

CHRISTINE LEDVINKA RUSH

Mississippi State University
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Education

Ph.D., Public Administration, University of Georgia (August 2009)
M.P.A., University of Georgia, focus: public personnel administration (May 2001)
J.D., Emory University School of Law (May 1994)
B.A., Political Science, University of Georgia (June 1991)

Academic Positions

Associate Professor, Department of Political Science and Public Administration, Mississippi State University, August 2016 – *present*
Assistant Professor, Department of Political Science and Public Administration, Mississippi State University, August 2012 – August 2016
Assistant Professor, Public Administration, Maxine Goodman Levin College of Urban Affairs, Cleveland State University, August 2009 – May 2012

Publications

Rush, Christine L. (under review) “Researchable Themes in: Administrative Law and Regulation” In Hildreth, Miller and Lindquist (Eds.), *Handbook of Public Administration* (4th ed.), New York: Routledge Publishing, Taylor and Francis Group.

Rush, Christine L. and J. Edward Kellough, (2017) “Knowledge of Federal EEO Law Among County Administrators and Department Heads: Examining the Extent and Determinants of Understanding” *Review of Public Personnel Administration*. Vol. 37, No. 1, pp. 59-83.

Rush, Christine L. and Nicholas C. Zingale, (2015) “Retaining Public Value and Public Law Value in Outsourcing” *International Journal of Organizational Theory and Behavior* Vol. 18, No. 1, pp. 106-132.

Rush, Christine L. (2014) “Navigating the HRM Responsibilities of the ADA,” in Ronald R. Sims and William I. Sauser, Jr. (Eds), *Legal and Regulatory Issues in Human Resources Management*. Charlotte, NC: Information Age Publishing.

Rush, Christine L. (2012). “Changing the Americans with Disabilities Act: Shifting EEO Obligations in Public Human Resource Management,” *Review of Public Personnel Administration* Vol. 32, No. 1, pp. 75-86.

West, Jonathan P., Stephen E. Condrey, and Christine L. Rush (2010). “Implementing the Four Day Workweek,” *The Public Manager*, Vol. 39, No. 3, pp. 68-73.

Ledvinka, Christine B. (2010). “The Americans with Disabilities Act,” In S.E. Condrey (Ed), *Handbook of Human Resource Management in Government* (3rd ed.) (pp. 491 -514). San Francisco, CA: Jossey- Bass.

Publications (continued)

Condrey, Stephen E, Jonathan P. West, and Christine B. Ledvinka (2010). "Making the Switch: Implementing the Four-Day Work Week in America's Largest Cities," In Ronald R. Sims (Ed), *Change (Transformation) in Government Organizations* (pp. 137-157). Charlotte, NC: Information Age Press.

Ledvinka, Christine B. (2010). "Civil Service," In P.J. Quirk and W. Cunion (Eds), *Governing America: Major Decisions of Federal State and Local Governments from 1789 to Present* (pp. 1034 - 1039). New York, NY: Facts on File.

Condrey, Stephen E. and Christine B. Ledvinka (2010). "Book Review - Human Resource Management in the Public Sector: Examining International Cases," *Public Administration Review*, Vol. 70, No. 3, pp. 500-501.

Battaglio, R. Paul and Christine B. Ledvinka (2009). "Privatizing Human Resources in the Public Sector: Legal Challenges to Outsourcing the HR Function," *Review of Public Personnel Administration* Vol. 29, No. 3, pp. 293-307.

Ledvinka, Christine B. (2008). "Special Issue Introduction: The Enduring Importance of Public Sector Compensation," *Review of Public Personnel Administration*, Vol. 28, No. 4, pp. 304-307.

Kuykendall, Christine Ledvinka and Rex L. Facer, II (2002). "Public Employment in Georgia State Agencies: The Elimination of the Merit System," *Review of Public Personnel Administration*, Vol. 22, No. 2, pp. 133-145.

Kuykendall, Christine Ledvinka and Stefanie A. Lindquist (2001). "Legal Briefs: Board of Trustees of the University of Alabama v. Garrett: Implications for Public Personnel Management" *Review of Public Personnel Administration*, Vol. 21, No. 1, pp. 65-69.

Condrey, Stephen E. and Christine Ledvinka Kuykendall. (2001). Compromise, "Compensation and Criminals: Understanding Organizational and Legal Issues in the Workplace," Article reviewing five books, *American Review of Public Administration*, Vol. 31, No. 3, pp. 350-359.

Additional Written Works

Llorens, Jared J. and Christine L. Rush (2011). "Moving towards a More Strategic Federal Pay Comparability Policy," American Society for Public Administration: Policy Engagement.

Rush, Christine L. (2010). "Instructor's Manual for the Handbook of Human Resource Management in Government (3rd ed.)," San Francisco, CA: Jossey-Bass.

