

Zachary T. Mohr, **PhD CGFM**

School of Public Affairs and Administration
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EDUCATION

Ph.D. in Public Affairs and Administration, University of Kansas, May 2013
Master of Public Administration, University of Kansas, May 2007
B.S. Economics, *Cum Laude*, Kansas State University, May 2005
Other certifications and credentials - Certified Government Financial Manager (CGFM), June 2017

ACADEMIC APPOINTMENTS

2022 - Present	<i>Associate Professor</i> School of Public Affairs and Administration University of Kansas - Core Faculty of the Edwin O. Stene MPA Program
2020 - 2022	<i>Associate Professor</i> Department of Political Science and Public Administration The University of North Carolina at Charlotte - Core faculty of the Gerald G. Fox MPA Program - Affiliate Faculty of the PhD in Public Policy Program - Public Budgeting and Finance Concentration and Certificate Director
2013 - 2020	<i>Assistant Professor</i> Department of Political Science and Public Administration The University of North Carolina at Charlotte - Core faculty of the Gerald G. Fox MPA Program - Public Budgeting and Finance Concentration and Certificate Director

ADMINISTRATIVE APPOINTMENTS

2019 - 2022	<i>Director</i> Public Opinion, Learning, and Sentiment (POLS) Lab The University of North Carolina at Charlotte
2007-2008	<i>City Administrator</i> City of Cheney, KS
2006-2007	<i>Assistant to the City Manager</i> City of Arkansas City, KS

BOOKS

Kropf, M.E, **Mohr, Z.**, Pope, J.V., and McGowan, M.J. (under contract) *A Republic if You Can Afford It: How Much Does it Cost to Administer an Election?* Cambridge University Press.
Rassel, G., Leland, S., **Mohr, Z.**, and O'Sullivan, E. (2020) *Research Methods for Public Administrators*, 7th. Ed. New York. Routledge
Mohr, Z. (Ed.). (2017) *Cost Accounting in Government: Theory and Applications*. New York. Routledge.

- Mohr, Z.** Piatak, J. and Oliveras, A. (2023) Are public spaces welcoming to all? A conjoint experiment on cultural representation and inclusionary practices in museums *Public Administration* <https://onlinelibrary.wiley.com/doi/full/10.1111/padm.12953>
- Raudla, R. **Mohr, Z.**, and Douglas, J.W. (2023) Which managerial reforms facilitate public sector innovation? *Public Administration*. <http://doi.org/10.1111/padm.12951>
- Mohr, Z.** McDonald, J. Leland, S. and Piatak, J. (2023) Escaping Blame? The Effect of Victim Characteristics in a Prison Transportation Contracting Experiment. *Public Management Review*. <https://doi.org/10.1080/14719037.2023.2200436>
- Mohr, Z.** & Davis, J. (2023) Not Just Behavioral: B-E Public Administration and Policy *Journal of Behavioral Public Administration* <https://doi.org/10.30636/jbpa.61.297>
- Piatak, J., **Mohr, Z.**, & Leland, S. (2022) Blame dynamics across the organizational hierarchy and sectors: how a staffing shortage and ownership shape blame for nursing homes in crisis. *International Public Management Journal*. <https://doi.org/10.1080/10967494.2022.2064022>
- Piatak, J. McDonald, J. and **Mohr, Z.** (2022) The Role of Gender in Government and Nonprofit Workplaces: An Experimental Analysis of Rule Compliance and Supervisor Trust *Public Administration Review* <https://onlinelibrary.wiley.com/doi/abs/10.1111/puar.13469>
- Shepherd, M.J., Pope, J.V., Kropf, M.E. & **Mohr, Z.** (2021) Guns or Butter... or Elections? Understanding intertemporal and distributive dimensions of policy choice through the examination of budgetary tradeoffs at the local level. *Public Budgeting and Finance* <https://doi.org/10.1111/pbaf.12289>.
- Mohr, Z.** and Kearney, L. (2021) Behavioral Public Budgeting and Finance: A Critical Review of Behavioral Experiments *Public Finance and Management*
- Raudla, R., Douglas, J.W. and **Mohr Z.** (2021) Exploration of the Technocratic Mentality among European Bureaucrats *International Review of Administrative Science* <https://doi.org/10.1177/0020852321996421>
- Leland, S., Piatak, J., and **Mohr, Z.**, (2021) Accountability in Government Contracting Arrangements: Experimental Analysis of Blame Attribution across Levels of Government *American Review of Public Administration*
- Mohr, Z.**, Kropf, M.E. Pope, J.V.*, Shepherd, M.J. and Hill, A.** (2020) Evaluating the Recessionary Impact on Election Administration Budgeting and Spending *American Politics Research* <https://doi.org/10.1177/1532673X20935785>
- Kropf, M.E., Pope, J.V.,* Shepherd, M.J., and **Mohr, Z.** (2020) Making Every Vote Count: The Important Role of Managerial Capacity in Achieving Better Election Administration Outcomes *Public Administration Review* doi.org/10.1111/puar.13216
- Piatak, J., **Mohr, Z.** and McDonald, J. (2020) Rule Formalization, Gender Congruence, and Rule Following: Examining Prosocial Rule Breaking for Internal and External Stakeholders *International Public Management Journal* doi.org/10.1080/10967494.2020.1790445
- Mohr, Z.**, Douglas, J., & Raudla, R. (2020) Comparing Cost Accounting Use across European Countries: The role of history, region, and fiscal stress. *Public Administration Review* <https://doi.org/10.1111/puar.13162>
- Brandon, W. & **Mohr, Z.** (2019) Securing Social Security Solvency, Addressing an Important Social Determinant of the Health of Seniors and the American Public *Politics and Life Sciences*, 38(2), 144-167.
- Piatak, J. & **Mohr, Z.** (2019) More gender bias in academia? Examining the influence of gender and formalization on student worker rule following *Journal of Behavioral Public Administration* DOI: 10.30636/jbpa.22.76
- Mohr, Z.**, (2019) The Kansas Budget Experience from 2012 to 2017 *Municipal Finance Journal*. 40(1&2), 49-76.
- Mohr, Z.**, Pope, J.V.,* Kropf, M.E., & Shepherd, M. (2019) Strategic Spending: Does Politics Influence Election Administration Expenditure? *American Journal of Political Science*, 63(2), 427-438.

