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 National University of Singapore
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Education History

Period	Degree	University
1994 – 1999	PhD (Management)	Massachusetts Institute of Technology
1985 – 1989	Bachelor of Business Administration (Honours)	National University of Singapore

Academic Employment History

Period	Position	Institution
Apr 2017 – Present	Associate Professor	Department of Industrial Systems Engineering & Management (ISEM); Department is a merger of D-ETM and the Department of Industrial & Systems Engineering
Jul 2016 – Mar 2017	Acting Head	D-ETM National University of Singapore
Jun 2015 – Mar 2017	Associate Professor	Division of Engineering & Technology Management (D-ETM) National University of Singapore
2010* – 2015	Associate Professor	Leeds School of Business, University of Colorado at Boulder
2006 – 2010	Assistant Professor	Leeds School of Business, University of Colorado at Boulder
1999 – 2005	Assistant Professor	NUS Business School, National University of Singapore
1993 – 1999	Senior Tutor	NUS Business School, National University of Singapore

**Tenure awarded on 30 June 2010*

Non-Academic Employment History

Period	Position	Institution
1991-2015	Lieutenant (reserve)	Singapore Armed Forces
1991-1993	Foreign Service Officer	Ministry of Foreign Affairs
1989-1991	Lieutenant	Singapore Armed Forces
1984-1989	Police Officer	Singapore Police Force

Editorial Board Membership

Period	Position	Journal
2016 – present	Field Editor	Journal of Business Venturing
2012 – present	Editor	Entrepreneurship Theory and Practice
2010 – present	Editorial	Academy of Management Journal
2015 – present	Review Board	Academy of Management Perspectives
2007 – present	Member	Entrepreneurship Theory and Practice
2006 – present		Journal of Business Venturing
2015 – present		Strategic Entrepreneurship Journal
2009 – 2013		Journal of Management Studies
Present (accepting manuscripts)		Guest Editor
2012	Entrepreneurship Theory and Practice. Exploring the heart: Entrepreneurial emotion is a hot topic. (with Melissa Cardon, Dean Shepherd, and Johan Wiklund)	
2004	Journal of Business Venturing. Technological entrepreneurship in emerging regions. (with Phil Phan)	

Honorary Professorship

- Nankai University (Awarded in 2013) (I also served on the university’s academic advisory committee for the Research Center of Entrepreneurial Management)

Guest Professor

- Ghent University (2010-2016)
- Jilin University (Honorary, awarded in 2013)

Research Interests

- Behavioural approach to entrepreneurship
- Affect in the workplace

Summary of Significant Contributions

- 33 international peer reviewed publications, 2 editorials, 4 book chapters, and 2 published reports in the areas of Technology Management, Entrepreneurship, and Organisational Behaviour
- Published in top journals in the respective areas including:
 - *Entrepreneurship*
 - Entrepreneurship Theory and Practice
 - Journal of Business Venturing

- *Management*
 - Academy of Management Journal
 - Journal of Applied Psychology
 - Management Science
 - Strategic Management Journal

Awards and Honours

Year(s)	Award / Honour
2016	Keynote speaker: Edith Cowan University Business Doctoral and Emerging Doctoral Scholars Colloquium. Talk on successfully publishing in quality peer-reviewed journals.
2014	Distinguished speaker: Symposium on Entrepreneurial individuals and teams: Advances in the psychology of entrepreneurship. Academy of Management Conference.
2013	Keynote speaker: International Conference on Entrepreneurship and International Business, Tianjin, China, June 21-23, 2013 (Organized by Nankai University).
2013	Keynote speaker: International Conference on Innovation and Entrepreneurship, Jilin, China, December 6-7. (Organized by Jilin University).
2011	Academy of Management Entrepreneurship Division IDEA Thought Leader Award (best published entrepreneurship paper in the previous year with potential to be a foundational paper)
2011	Provost's Faculty Achievement Awards (university research award)
2010 – 2016	Guest Professor, Ghent University
2010	Best reviewer award, Entrepreneurship Theory and Practice
2009	Finalist (1 of 4), Rosabeth Moss Kanter Award for excellence in work-family research (awarded in 2010).
2009	Exemplar paper, Entrepreneurship research exemplars conference
2006, 2009	Outstanding reviewer award, Journal of Business Venturing
2004	Nominated for the Carolyn Dexter Award of the Academy of Management Conference (Nominated by the Conflict Management Division and the Entrepreneurship Division)
2003	Nominated for the Carolyn Dexter Award of the Academy of Management Conference (Nominated by the Organizational Behavior Division).
1999	Best Paper Award, National University of Singapore Business School
1998	Best Paper Award, Babson-Kauffman Entrepreneurship Research Conference
1994-1999	National University of Singapore Overseas Graduate Scholarship

