

My main research interests lie in the field of behavioral finance, especially, in the area of gender differences in investment behavior. I am currently investigating the role of women in the stock market. My future research plans are to build on the foundations of my PhD to further investigate the impact of women investors on the aggregate performance of the stock market relative to men investors. I Rapidly possess expertise with different financial and statistical tools that help me with my research. -

Education

- **PhD in Behavioral Finance** from Anglia Ruskin University, Cambridge, UK. (2017).
Thesis title: Evaluating the investment behavior of women and their roles in stock markets.
- **Masters in Finance/ Investment** from University of Nottingham, UK (2003).
Thesis title: The benefits of international portfolio diversification in risky countries.
- **Bachelor of Science in Business Administration- Finance & International Business (Honor)** from Northeastern University, Boston, USA (2001)

Teaching Experience

lecturer- Part-Time (August 2018- Present)

Northeastern University, Boston, USA.

- Develop and teach a new course on emerging financial markets for the business school
- Describe in depth the behavioral finance theory, its assumptions, and its implications.
- Explain the psychological behavioral biases investors are likely to be affected by and investigate the impacts of these biases in financial markets.
- Teach online course on financial markets and institutions.
- Indicate and explain the importance of financial markets to the growth of the economy
- Explain the financial institutional types, risks, regulations.

Lecturer- Finance & Investment (Sep 2008- Sep 2013)

Al-Ahliyya Amman University, Amman, Jordan

- Imparted fundamental and advanced knowledge in various finance subjects
(**corporate finance, investment, financial markets & institutions, Investment evaluation projects, International finance and behavioral Finance**).
- Provided guidance and supervision for finance graduation projects.
- Acted as Academic Advisor, Head of Quality Assurance team and Financial Consultant (Finance Department) and Head of E-learning Team (Business School).

Highlights & Accomplishments:

- Recognized with financial reward for contribution in preparation of report of the Finance Program, Al-Hussein Fund for Excellence.
- Secured ranking as one of the top programs among Jordan Universities for the Finance & Banking programs (2011).
- Contributed in improvement of financial forecasting for universities in Jordan.
- facilitated in building effective financial models that improved university financial forecasting.

Academic Highlights

- **Research Assistant in Finance:** Lord Ashcroft International Business School, Anglia Ruskin University.
- **Member in BAFA:** member in British Accounting & Finance Association.
- **Coordinator:** International Finance and Financial Markets & Institutions courses, Al-Ahliyya Amman University.

- **Representative:** Business School in the University E-learning Committee, Al-Ahliyya Amman University.
- **E-Learning Courses Conducted:** Financial Markets & Institutions & International Finance.
- **Supervisor:** supervise graduation projects in finance and investment, Al-Ahliyya Amman University.
- **Student Advisor** (mainly sophomore and junior students), Al-Ahliyya Amman University.
- **Member:** Competency Test Committee, Quality Assurance Committee, Student Alumni Committee & College Charity Bazaar Committee, Al-Ahliyya Amman University

Academic Certification

- November 2020 Certificate in FinTech, Cornell University, USA.
- December 2018 Certified Online Lecturer, Northeastern University, USA.
- June 2014 Research Methods in Social Sciences, Epigeum, UK
- June 2014 Research Methods in Literature Review, Epigeum, UK
- April 2014 Learning and Teaching in Practice, Anglia Ruskin University, UK
- May 2010 Quality Assurance, Al-Ahliyya Amman University, Jordan
- December 2009 Instructional Tools for Faculty, The University of Georgia, USA

Professional experience

Investment & Financial Consultant (Jan 2015- Present)

Self-Employed

- Research on regional and global stock markets for investment purposes, un-systematic and systematic risk and financial investment projects and companies, utilizing various technical and fundamental analyses to analyze different financial securities and markets.
- Offer consultancy to individuals for different genders and backgrounds on financial assets options, risks and benefits and to institutions on financial planning & forecasting.
- Provide financial/investment consultancy to potential investors on financial assets options, risks and benefits and to institutions on financial planning & forecasting.
- Conduct comprehensive clients' portfolio evaluations.
- Advise investors (mainly women) to invest in funds that meet their financial objectives and goals.
- Determine various financial approaches to improve clients' portfolio constructions and managements.

Chief Financial Analyst (Nov 2006-Sep 2008)

Primaries Medical Company, Amman, Jordan

- Hired for socio-economic research, financial statement analysis and credit risk evaluation for Jordan & MENA region as well as identified suitable financial vehicles for healthcare sector.
- Formulated forecasted cash flows model expansion projects and evaluated firm's expansion projects.

