

# Ean Tsou

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## Education

2020 – Present	<b>Doctor of Philosophy, Innovation and Entrepreneurship</b> University of Calgary, Calgary, AB
2019	<b>Master's in Biomedical Technology</b> University of Calgary, Calgary, AB
2018	<b>Bachelor of Health Sciences: Biomedical Sciences Major (First Class Hon)</b> University of Calgary, Calgary, AB
2014	<b>International Baccalaureate Diploma</b> Sir Winston Churchill High School, Calgary, Canada
2014	<b>High School Diploma</b> Sir Winston Churchill High School, Calgary, Canada

## Awards and Scholarships

2022	<b>Alberta Graduate Excellence Scholarship (AGES) – Doctoral (\$15,000)</b> Alberta Student Aid, Calgary, AB
2021	<b>Alberta Graduate Excellence Scholarship (AGES) – Doctoral Research (\$15,000)</b> Alberta Student Aid, Calgary, AB
2021	<b>Mitacs Business Strategy Internship (\$10,000)</b> Mitacs, Calgary, AB
June 2021	<b>Best Reviewer, Entrepreneurship and Family Business Division</b> Administrative Sciences Association of Canada, Virtual, Montreal, QC
2017	<b>Department of Cell Biology and Anatomy Research Prizes in Organismal Biology Best Paper (\$250)</b> University of Calgary, Calgary, AB
2016	<b>Dean's List – Faculty of Medicine</b> University of Calgary, Calgary, AB
2015, 2016	<b>Jason Lang Scholarship (\$1000)</b> University of Calgary, Calgary, AB
2014	<b>President's Admission Scholarship (\$2000)</b> University of Calgary, Calgary, AB
2014	<b>Alexander Rutherford Scholarship (\$2500)</b> University of Calgary, Calgary, AB

## Publications

**Tsou, E.,** Steel, P. & Osiyevskyy, O. (2023). *The relationship between entrepreneurial intention and behavior: a meta-analytic review* [Manuscript revised and submitted for publication]. Haskayne School of Business, University of Calgary.

Lee S\*, Shang S\*, **Tsou S\***, Halabi R., Ciechanski P., Lobb D. & Logan C. (2018). e-Cigarette exposure in zebrafish leads to defects in neurogenesis similar to those found following exposure to traditional tobacco cigarettes. (2018-19). *JURA*, 7(1), 1-13. \*authors contributed equally

## Research Activities

- June 2023-present     **Editor, Entrepreneurship Division**  
Administrative Sciences Association of Canada, Canada
- Receive, manage, and review submissions to ASAC conferences
  - Coordinate reviewers and assess submission quality
  - Create and execute marketing and communications initiatives aligned with brand to improve participation in division
- Jan-Feb 2022     **Academy of Management 2022 Annual Meeting Reviewer**  
Academy of Management, Virtual and Seattle
- Provided critical and constructive feedback on panel symposium proposals and article submissions to the conference
- Apr 2021, 2023     **Administrative Sciences Association of Canada Conference Reviewer**  
Administrative Sciences Association of Canada, Virtual  
Administrative Sciences Association of Canada, Virtual and Toronto
- Provided constructive feedback on article submissions to the conference
  - Awarded the Best Reviewer Award in 2021

## Research Presentations

- Jun 2023     **Shaping Innovation Ecosystems: The work of Uncommon Ecosystem Leaders**  
Administrative Sciences Association of Canada Conference 2023  
Toronto Metropolitan University, Toronto, ON
- Sept 2017     **Comparison of the effects of cigarette and electronic-cigarette smoke condensate on retinal ganglion cell development using zebrafish *Danio rerio* embryos.**  
Medical Science 402 Organismal Biology Guest Lecturer  
University of Calgary, Calgary, AB