Professional Positions

Director, Georgia Law Related Education Consortium, Carl Vinson Institute of Government, University of Georgia, May 2005 – August 2007

Developed and presented all statewide K-12 teacher training on legal curriculum

Developed all grants and directed grant programs

Responsible for budgets totaling over \$100,000 annually

Professional Positions (continued)

Compensation Officer, United States Courts, July 2001 – July 2004

- Integrated pay policy for all 30,000 employees of the U.S. courts
- Conducted research and statistical analysis of pay, statutory and regulatory compliance
- Developed court units' human resources policies and procedures
- Responded to HR policy inquiries from judiciary executives nationwide

Legal Research Associate, Carl Vinson Institute of Government, August 1997 – July 2001

- Developed and delivered practitioner training programs to state and local government elected and appointed officials across Georgia.
- Assisted local government personnel classification and compensation projects
- Assisted in coordinating a bonus practices survey for the Georgia TRS

Conference presentations

Christine Ledvinka Rush and Ellen V. Rubin, "Characterizing Non-Sexual Harassment: Federal-Sector Experience with the Hidden Form of Workplace Discrimination" 80th National Conference of the American Society for Public Administration, March 8 – 12, 2019, Washington, D.C.

Ellen V. Rubin and Christine Ledvinka Rush, "Steering Without a Rudder: Understanding Conflicting Court Doctrines on Discriminatory Non-Sexual Harassment and Freedom of Speech" 79th National Conference of the American Society for Public Administration, March 9 – 13, 2018, Denver, Colorado.

Emma A. Powell and Christine Ledvinka Rush, "Expanding the "Racial Mismatch" Hypothesis: Does Nonprofit Leadership Diversity Benefit Constituent Outcomes?" 79th National Conference of the American Society for Public Administration, March 9 – 13, 2018, Denver, Colorado

Ellen V. Rubin and Christine Ledvinka Rush, "Understanding Non-Sexual Harassment: The Hidden Form of Workplace Discrimination" 78th National Conference of the American Society for Public Administration, March 17 – 21, 2017, Atlanta, Georgia.

Patrick C. Exmeyer, Christine Ledvinka Rush, and Laura Hall Downey "Legislative Intervention: Applying Procedural Justice Theory to Federal Whistle-Blowing Channels" 77th National Conference of the American Society for Public Administration, March 17 – 22, 2016, Seattle, Washington.

Christine Ledvinka Rush and Nicholas C. Zingale, "Can Generalist Programs Survive in a Future which Student Interest and Faculty Research Point Towards Specialization?" National Association of Schools of Public Affairs and Administration National Conference, October 14 – 17, 2015, Brooklyn, New York.
Conference presentations (continued)

Christine Ledvinka Rush and Patrick C. Exmeyer, "Applying Procedural Justice Theory to Federal Whistle-Blowing Mechanisms" Southeastern Conference of Public Administration (SECoPA), September 30 – October 3, 2015, Charleston, South Carolina.

Christine Ledvinka Rush and Nicholas C. Zingale, "Retaining Public Value and Public Law Value in Outsourcing," 76th National Conference of the American Society for Public Administration, March 6 – 10, 2015, Chicago, Illinois

Conference presentations (continued)

Christine Ledvinka Rush, "City and County Workforce Diversity, 1993 – 2009: Comparing Occupations within Types of Local Governments" Equal Employment Opportunity Commission DATANET Conference, May 12 – 14, 2014, Washington DC.

Conference presentations (continued)

Christine Ledvinka Rush, "Managing Human Resources under Title VII: The Current State of Public Employers' Liability" 75th National Conference of the American Society for Public Administration, March 15 – 19, 2014, Washington, DC.

Christine Ledvinka Rush, "Diversity and EEO Liability: What Advice Can We Offer Public Managers?" 74th National Conference of the American Society for Public Administration, March 14 – 18, 2013, New Orleans, Louisiana.

Christine Ledvinka Rush, "Local Government Workforce Diversity from 1993 through 2009: Examining Trends across Occupations," 73rd National Conference of the American Society for Public Administration, March 2 – 6, 2012, Las Vegas, Nevada.

Christine Ledvinka Rush and J. Edward Kellough, "Human Resource Professionalism in Georgia Counties: Examining the Extent and Determinants of Public Managers' Understanding of EEO Law," 11th Public Management Research Association Conference, June 2– 5, 2011, Syracuse, New York.

Christine Ledvinka Rush, Jonathan P. West, and Stephen E. Condrey, "Changing the Americans with Disabilities Act in Challenging Times: Municipal Governments and Shifting EEO Obligations," 72nd National Conference of the American Society for Public Administration, March 11 – 15, 2011, Baltimore, Maryland.

Christine Ledvinka Rush, "County Government Reform in a Time of Economic Crisis: The Case of Cuyahoga County, Ohio," 2010 Annual Meeting and Exhibition of the American Political Science Association, September 2 - 5, 2010, Washington, DC.

