

Dr. Abdulwahab S. Al-Gahtani's Short Curriculum Vitae (CV)

Personal Information:



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Summary of Major Achievements

1. Designed with a Team of Experts from KFUPM the National Center for WTO Affairs Riyadh, Saudi Arabia, 2004-2005.
2. Worked with a Team of Experts to Develop King Fahd University of Petroleum and Minerals' Strategic Plan, 2003-2004.
3. Participated in the Development of Human Resources Management Major at the College of Industrial Management, King Fahd University of Petroleum and Minerals (KFUPM), 2002-2003.
4. The Establishment of Marketing Major for the College of Management Sciences and Planning, King Faisal University, 2001.
5. The Development of Management and Marketing Courses for the Community College, King Faisal University, 2000.
6. The Translation of Course Description into English for Management and Marketing Courses Taught at the College of Management Science and Planning, King Faisal University, 1999

Educational Background

- **Ph.D. (1998)** Doctor of Philosophy in Business Administration from the University of North Texas, Denton, Texas, USA.

Dissertation: Organizational Commitment: Across National Comparison of Employees in Saudi Petrochemical Companies.

Major: Organization Theory and Policy (OTP)
Minor: Human Resources Management (HRM)

- **MBA (1989)** Master of Business Administration from the California State University at San Bernardino, San Bernardino, California, USA.

General: Business Administration
Concentration: Marketing Management

- **B.S. (1985)** Bachelor of Science in Business Administration from the University of LaVerne, California, USA.

Major: Business Administration
Minor: Marketing

Employment

- May 2008-Present: Associate Professor at King Fahd University of Petroleum and Minerals.
- January 2002-May 2008: Assistant Professor at King Fahd University of Petroleum and Minerals.

- June 1998 to January 2002: Assistant Professor at King Faisal University.
- January 1991 to December 1992: Teaching Fellow at the University of North Texas in the Management Department.
- February 1989 – June 1998: Lecturer at King Faisal University
- April 1986 – February 1989: Teaching Assistant at King Faisal University.
- July-August 1974: Community Services Summer Trainee at Arabian Oil Company Ltd. in Al-Khafji.
- September 1977 – September 1980: Inspector at the Saudi Arabian Customs Department at Al-Kahfji Customs Department.
- August 1976 – August 1977: Library Assistant at King Faisal Central Library in Dammam.

International Assignment by King Fahd University of Petroleum & Minerals

- Head of KFUPM Scientific and Cultural Delegation to Japan 9-18 February 2010.
- Head of the KFUPM negotiating team with Japan International Cooperation Center March 9, 2010.

Management and Marketing Courses Delivered Locally and Globally

- Business Policy (MGT 449) at King Fahd University of Petroleum and Minerals (January 2002-Present).
- Organizational Behavior (MGT 410) at King Fahd University of Petroleum and Minerals (January 2002-Present).
- The Principles of Management (MGT 301) at King Fahd University of Petroleum and Minerals (January 2002-Present).
- Organization Theory and Design (MGT 580) at King Fahd University of Petroleum and Minerals, MBA Program (2004-2005).
- Strategic Management (MGT 511) at King Fahd University of Petroleum and Minerals, MBA Program (2004-2005).
- Change and Organizational Development (MGT 425) at King Fahd University of Petroleum and Minerals (2002-2004).
- Business Communication (MGT 333) at the University of North Texas (1991-1993), Communicating in Business, Undergraduate Program.
- Strategic Human Resources Management (MGMT 703) at the New York Institute of Technology in Bahrain (2009-2010).
- Compensation Management (MGMT 812) at the New York Institute of Technology in Bahrain (2009-2010).
- Staffing and Selection (MGMT 802) at the New York Institute of Technology in Bahrain (2009-2010).
- Training and Development of Human Resources (MGMT 807) at the New York Institute of Technology in Bahrain (2009-2010).
- Business-To-Business (MRKT 735) at the New York Institute of Technology in Bahrain (2009).
- Strategic Management (MGMT 690) at the New York Institute of Technology in Bahrain (2009).

