**Ean Tsou**

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**Education**

Sep 2020 – Current **PhD Candidate in Management (Entrepreneurship and Innovation specialization)**

Haskayne School of Business, University of Calgary, Canada

Sep 2018 – Nov 2019 **Master of Biomedical Technology**

University of Calgary, Canada

Sep 2014 – Jun 2018 **Bachelor of Health Sciences: Biomedical Sciences Major (First Class Hon)**

University of Calgary, Canada

**Research Interests**

* Entrepreneurship in small and medium firms, Innovation in complex systems, Social Entrepreneurship, Healthcare innovation, Innovation commercialization
* Multilevel approaches to theory, Institutional work

**Publications & Works in Progress**

Published Refereed Journal Articles:

**Tsou, E.**, Steel, P. & Osiyevskyy, O. (2023). The relationship between entrepreneurial intention and behavior: a meta-analytic review. *The International Journal of Entrepreneurship and Innovation*, (Online publication ahead of print).

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. *Journal of Undergraduate Research in Alberta*, *7*(1), 1-13.

Working Papers:

**Tsou, E.** & Huq, J.L. (in preparation). Beyond structure and outcomes: how interactions among peripheral and central actors shape action in health innovation ecosystems. Preparing for *Strategic Organization*. Presented at AOM 2024 / ASAC 2023.

**Tsou, E.** (in preparation). Too risky, no time, no money, not allowed: How innovation departments facilitate innovation adoption in institution-dominated organizations. Preparing for *Organization Science*. Presented at ASAC 2024 under the title Entrepreneur leveraging of sector-wide shifts in institutional values to advance innovation adoption.

Practitioner Articles & Reports:

Stawnychko, L. & **Tsou, E.** (2024, June 10). Ready for the next step in your career? Here’s how to get ready for your first leadership position. *The Conversation*. https://theconversation.com/ready-for-the-next-step-in-your-career-heres-how-to-get-ready-for-your-first-leadership-position-230854

Stawnychko, L. & **Tsou, E.** (2024). Imperfect progress: the chair’s role in navigating conflicts. *The Department Chair*, 35(1), 1-3.

**Conference Papers & Presentations**

**Tsou, E.** & Huq, J.L. (2024, upcoming Aug). Beyond structure and outcomes: how interactions among peripheral and central actors shape action in health innovation ecosystems. *Academy of Management Annual Meeting, Chicago, IL, USA*.

**Tsou, E.** & Huq, J.L. (2024). Entrepreneur leveraging of sector-wide shifts in institutional values to advance innovation adoption. *Administrative Sciences Association of Canada Annual Conference, Longueuil, QC, Canada*.

**Tsou, E.** (2023). Shaping innovation ecosystems: the work of uncommon ecosystem leaders. *Administrative Sciences Association of Canada Annual Conference, Toronto, ON, Canada*.

**Awards and Scholarships**

Awards and Honors:

May 2024 **Healthcare Management Annual Meeting Monetary Travel Award ($300)**

Academy of Management, Healthcare Management Division, Chicago, IL, USA

June 2021 **Best Reviewer, Entrepreneurship and Family Business Division** Administrative Sciences Association of Canada, Virtual, Montreal, QC, Canada

2017 **Organismal Biology Best Paper ($250)**

Cell Biology and Anatomy Research Department, University of Calgary, Canada

2016 **Dean’s List – Faculty of Medicine**

University of Calgary, Canada

Scholarships:

2022 **Alberta Graduate Excellence Scholarship – Doctoral ($15,000)**

AB, Canada

2021 **Alberta Graduate Excellence Scholarship – Doctoral Research ($15,000)**

AB, Canada

2021 **Mitacs Business Strategy Internship ($10,000)**

Mitacs, AB, Canada

2015, 2016 **Jason Lang Scholarship ($1000)**

University of Calgary, Canada

2014 **President’s Admission Scholarship ($2000)**

University of Calgary, Canada

2014 **Alexander Rutherford Scholarship ($2500)**

AB, Canada

**Teaching Experience**

Jan-Apr 2024 **Instructor: Innovation-Driven Entrepreneurship**

ENTI 381: Undergraduate level

Haskayne School of Business, University of Calgary, Canada

* Teaching evaluation overall instruction average: **6.64 (on 7 point scale)**
* Designed to include real-world application in **experiential learning**

Sep-Dec 2023 **Instructor: Entrepreneurial Thinking & Innovation in Precision Health**

MDPR 640: Graduate level

Cumming School of Medicine, University of Calgary, Canada

* **Online delivery** in the evening for working professionals
* Hosted industry speakers: social entrepreneurship, Indigenous healthcare

Teaching Assistant Roles:

Jan-Jun 2023 **Teaching Assistant: Managing Complex Projects in Precision Health**

MDPR 604: Graduate level

Cumming School of Medicine, University of Calgary, Canada

Sep 2022-Apr 2023 **Teaching Assistant: Introduction to Business Venturing**

ENTI 201: Undergraduate level

Haskayne School of Business, University of Calgary, Canada

Sep-Dec 2021, 2022 **Teaching Assistant: Entrepreneurial Thinking & Innovation in Precision Health**

MDPR 640: Graduate level

Cumming School of Medicine, University of Calgary, Canada

Sep-Oct 2021, 2022 **Teaching Assistant: Foundations of Precision Health**

MDPR 600: Graduate level

Cumming School of Medicine, University of Calgary, Canada

Mar-Jun 2022 **Teaching Assistant: Implementing Innovations in Precision Health**

