

# NABEEL N. SAWALHA

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## **Personal information**

Married with two children.  
U.S. Citizen

## **EDUCATION**

- **2008** - Doctorate of International Business Administration, Nova Southeastern University, Ft. Lauderdale, Florida, U.S.A (AACSB)
- **1994** - Master of Business Administration. Nova Southeastern University, Ft. Lauderdale, Florida, U.S.A. (
- **1989** - Public Administration- BA. Yarmouk University, Irbid – Jordan

## **EXPERIENCE**

### **Professional Experience**

- 2021-Present**      **American University of Kuwait**  
Assistant Professor of Management/International Business
- 2008-2020**      **Gulf University for Science & Technology - Kuwait**  
Assistant Professor of International Business
- 2018-2019**      **Gulf University for Science & Technology - Kuwait**  
Acting Head- Management & Marketing Department
- 1999- 2008**      **AT&T Global Network Services**  
Global Operations / Client Service Manager & Senior Technical Associate II

#### *Responsibilities included:*

- A liaison between AT&T Corporation and major global corporations in technical and contract service support
- A Team-lead Second level global IT support for AT&T clients all over the world. Handling network issues; including network devices (Cisco routers, Nortel switches, Cisco 3000, Linux SIGs).
- Technical and orientation training for new employees, and diversity and motivation training for various levels of employees at AT&T centers in the US, Philippines, EU, Singapore, and Latin America.

**1995-1999**      **IBM Global Network Services**

Client Service Manager & Technical Associate I

*Responsibilities included;*

- First level global IT support in the SNA Local Area Networks, Wide Area Networks, and remote access technical specialist.
- Project management for **H&R Block** company network operation.

**1991-1995**      **VIA America Export & Import, Inc.**

International Trade representative

Handled shipping arrangements, public relations, exporting and importing commodities, heavy equipment, clothing, and other miscellaneous products, on a national and an international level, with countries such as; Russia, the Middle East, North Africa, Romania, China, Turkey, Malaysia, and Latin America.

## **SKILLS**

### **Professional Skills:**

Lead team member & Chair of strategic planning for 5 years toward the AACSB accreditation and curriculum development.

### **Computer and IT Skills**

- Simulation Skills for capstone business courses
- Knowledge of all types of Windows, LINUX, and MAC.
- Knowledge of MS office, mail applications like Lotus Notes and outlook Express
- Extensive knowledge of E-Commerce and Network Applications

### **Communication and Analytical Skills**

- With extensive industry experience, I have acquired excellent communication skills through direct relationship with customers from various regions in the world, in addition to a strong analytical ability to solve complex network problems and teaching various courses at the undergraduate and graduate level.

### **Training Skills**

- Conducted orientation and awareness sessions for the new **AT&T** employees on the company environment to adjust to the new practices, legal issues, company culture, and a setup for technical training
- Conducted local and distance classrooms and visual conference sessions to train **AT&T** staff in Manila, Singapore, EU, and Latin America. Sessions include; diversity hands-on concepts and exercises; processes, tools, and skills, managing conflict, customer relations & business etiquettes, and communication skills, development of a common company language around the issues of diversity, development of diversity knowledge, behaviors, and skills

throughout the organization, How to improve relationships and productivity in the workplace and with diverse customers, learning activities such as analysis of workplace scenarios to integrate them into each business unit so that reinforcement of key content and feedback is immediate, develop awareness for managers and employees to benefit themselves and acquire knowledge and skills for working effectively with human differences.

- National Bank of Kuwait (NBK) Academy: trainer for Strategic Management and Operations Management
- Conducted training sessions on “Business awareness & Global Strategies” for Oil Joint Operations/Chevron & **Kuwait Oil Company in the State of Kuwait- 2011.**

## Teaching Data

### Areas of Expertise:

- ✓ International Management
- ✓ International Strategic Management
- ✓ International Business Operations
- ✓ Strategic Management

### Undergraduate Courses- Primary focus

- ✓ BUS 321- International Business
- ✓ BUS 490 – Business Administration Capstone- Simulation
- ✓ MGMT 371 - International Management
- ✓ MGMT 482 - International Strategic Management
- ✓ MGMT 471 - Role of the Global Corporations
- ✓ MGMT 481 - Strategic Management- Simulation

