| Dr Anoosheh Rostamkalaei | Curriculum Vitae |
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**Date: September 9th,2024**

**(A)Personal**

**Name:** Anoosheh Rostamkalaei: Assistant Professor in Entrepreneurship and Innovation (Tenure track)

***Degrees:***

**2017 Ph.D. in Management** Lancaster University Management School, UK

Thesis: Small Firms and their banks. Degree awarded forthwith.

Examination committee: Professor Neil Lee (London School of Economics), Dr. Danny Soetanto (Internal);

Advisory committee: Professor Mark Freel, Dr Li Xiao

**Others:**

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| 2023 | Postgraduate Certificate in Teaching in Higher Education | University of Kent, UK |
| 2022 | Postgraduate Certificate in University Teaching | University of Ottawa, Canada |
| 2013 | M.Sc. in Management | University of Ottawa, Canada |
| 2008 | M.Sc. in Information Technology | Shahid Beheshti University, Iran |
| 2005 | B.Sc. in Industrial Engineering | Polytechnic of Tehran, Iran |

***Academic Employment:***

2023-  **Assistant professor in Entrepreneurship & Innovation**

Faculty of Professional Studies and Liberal Arts, York University, Toronto, Canada

2021-2023 **Assistant professor in Entrepreneurship & Innovation**

Kent Business School, Kent, UK

2022-2025 **Adjunct professor**

Telfer School of Management, University of Ottawa, Ottawa, Canada

2020- 2021 **Post-doctoral Fellow**

Telfer School of Management, University of Ottawa, Ottawa, Canada

2019 **Post-doctoral Fellow**

Economic Analysis Division, Statistics Canada, Ottawa, Canada

2017-2019 **Post-doctoral Fellow (part-time)**

Telfer School of Management, University of Ottawa, Ottawa, Canada

***Professional appointments:***

Fellow of the UK Advance Higher Education (since 2023)

Deemed employee of Statistics Canada (Since 2013)

UK Office of National Statistics safe researcher (Since 2022)

**(B)Scholarly and professional contributions:**

* 1. **Summary of publications and professional contributions**

My research spans two themes. The first theme is entrepreneurial finance. In the second stream, I look at the relationship between one’s prior and their entrepreneurial outcome as well as the consequence of entrepreneurship. I focus on marginalized entrepreneurs such as immigrants or those with limited financial resources. Most of the work I do is quantitative in nature, and I work with cross-section and panel surveys and linkable administrative data sets.

My PhD thesis consisted of four papers (one sole-authored), which were published or revised and resubmitted at the time of my Viva. This collection looks at the aspects of accessing funding for smaller businesses that are not apparent (such as rejection). Here, I looked at the latent aspect of accessing financing, such as discouraged borrowers (those who do not apply due to fear of rejection), the role of advisory services, or the effect of innovation on loan price. Later on, I worked on the geography of finance upon receiving an SSHRC postdoctoral fellowship. The relationship between location and access to finance is still an avenue I pursue. As a part of two fellowships I received, I started working on the role of financial knowledge in an entrepreneur’s decision-making. My papers, with my co-authors, cover areas such as the role of financial knowledge and financial well-being among self-employed immigrants, gender, and race.

In the second stream, my work looks at the individuals’ priors and their relationship with their entrepreneurial performance. For example, in the most recent accepted paper, my co-authors and I looked at the relationship between income and perception of growth barriers on the intention to grow firms. Currently, I am working on two research projects examining the consequences of entrepreneurship for immigrants. In the first work, I look at the immigrant’s priors and financial distress of their firms, which could illuminate a potential avenue for understanding the higher rate of failure among immigrant-owned businesses. In the second project, I look at the wage penalty associated with exiting entrepreneurship for immigrants and link the wage penalty with immigrants’ prior. Following up on this stream, I am writing a grant application that links an individual’s contingencies (knowledge, finances, family situation, disability, housing situation…) to the outcome of entrepreneurship, such as income or well-being. To conduct this study, I have identified three longitudinal datasets in Canada, the US, and the UK and will be training graduate students if the grant is awarded.