- Cross-Cultural Promotional Concepts and Practices (INTL 740) at the New York Institute of Technology in Bahrain (2009).
- Human Resources Policies and Procedures (MGMT 875) at the New York Institute of Technology in Bahrain (2009).
- Human Resources Management (MGMT 702) at New York Institute of Technology in Dammam (2002-2003), MBA Program.
- Marketing Management (MRKT 601) at New York Institute of Technology in Dammam (2002-2003), in the MBA Program,
- Organizational Behavior (MGMT 605) at New York Institute of Technology in Dammam (2002-2003), MBA Program.
- Marketing Research (MKRT 705) at New York Institute of Technology in Dammam 2002-2003), MBA program.
- Multinational Business Management (INTL 725) at New York Institute of Technology in Dammam (2002-2003), MBA program.
- Consumer Behavior (MKT 577) at the Institute of Public Administration in Dammam (2005-2006).
- Sales Promotion (MKT 560) at the Institute of Public Administration in Dammam (2005-2006).
- The Principles of Business Administration at King Faisal University (1998-2001).
- Marketing Research at King Faisal University (2000).
- Strategic Management at King Faisal University (2000-2001).
- Contract and Negotiation at King Faisal University (2000).
- Pricing Management at King Faisal University (2002).
- Concepts in Business Management at King Faisal University (1999-2001), Undergraduate Program

Committees

- Representative of the College in the Students Exchange Program Committee, University level (2010, 2011).
- Representative of Management and Marketing Department in the Software Procurement Committee (2010).
- Member of Ad Hoc Committee for Faculty Promotion, University level (2010)
- Member of Standing and Readmission Committee at King Fahd University of Petroleum and Minerals, University level (2007-2010).
- Coordinator of SAITECH Media Committee (2009-2010)
- Chairman of Ad Hoc Procurement Committee, University level (2010)
- Chairman of MBA Standing Committee, College level (2009/2010; 2010/2011).
- Member of SAITECH Media Committee (2008-2009)
- Member of the Internal Auditing Committee, University level, (2008-2009)
- Member of VIP Ad Hoc Committee, University level 2008.
- Member of the Management Department Textbook Committee, College level (2006-Present)

- Member of MBA College Standing Committee at King Fahd University of Petroleum and Minerals, College level (2005-2006).
- Member of Standing and Readmission Committee at King Fahd University of Petroleum and Minerals, University level (2002-2006).
- Member of King Fahd University of Petroleum and Minerals' Strategic Plan Committee, University level (March 2004-June 2005), Task is complete.
- Member of Human Resource Ad-hoc Committee at King Fahd University of Petroleum and Minerals, University level (2004).
- Chairman of the Curriculum Committee at the College of Industrial Management, King Fahd University of Petroleum and Minerals, College level (2004-Present).
- Member of Saudization Adhoc Committee at King Fahd University of Petroleum and Minerals, University level (January 2004-Sept. 2005).
- Member of Convocation Ad-hoc Committee at King Fahd University of Petroleum and Minerals, University level (2004).
- Member of Faculty Procession Ad-hoc Subcommittee at King Fahd University of Petroleum and Minerals, University level (2003, 2004).
- Member of University Public Relation Strategic Adhoc Committee at King Fahd University of Petroleum and Minerals, University level (February 2004-Present).
- Member of Housing Standing Committee at King Fahd University of Petroleum and Minerals, University level (Sept. 2003- Sept. 2005).
- Chairman of Housing Subcommittee at King Fahd University of Petroleum and Minerals, University level (2004).
- Member of Housing Subcommittee at King Fahd University of Petroleum and Minerals, University level (2005).
- Chairman of the Career Day Subcommittee at King Fahd University of Petroleum and Minerals, University level (October 2003-September 2004).
- Member of Open Day and Profession Day Committee at King Fahd University of Petroleum and Minerals, University level (2003-Present).
- Member of Curriculum Committee at King Fahd University of Petroleum and Minerals, Department level (2002-Present).
- Chair of Textbook Committee at King Fahd University of Petroleum and Minerals, Department level (2003-2004).
- Member of Textbook Committee at King Fahd University of Petroleum and Minerals, Department level (2002-2003; 2004-2005).
- Member of Ad hoc Publicity Committee for CIM's International Conference in 2004 at King Fahd University of Petroleum and Minerals, College level (2002-2003).
- Chairman of Library Committee at King Faisal University, College level (2000-2001).
- Chair of Community Services Committee at King Faisal University, College level (1999-2000).
- Member of Promotion Committee at King Faisal University on the GCC Conference on Opportunities and Challenges that Face Gulf Council Countries, College level (2000).
- Member of Alumni Committee at King Faisal University, College level (1989).
- Chairman and Member of Seven Previous Committees in Different Areas at King Faisal University, College and University levels (1986; 1989; 1990).

