



RENE YMBONG PAQUIBUT, Ph.D.

Associate Professor

Head of Department

Department of Business and Economics

Modern College of Business and Science

rene@mcbs.edu.om

ORCID: <https://orcid.org/0000-0002-8202-5601>

Google Scholar: <https://scholar.google.com/citations?user=e32W5fcAAAAJ&hl=en&authuser=1>

LinkedIn: <https://www.linkedin.com/in/rene-paquibut-818800150/>

Rene Y. Paquibut, PhD is an SHRM-Certified Professional who has completed PhD degrees in Business Management, Education, and most recently in Research and Development. He has published in the areas of Strategic Management, Quality Management, Organizational Development, Corporate Social Responsibility, and Sustainability. His work experiences include nine years in the banking sector and about 30 years in the academe in various roles, including department and college leadership, quality assurance, curriculum development, and human resource management. His work engagements have been in the Philippines, United Arab Emirates, and currently in the Sultanate of Oman.

Academic Background

Ph.D. in Research and Development, St. Paul University-Surigao, Philippines (2024)

Ph.D. in Business Management, University of Bohol, Philippines (2013)

Ph.D. in Education, University of San Carlos, Cebu, Philippines (2002)

M.B.A. University of San Carlos, Cebu, Philippines (1998)

M.A. in Special Education, Cebu Technological University, Cebu, Philippines (2009)

B.B.A. University of the Philippines, Cebu, Philippines (1990)

Professional Certifications

Certificate in Family Business Advising, 2022

Society of Human Resource Management Certified Professional, 2021

Philippines Professional Regulatory Commission-Licensure for Teachers, 2009, Philippines.

Certificate in English Language Teaching for Adults, 2018, Bangkok, Thailand

Professional Memberships

Society for Human Resource Management, 2022

American Society for Quality (ASQ), 2019-2020

Work Experience

Head of Business and Economics Department, Modern College of Business and Science (October 13, 2022-Present, Muscat, Sultanate of Oman)

Associate Professor, Modern College of Business and Science (June 1, 2022 – Present), Muscat, Sultanate of Oman

Adjunct Lecturer (MBA Program), Franklin University through Modern College of Business and Science, June 2023 to Present

Adjunct Lecturer (DBA Program), Westford University College, Sharjah, United Arab Emirates, January 2022-Present

Associate Professor, Al Ain University (September, 2020 – May 30, 2022), Abu Dhabi, United Arab Emirates.

Associate Professor/ Deputy Director for Quality Assurance and Institutional Research, Al Ain University (September, 2018 - August, 2020), Abu Dhabi, United Arab Emirates.

Associate Dean -Quality Assurance, Modern College of Business and Science (September, 2017 - September, 2018), Muscat, Oman.

Associate Dean - Professional and Postgraduate Studies, Modern College of Business and Science (September, 2016 - September, 2017), Muscat, Oman.

Lecturer, Ibra College of Technology (October, 2012 - December, 2015), Ibra, Oman.

Dean - School of Business and Economics, University of San Carlos (November, 2009 - October, 2011), Cebu, Philippines.

Dean - College of Education, University of San Carlos (June, 2009 - November, 2009), Cebu, Philippines.

Director - Human Resource Management, University of San Carlos (October, 2006 - November, 2008), Cebu, Philippines.

Head, BAP-Credit Guaranty Corporation (February, 1994 - April, 1999), Cebu, Philippines.

Assistant Manager, The Bank of Cebu-A Development Bank (April, 1990 - February, 1994), Cebu, Philippines.

