member (2018 - Present)

United Negro College Fund, Inc., Columbus Leadership Council, Member (2019 - present)

St. Stephen's Community House, Immediate Past Chair (2017), Board Chair (2016), Board Member (2010 - 2017)

The Foundation Fighting Blindness, Central Ohio, Board Member (2006 - 2016)



**Ohio Senate**  
Senate Building  
Room 34, Ground Floor  
Columbus, Ohio 43215  
(614) 644-7718  
[Cirino@ohiosenate.gov](mailto:Cirino@ohiosenate.gov)

**Committees:**  
Workforce and Higher Education – Chair  
Finance – Vice Chair  
Energy and Public Utilities  
Ways and Means

**Jerry C. Cirino**  
18th District

Dear Newly Appointed Trustee,

I would like to be one of the first to congratulate you on your recent appointment as trustee to one of Ohio's public universities or community colleges. Service as a trustee is of utmost importance to the students and citizens of Ohio who save and pay for higher education in our state. Your work as a trustee ensures that students receive an education that will lead to future employment and success, both of which are important pieces to the economic health of our state. As a trustee, you have the authority and responsibility to safeguard students' wellbeing and the duty to protect their constitutional freedoms. You are also a steward of upholding Ohio's historical commitment to higher education.

I am writing today to provide information on the appointment process going forward. The Ohio Senate, as provided in Article III, Section 21 of the Ohio Constitution, has advice-and-consent authority regarding gubernatorial appointments. Your appointment will be assigned a confirmation hearing in the Senate Workforce and Higher Education Committee ("Committee"). As part of this process, you are asked to complete the attached questionnaire. You may also be asked to meet with Committee members or attend a hearing.

With respect to the questionnaire, I ask that you thoughtfully answer each question and submit your responses to my office within 30 days of receipt so that your confirmation may proceed and your appointment completed. A confirmation hearing will not be scheduled until a completed questionnaire has been submitted. Once my office receives this information, we will work diligently to schedule your appointment on the Committee's agenda. If you have any questions about this process or would like an update on the status of your appointment, please contact my office at 614-644-7718.

Sincerely,

Jerry C. Cirino  
State Senator, District 18  
Chair, Workforce and Higher Education Committee

## Ohio Senate Advice and Consent

### Trustee Appointment Questionnaire

Name: James Lloyd Ervin Jr

Institution Being Appointed to:

Central State University

1. Are you a graduate of or do any of your dependents attend the institution to which you are being appointed as trustee?

No

2. What is your position on the First Amendment rights of faculty, staff, and students, and how will you balance this with promoting diversity of thought on campus?

All faculty, staff, and students have First Amendment rights. I think all college/university campuses (and classrooms) should be places for the exchange of ideas, thoughts, opinions, and open and honest discourse. Such openness helps students grow, advances leadership, and advances our society and culture. However, I don't believe that the exercise of First Amendment is without consequences. I support the encouraging First Amendment expression but within clear and conspicuous written guidelines or regulations that detail when and how such activities may cross the line and result in consequences including what the consequences can be. Clearly written guidance

3. In your opinion, what are three current significant issues affecting higher education?

4. Do you feel comfortable presenting new or alternative solutions to issues presented to the Board of Trustees ("Board") by the president or other trustees of the institution to which you are being appointed?

5. What are some ideas you plan to propose to reduce the overall cost of higher education?

Two main ideas I want to raise are: (1) increased activity and functionality of the CSU Foundation, and (2) increased relationships with employers and the corporate community. I believe the Foundation should focus on a major campaign to energize alumni, inspire stakeholders, and solicit support from the corporate community. Additionally, CSU should seek to increase engagement and relationships with various Ohio-based employers and the broader corporate community. Improving relationships within the private sector can have multiple benefits from employment opportunities for students to various financial support, whether capital projects, funding, or services.

6. What thoughts do you have on faculty tenure, post-tenure review, and annual faculty performance reviews?

I think faculty tenure can be and is a positive designation. However, I think all faculty should be reviewed on a scheduled basis against objective and subjective criteria. I think such review allows for accountability, growth, and ensuring that faculty are staying fresh and focused on meeting the needs of the students, mission, and needs of the university. I do not believe that tenure should mean "coasting" or that a professor (teacher) should not be challenging themselves and seeking to learn, develop, and be better.

7. What are your thoughts on ways to increase graduation rates at the institution to which you have been appointed?

A variety of strategies must be implemented. For CSU, there should be a multi-faceted approach that helps address the lifecycle of a student from application to graduation. This means offering a curriculum that is challenging and prepares students for the current and future workforce. I believe students who are confident that a career is obtainable after graduation will be more likely to remain at CSU. Additionally, CSU will need to enhance the campus/educational experience, so students feel positive, proud of being a CSU student. This will require strengthening academic support, campus-based services, and improving the overall student experience. Another area that will be key

8. Is higher education in Ohio addressing the current and future workforce needs of our state, and how can the institution you have been appointed to better address these workforce challenges?

Yes. For CSU to better address current and future workforce challenges it must ensure its curriculum and faculty are qualified, educated, and actively engaged in the thought-leadership and activities within the marketplace that drives industry. I also think the inclusion of faculty who have been successful in the workforce or emerging and sustained industries will be important. While theoretical learning is important, educating students for the marketplace is more important than ever. For example, emphasizing STEM curriculum and degrees and offering complimentary graduate programs is a probable solution. Additionally, CSU must cultivate new relationships and enhance existing

9. In your view, who are you ultimately responsible to serve as a trustee of the institution you have been appointed to: the president, Board chairperson, or taxpayers of Ohio?

As a trustee of Central State University, I believe I am ultimately responsible to serve my fiduciary duty as a Trustee, (which includes the mission of the institution (Central State University), the students, and the stakeholders (e.g., taxpayers, Governor, alumni, President, Board members, student parents and family, etc.).

**Please complete and return this form to the Governor's Office of Boards and Commissions at [boards.commissions@governor.ohio.gov](mailto:boards.commissions@governor.ohio.gov). If you have any questions regarding this form please contact:**

**Senator Jerry C. Cirino**

**614-466-7718**

**1 Capitol Square  
Columbus, OH 43215**





## GOVERNOR'S APPOINTMENTS TO BOARDS AND COMMISSIONS

**Appointment Date:** 8/2/2024

**Name of Appointee:** James Lloyd Ervin, Jr.

**Address:** 6708 Glasin Ct  
Dublin, OH 43016  
Franklin County  
(H): 6143897888  
(W): 8124476975  
(M): 6143781062  
(E): jlervinjr@yahoo.com

**Name of Commission:** Central State University Board of Trustees  
Laura Wilson, General Counsel and Secretary to the Board of Trustees  
P: (937) 376-6013  
Elizabeth Nash, Special Assistant to General Counsel and Assistant  
Secretary to the Board of Trustees  
P: (937) 376-6629  
1400 Brush Row Rd. / PO Box 1004  
Wilberforce, OH 45384  
(P): 937-376-6629 x6013  
(E): lwilson@CentralState.edu; enash@CentralState.edu

**Term Begins:** 7/1/2024  
**Term Ends:** 6/30/2033  
**Party Affiliation:** Republican  
**Senate Confirmation:** Appointed by the Governor, confirmed by the Senate  
**Financial Disclosure:** Confidential disclosure required  
**Vice:** Marlon Moore