

# Curriculum Vitae

## Seham Ghalwash

### The American University in Cairo

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**Google Scholar:** <https://scholar.google.com/citations?hl=en&user=j8kM54sAAAAJ>

## EDUCATION

November 2021 – August 2025	<b>PhD Degree – Technical University of Denmark, DTU Entrepreneurship, Copenhagen, Denmark</b> <b>PhD Research Project:</b> Breaking the Mold Together: Collaborative Entrepreneurship and Institutional Transformation in Opaque Governance Contexts <b>Supervisors:</b> Francesco Rosati and Argyro Nikiforou
2023 (April – December)	<b>Visiting PhD Researcher – IE Business School, Madrid, Spain</b> <b>Research Paper:</b> Entrepreneurial Navigation in Dynamic Landscapes: The Path to Creating a Sustainable Venture in the Renewable Energy Sector <b>Supervisor:</b> Professor Rachida Justo
2014	<b>The University of Edinburgh Business School</b> MSc in International Business and Emerging Markets ( <b>Distinction – 5<sup>th</sup> Place</b> ) <b>Thesis:</b> Resource Utilisation and Innovation in Social Entrepreneurship: Case Studies from Egypt
2011	<b>Middlesex University London</b> B.A. in Marketing and International Business ( <b>2:1 Honours</b> )

## PROFESSIONAL EXPERIENCE

Sept 2025	<b>The American University in Cairo School of Business, Egypt</b> Instructor
2015 – Present	<b>The American University in Cairo, Egypt</b> <b>Senior Research Project Manager and Principal Author</b> – Global Entrepreneurship Monitor Research Project (GEM) – Egypt National Team GEM is the most extensive global study of entrepreneurship, with more than 100 countries.
2018 – 2019	<b>The American University in Cairo, Egypt</b> <b>Program Manager</b> – Community of European Management Schools master's in

international management (CEMS MiM)

CEMS MiM consistently ranked in the **top 10 of the Financial Times and The Economist** Global Master's in Management ranking every year that it appeared.

2011 – 2013

**Modern Sciences & Arts University, Cairo, Egypt**

**Teaching Assistant**

Teaching subjects include Marketing Research, E-commerce, Business and Government Relations, Supervising Marketing Graduation Projects, and Entrepreneurship.

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## TEACHING EXPERIENCE

2025 (Feb – May)	<b>Adjunct Professor – AUC – Entrepreneurship and Innovation</b>
2023 (May – June)	<b>Teaching Assistant – IE Business School – Impact Investing &amp; Social Entrepreneurship</b>
2022 (February – May)	<b>Teaching Assistant – The Technical University of Denmark – DTU Entrepreneurship – UN SDGs Lab</b>

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## ACADEMIC SERVICE & AD-HOC REVIEWER

2021 – Present	<b>Academy of Management – Entrepreneurship Division Research Committee</b> (Volunteer), working with Professor Jeffery Pollack.
2021 – Present	<b>Guest Reviewer for Emerald Emerging Markets Case Studies Collection</b> reviewed four teaching case studies.
August 2022	<b>Reviewer for Journal of Management Studies</b> , Special issue – Recommended by Sophie Bacq
June 2020	<b>Guest Reviewer for VOLUNTAS: International Journal of Voluntary and Non-profit Organizations</b> , Article entitled “Empathy or Perceived Credibility? An Empirical Study on Muslim Donating Behavior through Online Charitable Crowdfunding”.
2019 – 2021	<b>Guest Reviewer for European Journal of International Management (EJIM)</b> , reviewed two academic articles.

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## CONSULTANCY

July 2025 – August 2025	<b>Lead Consultant – American University of Beirut &amp; ESCWA</b> Universities as Incubators: Role of the Academe in the National Innovation Ecosystem
November 2024 – January 2025	<b>Senior Consultant – Union of Mediterranean and GIZ</b> Gender-lens investment strategies for women-led social enterprises in the MENA (Egypt, Lebanon, Jordan, Morocco, Palestine, Tunisia)
January – June 2024	<b>Lead Consultant - EVPA &amp; Hivos MENA Hub</b> Mapping of the Supply-side of Finance for Social Enterprises and Impact Investing in the MENA Region (Algeria, Egypt, Lebanon, Jordan, Morocco, Palestine, Tunisia)
April – September 2024	<b>National Consultant - UNDP Egypt and UNDP Istanbul International Center for Private Sector in Development (ICPSD)</b> SDG Investor Map and Impact Investing Ecosystem Study, Egypt