Teaching

- I have designed and taught modules at the undergraduate and graduate levels in the areas of engineering leadership, management and organisational behaviour, new venture creation and entrepreneurship, management of technology, and groups and organisational development
- I have supervised or am supervising a total of 21 doctoral students across 6 universities in Singapore, Belgium, and the United States. Currently, I am also training a post-doctoral research fellow and co-chairing two PhD students in my Department.
- I have mentored and advised junior scholars (e.g. junior faculty, PhD students) on research at formal forums such as professional development workshops and doctoral consortia at conferences, and on a day-to-day basis.

Summary of Modules Taught

Management and organization/Organizational behaviour

New venture creation

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

Management of technology

Ph.D. proseminar

Doctoral Students Supervised

Jing Zhang	National University of Singapore
Aegean Leung (Chair)	National University of Singapore
Marilyn Uy (Chair)	University of Colorado, Boulder
Asad Aziz (Chair)	University of Colorado, Boulder
Charles Murnieks	University of Colorado, Boulder
Joy Godesiabo	University of Colorado, Boulder
Iris Vanaelst	Ghent University
Nathalie Moray	Ghent University
Brandon Mueller	Indiana University
Shoko Kato	Syracuse University
Robin de Cock	Ghent University
Jennifer Dinger	University of Colorado, Boulder
Sid Saleh (Co-chair)	University of Colorado, Boulder
Annelore Huyghe	Ghent University
Elsa Chan (Co-chair)	University of Colorado, Boulder
Ameek Kaur	National University of Singapore
Zhu Jinlong	National University of Singapore
Kim Jinyoung	Nanyang Technological University
Han En Chou (Co-chair)	National University of Singapore (current)
Angelina Li (Co-chair)	National University of Singapore (current)
Jessica Kirk	University of Colorado, Boulder (current)

Selected Contributions to the Profession

Year(s)	Contributions to the Profession
2017	Co-organizer, Entrepreneurship in Emerging Region (Strategic Management Society Conference, October, Houston, USA)
2017	Co-organizer, Entrepreneurship and Well-Being Workshop (June, Sweden)
2017 – present	Approving Panel, Lotus-NUS Fund (provides seed funding grants of \$25,000 each for social impact-driven start-ups)
2017	Judge IDEa\$ Challenge (design challenge organized by NUS Engineering Design and Innovation Centre)
2017	Judge, Deloitte-Risk Intelligence Challenge (focusing on new venture risks)
2016	Judge, NUS-DBS Social Venture Challenge Asia
2016 – present	Approving Panel, NUS Enterprise Innovation & Entrepreneurship Practicum Award (awards NUS students up to \$10,000 each to turn an idea into a minimum viable product)
2015 - present	Council Member, CaseTrust Advisory Council (accreditation arm of the Consumer Association of Singapore – CASE – and Singapore’s de facto standard for fair trading and transparency to consumers)
2013 – present	Academic Advisory Committee, Nankai University Research Center of Entrepreneurial Management
2013 – present	Member, Academy of Management Entrepreneurship Division, Research Committee
2012 – present	Advisory Board, Conference on Sustainability, Ethics, and Entrepreneurship
2011-2013; 2016 – present	Judge, Rosabeth Moss Kanter Award for Excellence in Work-Family Research
2012	Co-organiser, Carey-Darden-Leeds Entrepreneurship Research Retreat
2006-2015	Associate Faculty, Deming Entrepreneurship Centre, Leeds School of Business, University of Colorado, Boulder
2001	Singapore founding team, Global Entrepreneurship Monitor
2000	Member, Organizing Committee, Asia Academy of Management Conference
2000	Co-founder, Startup@Singapore (was Singapore’s most significant business plan competition)

Selected Contributions to University

Division of Engineering & Technology Management, National University of Singapore (from April 2017)