Christine B. Ledvinka, "Local Government Human Resource Management and Federal EEO Law," 71st National Conference of the American Society for Public Administration, April 9 – 13, 2010, San Jose, California.

Christine B. Ledvinka and J. Edward Kellough, "Human Resource Professionalism in Georgia Counties: Examining the Determinants of Knowledge of Law," 2010 Southern Political Science Association Conference, January 6 – 9, 2010, Atlanta, Georgia.

Christine B. Ledvinka, "County Managers' Knowledge of Law and Allegations of Employment Law Violations," 10th Public Management Association Research Conference, October 1 – 4, 2009, Columbus, Ohio.

Christine B. Ledvinka, Stephen E. Condrey, and Jonathan P. West, "Implementing the Americans with Disabilities Act of 1990: Human Resources Innovations in City Government," 2009 Annual Meeting and Exhibition of the American Political Science Association, September 3 - 6, 2009, Toronto, Ontario.

Christine B. Ledvinka, "Law and Local Government Managers' Professionalism: A Study of Georgia Counties," 70th National Conference of the American Society for Public Administration, March 20-24, 2009, Miami, FL.

Conference presentations (continued)

Christine B. Ledvinka, "Employment & the Legal Alphabet Soup: FMLA, ADA, and ADEA," 69th National Conference of the American Society for Public Administration, March 7 -11, 2008, Dallas, TX.

Christine B. Ledvinka, "Public Management Networking and Organizational Success: the Influence of Public Law," 65th Annual Conference of the Midwest Political Science Association, April 12-15, 2007, Chicago, IL.

Christine B. Ledvinka, "Rights and Remedies: Interest Groups, Constitutionality, and Policy," 64th Annual Conference of the Midwest Political Science Association, April 20-23, 2006, Chicago, IL.

Vicky M. Wilkins and Christine B. Ledvinka, "Eeny Meeny Miny Mo: How Supervisors Choose Between Agency Goals," 8th National Public Management Research Conference, September 29-October 1, 2005, Los Angeles, CA.

Christine L. Kuykendall and Rex L. Facer II, "Public Employment in Georgia State Agencies: the Elimination of the Merit System," 60th National Conference of the American Society for Public Administration, April 10-13, 1999, Orlando, FL.

Additional Professional Presentations

Testimony before the Methodology Working Group of the Federal Salary Council, August 25, 2011

Testimony before the Ohio Commission on Local Government Reform and Collaboration, Public Meeting: Local Government Service Delivery and Cooperation, December 4, 2009

Awards

Mississippi State University College of Arts and Sciences Academic Excellence Grant, 2015-2016

Mississippi State University College of Arts and Sciences Academic Excellence Grant, 2014-2015

Outstanding Graduate Professor of the Year, 2013-2014, Department of Political Science and Public Administration, Mississippi State University,

University of Michigan Exemplary Diversity Scholar Citation, 2009

National Association of Counties (NACo), 2008-2009 Dissertation Grant

Service to the Profession

Associate Editor, *Review of Public Personnel Administration*, 2018 - present

Site Visit Chair, National Association of Schools of Public Affairs and Administration, 2018

Accreditation Eligibility Review Committee, for the Commission on Peer Review and Accreditation, National Association of Schools of Public Affairs and Administration, 2018

Commissioner, Commission on Peer Review and Accreditation, National Association of Schools of Public Affairs and Administration, 2014 – 2018

Legal Brief Editor, *Review of Public Personnel Administration*, 2013 – 2018

Editorial Board, *Public Personnel Management*, 2013 – present

ASPA Personnel Administration and Labor Relations Dissertation Award Committee, 2015

Treasurer, ASPA Personnel Administration and Labor Relations, 2015 – present

Service to the Profession (continued)

Mentor, American Society for Public Administration, Founders Fellows, 2014 – 2015

Publications Committee, American Society for Public Administration, 2011 – 2014

Conference Standards Committee, American Society for Public Administration, 2009-2010

Kline Award Committee, Southeastern Conference for Public Administration, 2009-2010

Editorial Board, Review of Public Personnel Administration, 2001-2004

Service to the Department, College and University

Graduate Coordinator, Political Science and Public Administration, January 2015- August 2016

Senator, College of Arts and Sciences Faculty Senate, Mississippi State University,

Search Committee, Director of the Mississippi State University Stennis Institute of Government

Ph.D. Committee, Department of Political Science and Public Administration

MPPA Core Committee, Department of Political Science and Public Administration

Diversity Council, Maxine Goodman Levin College of Urban Affairs

Online Instruction Committee, Maxine Goodman Levin College of Urban Affairs

Faculty Mentor, McNair Scholars Program, Cleveland State University

Faculty Advisor, Push against Poverty, Cleveland State University

Academic Space Committee, Cleveland State University

Professional Affiliations

State Bar of Georgia

National Association of Schools of Public Affairs and Administration (NASPAA)

American Society for Public Administration (ASPA)

ASPA Section on Personnel Administration and Labor Relations (SPALR)