

Angelique Slade Shantz, PhD
Associate Professor, Canada Research Chair in Social Entrepreneurship
Member, Royal Society of Canada
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EDUCATION

- 2019 **PhD**
York University, Schulich School of Business, Toronto, ON
Area: Organization Studies
- 2009 **MBA**
Duke University, Fuqua School of Business, Durham, NC
Focus: *Social Entrepreneurship and Energy/Environment*
- 2000 **Honours Bachelor of Arts, Magna Cum Laude**
Arizona State University, Tempe, AZ
Focus: *Humanities, Chinese concentration*

SCHOLARSHIPS AND GRANTS

Research Grants

- 2023 Canada Research Chair in Social Entrepreneurship
- 2022 SSHRC Insight Development Grant (PI): Occupational Degrowth: Why individuals choose intentional downward occupational transitions (\$49,932)
- 2020 SSHRC Partnership Development Grant (Co-applicant): “Scaling Entrepreneurship for Economic Development (SEED): Supporting International and Local Promoters of Entrepreneurship Programs (\$196,265 total, with \$15,000 sub-grant held at UofA)
- 2020 Kule Research Team Grant: “Building an Inclusive Economy Cluster: Exploring Pathways out of Poverty” (\$7,500)
- 2020 Kule Dialogue Grant: “COVID-19 and Entrepreneurship in Alberta” (\$3,500)
- 2018 SSHRC Insight Grant (Co-applicant): “Reshaping entrepreneurship as a tool for poverty alleviation” (\$263,685)
- 2016 Strategic Management Society Research in Organizations Grant (\$20,000)

Academic Scholarships and Distinctions

2025	Royal Society of Canada Membership
2023	GRA Rice Faculty Fellowship
2023	OMT Best Entrepreneurship Paper Award
2023	Kauffman Best Paper Award for Entrepreneurial Cognition
2020	Hugh E. Pearson Faculty Fellowship
2019	Emerald Literati Award
2017	Carolyn Dexter Award Finalist
2016-2017	SSHRC Doctoral Scholarship (\$20,000 per year)
2016	Ontario Graduate Scholarship (\$15,000-Declined)
2015	Society for Business Ethics Founders' Award
2013	Anthony P. Cunliffe Award (\$1,000)
2007-2009	Duke Center for the Advancement of Social Entrepreneurship Scholar (\$20,000)
2007-2009	Duke Merit Scholarship - Bank of America Scholarship Recipient (\$62,500)

Professional Grants

2012	AANDC ecoENERGY Grant with Barren Lands First Nation, Northlands Dene First Nation, International Institute for Sustainable Development (\$30,000)
2010	Public Private Partnerships Fund of Canada Grant with Swan Lake First Nation (\$116,000)
2010	AANDC British Columbia Economic Development Grant with Carrier Sekani Tribal Council (\$100,000)
2010	AANDC Climate Change Mitigation and Adaptation Grant (\$140,000)
2009	AANDC Aboriginal Business Canada Grant with Swan Lake First Nation (\$146,000)

RESEARCH ACTIVITIES

Peer Reviewed Research

Toubiana, M., Bergman, B., **Slade Shantz, A.**, Bacq, S. 2026. Permission to play: Trying on entrepreneurship to cope with crisis. *Journal of Business Venturing*.

Slade Shantz, A. Khorasani, N., Toubiana, M. 2025. Degrowth and Organization Studies. *Organization Studies*.

Slade Shantz, A. McMullen, J. 2024. Journal of Business Venturing 2023 Year in Review - The Year of the Whole-Person Entrepreneur. *Journal of Business Venturing*.

Toubiana, M., **Slade Shantz, A.**, Khorasani, N. 2023. Panacea or Poisoned Chalice? Considering the Possibilities of Entrepreneurship and De-growth. *Journal of Management Inquiry*.

Slade Shantz, A., Zietsma, C., Kistruck, G., Barin Cruz, L. 2023. Exploring the Relative Efficacy of Within-Logic Contrasting and Cross-Logic Analogizing Framing Tactics for Adopting New Entrepreneurial Practices in Contexts of Poverty. *Journal of Business Venturing*.

Weber, L., **Slade Shantz, A.**, Kistruck, G., Lount, R. 2023. Give Peace a Chance? How Regulatory Foci Influence Organizational Conflict Events in Intractable Conflict Environments. *Journal of Management*.