* 1. **Publications**

***Chapters in books:***

**Rostamkalaei**, A., Imarhiagbe, B. O. and Saridakis, G. (2023) ‘SME access to bank finance during the COVID-19 pandemic: Some evidence and lessons from the UK economy’, in Mitra, J. (ed) The Palgrave Encyclopedia of Entrepreneurship. Palgrave Macmillan, Cham

**Rostamkalaei**, A. and Freel, M. (2020) Approaches to understanding credit access in small firms. In Cowling, M. & Saridakis, G. Handbook of Quantitative Research Methods in Entrepreneurship.

***Articles in refereed journals:***

**Rostamkalaei**, A., Riding, A., Saridakis, G. (2024) Does financial knowledge affect borrower discouragement among various social categories? Evidence from the United States, *Journal of Consumer Affairs,* Published online*.*

Freel, M., **Rostamkalaei**, A., Tran, H. (2024) Growing gains and growing pains: the influence of income and constraints on growth expectations. *Strategic Entrepreneurship Journal*, Published online.

Tran, H., **Rostamkalaei**, A., Saridakis, G. (2024) A multi-level analysis of Corporate Social Performance in Transition Economies. *International Entrepreneurship Journal*, Published online.

**Rostamkalaei**, A. & Freel, M. (2023) Some initial observations on the geography of the supply of equity crowdfunding, *Venture Capital*, 25:1, 65-90.

**Rostamkalaei**, A., & Riding, A. (2020). Immigrants, Financial Knowledge, and Financial Behavior. *Journal of Consumer Affairs*, *54*(3), 951-977

**Rostamkalaei**, A., Nitani, M., & Riding, A. (2019). Self-employment, financial knowledge, and retirement planning. *Journal of Small Business Management*, 1-30.

Lajili, K., Lin, L. Y. H., & **Rostamkalaei**, A. (2019). Corporate governance, human capital resources, and firm performance: Exploring the missing links. *Journal of General Management*, *45*(4), 192-205.

**Rostamkalaei**, A., Nitani, M., & Riding, A. (2020). Borrower discouragement: the role of informal turndowns. *Small Business Economics*, *54*(1), 173-188. (Accepted 2018)

**Rostamkalaei**, A. (2017). Discouraged borrowers aftermath of financial crisis: a UK study. *Journal of Small Business and Enterprise Development*. 24(2):394-410.

**Rostamkalaei**, A. & Freel, M. (2017). Business advice and lending in small firms. *Environment and Planning C: Politics and Space*. 35(3):537-555.

**Rostamkalaei**, A. & Freel, M. (2016). The cost of growth: small firms and the pricing of bank loans. *Small Business Economics* 46: 255-272.

* 1. **Unpublished professional work:**

***Conference papers***

Rostamkalaei, A.\*, Freel, M. “The wage penalty of immigrant Ex-entrepreneurs.” RENT 2024, Nantes, France.

Rostamkalaei, A.\*, Riding, A., Saridakis, G. “Discouraged borrowers and financial knowledge: gender, race, and occupation”, Academy of Management, 2024, Chicago, IL.

Freel, M., Khorasani, N.\*, Rostamkalaei, A. “On the limits to entrepreneurship for poverty alleviation”, Babson, 2023, Knoxville, TN.

Rostamkalaei, A\*. & Freel, M. “The Income consequence of entrepreneurship for immigrants”, Canadian Economics Association, 2023, Winnipeg, MB.

Khorasanizadeh, N.\*, Freel, M., Rostamkalaei, A. “On the limits to entrepreneurship for poverty alleviation: exploring the mediating role of risk attitudes and time discounting on entrepreneurial ambition”, ASAC, 2022, Halifax, NS.