## Academic Work Experience

- Sep-Dec 2023      **Sessional Instructor – MDPR 640 Entrepreneurial Thinking and Innovation in Precision Health**  
University of Calgary, Calgary, AB
- Prepared and delivered course material
  - Hosted guest speaking sessions focused on advancing EDI and Indigenous healthcare
- Jun 2023-present      **Research Assistant – RBC Teaching Case**  
University of Calgary, Calgary, AB
- Prepared, conducted, and transcribed interviews
  - Scheduled and setup qualitative data collection
  - Imported and coded data in NVIVO 12
- Jan-Jun 2023      **Graduate Assistant – Teaching MDPR 604 Managing Complex Projects in Precision Health**  
University of Calgary, Calgary, AB
- Guided student learning through critical and constructive feedback
  - Developed teaching material
- Sep 2022-Apr 2023      **Graduate Assistant – Teaching ENTI 201 Introduction to Business Venturing**  
University of Calgary, Calgary, AB
- Managed Learning Management System (LMS) site and student accommodations for two sections with 100+ students
  - Guided student learning through critical and constructive feedback
  - Coordinated experiential learning activities
- Sep-Dec 2021, 2022      **Graduate Assistant – Teaching, MDPR 640 Entrepreneurial Thinking and Innovation in Precision Health**  
University of Calgary, Calgary, AB
- Advised students developing various reports for entrepreneurial initiatives in precision health
  - Guided student learning through critical and constructive feedback
- Sep-Oct 2021, 2022      **Graduate Assistant – Teaching, MDPR 600 Foundations of Precision Health**

University of Calgary, Calgary, AB

- Guided student learning through critical and constructive feedback

Mar-Jun 2022

**Graduate Assistant – Teaching, MDPH 642 Implementing Innovations in Precision Health**

University of Calgary, Calgary, AB

- Advised students developing various phases of precision healthcare innovation implementation plans
- Created and designed teaching slides from course material
- Graded student work and provided critical and constructive feedback

Jan-Apr 2022

**Graduate Assistant – Teaching, ENTI 407 Technology for Entrepreneurs**

University of Calgary, Calgary, AB

- Graded student work and provided critical and constructive feedback on projects for non-code tools for entrepreneurship

Dec 2020-Jul 2021

**Graduate Research Assistant – Precision Health Program**

University of Calgary, Calgary, AB

- Assisted in course development for the Precision Health Program
- Developed and reviewed materials for research presentations and communications

**Service, Leadership and Extracurricular Activities**

Apr 2021-present

**Precision Health Program Award Committee**

University of Calgary, Calgary, AB

- Developed an award and rubric for assessing an award to support individuals with financial need and support equity, diversity and inclusivity (EDI) in the University of Calgary Precision Health Program
- Reviewed applications for the Precision Health Program Award

Jan 2020-June 2022

**Innovation 4 Health/Neuro Nexus Organizing Team**

**Director External Communications**

Jun 2019-Jan 2020

**Marketing Director**

Innovation 4 Health/Neuro Nexus, Calgary, AB

- Initiate and design mailing campaigns, social media initiatives, manage public communications with sponsors and key stakeholders
- Organize and lead weekly meetings with marketing team for brainstorming, project planning, and activities execution

- Coordinate external talent to produce marketing material, including testimonials and promotional videos
- Mar 2021 **Applying Innovations in Life Sciences & Transforming Research Event - Speaker**  
Graduate College, University of Calgary, Calgary, AB
- Co-presented “Technology Transfer”, a presentation on technology transfer targeted towards students and faculty in life sciences
- Oct 2018-Nov 2018 **Health Hack Competition Participant - Innovator**  
Innovation 4 Health, Calgary, AB
- Collaborated with team to develop and assess prototype, and present business pitch
  - Project manager and external liaison; initiated and maintained professional and industry contacts, human resources and project timeline, wrote development reports and project plans, and managed \$500 budget
- Jan 2016-Aug 2018 **Wayfinder**  
Foothills Medical Center, Calgary, AB
- Guided patients and visitors through hospital systems and buildings to improve experience at the hospital; practiced diplomacy and remained personable to agitated patients
  - Received leadership responsibilities due to reliability; trained up to three new volunteers per shift
- Jul-Aug 2017 **Summer Camp Counselor**  
I-Kuan Tao Ming Hua Temple, Calgary, AB
- Configured topics in sustainability and climate change into interactive workshops to 160 elementary school students; improvised solutions to sudden complications
  - Trained and managed junior counselors and co-counselors; received progressively major leadership responsibilities due to adaptability
- June 2017 **Disaster Management – Code Orange Calgary Zone Exercise Volunteer**  
Foothills Medical Center, Calgary, AB
- Acted as a patient to help hospital staff train for dealing with a mass casualty situation
  - Provided feedback of patient experience in simulated mass casualty disaster for hospital staff training; familiar with nuances of constructive feedback and recipient sensitivity
- Sep2015-Apr2017 **Students Offering Support (SOS) Exam-AID Tutor in Biology**  
University of Calgary Chapter, Calgary, AB