Consulting Experience

2019-Present: Premier Family Business Consulting

2010: Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, Tourism Value Chain

2009: Land Equity International, Development of a Mechanism for Knowledge Transfer

2005: Canadian International Development Agency, PEARL Project - Capacity Building for Executive Directors of Trade Associations

Paid Service Experience

2020: Oman Academic Accreditation Authority (Academic Accreditor)

2017: Modern College of Business and Science (Member of the Board of Directors)

2010: USC Multipurpose Cooperative (Chairman of the Board)

TEACHING

Courses Taught in Undergraduate and Graduate Levels

Change Management, Fundamentals of Innovation and Entrepreneurship, Human Resource Development, Managing Performance, Organizational Behavior, Organizational Communication, Principles of Management, Principles of Time Management, Quality Management, Talent Management, Strategic Management, Human Resource Management, Project Management, Quality Management, Business Ethics, Marketing Management, Change Management, Organizational Change, Managing Diversity

INTELLECTUAL CONTRIBUTIONS

Published Research Articles

Paquibut, R., Thirumalaisamy, R. (2024). A Synthesis of the Psycho-Social Foundations of Research and Development in the Circular Economy: An Integrated Conceptual Framework. In: Awwad, B. (eds) The AI Revolution: Driving Business Innovation and Research. Studies in Systems, Decision and Control, vol 525. Springer, Cham. https://doi.org/10.1007/978-3-031-54383-8_41

Velmurugan, R., Thirumalaisamy, R., **Paquibut, R.**, Abouraia, M. (2024). An Integrated Framework for the Financial Sustainability and Entrepreneurial Success of Micro, Small, and Medium Enterprises. In: Awwad, B. (eds) *The AI Revolution: Driving Business Innovation and Research. Studies in Systems, Decision and Control*, vol 525. Springer, Cham. https://doi.org/10.1007/978-3-031-54383-8_19

I. S. Chaudhry, **R. Y. Paquibut** and H. Chabchoub, "Factors Influencing Employees Trust in AI & its Adoption at Work: Evidence from United Arab Emirates," 2022 International Arab Conference on Information Technology (ACIT), Abu Dhabi, United Arab Emirates, 2022, pp. 1-7, doi: 10.1109/ACIT57182.2022.9994226.

Paquibut, R.Y., Legion, M.C., Islam, A.R.M. et al. Sustainable plastics waste management framework based on the analysis of people's awareness, knowledge, attitude, skills, and action: development of sustainable plastics waste management approaches. *Int. J. Environ. Sci. Technol.* (2022). <https://doi.org/10.1007/s13762-022-04675-x>

Chaudhry, I.S., Tunio, M.N., **Paquibut, R.Y.**, Al Shwabkheh, A. (2023). Graduates' Perception of Corporate Social Responsibility: An Empirical Evidence from Higher Educational Institutions in Sultanate of Oman. In: Alareeni, B., Hamdan, A. (eds) *Explore Business, Technology Opportunities and Challenges After the Covid-19 Pandemic. ICBT 2022. Lecture Notes in Networks and Systems*, vol 495. Springer, Cham. https://doi.org/10.1007/978-3-031-08954-1_13

Paquibut, J.Y., Aarati, M., **Paquibut, R.Y.** (2022). Exploring the Effects of the Shift to Online Mode of Teaching and Learning on Students' Well-being – A Case Study. *International Journal of Research and Analytical Reviews*.

Chaudhry, I. S., & **Paquibut, R. Y.** (2021). Do Workforce Diversity, Inclusion Practices, & Organizational Characteristics Contribute to Organizational Innovation? Evidence from the U.A.E. *Cogent Business & Management*.

Chaudhry, I. S., & **Paquibut, R. Y.** (2021). Women empowerment through micropreneurship in online businesses in the Sultanate of Oman. *Academy of Entrepreneurship Journal*.

Paquibut, R. Y., Legion, M. C., Islam, A. M., & Chaudhry, I. S. (2021). Framework for Integrating CSR in the Supply Chain to Mitigate Climate Change. *Journal of Legal, Ethical and Regulatory Issues*.

Chaudhry, I. S., **Paquibut, R. Y.**, Islam, A. M., & Chabchoub, H. (2021). Testing the Success of Real-time Online Delivery Channel Adopted by Higher Education Institutions in the United Arab Emirates during the Covid-19 Pandemic. *International Journal of Educational Technology in Higher Education*.

Hamada, N., & **Paquibut, R. Y.** (2020). Understanding Chaos Theory's Implications on Strategic Decision-Making. *Opcion*, 36.