## ACADEMIC RECOGNITIONS & AWARDS

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- 2023 **Academy of Management (AOM) – Best Paper Award** – My PhD Research Paper titled “Institutional Change: The Power of Collective Action”
- 2022 **2022 Paul R. Lawrence Fellowship** – Case Research Foundation & North American Case Research Association (NACRA) – **(1370\$)**
- 2022 **Emerald Emerging Markets Case Studies Collection 2021 competition** – 1<sup>st</sup> Place Award – **(1500\$)**
- 2020 The University of Edinburgh Business School – **Featured in Alumni 100 List** – a list showcasing 100 alums making an impact worldwide.
- 2019 **Erasmus+ Higher Education Mobility Agreement** with a grant amount of **(1370€)** Staff exchange and mobility, Nova SBE, Lisbon, Portugal.
- 2019 **Oxfam Travel Grant** with an amount of **(1118 \$)** to participate in the Research Workshop on Social Entrepreneurship “Forming research collaborations in Africa”, Johannesburg, South Africa.
- 2019 **Awarded a Bursary Grant of (850 \$)** to participate as Speaker and Facilitator for a research workshop held by the **African Network of Social Entrepreneurship Scholars (ANSES)**, Pretoria, South Africa.
- 2019 **Emerald Literati Award** – Journal Article Published in Social Enterprise Journal.

## LEADERSHIP & POLICY ENGAGEMENT

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- 2019 – **Expert Member of the Community of Practice** – United Nations Economic Commission of Africa (ECA) on Women Entrepreneurship in Africa, Addis Ababa, Ethiopia.  
*The Community of Practice (CoP)* is an interactive policy dialogue virtual and physical platform among African experts on women’s entrepreneurship whose main objective is to stimulate cross-fertilization and cross-learning on effective interventions to support successful women’s entrepreneurship.
- 2019 – **Member** – African Network of Social Entrepreneurship Scholars (ANSES), Social Entrepreneurship Unit, University of Pretoria, South Africa.  
– ANSES is a VLIR-UOS-funded social entrepreneurship scholarly network in Africa. It aims to enable African academics to conduct research in social entrepreneurship in Africa.
- 2020 **Member** – The Global Leaders Program by Common Purpose 2020 Class (London & Jakarta)  
– Is an experiential global leadership program for senior leaders from business, governments, and social sectors across the world as they transition to become global leaders – at work and in society.

## RESEARCH

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Google Scholar Citations: 394; h-index: 8; i10-index 8

### Published Refereed journal articles and Teaching Case Studies

Justo, R., Galdon, C., Pareja-Cano, B., & **Ghalwash, S.** (2024). *Moda re-: A Quest to Re-Store Sustainability and Re-Imagine Fashion* [Multimedia Case Study]. Harvard Business School. Available at: <https://hbsp.harvard.edu/product/I0082E-HTM-ENG>

