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Education

Ph.D. (Management), Massachusetts Institute of Technology, 1999.
Bachelor of Business Administration (Honours), National University of Singapore, 1989.

Academic Experience

Assistant Professor, University of Colorado at Boulder (2006-present)
Assistant Professor, National University of Singapore (1999 to 2005)

Research Interests

I research in (a) affect in the workplace, and also (b) use organizational behavior concepts to understand how entrepreneurs discover, evaluate and implement business opportunities.

Journal Publications

Foo, M.D. (in press). Teams developing business ideas: How member characteristics and conflict affect member-rated team effectiveness. **Small Business Economics**.

Foo, M.D. (in press). Member experience, use of external assistance and evaluation of business ideas. **Journal of Small Business Management**.

Lim, L., Wong, P.K., Foo, M.D., & Leung, A. (in press). Entrepreneurial intentions: The influence of organizational and individual factors. **Journal of Business Venturing**.

Foo, M.D. (in press). Emotions and entrepreneurial opportunity evaluation. **Entrepreneurship Theory & Practice**.

Uy, M.A., Foo, M.D., & Aguinis, H. (2010). Using Experience Sampling Methodology to advance entrepreneurship theory and research. **Organizational Research Methods**, 13(1), 31-54.

Foo, M.D., Uy, M., Baron, R.A. (2009). How do feelings influence effort? An empirical study of entrepreneurs' affect and venture effort. **Journal of Applied Psychology**, 94(4), 1086-1094.

Wu, P.C., Foo, M.D., & Turban, D. (2008). The role of personality in relationship closeness, developer assistance, and career success. **Journal of Vocational Behavior**, 73(3), 440-448.

Song, Z., Foo, M.D., & Uy, M. (2008). Mood spillover and crossover among dual-earner couples: A cell phone event sampling study. **Journal of Applied Psychology**, 93(2), 443-452.

Wong, P., Lee, L., & Foo, M.D. (2008). Occupational choice: The influence of product vs. process innovation. **Small Business Economics**, 30(3), 267-281.

Elfenbein, H., Foo, M.D., Tan, H., & Aik, V. (2007). The benefit of understanding others' emotions for effectiveness in negotiation. **Journal of Nonverbal Behavior**, 31(4), 205-223.

Wong, C.S., Foo, M.D., Wang, C., W., & Wong, P.M. (2007). The feasibility of training and development of EI: An exploratory study in Singapore, Hong Kong and Taiwan. **Intelligence**, 35(1), 141-150.

Elfenbein, H., Foo, M.D., Tan, H., & Boldry, J. (2006). Dyadic effects in nonverbal communication: A variance partitioning analysis. **Cognition & Emotion**, 20(1), 149-159.

Foo, M.D., Sin, H., & Yiong, L. (2006). Effects of team inputs and intrateam processes on new venture team effectiveness. **Strategic Management Journal**, 27(4), 389-399.

Leung, A., Wong, P., & Zhang, J., & Foo, M.D. (2006). A multi-dimension of 'fit' and the use of networks in human resource acquisition for entrepreneurial firms. **Journal of Business Venturing**, 21(5), 664-686.

Chia, H., Fang, R., & Foo, M.D. (2006). Work place as communities. Who seeks, gives, and accepts help on justice issues. **Journal of Community Psychology**, 34(3), 363-377.

Foo, M.D., Wong, P., & Ong, A. (2005). Do others think you have a viable business idea? Team diversity and judges' evaluation of ideas in a business plan competition. **Journal of Business Venturing**, 20(3), 385-402.

Phan, P., & Foo, M.D. (2004). Technological entrepreneurship in emerging regions. **Journal of Business Venturing**, 19(1), 1-5. (Editorial by special issue editors)

Tan, H., Foo, M.D., & Kwek, M. (2004). The role of customer personality traits on the display of positive emotions. **Academy of Management Journal**, 47(2), 287-296.

Foo, M.D., Elfenbein, H., Tan, H., & Aik, V. (2004). Emotional intelligence and negotiation: The tension between creating and claiming value. **International Journal of Conflict Management**, 15(4), 411-429.

Tan H., Foo, M.D., Chong C., & Ng, R. (2003). Situational and dispositional predictors of displays of positive emotions. **Journal of Organizational Behavior**, 24, 961-978.

Keh, H. T., Foo, M.D., & Lim, B. (2002). Opportunity evaluation under risky conditions: The cognitive processes of entrepreneurs. **Entrepreneurship Theory & Practice**, 27(2), 125-148.

Shane, S., & Foo, M.D. (1999). Institutional explanations for new franchisor mortality. **Management Science**, 45(2), 142-159.

Book Chapters and other Publications

Aziz, A., & Foo, M.D. (2008). Thriving vs. surviving: A regulatory focus perspective on entrepreneurial striving. **Frontiers of Entrepreneurship Research**. Babson Park, MA: Babson College.

Foo, M.D., Tan, H.H. (2002). Critical incidents in high-tech start-ups: A Singapore study. Phan (Ed), **Advances in Entrepreneurship Research**.

Wong, P.K., Foo, M.D., & Wong, F. (2000). **Global Entrepreneurship Monitor: Singapore Report**.

Foo, M.D., Ancona, D., & Degroof, J.J. (1999). Effects of external contacts and internal make-up on entrepreneurial team performance. **Frontiers of Entrepreneurship Research**. Babson Park, MA: Babson College.

Editorial Board Membership

Entrepreneurship Theory & Practice (from January 2007)

Journal of Business Venturing (from January 2006)

Journal of Management Studies (from 2009)

Teaching

Management and organization/Organizational behaviour

Individual, groups and organizational development

New venture creation

Ph.D. seminar in entrepreneurship (micro aspects in entrepreneurship)

Management of technology

Academic Honors

Outstanding reviewer award, Journal of Business Venturing 2006 (awarded in 2007).

Nominated for the Carolyn Dexter Award of the Academy of Management Conference 2004 (Nominated by the Conflict Management Division and the Entrepreneurship Division).

Nominated for the Carolyn Dexter Award of the Academy of Management Conference 2003 (Nominated by the Organizational Behavior Division).

Best Paper Award, National University of Singapore Business School, 1999.

Best Paper Award, Babson-Kauffman Entrepreneurship Research Conference, 1998.

National University of Singapore Overseas Graduate Scholarship, 1994-1999.

Updated: August 18, 2009