Research Specialization

- Human resources training in many areas in management and marketing
- Customers' relationships training
- Performance appraisal
- TQM and Six Sigma
- WTO strategic issues
- Merger and acquisition
- Strategic planning

Consultations

- Designed with a team of experts from KFUPM the National Center for WTO Affairs in Riyadh, Saudi Arabia (2004-2005).
- Worked with a team of experts to develop King Fahd University of Petroleum and Minerals' Strategic Plan (2003-2004).
- Designed with a team of experts from California State University at San Bernardino, USA, the marketing strategy of Aware Real Estate Development in Riverside, California (1987).
- Designed with a team of experts from the California State University at San Bernardino, the National Marketing Strategy of Sand and Gravel Blades in Redlands, California (1987).
- Conducted with a team of professionals a collective bargaining analysis at Honeywell International to help it resolve its problematic motivational issues at its Mexico plant, Plano, Texas, USA (1992)

Training Expertise and Qualifications

- MBO and results workshop for trainers of the Ministry of Education in Musqat, Oman, March 28-30, 2009.
- Maher Training Program for job seekers (Marketing Program), King Fahd University of Petroleum and Minerals, Dammam, Dec. 2008-Present.
- Training of sales representatives at Al-Rashed Groups April 4-5, 2009.
- Training of supervisors and managers at Al-Rashed Groups January 28-29, 2009.
- A licensed trainer by AIMS International in 2004.
- Certified and licensed trainer by Human Resource Fund for job seekers, 2004.
- Training on workforce arbitration, Denton, Texas, USA (1992-1993).
- Training in conducting SWOT Analysis, Dallas, Texas (1991).
- Training on collective bargaining and arbitration at Honeywell International, Plano, Texas (1992).
- Trained on managing change and development, Denton, Texas, USA (1992).

Professional Expertise

- Management of Privatization in Saudi Arabia.
- Management of Merger and Acquisition.
- Management of Organizational Restructuring and Design.
- The WTO Agreements Impact on Developing Countries.
- Management of Change and Organizational Development.
- Building the Strategy of the Saudi National Center of WTO Affairs in Riyadh, the Kingdom of Saudi Arabia.
- Management of Downsizing and its Impact on Organizational Performance.
- Strategic Planning and SWOT analysis.
- Consultations in various areas in Strategic Management and Human Resources Development such as planning, training, work Diversity, Organizational Culture, and Change and Development.
- Expert in Arbitration and Negotiation of Professional Corporations.

Awards, Recognition, and Scholarships

- Outstanding Faculty Recognition, King Fahd University of Petroleum and Minerals, 2006, 2007, and 2008.
- Outstanding Faculty Recognition, King Fahd University of Petroleum and Minerals, 2003.
- Recognition Awards of Excellent Management of the Saudi Students' Club and School at NorthTexas Area, 1994-1998.
- Awards from the Saudi Educational Mission to the USA on the Excellent Management of the Saudi Students' Club and school at the University of North Texas, 1992-1998.
- Three Awards of Recognition from the University of North Texas on the International Day Activities at the University, 1993-1995.
- Award of Recognition from the Mayor of Denton, Texas on my Significant Contribution to the International Week at the University of North Texas, 1993
- High Achievement Fulbright Scholarship, 1992.
- Educational Scholarship from Getty Oil Company (Later Texaco Oil Company), 19980-1985.

Professional Memberships

- Member of the Editorial Board of Competition Forum, USA, 2006-Present.
- Member of the Editorial Board of Arab and Muslim Media Research, UK, 2006-Present.
- Member of Media and Communication Society, Saudi Arabia, 2005-Present.
- Member of the Academy of Management, USA, 2002-Present.

- Member of the Arabian Society for Human Resource Management (ASHRM), Saudi Arabia, 2001-Present.
- Founder and Member of the Saudi Cancer Foundation, Saudi Arabia, 2002-Present.
- Member of the Transition Team of the Saudi Cancer Foundation, 2000-2003.
- Member of the Advisory and Editorial Board of the Journal of Promotion Management, USA, 2001-Present.
- Coordinator of the Middle East and North Africa Track in the International Academy of Business Disciplines, USA, 2001-Present.
- Member of the Alumni Association at the University of North Texas, USA, 1998-Present.
- Member of Alpha Beta Sigma at the University of North Texas, USA, 1995 Present.
- Member of the American Society for Competitiveness, USA, 1995-Present.
- Member of the International Academy of Business Disciplines, USA, 1995-Present.