MDPR 642: Graduate level

Cumming School of Medicine, University of Calgary, Canada

Jan-Apr 2022 **Teaching Assistant: Technology for Entrepreneurs**

ENTI 407: Undergraduate level

Haskayne School of Business, University of Calgary, Canada

Teaching Skills Development:

May 2022 **Instructional Skills Workshop (certificate)**

Taylor Institute for Teaching and Learning, University of Calgary, Canada

**Academic Professional Development**

Academic Work Experience:

May 2024-present **Research Assistant: EDI in Entrepreneurship Outliers**

University of Calgary, Canada

* Developing teaching material for graduate level course
* Conducted literature review, preparing SSHRC grant with supervisor

Jan 2024-present **Research Assistant: Technology Commercialization**

University of Calgary, Canada

* Supported development of framework for commercialization, formulated and conducted literature review
* Drafted industry report

Jun 2023-present **Research Assistant: RBC Teaching Case in Healthcare Entrepreneurship**

University of Calgary, Canada

* Conducted and transcribed interviews for data collection, organized and analysed data in NVIVO 12
* Preparing teaching case for IVEY with team

Dec 2023-Jun 2024 **Research Assistant: Leadership in Academia and Practice**

Mount Royal University, Canada

* Provided extensive feedback on academic paper drafts
* Drafted practitioner-oriented paper on academic leadership

Dec 2020-Jul 2021 **Research Assistant: Precision Health Program**

University of Calgary, Canada

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

University Service:

Apr 2021-present **Precision Health Program Award Committee**

Cumming School of Medicine, University of Calgary, Canada

* Developed an award for equity-deserving individuals with financial need
* Reviewed applications for the Precision Health Program Award

Jan 2024 **Entrepreneurship PhD Program Working Group**

Haskayne School of Business, University of Calgary, Canada

* Represented students in faculty working group to review course offerings

Academic Community Service:

Jun 2024-present **Program Coordinator, Entrepreneurship Division**

Administrative Sciences Association of Canada, Waterloo, ON, Canada

Jun 2023-2024 **Editor, Entrepreneurship Division**

Administrative Sciences Association of Canada, Longueuil, QC, Canada

Jan-Feb 2022, 2024 **Academy of Management Annual Meeting Reviewer**

Academy of Management, Virtual & Seattle, WA, USA

Academy of Management, Chicago, IL, USA

Apr 2021, 2023 **Administrative Sciences Association of Canada Conference Reviewer**

Administrative Sciences Association of Canada, Virtual & Montreal, QC, Canada

Administrative Sciences Association of Canada, Toronto, ON, Canada

* Awarded the Best Reviewer Award in 2021

Research Skills Development:

Oct 2023 **TCPS2 CORE 2022 Certification**

University of Calgary, Canada

March 2019 **CIHR Sex and Gender Courses**

Canadian Institutes of Health Research, Canada

Sep 2017 **TCPS2 CORE Certification**

University of Calgary, Canada

Sep 2017 **Wet lab training**

University of Calgary, Canada

* Institutional Animal User Training Program Mouse Training, Laboratory Safety Training, Biosafety (Biohazard Handling) Training, Incident Reporting and investigation Training, Occupational Health and Safety Orientation, Hazard Assessment Training, Spill Response Training, Biosafety (Bloodborne Pathogens) Training

Sep 2016 **Wet lab training**

University of Calgary, Canada

* WHMIS 2015 Certification, Biosafety Program Training Online

Sep 2015 **Wet lab training**

University of Calgary, Canada

* WHMIS and Safety for Laboratories Certification

**Service, Leadership and Extracurricular Activities**

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

Jan 2020-Jun 2022 **Director External Communications**

Jun 2019-Jan 2020 **Marketing Director**

Innovation 4 Health/Neuro Nexus, Calgary, AB, Canada

* 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, Canada

* 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, Canada

* 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

Sep 2015-Apr 2017 **Students Offering Support Exam-AID Tutor in Biology**

University of Calgary Chapter, Calgary, AB, Canada

* Designed comprehensive review sessions and study material for peer tutoring in undergraduate biology courses; adapted material to students’ learning

Sep 2015-Apr 2016 **Students Offering Support Course Coordinator**

University of Calgary Chapter, Calgary, AB, Canada

* Coordinated tutor meetings and review sessions, logistics, financial reporting, marketing initiatives and feedback tracking

Sep 2014-May 2015 **Let’s Talk Science – Logistics Chair**

University of Calgary Chapter, Calgary, AB, Canada

* 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

Sep 2014-Apr 2015 **Let’s Talk Science – Volunteer**

University of Calgary Chapter, Calgary, AB, Canada

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

**Professional Work Experience**

Mar 2020-present **Independent Contractor**

Calgary, AB, Canada

* Utilized software, branding, and marketing skills in adaptive ways to develop key content and image for entrepreneurial companies
* Developed various commercialization, strategic and business plans, including a cross-sector grant application that led to $1M in funding for a multistakeholder technology development project
* Managed multiple concurrent projects with teammates to deliver high quality, actionable plans

Aug 2019-Sep 2019 **Contract Writer**

Genome Alberta, Calgary, AB, Canada

* 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, Canada

* 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 genomic technology academic-industry partnership development opportunities in Natural Resources: forestry, mining, energy, water resources, and environment