Khorasanizadeh, N.\*, Freel, M., Rostamkalaei, A. “Entrepreneurial resilience amid COVID-19”, Babson Conference, 2021, Online.

Rostamkalaei, A., Riding, A.\*, Nitani, M. “Discouraged borrowers and the case of Informal Turndown”, Entrepreneurial Finance 2017, Ghent, Belgium.

Lajili, K.\*, Yu-Hsin, L. I. N., & Rostamkalaei, A. “Corporate Governance, Human Capital Resources, and Firm Performance: Exploring the Missing Links”. 3rd Annual ICGS Conference 2017, Rome, Italy.

Rostamkalaei, A\*. " The Determinants of Entrepreneurial Entry: An Econometric Analysis”, Canadian Economic Association 2016, Ottawa, ON.

Rostamkalaei, A., Freel, M.\* “Business Advice and Lending in Small Firms”, ISBE 2015, Glasgow, UK.

Rostamkalaei, A.\*, Freel, M. “The cost of growth: small firms and pricing of bank loans”, ICSB 2014, Dublin, Ireland.

* 1. **Work in progress:**

Rostamkalaei, A & Riaz, S. Innovation capacity and pay inequality. Targeted at *Strategic Management Journal*. (received funding to update data set for further analysis from January 2025)

Freel, M., Khorasani, N., Rostamkalaei, A. On the limits to entrepreneurship for poverty alleviation. Targeted at *Entrepreneurship, Theory and Practice (*Manuscript under development)

Rostamkalaei, A. & Freel, M. The financial distress of Immigrant-owned businesses. Targeted at *Small Business Economics*. (Manuscript under development)

Rostamkalaei, A. Lee, S., & Richards, D. Buy Now, Pay Later: Who is using it? Targeted at *Journal of Consumer Affairs.* (Manuscript under development. The order of the authors may change depending on the varying workload at a later stage).

* 1. **Professional Services**

Associate editor (Editor in Chief Professor George Saridakis) for the Special Issue “The Diversity of Immigrant Entrepreneurship and Its Impact on Economic Development” at the International Journal of Entrepreneurship and Innovation

* 1. **Public appearances**

Workshops on Starting your Business for immigrants to Canada at the Catholic Centre of Immigration, Richmond Hill, ON (2024)

* 1. **Awards and Grants:**

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| **2024** | SSHRC Insight Grant (PI) | To be submitted | CAD 90,499 |
| **2024** | York University Research Support Grant | Awarded | CAD 2,620 |
| **2023** | LA&PS Minor Research Grant (PI) | Awarded | CAD 4,800 |
| **2023** | SSHRC Insight Grant (PI) | unfunded | CAD 89,154 |
| **2022** | ESR (UK) New Investigator Grant (PI) | Rejected | GBP 287,000 |
| **2022** | Kent Business School Covid Mitigation Fund (PI) | Awarded and closed | GBP 900 |
| **2021** | SSHRC Insight Development Grant (PI) | unfunded | CAD 86,000 |
| **2020-2021** | SSHRC Insight Development Grant (PI) | Awarded and closed | CAD 36,141 |
| **2020** | Telfer School of Management Research Grant (Co-I) | Awarded and closed | CAD 30,000 |
| **2018-2019** | SSHRC Postdoctoral Fellowship (PI) | Awarded and closed | CAD 45,000 |
| **2017-2019** | SSHRC Partnership Engage Grant (Co-I) | Awarded and closed | CAD 24,900 |

**(C)Teaching experience:**

1. **Summary of teaching and teaching contributions**

I mainly teach courses in entrepreneurship, innovation, and technology management. At my previous institutions, I have fully developed courses in New Venture Creation for undergraduate students as well as New Venture Creation for professional degrees for independent learning. Given my passion and expertise in working with data and econometrics, when there is an opportunity, I also teach Statistics. This fall, I am working on developing ADMS 3950 Social Innovation and Entrepreneurship to be delivered first at Keele and then on the Markham campus.