- Member, Department Consultative Committee (Department committee comprising selected faculty and private sector leaders to guide long term direction of the Department)

Division of Engineering & Technology Management, National University of Singapore (2015 to 2017)

- Acting Head, Division of Engineering & Technology Management
- Chair, Division Teaching Committee
- Chair, Division Consultative Committee (Division committee comprising selected faculty and private sector leaders to guide long term direction of the Division)
- Member, Division Research Committee
- Member, Faculty Board (Faculty of Engineering governing body chaired by Dean, Faculty of Engineering)

(a) Leeds School of Business, University of Colorado at Boulder (2006 to 2015)

- Member, Boulder Faculty Assembly (faculty senate of the University of Colorado, Boulder).
- Member, Boulder Faculty Assembly Budget and Planning Committee.
- Member, Division Ph.D. Committee.
- Director, Ph.D. Program in Strategic, Organizational and Entrepreneurship Studies.
- Member, Leeds School Doctoral Curriculum and Policy Committee.
- Co-organizer, Carey-Darden-Leeds Entrepreneurship Research Retreat.
- Interview panel, Leeds Entrepreneurship Certificate.
- Chair, Leeds School International Studies Committee.
- Member, University Study Abroad Committee.
- Member, Leeds School Undergraduate Curriculum and Policy committee.
- Organizer, Division Brown-bag Seminar Series.
- Organizer, Division Distinguished Speaker Series.

(b) NUS School of Business, National University of Singapore (1999 to 2005)

- University committee to promote technical based entrepreneurship.
- University Task force on students with special needs, sub-committee on academic matters.
- Dean Search Committee.
- Department Search Committee.
- Faculty research committee (assessed and distributed research grants to faculty).
- Department MSc/PhD committee.

Peer-Reviewed Journal Publications

Uy, M.A., Sun, S.H., & Foo, M.D. (in press) Affect spin, entrepreneurs' well-being, and venture goal progress: The moderating role of goal orientation. *Journal of Business Venturing*.

Hekman, D.R., Johnson, S.K., Foo, M.D., & Yang, W. (2017). Does diversity-valuing behavior result in diminished performance ratings for nonwhite and female leaders? *Academy of Management Journal*, 60(2), 771-797.

- Lim, E.A.C., Lee, Y.H., & Foo, M.D. (2016). Frontline employees' nonverbal cues in service encounters: A double-edged sword. *Journal of the Academy of Marketing Science*. DOI 10.1007/s11747-016-0479-4
- Foo, M.D., Knockaert, M., Chan, E.T., & Erikson, T. (2016). The individual environment nexus: Impact of promotion focus and the environment on academic scientists' entrepreneurial intentions. *IEEE Transactions on Engineering Management*, 63(2), 213-222.
- Erikson, T., Knockaert, M., & Foo, M.D. (2015). Enterprising scientists: The shaping role of norms, experience and scientific productivity. *Technological Forecasting & Social Change*, 99(1), 211-221.
- Uy, M.A., Foo, M.D., & Ilies, R. (2015). Perceived progress variability and entrepreneurial effort intensity: The moderating role of venture goal commitment. *Journal of Business Venturing*, 30(3), 375-389.
- Knockaert, M., Foo, M.D., Erikson, T., & Cools, E. (2015). Growth intentions among research scientists: A cognitive style perspective. *Technovation*, 38(1), 64-74.
- Foo, M.D., Uy, M.A., & Murnieks, C. (2015). Beyond affective valence: Untangling valence and activation influences on opportunity identification. *Entrepreneurship Theory and Practice*, 39(2), 407-431.
- Uy, M.A., Foo, M.D., & Song, Z. (2013). Joint effects of prior start-up experience and coping strategies on entrepreneurs' psychological well-being. *Journal of Business Venturing*, 28(5), 583-597.
- Leung, A., Foo, M.D., & Chaturvedi, S. (2013). Imprinting effects of founding core teams on HR values in new ventures. *Entrepreneurship Theory and Practice*, 37(1), 87-106.
- Foo, M.D. (2011). Emotions and entrepreneurial opportunity evaluation. *Entrepreneurship Theory and Practice*, 35(2), 375-393.
- Song, Z., Foo, M.D., Uy, M.A., & Sun, S. (2011). Unraveling the daily stress crossover between unemployed individuals and their employed spouses. *Journal of Applied Psychology*, 96(1), 151-168.
- Lee, L., Wong, P.K., Foo, M.D., & Leung, A. (2011). Entrepreneurial intentions: The influence of organizational and individual factors. *Journal of Business Venturing*, 26(1), 124-136.
- Foo, M.D. (2011). Teams developing business ideas: How member characteristics and conflict affect member-rated team effectiveness. *Small Business Economics*, 36(1), 33-46.

