

ROMMEL PILAPIL SERGIO, PhD

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Highlights of Qualifications:

- Awarded as AQ (Academically Qualified) Faculty in Management and Marketing by The AACSB (The Association to Advance Collegiate Schools of Business), Florida, USA
- Graduate, Postdoctoral Bridge to Business Program
- Alumnus, Tulane University, New Orleans, Louisiana, USA
- Recipient: Outstanding Faculty Award
- Researcher, Counselor, HR/OD Consultant

WORK EXPERIENCES

1. Position: **Assistant Professor**

Duration: April 2010 – Present

Company: **Canadian University of Dubai**

Location: Sheikh Syed Road, Dubai, United Arab Emirates

College: School of Business Administration

Job Description:

- Teaches courses in business in the MBA and undergraduate levels.

Graduate School (MBA):

- Organization Behavior
- Human Resource Management/Development
- Consumer Behavior
- Organizational Development and Change
- Leadership and Motivation

Undergraduate (School of Business):

- Human Resource Management/Development
- Strategic HRM
- Business Ethics and Social Responsibility
- Organization Behavior
- Principles of Management
- Principles of Marketing
- Marketing Research
- International HRM
- Performance Appraisal and Compensation Management
- Professional Selling
- Customer Relationship Management; among others

- Conducts consultation with undergraduate and MBA students.
- Spearheads research work.
- Marks and assesses attendance at college/university and a major role in planning or committee work.
- Participates in events/activities that promote the University.

2. Position: **Assistant Professor**

Duration: September 2008 – April 2010

Company: **American University in the Emirates**

Location International Academic City, Dubai, United Arab Emirates

College: College of Business Administration

- Job Description:
- Teaches courses such as:
 - Human Resource Management
 - Business Ethics
 - Organization Behavior
 - Business Practices in GCC
 - Introduction to Marketing
 - Principles of Management
 - Marketing Research; among others.
 - Conducts consultation with undergraduate students.
 - Spearheads research work.
 - Marks and assesses attendance at college/university and a major role in planning or committee work.
 - Participates in events/activities that promote the University.

3. Position: **Associate Professor**

Duration: Oct. 2000 – September 2008

Company: **De La Salle University-Philippines**

Location Philippines

Department: Behavioral Sciences Department

- Job Description:
- Specifically teaches major subjects such as Human Resource Management, Theories of Personality, Introduction to Counseling, Psychological Research, Organizational Psychology, Organizational Development, Training and Development, Social Psychology; among others.
 - The conduct of tutorials, lectures, workshops, and student field excursions.
 - Initiation and development of course material with appropriate advice and support from senior staff.
 - The preparation and delivery of lectures and seminars, and hold committee head in curriculum development.
 - The conduct of research and head the chair of research in the department.
 - Involvement in professional activity.
 - Marking and assessment, attendance at college/university and a major role in planning or committee work.
 - Participation in events/activities that promote the University.
 - Supervises on-the-job-trainees in the undergraduate and master's level; also does field research and counseling for students and parents; among others.

4. Position: **HR Manager**

Duration: Feb. 1997 – Oct. 2000

Company: **Tricon Technical Services, Inc. (HR and Manpower Consultancy)**

Location Bangkal, Makati City, Philippines

Department: Human Resources

- Job Description:
- Provides manpower services to clients in the manufacturing firms through systematic and programmed target selection process and conducts training and guidance to recruitment team on policies, process, and regulatory issues.
 - Has hired engineers, managers, and staff inline with the needs of the company.
 - Oversees the implementation of culture management programs, activities and communication campaigns related to corporate vision, mission, values, employee value proposition.
 - Designs and evaluates of training programs according to training needs assessment results.
 - Implements performance management systems and programs.
 - Ensures site awareness and participation in the semi-annual employee satisfaction survey and monitoring and documenting initiatives taken based on survey results.
 - Takes care of the overall HR functions.

5. Position: **Recruitment Assistant**
Duration: May 1996 – Feb. 1997
Company: **Philippine Telegraph and Telephone Corporation**
Location: Palanan, Makati City, Philippines
Department: Human Resources
Job Description: Conducts sourcing of prospective applicants and sends out telegram for interview and testing schedules; administers, evaluates, and interprets psychological tests and handles preliminary interview of applicants; takes charge of manpower pool reservation; conducts background and character investigation to applicants involved.

