

Kylie Heales

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Academic Appointments

Farmer School of Business, Miami University Ohio, U.S.A.
2024 Top 30 Entrepreneurship Research Programs 2023 –
(TCU Global University Entrepreneurship Research Productivity Rankings)
2024 Top 10 Undergraduate Entrepreneurship Programs in The World
(Princeton Review, 16 consecutive years)
Assistant Professor of Entrepreneurship
Recipient of the *Miami University Creativity and Innovation Award*

Education

University of Alberta, Alberta School of Business Alberta, Canada
2021 Mary-Jean Mitchell Green | Pierre Elliott Trudeau Foundation Scholar 2023
PhD, Strategic Management & Organization
Committee: Drs Angelique Slade Shantz, Vern Glaser, Royston Greenwood

Duke University, The Fuqua School of Business North Carolina, U.S.A
Master of Business Administration 2017

University of Queensland, UQ Business School Queensland, Australia
Master of Business (Human Resources), Dean's Honor Roll 2015
Bachelor of Economics (Natural Resources & Environment) 2008

Research

Interests

- I study relationships between social institutions and entrepreneurial activity.
- Theory: Organizational theory and entrepreneurship
 - Mixed methods: Field & lab experiments, interviews, Qualitative Comparative Analysis (QCA)

Publications

Cascadden, M., Heales, K., Kingston, M., Heidak, P., & Jennings, P.D. Hybridizing sustainability metric applications with local stakeholder inputs: A life cycle assessment (LCA) with co-design demonstration. **Conditionally Accepted**. *Organization Studies*.

Heales, K., Barin-Cruz, L., & Zietsma, C.E. Forthcoming. Navigating intersectional inequalities: Resource assemblage for positive economic outcomes. **Accepted**. *Research in the Sociology of Organizations*.

Heales, K., Slade Shantz, A., Pacheco, D. F., Barin Cruz, L., & Zietsma, C. E. 2023. How Institutional Logics Influence Growth: A Field Experiment with Tunisian Women Entrepreneurs. In *Academy of Management Proceedings* (Vol. 2023, No. 1, p. 12727). Briarcliff Manor, NY 10510: Academy of Management.

- 2023 Best OMT Entrepreneurship Paper award at the 83rd Academy of Management, Boston.

Heales, K. 2023. How institutional logics influence growth: A field experiment with Tunisian women entrepreneurs. Dissertation.

Under review

Heales, K., Criaco, G., Glaser, V., & Heugens, P. Title withheld. **Submitted.** *Journal of Management.*

Heales, K. Title withheld. **Submitted.** *Journal of Management Inquiry, Generative Curiosity*

Manuscripts in progress

Heales, K., Slade Shantz, A., Pacheco, D., Barin-Cruz, L., & Zietsma, C. Framing institutional logics for growth: A field experiment with Tunisian women entrepreneurs. Target: Academy of Management Journal.

Heales, K., Slade Shantz, A., Barin-Cruz, L., & Zietsma, C. The awkward teenage years of institutional change: Micropractices of women entrepreneurs in a transitional society. Target: Academy of Management Journal.

Heales, K*., Eng, N*., Block, E., Slade Shantz, A. Putting institutional theory to work during times of crisis. *Research in the Sociology of Organizations.* Volume introduction by the guest co-editor team.
*Equal contribution

Quinn, A., Meister, D., Grégoire, D., & **Heales, K.** Selecting well: Advancing a configural theory of cofounder fit. Target: Journal of Business Venturing.

Early stage works

Heales, K. Reclaiming the sacred: Rhetorical practices of institutional logic hybridization. Data cleaning in progress.

Heales, K. Deus ex machina: The enduring quality of the Lausanne evangelical social movement. Data collection in progress.