- Mitchell, D. & **Mohr, Z.** (2019) Accountability in Public Management Networks: An Analysis of Cost Monitoring in Chicago Municipal Networks *International Journal of Public Administration*, 42:11, 961-973.
- Mohr, Z.**, Raudla, R., & Douglas, J. (2018) Cost accounting practices in Europe: A tale of two organizational levels *Public Performance and Management Review*, 41(4), 696-722.
- Borri, E., Dehart-Davis, L., Kauffman, W., Merritt, C., **Mohr, Z.**, & Tummers, L. (2018) Formalization and Consistency Heighten Organizational Rule Following: Experimental and Survey Evidence *Public Administration*, 96 (4), 841-841.
- Piatak, J., **Mohr, Z.**, & Leland, S. (2017) Bureaucratic accountability in third-party governance: Experimental evidence of blame attribution during times of budgetary crisis, *Public Administration*, 95(4), 976-989.
- Mohr, Z.** (2017). Cost Accounting at the Service Level: A Transaction Cost Analysis *Public Administration Quarterly* 41(1), 89-127.
- Mohr, Z.** (2016). Performance Measurement and Cost Accounting: Are they competing or complementary systems of control? *Public Administration Review* 76(4), 616-625.
- Mohr, Z.** (2015). An Analysis of the Purposes of Cost Accounting in Large U.S. Cities. *Public Budgeting and Finance*, 35(1), 95-115.
- Dehart-Davis, L., Davis, R., & **Mohr, Z.** (2015). Green Tape and Job Satisfaction: Can Organizational Rules Make Employees Happy? *Journal of Public Administration Research and Theory*, 25(3), 849-876.
- Lu, Y., **Mohr, Z.**, & Ho, A.T.K. (2015). Taking Stock: Assessing and Improving Performance Budgeting Theory and Practice. *Public Performance & Management Review*, 38(3), 426-458.

PEER-REVIEWED BOOK CHAPTERS

- Mohr, Z.** (2019) Cost Accounting Systems and Practices for Greater Operational and Financial Sustainability: A Framework for Understanding Costing Evolution and Connections to other Sustainability Strategies in *Financial Sustainability of Public Sector Entities: The Relevance of Accounting Frameworks* eds. Josette Caruana et al Palgrave Macmillan.
- Mohr, Z.** & Mushipe, T.* (2019) "Cost Politics in Local Government: A Framework and Comparative Case Study of Airport Takeovers" in *Building a Sustainable Transportation Infrastructure for Long-Term Economic Growth* ed. Olga Smirnova IGI Global, 200-216.
(Reprinted in *Research Anthology on Reliability and Safety in Aviation Systems, Spacecraft, and Air Transport* 2020 IGI Global)