Course Coordination

King Fahd University of Petroleum and Minerals (KFUPM)

- Participated in the development of the human resource management major at the College of Industrial Management, King Fahd University of Petroleum and Minerals (KFUPM), 2002-2003.

King Faisal University (KFU)

- The establishment of a marketing major for the College of Management Sciences and Planning, King Faisal University (KFU), 2001.
- The development of management and marketing courses for the Community College, King Faisal University (KFU), 2000.
- The translation of course description into English for management and marketing courses taught at the College of Management Science and Planning, King Faisal University (KFU), 1999.

Research

Research Interests

- Knowledge Management as a Strategic Choice.
- Internet Use and Business Performance
- WTO and Saudi Businesses
- Strategic Planning and Corporate Performance
- Privatization Issues
- Business Ethics and Organizational Performance
- Human Resources Development in the 21st Century

- Training and Sustainable Competitive Advantage
- Change and Organizational Development
- Performance and Competitiveness in Global Markets
- Restructuring Saudi Companies
- Merger and Acquisition
- Organizational and Job Loyalty
- Organizational and Job Involvement
- Motivating Employees in Private Sector.
- Improving Productivity in Private Sector.
- Behaviors of Employees in the Private Sector.
- Issues in Leadership.
- The Improvement of Training Programs in GCC Countries.

Projects

A. Sponsored Research Projects

1. The Effect of the Global Economic Crisis on the Employment in the Private Sector in Saudi Arabia. A project sponsored by the Human Resources Development Fund 22 August, 2009-22 August 22, 2010.
Role: Project manager and investigator
2. The Predictors of Managerial Values on Corporate Social Responsibility: An Empirical Study of Saudi Firms (September 1-February 28, 2011, at the University Level).
Role: Principle Investigator
3. The Status and Needs of Research and Development in Saudi Arabia (March 1, 2008-August 31, 2009, at the University level).
Role: Principle Investigator
4. The Creation of Strategic Competitiveness in the New Millennium: Internet Usage by Saudi Businesses (September 2005-February 2007, at the University level).
Role: Member of the Investigating Team
5. Ethical Values of Graduate and Undergraduate Business Students in Saudi Universities (2004-2005, at the College level).
Role: Principle Investigator
6. The Establishment of the National Center of the WTO Affairs in Saudi Arabia (2004-2005, at the University level). Sponsored by the Council of Chambers of Commerce and Industry.
Role: Member of the Investigating Team
7. The Impact of Sophisticated Strategic Planning on the Performance of Saudi Businesses (2004-2005, at the University level).

Role: Principle Investigator

8. Capacity of Public and Private Institutions for Education and Training. A project sponsored by the Chamber of Commerce and Industry in Riyadh for the Riyadh Economic Forum (2003, at the University level).

Role: Member of the Investigating Team

B. Non-sponsored Research Projects

1. Perceptual Ethical Values of Business and Engineering Students in Universities in Saudi Arabia (Published).
2. Measuring Service Quality at King Fahd International Airport (Published).

C. Research Proposals

1. The Status and Needs of Research and Development in Saudi Arabia (Under Approval, at the University level).
2. Ethical Values of Graduate and Undergraduate Business Students in Saudi Public Universities.

Publications

A. Refereed Journals

1. **Al-Kahtani, Abdulwahab S.**, "The Perceived Determinants of Investment in R&D: An Empirical Investigation of Manufacturing Firms in Saudi Arabia", *Journal of International Business and Economics*, 2010
2. **Al-Kahtani, Abdulwahab S.**, "Barriers of Internet-Based Marketing Communications: An Empirical Investigation of Saudi Manufacturing Firms", *Competition Forum*, 2010, 8(2).
3. **Al-Kahtani, Abdulwahab S.**, "The Experience of CIM with the TQM", In the Proceedings of the Saudi Electricity Company's Thirteenth Annual Forum on TQM, Abha, Saudi Arabia, March 10-11, 2009.
4. **Al-Kahtani, Abdulwahab S.**, "Ethical Values of Graduate and Undergraduate Business Students in Saudi Public Universities", *Review of Business Research*, 2008, 8(6):50-57.
5. **Al-Kahtani, Abdulwahab S.**, "The Effect of Sophisticated Strategic Plans on the Performance of Small and Medium-Sized Manufacturing Enterprises (SMMEs) in Saudi Arabia", *International Journal of Strategic Management*, 2008, 8(2): 66-74.
6. **Al-Kahtani, Abdulwahab S.**, "A Strategic Concern: A Review of Possible Impacts of WTO Agreements on Health and Food Security in Saudi Arabia", *Competition Forum*, 2008, 6(2): 287-293.

