

Key Project Personnel (in alphabetical order)

Andrew Block, J.D.

Andrew Block is an associate Professor of Law and the Director of the State and Local Government Policy Clinic at the University of Virginia School of Law. He previously served as director of the Virginia Department of Juvenile Justice from 2014 to 2019, where he led major reforms and improvements in the department, including focus on racial justice and equity. Before leading the department, Block directed the Child Advocacy Clinic at UVA's Law School from 2010-14 and founded and served as the legal director of the JustChildren program of the Legal Aid Justice Center, a non-profit serving all of Virginia with offices in Charlottesville, Virginia.

A graduate of Yale University and Northwestern Law School, Block received various awards for his work at JustChildren, including the American Bar Association Young Lawyer's Division Child Advocacy Award, the Virginia State Bar's Legal Aid Lawyer of the Year and the Virginia Bar Association's Robert F. Shepherd, Jr. Award.

In 2019 Block was appointed vice-chair of Governor Ralph Northam's Commission to Examine Racial Inequity in Virginia Law which was tasked with both identifying and proposing the repeal of various Jim Crow laws that were still technically on the books in Virginia, as well as identifying policy proposals to address the racial disparities and other harms wrought by more than 350 years of intentional racial discrimination and oppression in the Commonwealth. In his role of vice-chair, and in his capacity as the Director of the State and Local Government Policy Clinic, Block and his Clinic students were the primary drafters of all three reports issued by the Commission – reports which have led to substantial state action in response to their recommendations.

Kara S. Fitzgibbon, PhD

Dr. Fitzgibbon is Director of the Center for Survey Research. Dr. Fitzgibbon has worked at CSR since 2012, and during that time has been directly involved in over 100 funded survey projects, served as PI on dozens of these studies, and regularly has designed and led qualitative research efforts, including both semi-structured interviews and focus groups. In her role as director, she maintains responsibility for the study design, budget, staffing, data and report deliverables of all research projects that are carried out through CSR.

Dr. Fitzgibbon is also active in the field of survey research at the national level through committee memberships and conference presentations across several preeminent professional survey associations, including the American Association of Public Opinion Research (AAPOR) and the Association of Academic Survey Research Organizations (AASRO). In addition, she has co-authored several peer-reviewed academic articles based on her survey research. In addition to presenting at national conferences, Dr. Fitzgibbon regularly presents on survey findings to public community audiences as well as internal presentations for organizational leadership or other client-identified bodies.

Dr. Fitzgibbon received her Ph.D. in Sociology from the University of Virginia with specialized training in survey methods. She also holds a Master's degree from UVA, and she received her Bachelor's degree from Washington and Lee University. She has experience teaching research methods and statistics.

Charles W. Hartgrove, ICMA-CM

Mr. Hartgrove is the director of the Virginia Institute of Government (VIG) at the University of Virginia's Weldon Cooper Center for Public Service. He leads the staff and daily operations of VIG. This includes providing local governments with professional/technical assistance, training programs, and consulting services. He is also responsible for the Senior Executive Institute (SEI), Leading, Educating, and Developing program (LEAD), and the Constitutional Officer Education Program.

Prior to joining the Cooper Center staff in 2019, Hartgrove served as the chief deputy commissioner of the Virginia Department of Taxation. In this role he acted as the agency's chief administrative officer and was responsible for all internal financial and general operations and the organization's strategic plan. He led special projects and served on several committees for the Secretary of Finance and the Governor's offices regarding workforce development, the gig economy, worker misclassification, and local government issues.

Hartgrove has worked as a senior executive for Virginia local governments for over twenty years. He has vast experience in the fields of organizational development, community engagement, strategic planning, financial administration, and community and economic development. He served as the deputy city manager of Lynchburg and as the town manager of Ashland (Hanover County), Middleburg (Loudoun County), and Gate City (Scott County). Hartgrove earned a Bachelor's degree in government from the University of Virginia's College at Wise. He also received a Master of Public Administration and a Post-Baccalaureate graduate certificate in public management from Virginia Commonwealth University. He is a graduate of the University of Oklahoma's Economic Development Institute, Virginia Commonwealth University's Virginia Executive Institute, and the University of Virginia's Senior Executive Institute. He also is an International City/County Management Association Credentialed Manager (ICMA-CM). Hartgrove previously served on the Executive Committee of the Virginia Local Government Management Association (VLGMA).

Cynthia Hudson, J.D.

Cynthia Hudson is owner and managing attorney for Eppes-Hudson Law, PLLC, specializing in municipal law, government affairs consulting and employment law. An expert local and state government practitioner and litigator, Hudson was appointed Chief Deputy Attorney General of Virginia by Virginia Attorney General Mark R. Herring in 2014; she managed the day-to-day legal service and administrative operations of the Office of the Attorney General and its agencies, boards, commissions, entities and officials. Hudson's many notable achievements while in office centered around equality, opportunity and criminal justice.

Prior to her role as Chief Deputy Attorney General, Hudson served as City Attorney for the City of Hampton and Hampton Deputy City Attorney. Most recently, Hudson was an attorney in the Government Group at Sands Anderson, a private law firm, where she received the Edward J. Finnegan Award for Distinguished Service (now known as the Finnegan-Whiting award) from the Local Government Attorneys of Virginia.

Hudson received her undergraduate degree in mass communications from Virginia Commonwealth University, and her law degree from William & Mary. She has served as Chair of the Virginia State Bar Section on Local Government and President of the Local Government Attorneys of Virginia. Hudson was an Adjunct Professor in State and Local Government law at the William & Mary Law School and also taught courses on state and local government law at the Marshall-Wythe School of Law.

Bertrall Ross, J.D.

Bertrall Ross is the Justice Thurgood Marshall Distinguished Professor of Law at the University of Virginia Law School, where he serves as the director of the Karsh Center for Law and Democracy. He teaches and writes in the areas of constitutional law, constitutional theory, election law, administrative law and statutory interpretation. Ross' research is driven by a concern about democratic responsiveness and accountability, as well as the inclusion of marginalized communities in administrative and political processes.

Prior to joining the Virginia faculty, Ross taught at the University of California-Berkeley School of Law, where he received the Rutter Award for Teaching Excellence. Ross is currently serving on the Administrative Conference of the United States and the Presidential Commission on the Supreme Court.

Ross earned his undergraduate degree in international affairs and history from the University of Colorado, Boulder; his graduate degrees from the London School of Economics and Princeton University's School of Public and International Affairs; and his law degree from Yale Law School. After law school, he clerked for Judge Dorothy Nelson of the U.S. Court of Appeals for the Ninth Circuit and Judge Myron Thompson of the U.S. District Court for the Middle District of Alabama. He has also been awarded the Berlin Prize from the American Academy in Berlin, the Princeton University Law and Public Affairs Fellowship, the Columbia Law School Kellis Parker Academic Fellowship and the Marshall Scholarship.