- Ismail, A., **Ghalwash, S.**, Ballesteros-Sola, M. and Dahawy, A. (2024), "Paymob: transforming digital payments in Egypt and the region for a cashless society", **Emerald Emerging Markets Case Studies**, Vol. 14 No. 3. <https://doi.org/10.1108/EEMCS-09-2023-0365>
- Audretsch, D. B., **Ghalwash, S.**, & Peña-Legazkue, I. (2024). The resilient self-employment of women and senior people after sudden economic shocks. **International Entrepreneurship and Management Journal**, 1-27. <https://doi.org/10.1007/s11365-024-00982-6>
- Farhoud, M., Bignotti, A., Hamann, R., Kauami, N. C., Kiconco, M., **Ghalwash, S.**, ... & Kgaphola, M. (2023). African perspectives on researching social entrepreneurship. **Social Enterprise Journal**. <https://doi.org/10.1108/SEJ-04-2023-0053>
- Ghalwash, S.**, Ismail, A. (2022). "Scarabaeus Sacer: An Iconic Green Brand Advocating Sustainability in the Era of Digital Economy and Connectivity", **Emerald Emerging Markets Case Studies**, 12 (4), 1-34. <https://doi.org/10.1108/EEMCS-10-2021-0334>
- Alaitz, Z., **Ghalwash, S.**, Ismail, A., Peña, I. (2023). "Women's self-employment intentions after global shocks: insights from Egypt and Spain". **European J. of International Management (EJIM)**, 20(1), 124-142. <https://doi.org/10.1504/EJIM.2023.130359>
- Ghalwash, S.**, & Ismail, A. (2022). "Resources Orchestration Process in the Limited-resource Environment: The Social Bricolage Perspective." **Social Entrepreneurship Journal**, 1-28. DOI: 10.1080/19420676.2021.2020152
- Ismail, A., **Ghalwash, S.** and El Sebaie, N. (2022), "Up-Fuse: International growth of an Egyptian eco-friendly social enterprise", **Emerald Emerging Markets Case Studies**, 12(19), <https://doi.org/10.1108/EEMCS-10-2020-0390>
- Ghalwash, S.**, Ismail, A. and El Sebaie, N. (2021), "Helm: a social enterprise expanding opportunities for people with disabilities in Egypt", **Emerald Emerging Markets Case Studies**, 11(4), <https://doi.org/10.1108/EEMCS-10-2020-0391>
- Khalil, S., Ismail, A., **Ghalwash, S.** (2021). "The Rise of Sustainable Consumerism: Evidence from the Egyptian Generation Z." **Sustainability**, 13(24), 13804. DOI: 10.3390/su132413804
- Ghalwash, S.**, Karadeniz, E.E., and Boutaleb, F. (2021). "Rural context favouring family business and urban context promoting non-family business in Egypt, Morocco and Turkey." **European J. International Management**, 16(2), 207–221. DOI: 10.1504/EJIM.2021.10033924
- Kalhor, E., & **Ghalwash, S.** (2020). "Innovation mediating and moderating internationalization in family and non-family businesses: Embeddedness in Egypt, Madagascar, Morocco, and Turkey." **Sinergie Italian Journal of Management**, 38(2), 91-111. DOI: 10.7433/s112.2020.05
- Ismail, A., Tolba, A., **Ghalwash, S.**, Alkhatib, A., Karadeniz, E., E., Ouazzani, K., Boutaleb, F., Belkacem, L., & Schött, T. (2018). "Inclusion in entrepreneurship, especially of women, youth, and unemployed: status and an agenda for research in the Middle East and North Africa." **World Review of Entrepreneurship, Management and Sustainable Development**, 14(4), 528-547. DOI: 10.1504/WREMSD.2018.093608
- Ghalwash, S.**, Tolba, A., & Ismail, A. (2017). "What Motivates Social Entrepreneurs to Start Social Ventures? An Exploratory Study in the Context of a Developing Economy." **Social Enterprise Journal**, 13(3), 268-298. DOI: 10.1108/SEJ-05-2016-0014

## **Refereed Manuscripts and Case Studies Under Review**

### ***A. Journal Articles***

- Ghalwash, S.**, Rosati, F., Nikiforou, A., Ismail, A. (2025). "Beyond the Hero: How Collaboration Drives Institutional Change in the Face of Grand Challenges." (Under Review – **Entrepreneurship & Regional Development Journal** special issue: Grand Societal Challenges and Entrepreneurship In Emerging/Developing Economies).
- Ghalwash, S.**, Ismail, A., Tolba, A., Rosati, F. (2025). "The Hidden Mechanisms of Change: How Social and Environmental Transitions Emerge in Opaque and Centralized Contexts?" (Under Review –

**Strategic Organization Journal** Special Issue: Collective Strategy: Exploring the Contemporary Landscape of How Organizations Strategize Together)

Besheir, N., **Ghalwash, S.** (2024). "The Feasibility of the Timebank Model in a New Context of the Developing Countries: Insights from a Virtual Community of Unemployed Women". (Revise and resubmit)- *Technological Forecasting and Social Change Journal*.

**B. Teaching Case Studies**

**Ghalwash, S.,** Ismail, A., Bakr, A. (2025). "Karmsolar: Expanding Renewable Energy Solutions in Egypt's Evolving Market" (Under Review – **Ivey Business Cases**).

**Ghalwash, S.,** Ismail, A., El Sebaie, N. (2024). "Fntique: Connecting Local Furniture Artisans from Egypt to the Global Markets." (In Press Case Center).

**Manuscripts in Preparation for Submission to Journals**

**Ghalwash, S., Justo, R., Bacq, S., Ismail, A.** (2025). "Entrepreneurial Navigation in Dynamic Landscapes: The Path to Creating a Sustainable Venture." (In preparation for Journal Submission).