BOOK REVIEWS

- Mohr, Z.** (2020) Leisha Dehart-Davis, Creating Effective Rules in Public Sector Organizations. (Washington, D.C.; Georgetown University Press, 2017). *Review of Public Personnel Administration*.
- Mohr, Z.** (2019) Oliver James, Sebastian R. Jilke and Gregg G. Van Ryzin, Experiments in Public Management Research: Challenges and Contributions (Cambridge: Cambridge University Press, 2017) *Public Administration Review*, 79(2).
- Mohr, Z.** (2016). Accounting in Networks. Hakansson, H., Kraus, K., & Lind, J. New York: Routledge. 2010. *International Public Management Review*, 17(2), 131-138.
- Mohr, Z.** (2013). Budgetgate: Bob Woodward's Quest for Budget Blame. *Public Administration Review*, 73(3), 532-534.
- Mohr, Z.** (2012). Review of the book *Boomerang: Travels in the New Third World* by Michael Lewis. *Public Integrity*, 14(2), 211-218.

OTHER SCHOLARLY PUBLICATIONS

- Kropf, M. and **Mohr, Z.** (2020). Election Costs. In: Jones, M.P. (ed.) Voting and Political Representation in America: Issues and Trends ABC-CLIO.
- Mohr Z.**, and Mitchell D. (2019) Decision-Making in Networks. In: Farazmand, A. (eds) Global Encyclopedia of Public Administration, Public Policy, and Governance. Springer, Cham
- Mohr, Z.** (2018). 3.21 The Research-Practice Gap in Accounting in the Public Sector in the USA. In L. Ferry et al (eds.) The Research-Practice Gap on Accounting in the Public Services: An International Analysis (97-99). Palgrave MacMillan.
- Mohr, Z.**, Kropf M., Pope, J.V., Shepherd, M.J., and Esterle, M. (2018) Election Administration Spending in Local Election Jurisdictions Results from a Nationwide Data Collection Project *Medium* July 27.
- Mohr, Z.** and Esterle, M.* (2017) State Collection of County Financial Data Sources *Death & Taxes*, September 5.
- Mohr, Z.** (2017) There are two sides to every coin: Or is there Common Sense about Cost Accounting in Government? *Death & Taxes*, March 20.
- Brown, M. and **Mohr, Z.** (2017) Acquisition in a World of Joint Capabilities: Methods for Understanding Cross-Organizational Network Performance. In *Acquisition Research Program Sponsored Report Series*. Monterey, CA. Naval Postgraduate School.

EXTERNAL FUNDED GRANTS AND CONTRACTS AS PI/CO-PI

- Kropf, M.E., **Mohr, Z.**, & Shepherd, M.J. (2022) National Science Foundation “Conference: Election Science, Research, and Administration” Amount awarded, \$49,818.
- Mohr, Z.**, Kropf, M.E., Shepherd, M.J., & Pope, J.V. (2018) New Initiatives Grants in Election Science MIT Election Data and Science Lab “Estimating Election Administration Spending in the 50 States.” Amount funded \$20,000
- Mohr, Z.**, Kropf, M.E., Shepherd, M.J., & Pope, J.V. (2017) New Initiatives Grants in Election Science MIT Election Data and Science Lab “How Much Are We Spending on Election Administration?” Amount funded \$19,895.
- Brown, M. and **Mohr, Z.** (2015) Naval Post-graduate School Acquisition Research Program NPS-BAA-14-002 “Acquisition in a World of Joint Capabilities: Methods for Understanding Cross-Organizational Network Performance” Amount funded \$116,267.

EXTERNAL GRANTS AND CONTRACTS AS PI/CO-PI (SUBMITTED OR NOT FUNDED)

- Mohr, Z. and Davis, J. (2021) Knight Foundation “Race and Representation in Disinformation: An Omnibus Experimental Study in Mechanisms Influencing Perceptions of Disinformation and Conspiracy Theories” Amount Requested \$124,415 (not funded).
- Piatak, J. , **Mohr, Z.**, Oliveres, A. (2020) National Endowment for the Arts “Experimental Examination of Representation and Arts Participation” Amount Requested \$199,845 (not funded).
- Piatak, J. and **Mohr, Z.** (2020) National Endowment for the Arts “Experimental Examinations of the Motivations and Barriers to Arts Participation” \$99,913 (not funded)
- Mohr, Z** and Brown, M. (2016) Naval Post-graduate School Acquisition Research Program “Experimental Examinations of the Motivations and Barriers to Arts Participation” \$115,978 (favorably reviewed; not funded)

INTERNAL FUNDED GRANTS AND CONTRACTS AS PI/CO-PI

UNC Charlotte Faculty Research Grant (2021) with Jaclyn Piatak “Behavioral Public Administration Omnibus Study using a Cooperative Election Study Module” \$16,000

Capitalism Studies Course Development Grant (2020) with Jason Giersch “Political Economy and Personal Finance” Amount funded \$2,500.