HR/ ORGANIZATIONAL DEVELOPMENT CONSULTANCY

- St Dominic College of Asia and in St. Dominic Hospital, Cavite, Philippines (2007-2008)
- St. Dominic Hospital, Cavite, Philippines (2007-2008)
- Saferdriver, Dubai, United Arab Emirates (2008-2010)

EDUCATIONAL QUALIFICATIONS

Post-Doctoral Education

Postdoctoral Bridge to Business Program (AACSB-Tulane University Endorsed Program) Graduate at Tulane University, New Orleans, Louisiana, USA, June 2011

Research Paper: "Roaring out of Recession: Untangling the Perceived Organizational Patterns and Perceived Organizational Support in the Middle East International Airline Companies"

Citation: Certified as AQ (Academically Qualified) to teach in Management and Marketing by The AACSB (The Association to Advance Collegiate Schools of Business), AACSB Headquarters, Tampa, Florida, USA

Doctor of Philosophy

Doctor of Philosophy in Counseling Psychology (with concentration in Community Counseling)

Graduate at De La Salle University-Dasmariñas, Cavite, Philippines

Citation: Summa Cum Laude, Batch Most Outstanding Dissertation, May 2007

Master of Arts

Master of Arts in Organizational/Industrial Psychology Graduate at University of the City of Manila (Pamantasan ng Lungsod ng Maynila), Intramuros, Manila, Philippines

Citation: Excellent Thesis, April 2002

Tertiary Education

BS Psychology Graduate at the University of Rizal System, Morong, Rizal, Philippines

Citations: Excellent Thesis, Leadership Excellence Award, April 1996

SELECTED RESEARCH / PUBLICATIONS

Marcano, E.R. and Sergio, R.P. (2011). Psychological Capital: Implications for Business Schools, *International Review of Social Sciences and Humanities* (forthcoming).

Sergio, R.P. (2011). The Software Component of the Mind Vis-à-vis Job Performance: Perspectives and Implications, *International Review of Social Sciences and Humanities*, 1(1), 75-83.

Sergio, R.P. (2008). Life During Lockup: A Phenomenological Study on Male Municipal Inmates' Criminal Propensity, *The Dominican Multidisciplinary Research Journal*, 1(1), 59-88.

Hilario, P.V., Montano, J.M. & Sergio, R.P. (2008). The Psychodynamic Model of Career Decisions of

Selected Retireable Faculty: Implications to Career Counseling, *Philippine Journal of Counseling Psychology*, 7(1), 49-69.

Sergio, R.P. (2004). Images of Desolation, *Heraldo Filipino* 12(2), 12-16.

Sergio, R.P. (2004). Revisiting the Inhabitants of the Earth, *Heraldo Filipino* 12(1), 18-22.

Sergio, R.P. (2002). Emotional Intelligence and Intelligence Quotient as Determinants of Job Performance Among Plant Supervisors in Manufacturing Firms, *Sinag*, 7(2), 64-73.

ACADEMIC CONFERENCES (REFEREED PROCEEDINGS)

Al Shuali, M., Gernal, L.M., & Sergio, R.P. (2011). Scanning Cross-Cultural Orientations of Omani Employees: Links Toward Human Resource Management Policies and Practices in Telecommunication Setting, *International Conference on Innovation and Management* (forthcoming).

Al Rawi, S.M., Gernal, L.M, & Sergio, R.P. (2011). Managing Talent for Competitive Advantage: Perspectives from Gulf Cooperation, *Asian Conference for Academic Journals and Higher Education Research* (forthcoming).

Sergio, R.P. (March, 2010). The Role of Emotional Intelligence in Intelligent Science and Technology, *Second International Conference on Intelligent Science and Technology in Association with The Institution of Engineering and Technology – UK*, Tamil Nadu, India.

Sergio, R.P. (July, 2009). Life During Lockup: A Phenomenological Study on Male Municipal Inmates' Criminal Propensity, Poster Presentation during the 11th European Congress of Psychology, Oslo, Norway.

Sergio, R.P. (October, 2007). Creating Possibilities in Career Development. *Philippine Association of Psycho-social Helping Professionals National Annual Conference*, Bay View Hotel, Pasay City, Philippines.

Sergio, R.P. (August, 2007). Motivational Factors and Coping Mechanisms of Overseas Workers in Selected Countries in Asia, *The Psychological Association of the Philippines 23rd Annual Conference*, Metrocenter Hotel, Tagbilaran City, Bohol, Philippines.