Elfenbein, H.A., Foo, M.D., Mandal, M., Biswal, R., Eisenkraft, N., Lim, A., & Sharma, S. (2010). Individual differences in the accuracy of expressing and perceiving nonverbal cues: New data on an old question. *Journal of Research in Personality*, 44(2), 199-206.

Foo, M.D. (2010). Member experience, use of external assistance and evaluation of business ideas. *Journal of Small Business Management*, 48(1), 32-43.

Uy, M.A., Foo, M.D., & Aguinis, H. (2010). Using experience sampling methodology to advance entrepreneurship theory and practice. *Organizational Research Methods*, 13(1), 31-54.

- Academy of Management Entrepreneurship Division IDEA Thought Leader Award, 2011.

Foo, M.D., Uy, M.A., & 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.

- Exemplar paper, Entrepreneurship research exemplars conference, 2009.

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

- Finalist (1 of 4), Rosabeth Moss Kanter Award for excellence in work-family research, 2009.

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

Elfenbein, H.A., Foo, M.D., White, J., Tan, H.H., & Aik, V.C. (2007). Reading your counterpart: The benefit of emotion recognition accuracy 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.

Leung, A., Zhang, J., Wong, P.K., & Foo, M.D. (2006). The use of networks in human resource acquisition for entrepreneurial firms: Multiple "fit" considerations. *Journal of Business Venturing*, 21(5), 664-686.

Chia, H.B., Foo, M.D., & Fang, R. (2006). Workplaces as communities: The role of social networks in who seeks, gives, and accepts information on justice issues. *Journal of Community Psychology*, 34(3), 363-377.

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

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

Foo, M.D., Wong, P.K., & 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.

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

- Nominee, Carolyn Dexter Award, Academy of Management Conference, 2003.

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

- Nominee, Carolyn Dexter Award, Academy of Management Conference, 2004.

Tan H.H., Foo, M.D., Chong C.L., & Ng, R. (2003). Situational and dispositional predictors of displays of positive emotions. *Journal of Organizational Behavior*, 24(8), 961-978.

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

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

- Best Paper Award, Babson-Kauffman Entrepreneurship Research Conference, 1998.
- Best Paper Award, National University of Singapore Business School, 1999.

Editorials

Cardon, M.S., Foo, M.D., Shepherd, D., & Wiklund, J. (2012). Exploring the heart: Entrepreneurial emotion is a hot topic. *Entrepreneurship Theory and Practice*, 36(1), 1-10.

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

Book Chapters

Foo, M. D., Murnieks, C., & Chan, E. (2014). Feeling and thinking: The role of affect in entrepreneurial cognition. In J. R. Mitchell, R. K. Mitchell, & B. Randolph-Seng (Eds.), *Handbook of Entrepreneurial Cognition*. Cheltenham, UK: Edward Elgar.

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. P. Phan (Ed), *Technological Entrepreneurship*, 185-204. Greenwich, CN: Information Age Publishing.

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.

Published Reports

Zhao, S., & Foo, M. D. (2016). Queen Bee Syndrome: The real reason women do not promote women. White paper, Center for Creative Leadership. Singapore: Center for Creative Leadership.

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

Textbook

Entrepreneurship Theory, Process, and Practice: An Asian Perspective. With Sarah Cheah and Donald Kuratko. Book manuscript to be delivered to Cengage August 2017.

(Asian version of textbook based on 10th edition of Donald Kwarto's textbook Entrepreneurship Theory, Process, and Practice).

Conference Presentations

Chan, E., Johnson, S. K., & Foo, M.D. (2016). Learning goal orientation in leader development: Social comparison pressure. Academy of Management Conference, Anaheim, CA, August 5-9.