UNC Charlotte Faculty Research Grant (2019) with Jacqueline Chattopadhyay " An Omnibus Behavioral Public Administration and Policy Study using the CCES” Amount funded \$16,000.

2019 W+GRA Seed Funding Opportunity (2019) with Jaclyn Piatak “Who Abides by Workplace Rules? An Examination of Gender and Gender Congruence in Rule Following” Women and Girls Research Alliance \$4,500.

CLAS International Travel Grant (2018) \$1,000

CLAS International Travel Grant (2017) \$1,000

UNC Charlotte College of Liberal Arts and Sciences Small Grant Program (2016) “Certified Government Financial Manager” Amount funded \$1,100.

UNC Charlotte Faculty Research Grant 2014 "Inherent Problems in Common Sources of Municipal Financial Data” Amount funded \$6,000.

AWARDS

Oral Parks Memorial Best Faculty Paper Award (2019) with Martha Kropf, JoEllen Pope, and Mary Jo Shepherd for “Do Politics Influence Election Administration Expenditure? Evidence from North Carolina Counties”, paper presented at the 2018 North Carolina Political Science Association Conference.

Artinian Travel Award, Southern Political Science Association (2018)

UNC Charlotte Junior Faculty Development Award (2017)

WORKS UNDER REVIEW

Mohr, Z. and Afonso, W. Experimenting with Engagement: Results from a Municipal Budget Simulation Experiment (Revise and Resubmit)

Piatak, J., McDonald, J., Portillo, S. & Mohr, Z. The Influence of Race, Gender, and Intersectionality on Leadership Perceptions: Examining Employee Rule Following, Trust, and Trait Assessments

WORK IN-PROGRESS

Mohr, Z. and Sajid, H. Are Bureaucrats Targets of Conspiracy Theories? Results from a Count Experiment on Conspiracy Theory Beliefs

Afonso, W. and Mohr, Z. More than a Wink and a Nudge: Examining the Choice Architecture of Online Government Budget Simulations

McGowan, M.J., Mohr, Z. and Kropf, M.E “They Don’t Pay Me Enough for This: Does Politics Pay for Elections?”

“Experimenting with Budgetary Framing: Examining Cost Framing, Bill Type, and Religion” (with Politis, S.,* Torres, A.,* and Weist, J.*)

“When Do Employees Break Rules? The Role of Stakeholder Deservingness Across Government and Nonprofit Sectors” (with Jaclyn Piatak)

“Positive Contracting: Public Transit and Credit Claiming Experiment” (with Suzanne Leland and Jaclyn Piatak)

“Democracy Under Threat: The Future of Equality in a Post-COVID World” (with Erin Bory)

“I Love My Country’ Analyzing Political Themes in Country Music using Big Data” (with Ben Radford)
“Cost Accounting at the Individual Level” (with Jim Douglas and Ringa Raudla)