Paquibut, R. Y., & Al Naamany, A. (2019). Managing organizational change to meet the research-teaching nexus standard: The case of an HEI in the Sultanate of Oman. *International Journal of Educational Management*.

Hamada, N., **Paquibut, R. Y.**, & Shanaa, Z. (2019). Using the Moodle to Support Effective Teaching and Learning of Math for Business at AAU: A Case Study. *Opcion*.

Paquibut, R. Y. (2017). A system evaluation theory analyzing value and results chain for institutional accreditation in Oman. *Quality Assurance in Education*, 25 (2), 161-170, doi: 10.1108/QAE-06-2016-0030.

Paquibut, R. Y. (2017). Building Research Ethos from the Ground up Using McKinsey 7-S Framework: The Case of the Modern College of Business and Science. *Asian Journal of Education and Training*, 3., doi: 10.20448/journal.522.2017.32. 92.96.

Paquibut, R. Y. (2013). Value Chain Approach to SME Development: The Case of the Tourism Sector of Bohol, Philippines. *Global Review of Business and Economic Research*.

Paquibut, R. Y. (2012). The Effects of Globalization Policies on the Food Security of Rice in the Philippines. *Devotio: Journal of Business and Economic Studies*.

Paquibut, R. Y. (2011). A Survey of Selected Travellers: Input to Tourism Planning and Development of Ormoc City. *Journal of Business Studies*.

Paquibut, R. Y. (2009). Adult Learning and the Value Chain as Tools for Participatory Planning. *Journal of Business Studies*.

Paquibut, R. Y. (2004). Focusing on Customer Experience for Service Differentiation Among Schools. *USC Graduate Journal*.

Paquibut, R. Y. (2003). Developing the Institutional Identity of Catholic Schools. *USC Graduate Journal*.

Paquibut, R. Y. (2001). Mission (Im)possible: The Process in the Light of the Catholic Faith. *USC Graduate Journal*.

Paquibut, R. Y. (1999). Focusing on Corporate Social Responsibility. *USC Graduate Journal*.

Books

Paquibut, R. Y. (2011). *Business Ethics and Corporate Social Responsibility*. Philippines: BBC Printstop.

Paquibut, R. Y. (2008). *Championing the Social Mission from the Top: A Guide for Boards of Directors of Not-for-Profit Organizations* PEARL2-CIDA.

Paquibut, R. Y. (2007). *Executive Directors Series* PEARL2-CIDA.

Paquibut, R. Y. (2007). *Challenges at Work, Practices that Work: Learning from 300 Years of Experience* PEARL2-CIDA.

Research Supervisory

Doctor of Business Administration candidates of Westford University College, Sharjah, UAE

Master of Business Administration candidates of San Sebastian College, Cavite, Philippines

SERVICE

Modern College of Business and Science

College-level Assignment

2022-Present: Human Resource Committee

2022-Present: College Board

2022-Present: OQF Listing of BS Accounting Program

2022-Present: OAAAQA re-accreditation (Standard 2 team)

2022-2023: Chair of Teaching and Learning Resources Development Committee

Al Ain University

College Level Assignments

Chair:

2019-2022: College of Business-Quality Assurance Committee

Member:

2020-2022: College of Business-Strategic Planning Committee

2020-2022: College of Business-E-course file Committee

2019-2020: E-Course Portfolio

University Assignments

Committee Member:

2019-2022: Quality Assurance for Administrative Affairs

2019-2020: Quality Assurance for Academic Affairs

PROFESSIONAL DEVELOPMENT

Research-Related Conference/Seminar

2021: 35th EBES Conference.

Other Professional Development

2020: Deeply Practical Project Management.

2020: Diploma in Sustainable Management.

2020: International E-conference: Survive and Thrive During a Crisis.

2020: Project Management Fundamentals and Beyond.

2020: Life Coaching Certification.

2020: Innovation Management Diploma.

Honors/Awards

2018: SEd Leadership and Service in Education Award, School of Education, University of San Carlos.

2002: Outstanding Educator in the Field of Management, Philippine Council of Deans and Educators in Business.

Last updated on 29-June-24