

Kylie Heales

2021 Mary-Jean Mitchell Green | Pierre Elliott Trudeau Foundation Scholar
PhD Candidate, Strategy, Entrepreneurship & Management, University of Alberta
heales@ualberta.ca • +1.587.590.5723

EDUCATION

University of Alberta, Alberta School of Business

2021 Mary-Jean Mitchell Green | Pierre Elliott Trudeau Foundation Scholar
PhD, Strategy, Entrepreneurship & Management
Committee: Angélique Slade Shantz, Vern Glaser, Royston Greenwood

Alberta, Canada
2018 – 2024 (expected)

Duke University, The Fuqua School of Business

Master of Business Administration

North Carolina, U.S.A
2017

University of Queensland, UQ Business School

Master of Business (Human Resources)
Bachelor of Economics (Natural Resources & Environment)

Queensland, Australia
2015
2008

RESEARCH

Interests

I study how institutions shape and affect entrepreneurial activities, outcomes, and behaviors.

- Theory: Institutional Theory, Entrepreneurship
- Methods: Field & lab experiments, interviews, Qualitative Comparative Analysis (QCA)
- Memberships: Academy of Management, European Group for Organizational Studies, United States Association of Small Business & Entrepreneurship. Christian Business Faculty Association.

Research in progress

Kingston, Cascadden, Heales, Heidak, & Jennings. Title withheld. Under review.

Criaco, Heales, Glaser & Heugens. “Configurational coherence, business model change, and continued vitality in multi-centenary family firms.” Work-in-progress.

Heales, Barin-Cruz & Zietsma. Societal inequalities & entrepreneurial conditions conducive for positive outcomes. Work-in-progress.

Heales. Moving to growth: Exploring conditional mechanisms of institutional logics in entrepreneurship. Dissertation.

Heales. Reclaiming the sacred: The marketplace as godly worship. Work-in-progress.

Appointments

Research Assistant, Professor Joel Gehman 2020 – 2021
Doctoral Research Fellow, Professor Dev Jennings 2018 – 2020
Research Assistant, Professor Royston Greenwood 2019
Research Assistant, Professor John Graham 2017

TEACHING

Instruction

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).

Publications

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

Wickstrom, G., Heales, K., Sloan, J., Elwin, C., Mwanganyi, M., Zafar, T & Gehman, J. "Loblaw Companies: EDI for strategic growth". Teaching case study. Work-in-progress. Target: Ivey Publishing.

Quinn, A., Heales, K., & Fuller, L. "Cut your losses your double down?" Teaching case study. Work-in-progress. Target: International Journal of Instructional Cases.

CONFERENCE PAPERS & PARTICIPATION

Academy of Management

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 11th, 2020, virtually asynchronous. 2021

European Group for Organizational Studies

Heales, Barin-Cruz & Zietsma. Navigating intersectional inequalities: Using entrepreneurial activities for positive economic outcomes. To be presented during July 7th to July 9th, 2022, Vienna, Austria. 2022

Criaco, Heales, Glaser & Heugens. "Configurational coherence, business model change, and continued vitality in multi-centenary family firms." To be presented during July 7th to July 9th, 2022, Vienna, Austria. 2022

Cascadden, Heales, Jennings, Block. "When compatible logics collide with power asymmetries: The formation of indigenous benefit agreements in Canadian mining". Presented on July 4th, 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	2021
Heales. Moving to growth: Exploring conditional mechanisms of institutional logics in entrepreneurship. Presented on November 26 th , 2021.	
Evento Anual Associação Nacional de Pós-Graduação e Pesquisa em Administração (EnANPAD) 2021	2021
Barin-Cruz, Ziestma, Slade Shantz & Heales. “Building Impactful research: The case of SEED Network”. Presented on October 6 th , 2021	
United States Association of Small Business & Entrepreneurship (USASBE)	2021
Quinn, Fuller & Heales. “Cut your losses, or double down?”. Presented on May 14 th , 2021, virtually synchronous. Winner of the Doctoral Consortium Pitch Competition (20 participants, 11 countries).	
Future Energy Systems	
Heales. <i>Energy Week 3-minute pitch</i> “Great expectations: Working with stakeholders in wetland designs”. Selected as one of three presenters from 190 applicants. Presented on May 7 th , 2019, Edmonton, Alberta.	2019
Heales, Cascadden & Jennings. <i>Research Open House poster presentation</i> “Reclamation Success Indicators, Criteria and Policy for Energy Systems”. Presented on October 3 rd , 2018, Edmonton, Alberta.	2018

PROFESSIONAL SERVICE

Reviewing for Journals

Journal of Management, Organization Studies, Journal of Business Ethics, Journal of Business Venturing	2020 –
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Academy of Management

Ad hoc reviewer	2019 –
Social Issues in Management, Doctoral Consortium. July 30 th , 2021.	2021
Program Co-Chair, New Doctoral Student Consortium. August 10 th , 2019.	2019
New Doctoral Student Consortium. August 11 th , 2018.	2018

United States Association of Small Business & Entrepreneurship (USASBE)

Panelist, promotional video 2022 USASBE Doctoral Consortium.	2021
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University of Alberta

President, Business Doctoral Association.	2020 – 2021
Guest lecturer, University of Alberta in a Day. “Great Expectations: Reclaiming Alberta’s Wetlands”. Presented on September 21 st , 2019, Edmonton, Alberta.	2019

SCHOLARSHIPS, FELLOWSHIPS & GRANTS (total award: research & stipends)

Doctoral studies (CAD 333,800)

2021 Mary-Jean Mitchell Green Pierre Elliott Trudeau Foundation Scholar 643 applicants, 2% acceptance rate (2021) (CAD 180,000). First named scholarship awarded by the foundation in its twenty-year history.	2021 – 2024
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“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)

Business PhD Graduate Fellowship (CAD 100,000)	2018 – 2022
Strategic Leadership Award (CAD 1,000)	2021
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)	2015 – 2017

MEDIA MENTIONS

June 1, 2021. “Meet our 2021 Scholars.” Pierre Elliott Trudeau Foundation. https://www.trudeaufoundation.ca/updates/news/	2021
March 9, 2021. “The Path to Engaged Leadership Starts Here.” Pierre Elliott Trudeau Foundation. https://www.trudeaufoundation.ca/updates/news/	2021
September 23, 2020. “Collaborative co-design could be key to better environmental decision-making: Study.” Catherine Tays. futureenergysystems.ca	2020
September 21, 2019. Guest lecturer, University of Alberta in a Day. “Great Expectations: Reclaiming Alberta’s Wetlands”	2019
January 31, 2019. “Boots on common ground.” Kenneth Tam. futureenergysystems.ca	2019 2019
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