SELECTED CONFERENCE PRESENTATIONS

- Afonso, W. and Mohr, Z. “More than a Wink and a Nudge: Examining the Choice Architecture of Online Government Budget Simulations” Public Management Research Conference, Utrecht Netherlands June 26-30, 2023.
- Piatak, J., McDonald, J., Portillo, S. & Mohr, Z. The Influence of Race, Gender, and Intersectionality on Leadership Perceptions: Examining Employee Rule Following, Trust, and Trait Assessments Public Management Research Conference, Utrecht Netherlands June 26-30, 2023.
- McGowan, M.J., Kropf, M.E., and Mohr, Z. “They Don’t Pay Me Enough for This: Does Politics Pay for Elections?” Southern Political Science Association, January 11-14, 2023.
- Mohr, Z., Politis, S., Torres, A., and Weist, J. “Experimenting with Budgetary Framing: Examining Cost Framing, Bill Type, and Religion” Association for Budget and Finance Conference. September 24, 2022, Miami, Florida.
- Afonso, W. and Mohr, Z. “More Than a Wink and a Nudge Examining the Choice Architecture of Online Government Budget Simulations” Association for Budget and Finance Conference. September 24, 2022, Miami, Florida.
- Kropf, M.E., Mohr, Z., and McGowan, M.J. “Can Electoral Expenditures Help Explain Voter Confidence?” Pre-APSA Workshop EIP Workshop: Challenges of Electoral Integrity in America. September 14, 2022 Montreal, Canada.
- Mohr, Z., Piatak, J. and Oliveras, A. “Fostering Inclusive Museums: A Conjoint Experiment on the Role of Cultural Representation and Inclusionary Practices” Academy of Management Annual Conference August 5, 2022.
- Mohr, Z. and Afonso, W. “Experimenting with Engagement: Results from a Municipal Budget Simulation Experiment” at the Public Management Research Conference. May 25-28, 2022, Phoenix, Arizona.
- Borrey, E. and Mohr Z. “Meeting Shame with Empathy: The Effects of Public Administrator Compassion in an Unemployment Survey Experiment” American Society of Public Administration Conference, March 18-24 Jacksonville, FL.
- Mohr, Z. and Afonso, W. Engaging in Tradeoffs: Results from a Municipal Budget Simulation Experiment. Association for Budget and Financial Management Conference, Sept. 30- Oct. 2, 2021, Washington D.C.
- Piatak, J. & Mohr, Z. When Do Employees Break Rules? The Role of Stakeholder Deservingness Across Government and Nonprofit Sectors. Public Management Research Conference, Jun 23-26, 2021 (virtual).
- Mohr, Z., Raudla, R., & Douglas, J. Experiences Matter: Examining the Influence of Individual Level Factors on the Perception of Cost Accounting Use in European Central Governments International Research Society for Public Management Conference April, 23, 2021 (virtual)
- Mohr, Z. and Sajid, H. “Are Bureaucrats Targets of Conspiracy Theories? (Or is Anthony Fauci just special?) Results from a List Experiment on Conspiracy Theory Beliefs” International Research Society for Public Management April, 21, 2021 (virtual)
- Leland, S., Mohr, Z., & Piatak, J. “Is Government on the Right Track with Contracting? Beyond Blame Attribution to Examine Credit Giving in a Transit Survey Experiment” American Society of Public Administration Conference, April 12, 2021 (virtual)
- Piatak, J., McDonald, J., & Mohr, Z. “The Role of Gender in Government and Nonprofit Workplaces: An Experimental Analysis of Rule Compliance and Supervisor Trust.” George Washington University Symposium, Beyond Representative Bureaucracy: Race, Gender and Social Equity in Governance. September 25-26, 2020 (virtual).
- Leland, S., Mohr, Z., & Piatak, J. “Escaping Blame: Accountability and Prisoner Neglect.” North Carolina Political Science Association (NCPSA), February 21, 2020, Raleigh, NC.