International Investment Analyst (Aug 2005-Oct 2006)

The Housing Bank for Trading & Finance, Amman, Jordan

- Spearheaded a team to analyze securities funds, bank's fixed income portfolio and equity portfolios.
- Conducted fundamental and technical analysis on various financial markets entailing foreign exchange, commodity and stock markets to analyze, predict future performance, and derive the risk levels.
- Designed and conducted trainings for employees and clients on the investment strategies of Stock and Forex markets.

Research

Research Interest:

Behavioral finance ,Portfolio theory, emerging finance, FinTech and International finance

Research conducted:

- Booklet on Foreign Exchange Market (FOREX)
- Advantages of investing in mutual and hedge funds
- How to analyze stocks and currencies using fundamental and technical analysis.

Publications

Published Papers

- Salem, R. (2019). 'Gender Differences in Risk Aversion Behavior: Case Study of Saudi Arabia and Jordan'. World Academy of Science, Engineering and Technology, International Science Index 148, International Journal of Social, Behavioral, Educational, Economic, Business and Industrial Engineering, 13(4), 480 - 484.
- Salem, R. (2019). Examining the investment behavior of Arab women in the stock market. Journal of Behavioral and Experimental Finance. 22, p151-160.
- Thair Al Shafer, Razan Salem, and Ohoud Kasawneh. (2012). Predicting corporate failure in Emerging Market. Archives Des Sciences. 65 (10), p34-43.
- Ohoud Kasawneh, Razan Salem, and Thair Al Shafer. (2012). Day of the week effect on Amman Stock Exchange (2008- 2010). Archives Des Sciences. 65 (5), p38-48.
- Razan Salem, Thair Al Shafer, and Ohoud Kasawneh. (2011). International Portfolio Diversification Benefits for Middle Eastern. Journal of Money, Investment and Banking. 22, p22-31.
- Thair Al Shafer, Ohoud Kasawneh, and Razan Salem. (2011). The major factors that affect banks' performance in Middle Eastern countries. Journal of Money, Investment and Banking. 20,p101-109.
- Ohoud Kasawneh, Razan Salem, and Thair Al Shafer. (2010). Unofficial Dollarization (evidence from Jordan (1988-2007), International Research Journal of Finance and Economics. 58 (1), p7-13.

Work in Progress:

- Razan Salem (2020). Behavioral biases and robo-advisory
- Gerson Goldberg and Razan Salem (2019). The impact of gender in mortgage lending.
- Razan Salem (2019). Gender differences in investment behavior (in regards to risk tolerance, confidence, and investment literacy levels) in Arab capital markets- under review
- Razan Salem (2019). Home Bias among professional investors- under review
- Razan Salem (2019). The role of women investors in the stock market- working paper

Workshops and Trainings

Workshops:

- How does Bitcoin work? CFA Alumni (2016)
- Social corporate responsibilities and investment funds, SAID Business School, University of Oxford (2015)
- Using mixed methods in research, Anglia Ruskin University (2014)
- Pillars of investment Success in current financial markets, Jordan Forex Expo (2013)
- Quality assurance, Al-Ahliyya Amman University (2010)
- Risk Management in investment, CFA Alumni (2008)

Trainings:

- Professional Development Training for PhD students and Associate Lecturers, Lord Ashcroft Business School, Anglia Ruskin University (2017)
- Developing Academic Courses On-Line, Al-Ahliyya Amman University (2010)
- Creating Content for Academic Classes, Al-Ahliyya Amman University (2008)
- How to invest using Fundamental and Technical Analysis, Future Horizons Company (2004)

Conferences

Presented Papers & Posters

- Salem, Razan. (April, 2018). Gender Differences in Investment Behavior in Arab Stock Markets. Abstract presented at British Accounting & Finance Association (BAFA), London, UK.
- Salem, Razan. (April, 2017). Are all women risk averse investors? Paper presented at the Joint Conference of the Academy of Entrepreneurial Finance and the Academy of Behavioral Finance, Germany.
- Salem, Razan. (April, 2017). Why women are more risk averse than men investors? Paper presented at the British Accounting & Finance Association (BAFA), Scotland, UK.
- Salem, Razan. (September, 2016). Home bias and young individual investors. Paper presented at the 8th Academy of Behavioral Finance, Nevada University, Las Vegas
- Salem, Razan. (June, 2016). Gender differences in financial risk preferences. Paper presented at Anglia Ruskin Doctoral 10th research Conference.
- Salem, Razan. (June, 2015). Investment Behavior of Women. Poster session presented at Anglia Ruskin 9th Doctoral research conference.
- Behavioral Finance Conference, University of Miami - December, 2015 (attended).