Kistruck, G., **Slade Shantz, A.** 2021. Research on Grand Challenges: Adopting an Abductive Experimentation Methodology. *Organization Studies*.

Slade Shantz, A., Kistruck, G., Pacheco, D., Webb, J. 2020. How Formal and Informal Hierarchies Shape Conflict within Cooperatives: A Field Experiment in Ghana. *Academy of Management Journal*.

Slade Shantz, A., Fischer, E., Liu, A., Levesque, M. 2019. Spoils from the Spoiled: Strategies for Entering Stigmatized Markets. *Journal of Management Studies*.

Slade Shantz, A., Kistruck, G. & Zietsma, C. 2018. The Opportunity not Taken: Institutional Barriers to Entrepreneurial Innovation and Growth in Contexts of Poverty. *Journal of Business Venturing*. Finalist, 2017 Carolyn Dexter Award. AOM 2017 Best Paper Designation.

Zietsma, C., Ruebottom, T., **Slade Shantz, A.** 2018. Unobtrusive maintenance: Temporal complexity, latent category control and the stalled emergence of the cleantech sector, *Journal of Management Studies*.

Slade Shantz, A. 2018. Big Data, Big Questions: Implications for Organizational Boundaries, Data Governance and Society. *Research in the Sociology of Organizations Special Issue on Permeable Boundaries of Organizations*. Winner, 2019 Emerald Literati Award.

Elliott, I., **Slade Shantz, A.** 2015. What Factors Influence the Production of Orthopaedic Research in East Africa? A Qualitative Analysis of Interviews. *Clinical Orthopaedics and Related Research*.

Research Under Review

Heales, K., Pacheco, D., **Slade Shantz, A.** Barin-Cruz, L., Zietsma, C. A Field Experiment on the Effects of Social vs Market Logic Priming on Growth Aspirations Among Female Entrepreneurs in Tunisia. Under Review at *Academy of Management Journal*.

Books

Smolka, K., Bacq, S., **Slade Shantz, A.**, Heugens, P. 2025. **Necessity Entrepreneurship: Getting Beyond the Binary**. Research in the Sociology of Organizations, Volume 93. UK: Emerald Group Publishing.

Eng, N., Heales, K., **Slade Shantz, A.**, Block, E. Forthcoming. **Putting Institutional Theory to Work in Times of Crisis**. Research in the Sociology of Organizations. UK: Emerald Group Publishing.

Book Chapters and Case Studies

Bacq, S., Smolka, K., **Slade Shantz, A.**, Heugens, P. 2025. Introduction: From an orthodox to an emerging revisionist view in necessity entrepreneurship. In **Necessity Entrepreneurship: Getting Beyond the Binary**. Research in the Sociology of Organizations, Volume 93.

Smolka, K., Heugens, P., Bacq, S., **Slade Shantz, A.** 2025. Towards a shared agenda for necessity entrepreneurship research: Definitions, theories, and perspectives. In **Necessity Entrepreneurship: Getting Beyond the Binary**. Research in the Sociology of Organizations, Volume 93.

Heales, K., Eng, N., **Slade Shantz, A.**, Block, E. Forthcoming. Introduction. **Putting Institutional Theory to Work in Times of Crisis**. Research in the Sociology of Organizations. UK: Emerald Group Publishing.

Slade Shantz, A. (2016). Aboriginal Communities and Mining. In Keith G. Brown, Mary Beth Doucette, and Janice Esther Tulk (Eds.) "Aboriginal Business in Canada". Cape Breton Publishing.

Slade Shantz, A. (2015). Stk'emlupsemc Te Secwepemc Nation and the New Afton Mine. The Purdy Crawford Chair in Aboriginal Business Studies Case Studies in Aboriginal Business Series. Cape Breton Publishing.

Work in Progress

Lam, C., Weber, L., **Slade Shantz, A.** Addressing a Novel Source of Hierarchical Failure: Designing Administrative Controls to Govern Intrafirm Partisan Political Conflict. In preparation for Academy of Management Review.

Kistruck, G., **Slade Shantz, A.** Teaching Entrepreneurship in Contexts of Poverty: An “Entrepreneurial Process Efficacy” Perspective. In preparation for Academy of Management Learning and Education.

Slade Shantz, A., Khorasani, N., Toubiana, M. A Social Movement of One: Homesteading as Degrowth. In preparation for Academy of Management Journal.

Slade Shantz, A., Khorasani, N., Toubiana, M. The Paradox of Degrowth Entrepreneurs: Homesteading as Resistance Entrepreneurship. In preparation for Journal of Business Venturing.