- Piatak, J. & Mohr, Z. "When Do Employees Break Rules? An Examination of Prosocial Rule Breaking in the Nonprofit and Government Sectors," presented at Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), November 21 - 23, 2019, San Diego, CA
- Mohr, Z. & Kearney, L. "An Analysis of the Types and Purposes of Cost Accounting in US Cities" presented at Association for Budget and Financial Management Conference September 27, 2019, Washington D.C.
- Piatak, J. Leland, S. & Mohr, Z. "Accountability in Government Contracting Arrangements: Experimental Analysis of Blame Attribution across Levels of Government" presented at Public Management Research Conference June 11-14 Chapel Hill, NC.
- Kropf, M.E, Pope, J.V., Shepherd, M., & Mohr, Z., "Capacity to Implement Policy (and Achieve Better Outcomes) The Important Influence of Election Administration Capacity on an Election Outcome in North Carolina." presented at Public Management Research Conference June 11-14 Chapel Hill, NC.
- Hill, A. Shepherd, M., Pope, J.V., Mohr, Z. "Evaluating the Recessionary Impact on Election Administration Budgeting and Spending" presented at the Southern Political Science Association conference, Austin TX, January 19, 2019.
- Shepherd, M., Pope, J.V., Mohr, Z., Kropf, M.E. "Guns or Butter... or Elections? Exploring the budgetary tradeoffs of election administration at the local level" presented at the Association for Budget and Financial Management conference, Denver CO, October 6th, 2018.
- "Election Director Professionalization in North Carolina Counties" (with Martha Kropf, JoEllen Pope, MaryJo Shepherd, and Madison Esterle) at Southeastern Conference on Public Administration (SECoPA), September 20th-23rd, 2018 Birmingham AL.
- "Accountability in Government Contracting Arrangements: Experimental Analysis of Blame Attribution across Levels of Government" (with Jaclyn Piatak and Suzanne Leland) at Southeastern Conference on Public Administration (SECoPA), September 20th-23rd, 2018 Birmingham AL
- "Election Administration Spending in Local Election Jurisdictions: Results from a Nationwide Data Collection Project" (with Martha Kropf, JoEllen Pope, Mary Jo Shepherd, and Madison Esterle) Election Sciences, Reform, and Administration (ESRA) conference, University of Wisconsin-Madison on July 26-27, 2018.
- Mohr, Z. "TAXES AND THE YELLOW BRICK ROAD IN KANSAS: An analysis of the Brownback tax cuts" from 2012 to 2017 at the Western Social Sciences Conference. April 4-6, San Antonio, Texas.
- Mohr, Z. "Exploring Different Dimensions of Transaction Costs through a Qualitative Case Study of Cost Accounting Implementation" at the International Research Society for Public Management (IRSPM) Conference. April 11-13, 2018, Edinburgh, Scotland.
- Mohr, Z., JoEllen Pope, Martha E. Kropf, and Mary Jo Shepherd. Do Politics Influence Election Administration Expenditure? Evidence from North Carolina Counties. North Carolina Political Science Association, Raleigh, NC, February 23, 2018.
- Mohr, Z., JoEllen Pope, Martha E. Kropf, and Mary Jo Shepherd. Election Administration Financing and Its Determinants in North Carolina Counties. Association for Budgeting and Financial Management (ABFM), October 6-8, 2017, Washington D.C.
- Douglas, J., Mohr, Z., & Raudla, R. Does Cost Accounting Complement Other NPM Instruments? Evidence from European Countries. IIAS International Congress, Aix-en-Provence, France, May 30-June 2, 2017.
- Mohr, Z., Douglas, J., & Raudla, R. Comparing Cost Accounting Use across European Countries: The role of history, region, and fiscal stress. International Research Society for Public Management Annual Conference (IRSPM), April 19-21, 2017, Budapest, Hungary.
- Kropf, Martha E., Zachary Mohr, JoEllen Pope and Mary Jo Shepherd "Administrative Capacity: The Case of Election Administration in North Carolina. Paper presented at the 2017 Southern Political Science Association, New Orleans, LA. Also presented as a poster at Association for Public Policy Analysis and Management (APPAM) Annual Conference 2016 and at the North Carolina Political Science Association Meeting, March 4, 2017, Rockhill, SC.

- Mohr, Z., Piatak, J., & Leland, S. The Blame Game: Experimental Analysis of Service Delivery, Budget Constraints, and Accountability. Southeastern Conference on Public Administration (SECoPA), October 13-16, 2016, Raleigh, NC.
- Brown, M., & Mohr, Z. Effects of Network Diversity and Complexity on Major Defense Acquisition Programs. Southeastern Conference on Public Administration (SECoPA), October 13-16, 2016, Raleigh, NC.
- Mohr, Z., & Pope, J., Are sustainable financial management practices keeping up with sustainability ideals: the case of sustainable purchasing in the federal government. Association for Budgeting and Financial Management (ABFM), October 6-8, 2016, Seattle, WA.
- Mohr, Z., Raudla, R., & Douglas, J. Cost accounting practices in Europe: A tale of two organizational levels. Association for Budgeting and Financial Management (ABFM), October 6-8, 2016, Seattle, WA.
- Brandon, W.P. & Mohr, Z. "Negotiating Social Security Solvency: Benign Benefit Cuts to Achieve a Compromise of "Shared Pain" presented at the Annual Meeting of the Association for Politics and the Life Sciences, Madison WI, October 23 & 24, 2015
- Mohr, Z. & Mitchell, D. "An analysis of indirect cost measurement in public management networks: Insights from Chicago local government networks" presented at the 2015 Public Management Research Conference, June 13, 2015.
- Mohr, Z. and Mushipe, T. "Beyond Bean-counting: The Role of Costs during the Charlotte-Douglas Airport Takeover" presented at the North Carolina Political Science Association, November 27, 2015
- Brandon, W.P., Mohr, Z., & Alt, P. "Relieving the Social Security Debt Shackles by Chaining the CPI COLA: Technically Feasible, Politically Difficult, Ethically Fair" presented at the 142nd Annual Meeting of the American Public Health Association, November 15-19, 2014
- Mohr, Z. "Competing and Complementary Controls: The relationship between general cost accounting and performance measurement" presented at the Association for Budget and Financial Management Conference 2014
- Mohr, Z. "Modern Governance, Cost Accounting and Transaction Costs: Why cost accounting is an important new area of research and how it can be studied empirically in government" presented at the American Accounting Association Annual Conference 2014
- Mohr, Z. & Mitchell, D. "Old Techniques and New Concepts: Cost accounting in public management networks" presented at the Western Social Sciences Conference 2014
- Mohr, Z. "How Pervasive are the Effects of Transaction Costs? Analyses of Cost Drivers in Municipal Cost Accounting" presented at the Association for Budget and Financial Management Conference 2013
- Mohr, Z. "Establishing Theory for the Financial Management of Governance and Collaboration" presented at the Association for Budget and Financial Management Conference 2013
- Lu, Y., Mohr, Z. & Ho, A.T.K. "Taking Stock: Assessing and Improving Performance Budgeting Theory and Practice" presented at the American Society of Public Administration Conference 2013
- Mohr, Z. "Mutually Beneficial: Cost Accounting and Performance in Local Government" Southeast Conference of Public Administration Annual Conference 2012
- Dehart-Davis, L. Davis, R. & Mohr, Z. "Red Tape vs. Green Tape: A Comparison of Rule Effectiveness Theories", Presented at the International Research Society for Public Management Annual Conference 2012
- Mohr, Z. "A Context Mediated Model of Risk Behavior", Presented at the Western Social Sciences Association, Annual Conference 2010, Section on Public Budget and Finance

