

Kenneth Joseph Mawritz, Jr.

Professor of Practice • Department of Management
College of Business and Economics • Lehigh University
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EDUCATION

2019	Temple University	Philadelphia, PA
	Degree: Doctor of Business Administration	
	Major: Organizational Behavior/Leadership	
	Dissertation: An Examination of Intra-Team Rivalry and Its Effect on Individual and Team Performance, and Individual Deviance	
2012	Drexel University	Philadelphia, PA
	Degree: Master of Business Administration	
	Major: Leadership, Organizational Behavior, Management, Entrepreneurship	
2004	Indiana University of Pennsylvania	Indiana, PA
	Degree: Bachelor of Science (BS) in Sports Administration	
	Major: Leadership, Management, Biology	
	Minor: Business Administration	

EMPLOYMENT

ACADEMIC

2019	Lehigh University	Bethlehem, PA
	Title: Professor of Practice	
	Department: Management	
2017-Present	West Chester University	West Chester, PA
	Title: Adjunct Professor	
	Department: Management	
2018-Present	Rutgers University - Camden	Camden, NJ
	Title: Adjunct Professor	
	Department: Management	
2014-2019	Drexel University	Philadelphia, PA
	Title: Adjunct Professor	
	Department: Management	

BUSINESS

- 2012-2014 Guardsmark, LLC – Client Relationship Manager Philadelphia, PA
- Size of the organization: 17,000 employees
 - Was responsible for \$5,000,000 operating budget and 150 direct reports
 - Manager of 10 client accounts spanning the industries of national defense, aerospace, medicine, manufacturing, and transportation
 - Generated spreadsheets to enhance payroll and billing efficiencies and increased accuracy by 20%
 - Wrote and edited standard operating procedures and increased productivity by 30%
 - Engaged in business development by leading sales presentations for prospective clients
 - Coordinated and taught American Heart Association CPR, First Aid, and AED
- 2004-2010 Lowe’s Home Centers Incorporated – Store Manager Palmyra, PA
- Size of the organization: 234,000 employees
 - Was responsible for \$30,000,000 operating budget and 120 direct reports
 - Strengthened inventory and quality assurance procedures and reduced errors by 5%
 - Selected by the Regional Manager to open a new store, which was recognized twice as “Store of the Month” and once as “Store of the Year”
 - Chaired committees on improving the work environment, which resulted in a 15% increase in employee engagement
 - Managed relationships with commercial clients and national suppliers

ACADEMIC RECOGNITION AND SERVICE AS ADJUNCT PROFESSOR

- 2018 Discussant – Engaged Management Scholarship Conference
- 2018 Discussant – 32nd Annual Mid-Atlantic Organizational Behavior Teaching Conference
- 2018 Ad Hoc Reviewer for Eastern Academy of Management
- 2018 Ad Hoc Reviewer for Journal of Information Technology
- 2017 - Present Strategist consulting with the Center for Contemplative Studies (West Chester University)
- 2017 Induction Ceremony Leadership Speaker for the Honors Management Fraternity, Sigma Iota Epsilon (West Chester University)

RESEARCH

RESEARCH INTERESTS

I examine competitive relationships in the workplace that lead to the development of personal rivalries. This phenomenon is explored in the settings of business and athletics. I am driven to investigate how rivalry in team settings (i.e., intra-team rivalry) effects the relationships of organizational members, their performances at the individual and team levels, and ultimately the implications for organizational leaders.

CONFERENCE PRESENTATIONS

Mawritz, K. (2018, September). Intra-team rivalry on performance teams: An investigation into individual and team performance and employee deviance. Paper presented at the Engaged Management Scholarship Conference, Philadelphia, PA.

RESEARCH IN PROGRESS

Mawritz, K. An examination of intra-team rivalry and its effect on individual and team performance and employee deviance. Target: *Academy of Management Journal*.

TEACHING

DREXEL UNIVERSITY

UNDERGRADUATE LEVEL

BUSN 101, FOUNDATIONS OF BUSINESS

AVG. EVALUATION: 3.65 OUT OF 4.0 (TAUGHT 1 SECTION)

ORGB 300, ORGANIZATIONAL BEHAVIOR

AVG. EVALUATION: 3.70 OUT OF 4.0 (TAUGHT 12 SECTIONS)

MGMT 301, DESIGNING INNOVATIVE ORGANIZATIONS

AVG. EVALUATION: 3.72 OUT OF 4.0 (TAUGHT 1 SECTION)

ORGB 320, LEADERSHIP: THEORY & PRACTICE

AVG. EVALUATION: 3.72 OUT OF 4.0 (TAUGHT 1 SECTION)

GRADUATE LEVEL

MGMT 670, BUSINESS ETHICS

AVG. EVALUATION: 3.79 OUT OF 4.0 (TAUGHT 2 SECTIONS)

WEST CHESTER UNIVERSITY

UNDERGRADUATE LEVEL

MGT 321, ORGANIZATIONAL THEORY & BEHAVIOR
AVG EVALUATION: 5.80 OUT OF 6.0 (TAUGHT 2 SECTIONS)

MGT 499, BUSINESS POLICY & STRATEGY
AVG EVALUATION: 5.60 OUT OF 6.0 (TAUGHT 4 SECTIONS)

GRADUATE LEVEL

MBA 605, BUSINESS, SOCIETY & ENVIRONMENT (EVALUATIONS UNAVAILABLE) (TAUGHT 3 SECTIONS)

MBA 699, STRATEGIC MANAGEMENT & PLANNING (EVALUATIONS UNAVAILABLE) (TAUGHT 1 SECTION)

RUTGERS UNIVERSITY - CAMDEN

UNDERGRADUATE LEVEL

MGT 303, ORGANIZATIONAL BEHAVIOR
AVG EVALUATION: --- (EVALUATIONS UNAVAILABLE) (TAUGHT 1 SECTION)

TEACHING INTERESTS

I have a desire to teach a variety of business courses at both undergraduate and graduate-levels. Because of my past teaching experiences, my education, and my past work experience, I have a desire to teach (and am prepared to teach) courses in Foundations of Management, Human Resources Management, Organizational Behavior, Business Strategy, Business Ethics, and Leadership.

PERSONAL INTERESTS

Track and Field

- Indiana University of Pennsylvania (2002-2004)
- Team Captain (2003-2004)
- Collegiate All-Conference, Track and Field Decathlon and Pentathlon (2003-2004)
- Outstanding Athlete of Pennsylvania, The United States Marine Corps (1999-2000)

Additional Interests

- Javelin throw, decathlon, Tae Kwon Do (black belt), exercise, snowboarding
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