

Research Paper Presentation

Topic: *Women On Corporate Boards*

(To be presented: highlighted in pink)

Introduction

Slide 1

Includes: research title

“The other day, I happened to have a discussion with my friend about the involvement of women, or the lack thereof, in senior corporate leadership roles, CEO or board chair for instance. Historically speaking, women have been under-represented in said roles.”

Slide 2:

Includes: outline of the research

Next slide:

Introduction

Historically women have been, and continue to be, underrepresented in senior corporate leadership roles, such as the board of directors, executives, CEO roles.

But that's got to change!

This research is to bring awareness to the obvious gap in the opportunities, challenges, pay, and even in the literature between men and women's appointment on corporate boards.

Slide 3:

Mandatory: (e.g., 40% women board membership quota in Norway)

Voluntary: (e.g., 25% women board membership target in the UK)

Optional—Slide 4:

7000 companies in 44 countries showed that women hold up to 15% of board seats, an increase of 3% on their last report in 2015

“But the past three decades have witnessed a considerable amount of mandatory and voluntary affirmative reforms indicating the steady increase of appointment of female directors. Particularly in countries that have introduced mandatory gender-based board membership quotas.”

Slide 5:

Only 4% of important positions are held by women.

Do you think that's fair?

“Now, why am I telling you all of these details? Because my objective of this research presentation is to provide an up-to-date and comprehensive systematic literature review of the existing research on women on corporate boards. Why should that be enlightened? Because despite the improvement in the percentage of women on corporate boards, only 4% of important positions are held by women. On top of this, the obvious gap in the literature related to this particular topic makes it crucial to be discussed. Keeping this cardinal point in mind, I set out an agenda for future research on the role of women in the corporate board by the end of the research.

Although there has been a steady stream of studies examining the antecedents and effects of WOCBs by exercising a variety of theoretical perspectives, studies that provide a systematic synthesis of this literature are rare. So, I aim to synthesize and extend the current understanding of both the existing theoretical and empirical evidence on the WOCB's role in corporate decision-making. I also provide a systematic and comprehensive collection of existing knowledge gaps on the theoretical reasons for women's appointment to corporate boards and their potential contribution to firms and the economy in general.”

Slide 6:

1. What is the effect of WOCBs on corporate decision-making?
2. Are there any theoretical reasons that may explain the need to appoint WOCBs?
3. What set of factors in these levels may facilitate or impede:

- (i) individual-
- (ii) social-
- (iii) firm-
- (iv) country-level

“There are several significant questions to be addressed here. What is the effect of WOCBs on corporate decision-making and therefore, corporate financial and non-financial performance? Secondly, are there any theoretical reasons that may explain the need to appoint WOCBs? Finally, what set of the individual-, social-, firm- and country-level factors may either facilitate or hold back the extent to which women are appointed to corporate boards around the world?”

Slide 7:

Twofold Objectives:

1. Synthesize and extend current understanding of both the existing

(i) Theoretical perspectives

- Economic
- Psychological
- Social

(ii) Empirical evidence on the multi-level antecedents of WOCBs

- Individual-
- Social-
- Firm-
- Country-level

2. Effects that WOCBs have on a wide range of corporate financial and non-financial performance

“To answer these questions, I had to understand both existing theoretical —(that is economic, psychological, and social) perspectives and empirical (*meaning: practical*) evidence on the multi-level —(that is, individual-, social-, firm- and country-level) antecedents of WOCBs along with the effects that WOCBs have on a wide range of corporate financial and non-financial performance.”

“It is also vital to mention that this particular research is important to a variety of key groups in society. From companies and their shareholders, employees, and

managers to governments and their relevant national institutions responsible for corporate board composition policies, laws, and regulations to researchers, practitioners, and students, this research will help them all in different ways.”