INVITED TALKS AND SYMPOSIA

- "Common Sense or Common Cents? Examining the Spatial and Temporal Trends in Election Administration Spending " Central Piedmont ASPA Chapter Meeting, September 14, 2023 (virtual attendance).

Midwest Public Finance Conference – Connecting Scholarship with Practice, Invited Participant, University of Nebraska Omaha, Omaha, NE August 31, 2023.

Government Performance Action & Learning ACFR Data Project, Invited Participant, Detroit MI, June 1-2, 2023.

“Common Sense or Common Cents? Examining the Spatial and Temporal Trends in Election Administration Spending” talk to the Cambridge Election Science group. Massachusetts Institute of Technology, May 11, 2023.

“Are Bureaucrats the Targets of Conspiracy Beliefs?” (with Hanif Sajid* presenting) poster presented at *Talking Policy in the QC*, Charlotte NC March 16, 2023.

“Election Administration and the Resources for Democracy” Kansas Chapter of the American Society of Public Administration, October 18, 2022.

“Engaging in Tradeoffs: Results from a Municipal Budget Simulation Experiment”, The Eldon Fields Colloquium, International City and County Management Conference, September 19, 2022.

“Learning from Elections: Exploring the Role of Managerial and Financial Capacity in Achieving Outcomes” Central Piedmont ASPA Chapter February 10, 2022 (virtual).

“Examining Intertemporal and Distributive Policy Choices through the Lens of Election Administration” KU SPAA PhD Program's Scholar Spotlight: University of Kansas (virtual) October 19, 2021.

“PPOL Brown Bag: Experimental Research” University of North Carolina at Charlotte (virtual), October 28, 2020.

“Balancing Act” research consortium meeting invited speaker (virtual), June 10, 2020.

“How to Read Local Government Financial Statements” – North Carolina Local Government Budget Association Winter Conference, December 12, 2019.

“The Role of financing in sustainable infrastructure” – LBST 2301 Sustainable Infrastructure September 10, 2018.

“Why the organizational control of government may be the greatest, most interesting, most important research question of all times.” UNCC Honors Program Presentation February 15, 2017.

“Acquisition in a World of Joint Capabilities: Methods for Understanding Cross-Organizational Network Performance” (with Maureen Brown) The Naval Postgraduate School Acquisition Research Symposium, May 5, 2016.

“Cost Accounting and Public Service Delivery Networks: The story of Chicago local government networks” North Carolina Local Government Budget Association Winter Conference, December 11, 2014.

“Performance Measurement and Cost Accounting: Are they competing or complementary systems of control?” UNCC Public Policy Speaker Series, Invited Research Presentation, November 20, 2014.