Sergio, R.P. (August, 2007). "psCYBERchology": Implications of the Perceived Factors on Online Gaming Addiction to Hardcore Gamers, *The 23rd Psychological Association of the Philippines Annual Conference*, Metrocenter Hotel, Tagbilaran City, Bohol, Philippines.

Sergio, R.P. (August, 2007). Telecommuting versus Traditional Work Environment as Quality of Worklife Among Plant Supervisors, *Dean's Research Award*, College of Liberal Arts, De La Salle University-Dasmariñas, Philippines.

TRAINING PROGRAMS ATTENDED AS RESOURCE SPEAKER

Oct. 19, 2009 **Writing for Business Correspondence**
Dubai Media Inc.
American University in the Emirates, Dubai, UAE

July 14-16, 2006 **Self-Awareness and Basic Leadership Training for Student Leaders**
St. Dominic College Student Leaders, Maragondon, Cavite, Philippines

July 28-30, 2006 **Leadership Apex: Committed to Honest Student Service**
College of International Hospitality Management Student Leaders, DLSU-D
Villa Dominga Forest Resort, Indang, Cavite, Philippines

May 26-27, 2006 **Leadership Styles and Communication in Groups**

Boy Scouts of the Philippines-Manila, Junior Youth Leaders
Holy Child Catholic School, Manila, Philippines

NOTABLE AWARDS RELATED TO TEACHING PROFESSION

AY 2000-2006	Outstanding Faculty Award (Departmental), DLSU-Dasmaringas, Philippines
AY 2005-2007	Outstanding Faculty Award (College), DLSU-Dasmaringas, Philippines
AY 2002-2003	Service Award (College), DLSU-Dasmaringas, Philippines
AY 2002-2004	Active in Professional Organization (Institutional), DLSU-Dasmaringas, Philippines

SERVICE TO THE UNIVERSITY

January 2011-Date	Academic Advisor School of Business Administration, Canadian University of Dubai Dubai, United Arab Emirates
September 2008-January 2010	Academic Advisor College of Business Administration, American University in the Emirates Dubai, United Arab Emirates
June 2002 – 2007	Thesis Writing Coordinator and Advisor Behavioral Sciences Department, De La Salle University-Philippines, Philippines
June 2001 – 2007	Academic Advisor Behavioral Sciences Department, De La Salle University-Philippines, Philippines
June 2002 – 2004	Advisor , University Student Council Office of Student Affairs, De La Salle University-Philippines, Philippines
June 2004 – 2005	Technical Advisor , Herald Filipino, Official Student Publication Office of Student Affairs, De La Salle University-Philippines, Philippines

INVOLVEMENT IN PROFESSIONAL ORGANIZATIONS / EDITORSHIP

April 2011 – Present	Professional Member , Academy of International Business
April 2011 – Present	Editorial Board Member , International Review of Social Sciences and Humanities
June 2009 – Present	Associate Fellow , European Psychological Association
September 2000 – Present	Lifetime Member , Afro-Asian Psychological Association
August 2000 - Present	Board Member , LDC Research and Educational Development Center for Professionals
June 2007 - 2008	Editorial Board Member , Dominican Research Journal
April 2007 – Present	Associate Member , Philippine Guidance and Counseling Association, Inc.
July 2008 – Present	Associate Member , Psychological Association of the Philippines

PERSONAL DATA

Age:	37
Date of Birth:	March 30, 1974
Nationality:	Filipino
Religion:	Roman Catholic

REFEREES

- **Prof. Victor Cook** (Debra and Rick Rees Endowed Professor) Faculty Director Postdoctoral Bridge to Business Programs, A.B. Freeman School of Business, Tulane University. Email: vcookj@tulane.edu. Mobile: 00150-42349903
- **Dr. John Newark**, Associate Dean, School of Business, Canadian University of Dubai. Email: j.newark@tud.ac.ae. Mobile: 00971-559726984
- **Dr. Wanda Arneson**, Faculty (Former Dean), School of Liberal Arts, General Education Department, Canadian University of Dubai. Email: wanda@tud.ac.ae. Mobile: 00971-501058097
- **Dr. Silfa C. Napicol**, Associate Dean, College of Liberal Arts, De La Salle University-Dasmariñas, Philippines. Email: scnapicol@yahoo.com.ph. Mobile: 00963-9158302608

I attest that the above information are true and correct to the best of my knowledge and ability.


ROMMEL P. SERGIO, PhD