Foo, M.D., & Lim, A. (2016). Being female or acting femininely and leading venture teams: Impact of gender and gender-role orientation on leader emergence in entrepreneurial teams. Diana International Research Conference, Bodø, Norway, June 12-14.

Foo, M.D., & Lim, A. (2016). Willingness to learn in startup teams: A multilevel model of antecedents and outcomes. Babson Entrepreneurship Conference, Bodø, Norway, June 8-11.

Zhang, S., Foo, M.D., & Vassolo, R. (2016). How effectual and causal entrepreneurial reasonings lead to biases differently. Babson Entrepreneurship Conference, Bodø, Norway, June 8-11.

Chan, E., Foo, M.D., & Sun, S.H. (2015). Self-regulation, learning and advancement: Effects of entrepreneurial self-efficacy and coping behaviors on learning and venture goal progress. Babson Entrepreneurship Conference, Babson, MA, June 10-13.

Saleh, S., Hekman, D. H., & Foo, M.D. (2015). Mentor or tormentor: Understanding how mentors impact entrepreneurs' performance using a creativity perspective. Babson Entrepreneurship Conference, Babson, MA, June 10-13.

Foo, M.D., Chan, E., & Hekman, D.H. (2014). How leaders' prosocial behaviors lead to higher performance ratings and lower salaries. Academy of Management Conference, Philadelphia, Pennsylvania, August 1-5.

Hekman, D.H., Yang, W., & Foo, M.D. (2014). Does valuing diversity result in worse performance ratings for minority and female leaders? Best paper proceedings, Academy of Management Conference, Philadelphia, Pennsylvania, August 1-5.

Chan, E., Foo, M.D., & Hekman, D.H. (2014). Learning behavior and leader workplace influence: The mediating effect of leader mentoring behavior. Academy of Management Conference, Philadelphia, Pennsylvania, August 1-5.

- Foo, M.D., Uy, M., & Chan, E. (2014). Learning and performing: Effects of learning goal orientation and stress on entrepreneurial motivation and perceived ability to overcome obstacles. . Babson Entrepreneurship Conference, London, Ontario, Canada, June 4-7.
- Van Gils, A., Chan, E., Foo, M. D., Bammens, Y., & Hekman, D. (2014). Innovation in family small and medium sized enterprises: The impact of emotions and emotion regulation. Theories of the Family Enterprise Conference, Edmonton, Canada, May 21-23.
- Uy, M.A., Foo, M.D., & Ilies, R. (2014). Progress variability and effort intensity: Venture goal commitment as moderator. Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii, May 15-17.
- Huyghe, A., Knockaert, M., Foo, M.D., & Jelaca, V. (2013). The influence of organizational culture and climate on entrepreneurial intentions among research scientists. Babson Entrepreneurship Conference, Fort Worth Texas, June 6-9.
- Fund, B., & Foo, M.D. (2012). Kicked out but up and running: Personality and cognitive impact on transitioned founder-CEO engagement. Babson Entrepreneurship Conference, Fort Worth Texas, June 6-9.
- De Cock, R., Clarysse, B., & Foo, M.D. (2012). Understanding the micro-foundations of substantive and dynamic capabilities: The role of personality. Academy of Management Conferences, Boston, Massachusetts, August 3-7.
- Uy, M., Foo, M.D., & Ilies, R. (2012). The motivational impact of perceived progress on effort intensity through positive activation. Academy of Management Conferences, Boston, Massachusetts, August 3-7.
- Knockaert, M., Foo, M.D., & Erikson, T. (2011). Determinants of entrepreneurs' growth intentions. A cognitive style perspective. Academy of Management Conferences, San Antonio, Texas, August 12-16.
- Uy, M., & Foo, M.D. (2011). Affect, temporal focus, and venture efforts of entrepreneurs. Academy of Management Conferences, San Antonio, Texas, August 12-16.
- Uy, M., & Foo, M.D. (2010) Feeling, thinking, doing: Affective influences on goal progress and entrepreneurial efforts. Babson Entrepreneurship Conference, Lausanne, Switzerland, June 10-12.
- Uy, M., Foo, M.D., & Aguinis, H. (2009). Using experience sampling methodology to advance entrepreneurship theory and research. Academy of Management Conference, Chicago, Illinois, August 7-11.
- Foo, M.D., Uy, M., & Song, Z. (2009) Entrepreneurial affect and perceived stress: Self-efficacy and experience as stress buffers. Babson Entrepreneurship Conference, Wellesley, Massachusetts, June 4-6.