### Undergraduate Courses- Secondary focus

- ✓ MGMT 201 - Introduction to Management
- ✓ MGMT 441 - Organizational Development
- ✓ MGMT 321 - Operations Management
- ✓ MGMT 301 - Management & Organizational Behavior
- ✓ MRKT 460 - International Marketing
- ✓ MRKT 480 - Quantitative Marketing Methods
- ✓ MRKT 201 - Basic Marketing
- ✓ MRKT 491 - Business-to-Business Marketing

### Graduate Courses:

- ✓ MGMT 581- Strategic Management- Simulation
- ✓ MGMT 597- Overview of International Business
- ✓ MGMT 571 - International Business Operations
- ✓ MGMT 595 - Topic in Management/Global Strategic Alliance and M&A
- ✓ MGMT 596 – Advanced Topics in Management/ Overview and Contemporary Issues in International Business
- ✓ MGMT 501 - Management & Organizational Behavior

### RESEARCH INTEREST AREAS:

- ✓ Foreign Direct Investment (FDI) and Economic Development
- ✓ International Human Resource Management (IHRM )/Cross cultural

### RESEARCH RECORD:

**Google Scholar link:** [https://scholar.google.com/scholar?q=Nabeel+Sawalha&hl=en&as\\_sdt=0](https://scholar.google.com/scholar?q=Nabeel+Sawalha&hl=en&as_sdt=0)

**ORCID link:** <https://orcid.org/my-orcid?orcid=0000-0003-3410-4345>

### Published work

- Ouakouak, M., AlBuloushi, N., Ouedraogo, N. **Sawalha, N. (2021)**. Knowledge sharing as a give-and-take practice: the role of the knowledge receiver in the knowledge-sharing process. *Journal of Knowledge Management*, 25 (8), pp. 2043-2066. <https://doi.org/10.1108/JKM-04-2020-0323> (Q1)
- Elian, M., **Sawalha, N.**, and Bani-Mustafa, A. (2020). Revisiting the FDI–Growth Nexus: ARDL Bound Test for BRICS Standalone Economies. *Modern Applied Science*, 14 (6), pp. 1-20. <https://doi.org/10.5539/mas.v14n6p1> (Q2)
- **Sawalha, N.**, Kathawala, Y., Magableh, I. (2019). Educator Organizational Citizenship Behavior and Job Satisfaction Moderation in the GCC Expatriate-dominated Market. *International Journal of Organizational Analysis*. Vol. 27, No. 1. <https://doi.org/10.1108/IJOA-09-2017-1247> (Q2)
- **Sawalha, N.**, Elian, M., and Elsharif, A. (2016). Foreign Capital Inflows and Economic Growth in Developed and Emerging Economies: A Comparative Analysis. *Journal of Developing Areas*. Vol. 50, No. 1. (ABDC “B”)
- Ong Chee Ming, O. C., Kathawala, Y., and **Sawalha, N. (2015)**. A Model for ISO9000 Quality Management System Maintenance. *Quality Management Journal*. Vol.22, No. 2. (Q2)
- **Sawalha, N.** and Khasawneh, J. (2014). Efficiency Advantages of Middle East and North African (MENA) Countries and the Dual Casualty with FDI. *The International Journal of Finance* 26(4), p. 381. (ABDC “C”)

- Magableh, I., **Sawalha, N.**, and Elian, M. (2014). Economic Output and Government Expenditures: Applicability of Wagner's Law in Jordan. *International Journal of Economics and Finance*. 6(12), p. 244-255
- Tahat, L., Elian, M., **Sawalha, N.**, and Al-Shaikh, F. (2014). The ethical attitudes of information technology professionals: a comparative study between the USA and the Middle East. *Ethics and Information Technology, Springer online, July, 2014. Impact 1.5 Volume 16, Issue 3, pp 241–249 (Q1)*
- Kathawala, Y. and **Sawalha, N.** (2013). The Universality of Lean Management Challenges in the Global Environment. *International Journal of Management and Human Resources (IJMH)*, Vol. 1, No. 1.
- **Sawalha, N.**, Mazouz, A., and Pellet, P. (2013). Foreign Direct Investment Inflows and Determinants in Selected Developed, Developing, and Underdeveloped Countries with Limited Resources. *International Journal of Business and Economics Perspectives (IJBEP)*, Vol. 8, No. 1.
- **Sawalha, N.** and Zaitouni, M. (2012). Determinants of Employees' Affective Commitment in the Kuwaiti Banks: An Empirical Study. *International Journal of Business and Public Administration (IJBPA)*, Vol. 9, No. 1.
- **Sawalha, N.**, Zaitouni, M., and ElSharif, A. (2012). Corporate Culture Dimensions Associated With Organizational Commitment: An Empirical Study. *Journal of Applied Business Research (JABR)*, Vol. 28, No. 5. Pp 957-975 <https://doi.org/10.19030/jabr.v28i5.7237> (Q3)
- Zaitouni, M., **Sawalha, N.**, and ElSharif, A. (2011). The Impact of Human Resource Practices on Organizational Commitment in the Banking Sector in Kuwait. *The International Journal of Business and Management*, Vol.6, No. 6, p. 108-123, in June 2011, impact f. 1.223, doi:10.5539/ijbm.v6n6p108