Slade Shantz, A., Kistruck, G., Pacheco, D., Barin-Cruz, L., Zietsma, C. The Effects of a ‘Scarcity Mindset’ on Entrepreneurial Ideation and Action. In preparation for Journal of Business Venturing. AOM 2018 Best Paper Designation.

Slade Shantz, A., Pacheco, D., Barin-Cruz, L., Zietsma, C. A Field Experiment on the Effects of Resourceful Mindset and Institutional Slack on Growth Aspirations Among Female Entrepreneurs in Colombia. In preparation for Academy of Management Journal.

Heales, K., Picone, K., **Slade Shantz, A.** Barin-Cruz, L., Zietsma, C. A Qualitative Study on Tunisian Women Entrepreneurs’ Micropractices to Combat Gender Stereotypes. In preparation for Academy of Management Journal.

Slade Shantz, A., Kistruck, G., Smith, I. When More can Mean Less? How Drawing Increased Attention to a Social Enterprise’s Good Deeds can Backfire. In preparation for submission to *Journal of Management*. Winner, Best Paper Award, Journal of Business Venturing Consortium.

Conference Presentations and Proceedings

Heales, K., Picone, K., **Slade Shantz, A.** Barin-Cruz, L., Zietsma, C. A Qualitative Study on Tunisian Women Entrepreneurs’ Micropractices to Combat Gender Stereotypes. AoM PDW Presentation.

Heales, K., Picone, K., **Slade Shantz, A.** Barin-Cruz, L., Zietsma, C. A Qualitative Study on Tunisian Women Entrepreneurs’ Micropractices to Combat Gender Stereotypes. Alberta Institutions Conference Presentation.

Weber, L., **Slade Shantz, A.**, Kistruck, G., Smith, I. (May, 2025). Efficient Governance in Charitable Organizations: Managing Envy And Compassion When Social Comparison Occurs. SMS Special Conference Palermo Presentation.

Heales, K., **Slade Shantz, A.** Pacheco, D., Zietsma, C., Barin-Cruz, L. (August, 2023). How Institutional Logics Influence Growth: A Field Experiment with Tunisian Women Entrepreneurs. AoM Presentation.

Slade Shantz, A., Kistruck, G., Smith, I. (August, 2022). Identifiable Victim or Victor? How Drawing Employees' Attention to Prosocial Impact can Backfire. AoM Presentation.

Slade Shantz, A., Toubiana, M., Bacq, S., Bergman, B. (August, 2021). Entrepreneurship in Response to the COVID-19 Crisis: The Fine Line Between Necessity and Opportunity Entrepreneurship. AoM Paper Presentation.

Etchanchu, H., **Slade Shantz, A.**, Cziechanzka, E., Doell, K., Ziesma, C., (July, 2021). A Field Experiment on the Effectiveness of Framing Climate Action: Direct vs. Indirect Effects. EGOS Presentation

Slade Shantz, A., Kistruck, G., Smith, I. (July, 2020). When More can Mean Less? How Drawing Increased Attention to a Social Enterprises Good Deeds can Backfire. AoM Paper Presentation.

Slade Shantz, A., Zietsma, C., Kistruck, G., Barin-Cruz, L. (July, 2019) The Microfoundations of Perception and Behavior Change: A Field Experiment on the Efficacy of Frame Bridging and Frame Shifting Strategies for Stimulating Innovative Entrepreneurship in Contexts of Poverty. AoM Paper Presentation

Slade Shantz, A., Kistruck, G., Pacheco, D., Webb, J. (July, 2018) Intervening with Structure: The Effects of Formal and Informal Hierarchy in Cooperative Organizational Forms. EGOS Presentation.

Slade Shantz, A., Fischer, E., Liu, A., Levesque, M. (August, 2017) Spoils from the Spoiled: Strategies for Entering Stigmatized Markets. Academy of Management Paper Presentation.

Slade Shantz, A., Kistruck, G., Zietsma, C. (August, 2017) The Opportunity not Taken: Institutional Barriers to Entrepreneurial Innovation and Growth in Contexts of Poverty. Academy of Management Paper Presentation. Finalist, Carolyn Dexter Award. Best Paper Designation.

Zietsma, C., Ruebottom, T., **Slade Shantz, A.** (May, 2017). Undisrupted: Unobtrusive Maintenance and the Stalled Emergence of the Clean Tech Sector. *ASAC*, Montreal.