“*Activity Based Costing Full Cost Allocation Plan*” Report and presentation for the City of Prairie Village, Kansas – April 29, 2013

“Activity Based Costing: Lessons from a Small City Implementation” (with Quinn Bennion), Professional Presentation, Midwest Public Finance Conference 2012

TEACHING EXPERIENCE

PUAD 435 (KU 2010 - 2012)	“Generating, Allocating, and Managing Public Resources”
POLS 3010 (UNCC)	“Behavioral Public Policy and Public Administration”
MPAD 6126 (UNCC)	“Data Analysis for Decision Making”
MPAD 6187 (UNCC)	“Public Management Problem Solving” (MPA Capstone)
MPAD 6350 (UNCC)	“Public Financial Management”
MPAD 6352 (UNCC)	“Public Financial Reporting and Accountability”
MPAD 6000/PPOL8000 (UNCC)	“Survey Research and Survey Experiments”
PUAD 835 (KU 2022 - present)	“Managing Public Money”
PUAD 837 (KU 2022 - present)	“Advanced Budgeting”

COMMUNITY AND PUBLIC SERVICE

Co-Speaker at Kansas ASPA on Election Administration, October 2022
Central Piedmont ASPA Chapter, Board Member (June 2014 – June 2022)
Speaker at Central Piedmont Chapter of ASPA on Election Administration Financing, April 2022
Media Interviews – ProPublica (2022) WalletHub (2021), American Public Media (2020), TWC 14 (2015, 2016), WCCB (2014), FOX46 (2014),
Speaker at Central Piedmont Chapter of ASPA on Faculty Research, January 14, 2016
Centralina Council of Government Region of Excellence Award Judge (2015)
Financial Analysis for Bond Referenda, Colwich Residents in Support of a City Pool (Summer 2013)
Advising local governments about the use of cost accounting in government (2012 – present)
FUSE Foundation of Kansas, Inc., Charter Board Member, Secretary (2008 – 2010)

DEPARTMENT, COLLEGE & UNIVERSITY SERVICE

KU SPAA Social Life Committee (Fall 2023 – present)
Co-Chair of the School of Public Affairs and Administration Director Search (Fall 2022- Summer 2023)
KU MPA Committee (Fall 2022 – present)
UNCC MPA Evaluation Committee (2020 – 2022)
Director POLS Lab (2019 – 2022)
UNCC Budget Concentration and Certificate Program Director (2013 - 2022)
Evaluation Committee Member for the Chair of The Department of Applied Physiology, Health, and Clinical Sciences, UNCC (Fall 2021)
Faculty Research Grant - Social and Behavioral Sciences Evaluation Committee, UNCC (2020)
Assistant Professor Search Committee, UNCC (Fall 2020)
Department Executive Committee, UNCC (2018-2019)
Charlotte Research Scholars Program (2018)
UNCC Budget Concentration Review Committee, Chair (Fall 2018)
Charlotte Community Scholars Program (2016, 2017)
CLAS Faculty Council Alternate, UNCC (2017-2019)
UNCC Capitalism Studies Minor Formation Committee (2017 – 2022)
Campus Sustainability Week Speaker (October 3, 2016)
UNC Charlotte MPA Alumni/Student Conference Panel Member/Organizer (2015, 2016)
MPA Chair Search Committee, UNCC (2014 – 2015)
MPA Marketing Committee, UNCC (2014 – 2016)
ICMA Student Chapter Advisor, (Spring 2014 – Summer 2016)
Masters of Public Administration Student Government Advisor, (2013 – 2016)

PROFESSIONAL SERVICE

Public Management Research Association Secretariate - Secretary and Treasurer (Summer 2023 – Present)
Election Science Reform and Administration conference, Host Committee (2022)
Public Sector Accounting and Accountability Group, Executive Committee, (2021 – present)
Emerald Group Publisher book series “Public Services Accounting and Accountability” Editorial Board Member (2020 – present)
Journal of Public Budgeting Accounting and Financial Management, Editorial Board Member (2020 - present)
Election Administration Cost and Financing Committee member (Summer and Fall 2021)

Periodic Journal and Book Reviewer – *Public Budgeting & Finance*; *American Journal of Political Science*; *Public Administration Review*; *American Review of Public Administration*; *Public Administration*; *Public Management Review*; *Municipal Finance Journal*; *Journal of Public Budgeting, Accounting, and Financial Management*; *State Politics and Policy Quarterly*; *International Journal of Public Sector Management*; *Review of Public Personnel Administration*; *Public Policy and Administration*; Routledge; *REBUS*

PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS

Public Sector Accounting and Accountability Group (PSAAG)
Association of Budget and Financial Management (ABFM)
Public Management Research Association (PMRA)
Local Government Workplaces Initiative

* Indicates graduate student co-author
** Indicates undergraduate student co-author

UPDATED 7/19/23