### Proceedings

- **Sawalha, N.**, Kathawala, Y., and Boggs, D. (2015). Does "Job Characteristics" Impact Job Satisfaction and Organizational Citizenship Behavior (OCB) Differently in the Academia? A Comparative Study between the Middle East and the U.S. Educators. Presented and published in the *MBAA International conference proceedings, Chicago, IL., March 26, 2015*.
- Kathawala, Y. and **Sawalha, N.** (2013). The Universality of Lean Management Challenges in the Global Environment. Presented and published in the *International Academy of Business and Public Administration (IABPAD) Conference proceedings, Orlando, Florida, Jan 2-5*.
- Tahat, L., Elian, M., Al-Shaikh, F., and **Sawalha, N.** (2013). The Ethical Attitudes of Information Technology Professionals: Evidence From The USA and The Middle Eastern Countries. Presented and published in the *International Academy of Business and Public Administration (IABPAD) Conference proceedings, Orlando, Florida, Jan 2-5*.

- **Sawalha, N.** and Khasawneh, J. (2013). Foreign Direct Investment Impact on Country Productivity in the MENA Region- a Frontier Analysis. Presented and published in the *International Academy of Business and Public Administration (IABPAD)* Conference proceedings, Orlando, Florida, Jan 2-5.
- **Sawalha, N.**, Mazouz, A., and Pellet, P. (2012). Foreign Direct Investment Inflows and Determinants in Selected Developed, Developing, and Underdeveloped Countries with Limited Resources. Presented and published at the *International Academy of Business and Public Administration (IABPAD)* Conference proceedings, Honolulu, Hawaii, August 1-5
- **Sawalha, N.** and Zaitouni, M. (2011). The Impact of Corporate Culture on Organizational Commitment in the Banking Sector in Kuwait. Presented and published in the *Allied Academy* conference proceedings, Orlando, Florida, April 6-8, 2011.
- **Sawalha, N.** (2007). The Role of The Multinational Corporations (MNC's) in Economic Development for Countries with Limited Resources. Presented and published in the *International Academy of Business and Public Administration (IABPAD)* Conference proceedings, New Orleans, Louisiana, Oct. 25-28, 2007.

#### **Research in Progress**

- Haddad, A., Haddad, R., Haddad; A.E., and **Sawalha, N.** "Corporate Social Responsibilities Disclosure and Stock Market Liquidity: The Case of Jordan". Submitted for publication to the Asia Pacific Management Review on Oct. 27<sup>th</sup>, 2023
- **Sawalha, N.** "A Shift from Motivation to Inspiration. The Role of the Personal Highest Value. A New Scale Testing".
- **Sawalha, N.** and Elian, M. "Foreign Investment, Country Risk, and Economic Growth for Selected Asian and Latin American Countries."
- **Sawalha, N.** "Cultural Distance Moderated by Gender Difference in Measuring Perception of Justice and Satisfaction among GCC Educators; a Reversed Comparative Analysis". Collecting data.

#### **Journal reviewer:**

- Industrial Relations journal
- International Journal of Management and Human Resources (IJMHR)

#### **Conference Reviewer:**

- *Academy of International Business – Southeast USA*

## **Conferences attended**

**2022** - Kuwaiti Association for Graduate Studies/Kuwait University – Modern Perspectives in Management: Evidence from Developing Countries (Digital Transformation)- Oct 22-23.