Slade Shantz, A., Smith, I., Weber, L., Kistruck, G. Motivated or Envious? The Effects of Pro-Social Motivation on Social Comparison among the Marginally Employed. Journal of Business Venturing Thematic Doctoral Consortium. Winner, Best Paper Award.

Slade Shantz, A., Fischer, E., Liu, A., Levesque, M. (January, 2017) Spoils from the Spoiled: Strategies for Entering Stigmatized Markets. Winner, Best Poster, Schulich Research Day

Slade Shantz, A. (July, 2016) The Opportunity not Taken: Institutional Barriers to Entrepreneurial Innovation and Growth in Contexts of Poverty. *EGOS Conference*, Naples.

Zietsma, C., Ruebottom, T., **Slade Shantz, A.** (August, 2016). Underground Maintenance: Incumbent Tactics and the Stalled Emergence of the Clean Tech Sector. *AoM Conference*.

Slade Shantz, A. (2015) Corporate Social Impact Measurement: Mapping Relevant Methodologies. *International Association for Business and Society (IABS) Proceedings*.

Slade Shantz, A. (August, 2015) Society for Business Ethics Emerging Scholar Workshop: The Governance of Personal Data in Data-Based Business Models.

Other Scholarly Activities

July, 2025. Panelist, OMT Junior Faculty Consortium.

July, 2025. Mentor, OMT Junior Faculty Consortium.

July, 2025. Mentor, AOM PDW: Navigating Qualitative Dissertations.

August, 2024. Mentor, AOM PDW: Navigating Qualitative Dissertations.

August, 2023. Mentor, AOM PDW: Navigating Qualitative Dissertations.

August, 2022. Mentor, AOM PDW: Navigating Qualitative Dissertations.

August, 2021. Mentor, AOM PDW: Navigating Qualitative Dissertations.

August, 2020. Presenter, AOM Symposium: The Institutional Context of Entrepreneurial Activity and Innovation: New Advancements in Quantitative Institutional Theory-Testing.

August, 2020. Mentor, AOM PDW: Navigating Qualitative Dissertations.

June, 2020. Presenter, Organization Science Special Issue Workshop

August, 2019. Presenter, Academy of Management PDW: Experiments in Organization Theory

August, 2017. Co-organizer of Academy of Management PDW: Modifying Measurement Scales for Use in Contexts of Poverty

August, 2016. Co-organizer of Academy of Management PDW: Making Organizational Research Meaningful: Designing Field Experiments for Poverty Alleviation.

August, 2016. Paper Participant in Academy of Management PDW “Cognition in the Rough”

August, 2016. Discussant in Academy of Management PDW “Elevating Research and Collaboration: Developing a Research Agenda in and on Africa”

July, 2016. Paper Participant in EGOS PDW “Experimental Research in Organization Studies”.

August, 2015. Co-organizer of Academy of Management Presenter Symposium Sponsored by OMT and ONE: Opening Governance Of Natural Resources.

SERVICE TO THE COMMUNITY

Editor

(2023-) Journal of Business Venturing

Reviewer

(2022-) Academy of Management Journal

(2022-) Academy of Management Perspectives

(2020-) Journal of Management Studies

(2020-) Strategic Entrepreneurship Journal

(2019-) Administrative Science Quarterly

(2019-) Journal of Business Venturing Insights

(2018-) Journal of Business Venturing

(2017-) Organization Studies

(2015-) Entrepreneurship Theory and Practice

TEACHING/TEACHING EDUCATION

SMO 711 Entrepreneurship Seminar

SMO 310 Introduction to Management (Instructor and Course Coordinator)

BUS 680 Frontiers of Business

SMO 445 Social Entrepreneurship

SMO 488 Addressing Grand Challenges: Using Research to Change Organizational Practice

EMPLOYMENT

2023- Associate Professor, Alberta School of Business, University of Alberta

2017-2023 Assistant Professor, Alberta School of Business, University of Alberta

2015- Associate Director, Social Innovation Research Lab (SIRLab), York University

2013-2015 Research Assistant, Schulich School of Business, York University.

2012-2013 Consultant, Strategic Planning and Development, UC San Francisco.

2008-2013 Research Associate, Sustainable Economic Strategies, Center for Indigenous Environmental Resources, Winnipeg, Canada.

2004-2007 Founder/Director (FT), InsightArgentina, Buenos Aires.