



UNIVERSITY
of VIRGINIA

Weldon Cooper Center
for Public Service
Virginia Institute of Government

STAFF BIOGRAPHIES

Larry D. Terry, II

Dr. Terry serves as the executive director of the Weldon Cooper Center for Public Service and the director of the Virginia Institute of Government. Terry came to the Cooper Center in 2018 from Texas, where he worked to improve the lives of citizens in the Dallas region and beyond, creating practical partnerships with elected officials, public servants and community leaders to address poverty and other community issues, including launching the Community Leadership Academy, the nation's first peer-based citizen police officer leadership training program.

His passion is research-based, outcome-driven programs and services that advance the priorities of the University of Virginia in serving the Commonwealth, forming lasting partnerships with citizens, and building vibrant, connected communities. Terry's research, publications, teaching, and educational achievements focus on leading and managing public organizations, housing reform, and community engagement and public trust.

Prior to his position at UNT Dallas, Terry served as an assistant professor of Public Administration at both Long Island University-Brooklyn and Arizona State University.

Charles W. Hartgrove, ICMA-CM

Mr. Hartgrove is the associate 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 government professional and technical assistance and training programs. He is also responsible for the Senior Executive Institute, LEAD, and the Constitutional Officer Education Program.

Prior to joining the Cooper Center staff in 2019, he most recently served as the chief deputy commissioner of the Virginia Department of Taxation. Hartgrove served 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 the gig economy, worker misclassification, and local government issues.

Hartgrove 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).

He 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).

Yvonne Crenshaw

Yvonne Crenshaw is an accomplished facilitator, trainer, coach, and writer. She has worked as an adjunct with the Virginia Commonwealth University's Performance Management Group since 2017. Her focus the last 15 years has been in the areas of performance management, leadership, as well as personal and organizational development.

Yvonne's education includes a master's degree in psychology from Virginia State University and a bachelor's in both business education and English from the University of the District of Columbia. She is a certified MBTI administrator, a Dialogue practitioner, meditation guide, and a lifetime member of Pi Lambda Theta, a professional educational honor society and division of Phi Delta Kappa.