### ***Research panel review committee member and session chair***

**2018** - Decision Science Institute (DSI) National Conference – Chicago, IL. Nov.17-19

**2017** - Decision Science Institute (DSI) National Conference – Washington, DC. Nov.18-20

**2016** - Decision Science Institute (DSI) National Conference- Austin, Texas, Nov. 19-22.

**2015** - Academy of International Business (AIB) US Midwest Conference- Chicago, IL. March 25-27

**2014** - Decision Science Institute (DSI) National Conference – Tampa, Florida, Nov 22-25.

**2014** - Institute of Strategic and International Studies (ISIS) conference – Orlando, Florida. Aug 21-23

**2013**- International Academy of Business and Public Administration (IABPAD) conference – Orlando, Florida. Jan 2-5.

**2012** - Academic and Business Research Institute (ABRI) conference- San Antonio, Texas. Mar 22 – 24.

**2011** - Allied Academies conference - Orlando, Florida April 6-8.

**2010** - International Academy of Business and Public Administration (IABPAD) conference - Dallas, Texas- April 21-24.

**2008** - International Academy of Business and Public Administration (IABPAD) conference – Orlando, Florida. January 1-3.

**2007** - International Academy of Business and Public Administration (IABPAD) conference –New Orleans, Louisiana.Oct.25– 28.

**2004** – Academy of International Business (AIB) conference - Monterey, California. July 22-26.

## **Administrative Experience and Service Assignments**

- **Acting Head- Department of Business Administration & Marketing**

- **Institutional Services:**

- Member - College Curriculum Committee **2021- Present**
- Member – College Strategic Committee **2022- Present**
- Member – University Wolf Pack Award Committee **2023-Present**
- Chair - MBA Curriculum Committee **2018-2019**
- Chair - Department recruitment Committee **2018-2019**
- Chair - Department of Strategic Committee (AACSB front) **2014-2017**
- Chair – Department Faculty Development & Research Committee **2013-2014**
- Course Coordinator – **MGMT 201, 2012/2013 & 2014/2015**
- Member – College AACSB Steering Committee **2018-2020**
- Member – College Council Committee **2018-2019**
- Member – College Grade Appeal Committee **2018-2019**
- Member - College Curriculum Committee **2018-2019**
- Member – Internal Review Board **2015-2016**
- Member – College Strategic Committee (AACSB front) **2014-2019**
- Member - Department Faculty Development & Research Committee **2010-2011 & 2014-2015**
- Member – Department Curriculum Committee **2013-2014**
- Member – Department Scheduling Committee **2013-2014**
- Member – University Student Scholarship Program Committee to FIU & UMSL **2013/2014**
- Member - College Faculty Development & Research Committee **2013-2014**
- Member - Department Management Recruitment Committee **2011-2012**
- Member - Department Promotion Committee **2010-2011**



- Member - Department Assurance of Learning **2010-2011**
- Member - Department Faculty Development & Research Committee **2010-2011**

### **Professional Development**

- 2017- A five-day Faculty Professional Workshop. GUST & UMSL April 1-5
- 2011- Case Teaching and Writing Workshop. GUST & ECCH, January 12-13.
- 1999- Network Skill Academy Module II boot camp for six week- IBM Global network
- 1999- Network Skill Academy Module I boot camp for six week - IBM Global network.
- 1998- Conversation for Action seminars 1&2 - IBM Global network
- 1998- A 3-day Diversity Awareness workshop- IBM Global network
- 1998- TCP/IP Architecture – IBM Global Network
- 1998- Internetworking with TCP/IP- American Research Group, Inc.
- 1997- ISO 9000 training – IBM Global Network
- 1997- Workshop training in Office Vision VM, Lotus Notes mail- IBM Global Network.
- 1994- Productivity Improvement Management & Techniques workshop, Nova Southeastern University

### **Awards**

- **2013** Paper Award -International Academy of Business and Public Administration (**IABPAD**)
- **1995** Tampa Customer Assistance (**CACHOICE**) award at **IBM Global Network Services, Tampa, Florida.**
- **1997** Four Customer Support **Bravo** performance awards at **IBM Global Network Services, Tampa, Florida.**

### **Languages**

- Fluent- speaking and writing in English and Arabic languages.

### **Community Activities**

*American Youth Academy, Tampa, Florida, USA*

- 1995-2001 Member of the Academy Board of Trustees
- 1999-2001 Chairman of the Finance & Budget Committee

### **Hobbies**

Biking, Golfing, Music, and Billiards

### **References**

Available upon request