



Kenneth J. Mawritz, Jr.

Professor of Practice
Department of Management

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EDUCATION

TEMPLE UNIVERSITY, PHILADELPHIA, PA (2019)

- 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

DREXEL UNIVERSITY, PHILADELPHIA, PA (2012)

- Degree: Master of Business Administration
- Major: Leadership, Organizational Behavior, Management, Entrepreneurship

INDIANA UNIVERSITY OF PENNSYLVANIA, INDIANA, PA (2004)

- Degree: Bachelor of Science (BS) in Sports Administration
- Major: Leadership, Management, Biology
- Minor: Business Administration

ACADEMIC EMPLOYMENT

LEHIGH UNIVERSITY, BETHLEHEM, PA (2019-Present)

- Position: Professor of Practice
- Department: Management
- College: College of Business

LA SALLE UNIVERSITY – PHILADELPHIA, PA (2019)

- Position: Adjunct Professor
- Department: Management
- School: School of Business

RUTGERS UNIVERSITY – CAMDEN, CAMDEN, NJ (2018-2019)

- Position: Adjunct Professor
- Department: Management
- School: School of Business

WEST CHESTER UNIVERSITY, WEST CHESTER, PA (2017-2019)

- Position: Adjunct Professor
- Department: Management
- College: College of Business and Public Management

DREXEL UNIVERSITY, PHILADELPHIA, PA (2014-2017)

- Position: Adjunct Professor
- Department: Management
- College: LeBow College of Business

BUSINESS EMPLOYMENT

GUARDSMARK, LLC – CLIENT RELATIONSHIP MANAGER, PHILADELPHIA, PA (2012-2014)

- 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

LOWE’S HOME CENTERS INCORPORATED – STORE MANAGER, PALMYRA, PA (2004-2010)

- 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

TEACHING

LEHIGH UNIVERSITY COURSES

- *Organizational Behavior (MGT 043, undergraduate core)*

INSTRUCTOR RATINGS

2019: 78 students, section ratings 4.96, 4.98, 4.84, 4.96 4.93 /5

LA SALLE UNIVERSITY COURSES

- *Leadership Theory and Practice (MGT 790, graduate elective)*
2019: 8 students 4.98 /5

RUTGERS UNIVERSITY – CAMDEN COURSES

- *Organizational Behavior (MGT 303, undergraduate core)*
2019: 66 students, section ratings 4.66, 4.54 4.60 /5
2018: 38 students 4.79 /5

WEST CHESTER UNIVERSITY COURSES

- *Organizational Theory & Behavior (MGT 321, undergraduate core)*
2018: 35 students 5.63 /6
2017: 35 students 5.76 /6
- *Business Policy & Strategy (MGT 499, undergraduate core)*
2018: 140 students, section ratings 5.71, 5.75, 5.68, 5.54 5.67 /6
2017: 140 students, section ratings 5.73, 5.46, 5.87, 5.81 5.72 /6
- *Business, Society & Environment (MBA 605, graduate core)*
2018: 33 students 5.81 /6
2017: 51 students, section ratings 5.33, 5.81 5.57 /6
- *Strategic Management & Planning (MBA 699, graduate core)*
2018: 20 students 5.84 /6

DREXEL UNIVERSITY COURSES

- *Foundations of Business (BUSN 101, undergraduate core)*
2017: 40 students 3.73 /4
- *Organizational Behavior (ORGB 300, undergraduate core)*
2016: 35 students 3.89 /4
2015: 141 students, section ratings 3.81, 3.79, 3.51, 3.84 3.74 /4
2014: 214 students, section ratings 3.41, 3.55, 3.86, 3.60, 3.54, 3.68 3.61 /4
- *Designing Innovative Organizations (MGMT 301, undergraduate elective)*
2017: 26 students 3.72 /4
- *Leadership: Theory & Practice (ORGB 320, undergraduate elective)*
2016: 22 students 3.72 /4
- *Business Ethics (MGMT 670, MBA elective)*
2016: 10 students 3.70 /4
2015: 8 students 3.83 /4

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.

ACADEMIC RECOGNITION AND SERVICE AS ADJUNCT PROFESSOR

DISCUSSANT

- Engaged Management Scholarship Conference, Temple University, PA (2018)
- 32nd Annual Mid-Atlantic Organizational Behavior Teaching Conference, La Salle University, PA (2018)

AD-HOC REVIEWER

- *Eastern Academy of Management* (2018)
- *Journal of Information Technology* (2018)

STRATEGIST

- Consulting with the Center for Contemplative Studies, West Chester University, PA (2017-2019)

INVITED PRESENTATION

- Induction Ceremony Leadership Speaker for the Honors Management Fraternity, Sigma Iota Epsilon, West Chester University, PA (2017)

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 PRESENTATION

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

RESEARCH IN PROGRESS

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

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