

**Kenneth J. Mawritz, Jr.**  
Assistant Teaching Professor  
Assistant Dean, Graduate Programs  
Department of Management

Lehigh University  
College of Business  
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## **EDUCATION**

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### **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 (MBA)
- Major: Leadership, Organizational Behavior, Management, Entrepreneurship

### **INDIANA UNIVERSITY OF PENNSYLVANIA, INDIANA, PA (2004)**

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

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## **ACADEMIC EMPLOYMENT**

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### **LEHIGH UNIVERSITY, BETHLEHEM, PA (2019-Present)**

- Positions: Assistant Teaching Professor; Assistant Dean, Graduate Programs
- 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

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**BUSINESS EMPLOYMENT**


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**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 ten 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

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**TEACHING**


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**LEHIGH UNIVERSITY COURSES****INSTRUCTOR RATINGS**

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

2021: 498 students .....	4.77 /5
2020: 119 students .....	4.86 /5
2019: 78 students .....	4.93 /5
- *Business Ethics (GBUS 441, graduate elective)*

2021: 10 students .....	4.78 /5
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2020: 26 students ..... 4.85 /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 ..... 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 ..... 5.67 /6  
2017: 140 students ..... 5.72 /6
- *Business, Society & Environment (MBA 605, graduate core)*  
2018: 33 students ..... 5.81 /6  
2017: 51 students ..... 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 ..... 3.74 /4  
2014: 214 students ..... 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.

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## ACADEMIC RECOGNITION AND SERVICE

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### TEACHING AWARD

- College of Business Teaching Excellence Award, Lehigh University, PA (2022)

### COURSE DEVELOPMENT

- Developed new GBUS 441 Business Ethics course, Lehigh University, PA (2021)

### COMMITTEE MEMBERSHIP

- Geneen Scholarship Selection Committee – Lehigh University, PA (2021-Present)
- Search Committee – Professor of Practice – Management Department, Lehigh University, PA (2022-Present)
- Undergraduate Curriculum Committee, Lehigh University, PA (2021-Present)
- Search Committee – Professor of Practice – Director of the Rauch Center for Business Communication (RCBC), Lehigh University, PA (2021)

### DISCUSSANT

- The Lehigh Africa Business Club, Lehigh University, PA (2020-21)
- Engaged Management Scholarship Conference, Temple University, PA (2018)
- 32<sup>nd</sup> Annual Mid-Atlantic Organizational Behavior Teaching Conference, La Salle University, PA (2018)

### AD-HOC REVIEWER

- *Academy of Management* (2020-present)
- *Eastern Academy of Management* (2018)
- *Journal of Information Technology* (2018)

### PROFESSIONAL MEMBERSHIP

- Academy of Management (2019-present)

### 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)

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## RESEARCH

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### 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 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)

#### **PUBLICATIONS**

- Case – Mawritz, K. “Madeleine’s Labyrinth.” *The Dispute Resolution Research Center (DRRC) at Kellogg School of Management, Northwestern University.* (December 2021)

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#### **PERSONAL INTERESTS**

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##### *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