I am passionate about teaching, and I seek methods that can increase the students’ engagement and provide them with the best learning experience. To do so, I seek feedback from colleagues and professionals to improve my teaching skills. I have received two graduate degrees in teaching in Higher Education from Canada (University of Ottawa) and the UK (University of Kent) to enhance my students’ learning experience. In my program in Certificate in University Teaching, I worked with an advisor to design a roadmap for independent learning, starting with foundational courses in andragogy and human learning, motivational teaching and student engagement. Then, I worked on a series of reflection letters based on my learning and my practice and graduated by delivering a capstone project on designing a course. In my postgraduate degree in higher education, the courses covered the contextualization of teaching in higher education, assessment design and feedback, and inclusive universities, with two teaching observations from a colleague and an independent professional observer. I am currently a fellow of UK Advance Higher Education. However, I continuously work on enhancing my teaching and communication skills.

As a lecturer or instructor, I developed the content of the courses and designed assessments. While I was in the UK, as a seminar leader, I would develop the content of weekly discussion sessions and evaluate the students’ assessment- in these settings, the course evaluations are addressed to the lecturer and not the seminar leader.

1. **Teaching at YorkU**

*Undergraduate*

Innovation and Creativity (Fall 2024)

New Venture and Small Business Management (Autumn (1 section) and Winter (2 sections) 2023/2024)

Business Statistics (Winter 2024)

1. **Research Supervision**

Mr. Alireza Rahimzadeh (2020-2022)- supervising econometrics analysis

Ms. Rainie Sun (2021)- supervising data collection

Ms. Ainslie Pierrynowski(2019)- supervising data collection

1. **Teaching in other institutions**

**Kent Business School, University of Kent**

*Undergraduate:*

\*Create Your Own Enterprise (Autumn 2021-2022): Module convener and lecturer.

\*New Enterprise Development for Higher Degree Apprenticeship (Summer 2022): Module convener and lecturer.

Entrepreneurship (Spring 2023): Seminar leader.

New Enterprise Development (Spring 2022): Seminar leader.

*Graduate:*

\*Digital Innovation and New Media Management (Spring 2023): Module convener and lecturer

Help to Grow: Financial management module (Spring 2023): seminar leader. The course audience is entrepreneurs who sign up for government-sponsored small business management courses.

*Student Supervision:*

MBA dissertation (2022-23): Ms. Soumashree Chandra, Mr. Pranav Kashyap, Ms. Betty Ojo, Ms. Pinar Sancakli, Mr. Zyiuye Ni

M.Sc. Dissertation (2022-23): Ms. Alina Vasilcan, Mr. Pawel Grajek

**Telfer School of Management, University of Ottawa**

*Undergraduate*

Statistics for Management (Fall 2020, Summer 2019): lecturer

Application of Statistics for Business (Winter 2020, Winter 2021): lecturer

Entrepreneurial Society (Winter 2018): lecturer

New Venture Creation (Fall 2014): lecturer

Applied Statistical Methods in Business (Fall 2011, Winter 2012, Fall 2013, Winter 2013): Teacher Assistant

Statistics for Management (Summer 2012): Teacher Assistant

1. **Teaching Certificates:**

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| 2023 Intensive course design (Fall) | York University |
| 2023 Postgraduate Certificate in Higher Education | University of Kent |
| 2022 Certificate in University Teaching | University of Ottawa |
| 2022 Entrepreneurship Strategy simulation game | Wharton School of Business |
| 2022 California Entrepreneurship Educators Conference | ReIgnite |
| 2021 Ivey School of Business case teaching | Ivey School of Business |
| 2021 Communication Skills | Mitacs Canada |
| 2020 **Virtual campus: Designing simple activities to monitor students’ progress** | University of Ottawa |
| **2019 Active Learning classrooms** | University of Ottawa |
| **2019 Learning by Doing: Innovative Strategies to Engage Students in Large Classes** | University of Ottawa |

**(D)Service to the profession:**

1. **SAS Research Committee**

Since July 2024- As the first initiative, I am organizing a three-day research method workshop on October 22-24, 2024, inviting external collaborator to YorkU to conduct the workshop.