**Reports Published Internationally**

Ismail, A., Tolba. A., Barakat, Sh., & Meshreki, H., **Ghalwash, S.** (2021). Global Entrepreneurship Monitor Egypt National Report. Boston: GERA. <https://www.gemconsortium.org/economy-profiles/egypt>

Ismail, A., Tolba. A., Barakat, Sh., & **Ghalwash, S.** (2018). Global Entrepreneurship Monitor Egypt National Report. Boston: GERA. <https://www.gemconsortium.org/economy-profiles/egypt>

Ismail, A., Tolba. A., Barakat, Sh., & **Ghalwash, S.** (2017). Global Entrepreneurship Monitor Egypt National Report. Boston: GERA. <https://www.gemconsortium.org/economy-profiles/egypt>

Ismail, A., Tolba. A., Barakat, Sh., & **Ghalwash, S.** (2016). Global Entrepreneurship Monitor Egypt National Report. Boston: GERA. <https://www.gemconsortium.org/economy-profiles/egypt>

**Book Chapters**

Khachlouf, N., **Ghalwash, S.,** Schøtt, T. (2022). "Job loss in the pandemic disruption in Egypt: A push to start a business?" In Disadvantaged Minorities in Business: Entrepreneurship for Everyone, edited by Maalaoui, A., Khachlouf, N., Léo-Paul, D., Ratten, V.: **Springer, Cham** [https://doi.org/10.1007/978-3-030-97079-6\\_2](https://doi.org/10.1007/978-3-030-97079-6_2)

**Selected Conference Proceedings and Presentations**

**Ghalwash, S.,** Rosati, F., Nikiforou, A., Ismail, A. (2023). "Institutional Change: The Power of Collective Action". In *Academy of Management Proceedings*. August 4<sup>th</sup> – 9<sup>th</sup>, 2023, Boston, USA.

**Ghalwash, S.,** Rosati, F., Nikiforou, A., Ismail, A. (2022). "How Commercial Entrepreneurship Creates Social Value for the Society While Capturing Economic Value for Themselves?", In **RENT Conference**. November 16<sup>th</sup> – 18<sup>th</sup>, 2022, Napoli, Italy.

Beshir, N., **Ghalwash, S.** (2022). "Exploring the Timebanking in Traditional Societies: Would Unemployed Women Exchange their time?". In *Academy of Management Proceedings*. August 4<sup>th</sup> – 10<sup>th</sup> 2022, Seattle, USA.

**Ghalwash, S.,** & Ismail, A., "Social Entrepreneurs Can Move Beyond the Constraints of Financial Resources." In the 8<sup>th</sup> *EMES International Research Conference on Social Enterprise*. October 4<sup>th</sup> – 7<sup>th</sup>, 2021, Zaragoza, Spain.

- Kalhor, E., **Ghalwash, S.**, “Innovation Mediating and Moderating Internationalization in Family and Non-Family Businesses: Embeddedness in Egypt, Madagascar, Morocco and Turkey”. In ***the Academy of International Business (AIB)***. July 2<sup>nd</sup>-6<sup>th</sup> 2020, Miami, Florida, USA. (Virtual)
- Mansour, D., **Ghalwash, S.**, and Ismail, A. “Divergent Patterns of Institutional Entrepreneurship by Emerging Country Entrepreneurs: Evidence from Egyptian ICT Startups.” In ***the 64th ICSB World Congress on “The Future of Entrepreneurship”***. June 18th-21st, 2019, Cairo, Egypt.
- Ghalwash, S.**, Tolba, A., Meshreki, H., and Ismail, A. “Factors Affecting Intention to Start a New Business: Comparing Business and Non-Business Owners.” In the ***64th ICSB World Congress on “The Future of Entrepreneurship”***. June 18th-21st, 2019, Cairo, Egypt.
- Tolba, A., Ismail, A., **Ghalwash, S.**, Barakat, Sh. “Factors Affecting Gender Discrepancy in Entrepreneurial Activity.” Proceedings of ***the 2016 7th Annual ICSB Global Entrepreneurship Research & Policy Conference, October 13<sup>th</sup> and 14<sup>th</sup> 2016***. World Bank Group Headquarters, Washington, DC, US.
- Ghalwash, S.**, Tolba, A., and Ismail, A. “Integrating Social Innovation and Social Entrepreneurship: An Exploratory Study,” Proceedings of the ***International Council of Small Business (ICSB) 60<sup>th</sup> Annual ICSB World Conference***. June 4 – 6, 2015. World Trade Center, Dubai, UAE.

## **SKILLS & INTERESTS**

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**Language Skills:** *Arabic*- Fluent in written and spoken (mother tongue), *English*- Fluent in written and spoken.

**Interests:** GYM, Running, Cycling, Culture Exchange, Travelling, Safari.

**SPSS:** Excellent use of Factor Analysis, Regression, Structural Equation Modeling, and Non-Parametric Analysis, T-Test and ANOVA, Correlation.

**Computer Skills:** Proficient use of Microsoft Office (Word, Excel, PowerPoint, Access), Basic use of Adobe (Photoshop, InDesign, After Effects, and Illustrator)