Conference Papers & Presentations

Academy of Management

Heales, K., Slade Shantz, A., Pacheco, D., Barin Cruz, L., & Zietsma, C. How institutional logics influence growth: A field experiment with Tunisian women entrepreneurs. Presented on August 7, 2023. 2023

Kingston, M., Cascadden, M., **Heales, K.**, Heidak, P., & Jennings, P.D. Hybridizing Life Cycle Assessment (LCA) with Local Stakeholder Inputs. Presented on August 8, 2023. 2023

Cascadden, **Heales**, Jennings & Block. What's in a name? The impact of disadvantaged community power, identity, and logics on cross-sector collaborative agreement quality. Presented on August 11, 2020, virtually asynchronous. 2020

European Group for Organizational Studies

Heales, Barin-Cruz & Zietsma. Navigating intersectional inequalities: Using entrepreneurial activities for positive economic outcomes. Presented on July 8, 2022, Vienna, Austria. 2022

2022

Criaco, **Heales**, Glaser & Heugens. “Configurational coherence, business model change, and continued vitality in multi-centenary family firms.” Presented on July 7, 2022, Vienna, Austria.

Cascadden, **Heales**, Jennings, Block. “When compatible logics collide with power asymmetries: The formation of indigenous benefit agreements in Canadian mining”. Presented on July 4, 2019, Edinburgh, Scotland. 2019

Alberta Institutions Conference

Heales, Barin-Cruz & Zietsma. Societal inequalities & entrepreneurial conditions conducive for positive outcomes. PhD Paper Development Workshop. 2022

Middle East & North Africa Gender and Enterprise Network (MENA GEN)

Heales & Slade Shantz. “Using abductive experimentation: An example from Tunisia.” Presented on February 16th, 2022. 2022

Business Research Conference

Heales, Slade Shantz, Barin-Cruz, Pacheco, Picone & Zietsma. How institutional logics influence growth: A field experiment with Tunisian women entrepreneurs. Poster Presented on November 18, 2022. 2022

Heales. Moving to growth: Exploring conditional mechanisms of institutional logics in entrepreneurship. Presented on November 26, 2021. 2021

Evento Anual Associação Nacional de Pós-Graduação e Pesquisa em Administração (EnANPAD) 2021

Barin-Cruz, Ziestma, Slade Shantz & **Heales**. “Building Impactful research: The case of SEED Network”. Presented on October 6, 2021 2021

United States Association of Small Business & Entrepreneurship (USASBE)

Quinn, Fuller & **Heales**. “Cut your losses, or double down?”. Presented on May 14, 2021, virtually synchronous. Winner of the Doctoral Consortium Pitch Competition (20 participants, 11 countries). 2021

Future Energy Systems

Heales. *Energy Week 3-minute pitch* “Great expectations: Working with stakeholders in wetland designs”. Selected as one of three presenters from 190 applicants. Presented on May 7, 2019, Edmonton, Alberta. 2019

Heales, Cascadden & Jennings. *Research Open House poster presentation* “Reclamation Success Indicators, Criteria and Policy for Energy Systems”. Presented on October 3, 2018, Edmonton, Alberta. 2018

Teaching

Instruction

Miami University

Principal Instructor, *Introduction to Entrepreneurship & Business Models*. 96 undergraduate students. Evaluation: 3.77 (4-point scale). 2023 –

University of Alberta

Principal Instructor, *Social Entrepreneurship*. 25 graduate/undergraduate students. 2022
Synchronously hybrid online/in-person. Evaluation: 4.84 (5-point scale).

Instructor, *Introduction to Management*. 661 undergraduate students. 2021
Synchronously online. Evaluation: 4.2 (5-point scale).

Teaching Publications

Gehman, J., Heales, K., Sloan, J., Wickstrom, G., Elwin, C., Mwanganyi, M., & Zafar, T. 2023.
“Loblaw Companies: EDI for strategic growth”. Ivey ID: W29386. www.ivey cases.com/

Quinn, A., Heales, K., & Fuller, L. 2022. “A Piece of Cake or Half Baked?” Teaching case study.
International Journal of Instructional Cases, 6(2022). www.ijicases.com/search/piece-of-cake_case/

Gehman, J., LeBlanc, A., Heales, K., Wong, C., Bateman, J., & Rijeb, Z. 2021. Meuwly’s: Scaling
sustainability in a start-up. Ivey ID: W24976. www.ivey cases.com/

Professional Service & Engagement

Reviewing for Journals

Journal of Management, Organization Studies, Journal of Business Ethics, Journal of Business
Venturing, Academy of Management Perspectives, Strategic Entrepreneurship Journal, Cambridge
Elements.

