

**Ph.D. Thesis Proposal<sup>1</sup>**

General Information		
<b>Ph.D. Thesis Title</b>	<b><i>Women, Family Business, Leadership and Financial Performance</i></b>	
USEK Doctoral Program	Sciences de Gestion	
Research Center	NA	
Research Group	CIRAME	
Research Axis		
Ph.D. Supervisor	Name & Title : Charbel Salloum, Professor Email : csalloum@univ-caholyon.fr ; salloum@usek.edu.lb	University Address : Holy Spirit University of Kaslik- USEK
Ph.D. Co-supervisor (if applicable)	Name & Title : Email :	University Address :
Location (s)	Location 1: USEK	Work shift calendar /per year (%):
	Location 2: (if applicable)	Work shift calendar /per year (%):
Potential funding and scholarship		

<b>Applicant Profile and/or Special Requirements</b>	The candidate should be fluent in English and have strong research and analytical skills.	
Comps Exam Language (to be check-marked by the Ph.D. Supervisor)	<input checked="" type="checkbox"/> Oral Assessment <input checked="" type="checkbox"/> Written Assessment <input type="checkbox"/> Arabic <input type="checkbox"/> French <input checked="" type="checkbox"/> English	

Subject's national or worldwide Context, Objectives & Research lines
1. Gender diversity bring vital resources to the effectiveness of any organization 2. Entrepreneurs create jobs and reduces the unemployment rate

Outcomes (OCs) : What do we wish to achieve?	
OC1:	
OC2:	
OC (n) :	

References (R) (5 most recent peer-reviewed publications in the field)

<sup>1</sup> The Ph.D. Thesis Proposal should not exceed three pages.

R1:	Salloum, C., Jabbour, G. and Mercier-Suissa, C. (2019). Democracy across gender diversity and ethnicity of middle eastern SMEs: How does performance differ? <i>Journal of Small Business Management</i> . doi:10.1111/jsbm.12336.
R2:	Gebrayel, E., Jarrar, H., Salloum, C., Lefebvre, Q. (2018). Effective association between audit committee internal audit and financial performance: Empirical evidence from Omani listed firms. <i>International Journal of Auditing</i> , Forthcoming.
R3 :	El Kallab, T., and Salloum, C. (2017). Educational attainment, financial support and job creation across Lebanese social entrepreneurs. <i>Entrepreneurship Research Journal</i> . <a href="https://doi.org/10.1515/erj-2017-0087">https://doi.org/10.1515/erj-2017-0087</a> .
R4 :	Simin, L., Mercier-Suissa, C., & Salloum, C. (2016). The Chinese born globals of the Zhejiang province: A study on the key factors for their rapid internationalization. <i>Journal of International Entrepreneurship</i> , 14(1),75-95.
R5 :	Mercier-Suissa, C., Salloum, L., & Salloum, C. (2018). L'influence du fondateur et celle des descendants sur les performances des entreprises familiales au Proche-Orient. <i>La Revue des Sciences de Gestion</i> .