7. **Al-Kahtani, Abdulwahab S.**, "Perceptual Ethical Values of Business and Engineering Students in Universities in Saudi Arabia", *International Journal of Business Research*, Volume 6, No. 7(2007), Page: 19-27.
8. **Sohail, M. Sadiq and Al-Kahtani, Abdulwahab S.**, " Measuring Service Quality at King Fahd International Airport", *International Journal of Services and Standards*, 2005, Volume 1, No. 4 (2005), Page: 482-493.
9. **Al-Kahtani, Abdulwahab S.**, "The Development of Human Resources in Saudi Arabia: A Study of Factors Influencing Participative Management in Decision Making", *Alta'awon AISinae'*(Arabic version), 87 (January 2002), Page: 39-67.
10. **Al-Kahtani, Abdulwahab S.**, "Involvement of Employees and Their Personal Characteristics in Saudi Construction Companies", *The International Journal of Commerce and Management*, Volume 10, No. 3/4 (2000), Page: 67-78.

B. Refereed Papers in Conference Proceedings

11. **Al-Kahtani, Abdulwahab S.**, "Diagnosis and Improvement of the Strategic Weaknesses of Saudi Companies", *The Second Conference of Administrative Sciences "Global Challenges"*, sponsored by the College of Industrial Management at King Fahd University of Petroleum and Minerals April 19-12, 2004: 3-25.

C. Refereed Papers in Research Books

12. **Al-Kahtani, Abdulwahab S.**, "Internet-Based Marketing Communication and the Performance of Saudi Businesses", In *Business Research Yearbook: Global Business Perspectives*, AlKhafaji and Marjorie (eds.), Volume 13 (2006), Beltsville, MD: International Graphics: 348-353.

D. Non-Refereed Papers in Conference Proceedings

13. **Al-Kahtani, Abdulwahab S.** "The Human Side of Leadership", *Eastern Province Emirate Forum, The Proceeding of Leadership Responsibility in Services*, March 16-17, 2009.
14. **Al-Kahtani, Abdulwahab S.**, "The Experience of CIM with the TQM", In the *Proceedings of the Saudi Electricity Company's Thirteenth Annual Forum on TQM*, Abha, Saudi Arabia, Mach 10-11, 2009.
15. **Al-Kahtani, Abdulwahab S.**, "The Role of Educational Institutions and Media in Developing the Sense of Loyalty and Citizenship", *Citizenship Forum in the Eastern Province Emirate Proceedings*, Eastern Province Emirate Forum Proceedings, February 26-28, 2006, Page: 177-203.
16. **Al-Kahtani, Abdulwahab S.**, "The GCC Industry Competitiveness to Cope with Global Challenges: Review and Development in Competitiveness Capabilities", *A Working Paper Presented in the GCC Industrialists 10th Conference Proceedings in Kuwait*, Volume 10, December 3-4, 2005. Organized by the Gulf Organization for Industrial Consulting (GOIC), Page: 1-33.

Professional Activities

Conference Organization

- The Chair and Organizer of the Middle East and North Africa Track in the International Academy of Business Disciplines Annual Conference (IABD, 2002-Present).

Educational and Skills Presentation

- Sharpening the Skills of Real Estate Marketing Agents. It was at Al-Hussan Training Center, Dammam, 2006.
- The Ministry of Education, Management Skills: "The Human Side of Management", 2005.
- Globalization and Saudi Arabia, Educational Lecture, College of Teachers, Dammam, 2005.
- The Human Resources Fund Work Values, Skills, and Ethics Track for Job Seekers, 2004-2005.

Review of Journal Research and Conference Papers

- King Abdulaziz University (10 Papers)
- King Fahd University of Petroleum and Minerals (18 Papers).
- King Faisal University (1 Paper)
- Taibah University (3 Papers)
- Institute of Public Administration (8 Papers)
- The Academy of Management (5 Papers)
- Um Al-Qura University (1 Paper)
- Technical College, Dammam (1 Paper)