Academy of Management

PDW Co-organizer (#16138) The 5W (+1H) of Impact: Who, What, When, Where, Why & How of
Creating Impact from Academic Research. August 4, 2022.

OMT, Doctoral Consortium. August 5, 2021.

SIM, Doctoral Consortium. July 30, 2019.

Program Co-Organizer (#287), New Doctoral Student Consortium, August 10, 2019.

Ad hoc reviewer OMT & ENT Divisions.

New Doctoral Student Consortium. August 11, 2018.

United States Association of Small Business & Entrepreneurship (USASBE)

Panelist, promotional video 2022 USASBE Doctoral Consortium.

University of Alberta

Student Co-founder of SEM Scholarly Workshops

President, Business Doctoral Association.

Guest lecturer, University of Alberta in a Day. “Great Expectations: Reclaiming Alberta’s Wetlands”.
Presented on September 21st, 2019, Edmonton, Alberta.

Scholarships, Fellowships, Awards, & Grants

(total award: research & stipends)

Doctoral studies (CAD 367,900)

2021 Mary-Jean Mitchell Green | Pierre Elliott Trudeau Foundation Scholar
643 applicants, 2% acceptance rate (2021) (CAD 180,000). 2021-2023.

First named scholarship awarded by the foundation in its 20-year history.

“Candidates are assessed not only on their academic abilities, but also their curiosity, creativity,
entrepreneurial spirit, resilience, and their interest in and willingness to engage with a range of
different opinions and perspectives”. (Fournier, 2021)

Second Place in the Global Business School Network (GBSN) “Going BEYOND” awards for research collaboration with impact with SEED Network. 2022.
Business PhD Graduate Fellowship (CAD 135,000). 2021.
Strategic Leadership Award (CAD 1,000). 2020.
IDEOS HEC Montreal Graduate Scholarship (CAD 12,500). 2020.
University of Alberta, Graduate Research Assistant Fellowship (CAD 12,300). 2020.
Future Energy Systems Graduate Fellowship (CAD 26,000). 2018-2020.
University of Alberta, Graduate Research Assistant Fellowship (CAD 2000). 2019.

MBA studies (USD 30,000)

Forté Foundation Fellowship (USD 30,000)

Media Mentions

November 15, 2022. “Winners of the Three 2022 GBSN Beyond Competitions”. (As researcher in the SEED Network of researchers and entrepreneurship promoters) www.gbsn.org/winners-of-the-three-2022-gbsn-beyond-competitions/
June 1, 2021. “Meet our 2021 Scholars.” Pierre Elliott Trudeau Foundation.
www.trudeaufoundation.ca/updates/news/
March 9, 2021. “The Path to Engaged Leadership Starts Here.” Pierre Elliott Trudeau Foundation.
www.trudeaufoundation.ca/updates/news/
September 23, 2020. “Collaborative co-design could be key to better environmental decision-making: Study.” Catherine Tays. futureenergysystems.ca
September 21, 2019. Guest lecturer, University of Alberta in a Day. “Great Expectations: Reclaiming Alberta’s Wetlands”
January 31, 2019. “Boots on common ground.” Kenneth Tam. futureenergysystems.ca
May 17, 2019. “People friendly energy projects.” Cailynn Klingbeil. New track. University of Alberta Alumni Magazine. www.ualberta.ca/newtrail/

Industry Experience

Lithium Index, Co-Founder	2017 – 2018
Bill & Melinda Gates Foundation, MBA Intern	2016
Queensland Farmers’ Federation, Advisor to the CEO	2013 – 2015
Hatch Associates and URS Australia, Consulting Economist	2008 – 2013

For more details on my Industry Experience, please see my LinkedIn profile.