1. **Journal manuscript review**

In addition to the associate editorial role for the Special Issue at the International Journal of Entrepreneurship and Innovation, I provide ad-hoc review services to the following journals and conferences on topics on financial literacy and entrepreneurial finance:

*Academy of Management*

*Journal of Small Business Management; Small Business Economics; Entrepreneurship and Regional Development; Research Policy; Venture Capital; Journal of Small Business and Enterprise Development; International Journal of Entrepreneurial Behavior & Research, IEEE Transactions on Engineering Management.*

1. **Outreach program (student recruitment)**

2024 Markham Campus Open Day (April 6th)

2024 Markham Campus Open Day (Dec 2nd)

2023 Ontario University Fair (Oct 21st)

2022 Kent Business School at Rainham Grammer School (UK)

2021 Kent Business School at MidKent College (UK)

2021 Kent Business School International recruitment talks (Zoom for Ghana and Pakistan)

1. **Academic adviser**

2021-2023 Undergraduate students in Business and Management at Kent Business School (2021-2023)

1. **Others**

2021-2022 Convocation attendance (Kent School of Business Nov 2021, May and Nov 2022)

2021-2022 Placement interviews for co-op students (Kent Business School in total interviewed 6 employers)

2023 KBS department brown bag seminar presenter- Immigrant’s self-employment and wage penalty

2022 KBS research seminar series presenter – Discouragement and Role of Gender and Race

2021 KBS Departmental Research Day presenter- Higher Education Sector in Canada

2021 Grant writing workshop moderator for graduate students at Telfer School Management, University of Ottawa

2022 Wharton School of Business International Faculty Development Program

**(E)Past research activities:**

**2019- Economic Analysis Division (**Statistics Canada**)**

* Contributed to the development of the dataset and research guide of the *National Account Longitudinal Microdata File (NALMF)*
* Contributed to the development of the *Canadian Employer-Employee Dynamics Database (CEEDD)*
* As a part of the Canadian Center for Data Development and Economic Research (CDER), evaluated research proposals submitted to the division; provided support to researchers; prepared data for analysis; evaluated the quality of the analysis conducted by researchers.

**2018- Research assistant** (Statistics Canada, Ottawa, Ontario)

Investigated the link between modes of innovation and firms’ performance employing Canada’s *Survey of Innovation (2005) linked with the General Index of Financial Information (GIFI)*

**2016- Research Assistant** (Statistics Canada, Ottawa, Ontario)

* Service provided to Industry Canada.
* The Determinants of Entrepreneurial Entry: An Econometric Analysis using *Canadian Employer-Employee Dynamics Database (CEEDD)*

**2015- 2016 Researcher** (Statistics Canada, Ottawa, Ontario)

* Service provided to the Organisation for Economic Co-operation and Development
* Entrepreneurship in Canada: Do taxes matter? Using *Canadian Employer-Employee Dynamics Database (CEEDD)*

**2015- 2016 Research Assistant** (Canada’s national and provincial accounts, Ottawa, Ontario)

* Service provided to the University of Calgary, School of Public Policy
* Business subsidies in Canada (data collection from public records)

**2014- 2015 Research Assistant** (Statistics Canada, Ottawa, Ontario)

* Service provided to the C.D. Howe Institute
* Small Business Preferences as a Barrier to Growth: Not So Tall After All using *Canadian Employer-Employee Dynamics Database (CEEDD)*

**2013- 2014 Research Assistant** (Statistics Canada, Ottawa, Ontario)

* Service provided to the University of Texas at Austin
* The role of Entrepreneurial Finance in Small and Medium Business Success in Canada using *Survey of Financing and Growth of SMEs (2007)*

**My professional working experiences as a financial and business analyst are suppressed for brevity (2004-2011).**