- Designed comprehensive review sessions and study material for peer tutoring in first year undergraduate biology courses; adapted conversation and presentation to student's learning strengths

Sep2015-Apr2016

**Students Offering Support (SOS) Course Coordinator**

University of Calgary Chapter, Calgary, AB

- Coordinates tutor meetings and exam review sessions, logistics, financial reporting, marketing initiatives, and feedback tracking
- Collaborated with and organized a team

Sep2014-May2015

**Let's Talk Science – LTSC and SETC Logistics Chair**

University of Calgary Chapter, Calgary, AB

- Organized and coordinated the event structure of the Let's Talk Science Challenge (LTSC) and the Science, Engineering, and Technology Challenge (SETC) for junior high and high school students
- Handled registration, troubleshooting, and general inquiries during event

Sep2014-Apr2015

**Let's Talk Science – Volunteer**

University of Calgary Chapter, Calgary, AB

- Engaged hospitalized children at the Alberta Children's Hospital with learning about blood typing through models and interactive activities

**Other Work Experience**

Mar 2020-present

**Independent Contractor**

Calgary, AB

- Utilize software, branding, and marketing skills in adaptive ways to develop key content and image for entrepreneurial companies
- Developed various commercialization, strategic and business plans
- Managed multiple concurrent projects with teammates to deliver high quality, actionable plans

Aug 2019-Sep 2019

**Contract Writer**

Genome Alberta, Calgary, AB

- Wrote final report on Alberta Epigenetics Network for Alberta Economic Development, Trade and Tourism
- Supported workshops and team development activities to prepare applicants for nationwide research competitions in Natural Resources

Apr 2019-Jul 2019

**Business Development Intern**

Genome Alberta, Calgary, AB

- Represented Genome Alberta at conferences, networking events
- Consulted key stakeholders in industry, academia, government departments and organizations, and not-for-profits after initiating contact through cold-calls and emails and co-worker introductions
- Performed a landscape assessment to identify development opportunities in Natural Resources: forestry, mining, energy, water resources, and environment

Dec 2014-Dec 2020

**Teaching Assistant**

Kumon, Calgary, AB

- Maintained positive and friendly manner while tutoring kindergarten to high school students as a teaching assistant in Language Arts; managed parent expectations on program delivery and child improvement
- Identified barriers and adapted solutions for student needs, including mitigating situations characterized by uncooperative behaviour and negative emotion; recognized by employer for diligence and attention to detail

**Certifications and Training**

- TCPS2 CORE 2022 Certification, Oct 2023
- Instructional Skills Workshop, May 2022
- CIHR Sex and Gender Courses, March 2019
- TCPS2 CORE Certification, Sept 2017
- Institutional Animal User Training Program Mouse Training, Sept 2017
- Laboratory Safety Training, Sept 2017
- Biosafety (Biohazard Handling) Training, Sept 2017
- Incident Reporting and investigation Training Online, Sept 2017
- Occupational Health and Safety Orientation Online, Sept 2017
- Hazard Assessment Training Online, Sept 2017
- Spill Response Training Online, Sept 2017
- Biosafety (Bloodborne Pathogens) Training Online, Sept 2017
- WHMIS 2015 Online, Sept 2016
- Biosafety Program Training Online, Sept 2016
- WHMIS and Safety for Laboratories, Sept 2015