Aziz, A., & Foo, M.D. (2008). Thriving vs. surviving: A regulatory focus perspective on entrepreneurial striving. Babson Entrepreneurship Conference, Chapel Hill, North Carolina, June 5-7.

Foo, M. D., Uy, M. A., & Baron, R. A. (2008). Entrepreneurs' moods and hope and their impact on venture effort. Academy of Management Conference, Anaheim, California, August 6-11.

Wu, P.C., Foo, M.D., Turban, D., & Teo, L.K. (2008). Perceived emotions and trustworthiness: Influences on developmental assistance and career success. Academy of Management Conference, Anaheim, California, August 6-11.

Uy, M., Foo, M., & Song, Z. (2007). Goal orientation, commitment, and coping of entrepreneurs: Implications on entrepreneurial outcomes. Academy of Management Conference, Philadelphia, Pennsylvania, August 3-8.

Wu, P.C., Foo, M.D., Turban, D., & Sim, S. (2007). Personality and career: The role of career developmental relationships and developers' assistance. Academy of Management Conference, Philadelphia, Pennsylvania, August 3-8.

Uy, M. A., Foo, M. D., & Song, Z. (2007). Goal orientation, commitment, and coping of entrepreneurs: Implications on entrepreneurial outcomes. Academy of Management Conference, Philadelphia, Pennsylvania, August 3-8.

Foo, M.D., Wang, P.J., Song, Z.L., & Baron, R. (2007). Learning what you know: External contacts, internal knowledge & performance of business plan teams. Academy of Management Conference, Philadelphia, Pennsylvania, August 3-8.

Aziz, A., & Foo, M.D. (2007). A regulatory focus perspective on teams engaged in an entrepreneurial task: A repeated measures study. Babson Entrepreneurship Conference, Madrid, Spain, June 6-9.

Song, Z., Lim, A., Foo, M.D., & Uy, M.A. (2007). Is it me or is it you? The impact of relationship self-efficacy on affective responses to social interactions. Society for Industrial and Organizational Psychology Conference, New York City, New York, April 26-29.

Leung, A., Wong, P.K., & Foo, M.D. (2006). Effects of ownership structure on new venture team recruitment and team characteristics. Babson Entrepreneurship Conference, Bloomington, Indiana, June 7-10.

Lim, A., M.D. Foo, & Choi Y.R. (2006). Factors affecting the exclusion of gay men and lesbians from friendship networks in the work place. Academy of Management Conference, Atlanta, Georgia, August 11-16.

Song, Z.L., M.D. Foo & Uy, M.A. (2006). Mood spillover and crossover for dual-earner couples: A cell phone event sampling study. Academy of Management Conference, Atlanta, Georgia, August 11-16.

Foo, M.D., Lim, A., & Lim, E. (2006). An examination of the dyadic fit between customers and service providers in service relationships. International Society for Research on Emotions Conference, Atlanta, Georgia, August 6-10.

Elfenbein, H.A., Foo, M.D., Tan, Boldry, J. (2005). Evidence for a relationship effect in the accuracy of communicating emotion: A social relations analysis. Academy of Management Conference, Honolulu, Hawaii, August 5-10.

Leung, A., Wong, P., & Zhang, J., Foo, M.D. (2005). A multi-dimension of “fit” and the use of networks in human resource acquisition for entrepreneurial firms. Academy of Management Conference, Honolulu, Hawaii, August 5-10.

Foo, M.D., Lim, A., & Choi, Y.R. (2005). Factors affecting the hiring of homosexuals: The applicant and the job characteristics. Academy of Management Conference, Honolulu, Hawaii, August 5-10.

Foo, M.D., & Lee, S.F. (2004). Entrepreneurial orientation and opportunity evaluation: The moderating effects of cognitive factors and business success. Academy of Management Conference, New Orleans, Louisiana, August 6-11, 2004.

- Nominated for the Carolyn Dexter Award for the Academy of Management Conference 2004.

Foo, M.D., Elfenbein, H.A., Tan, H.H., & Aik, V.C. (2004). Emotional intelligence and negotiation: The tension between creating and claiming value. Academy of Management Conference, New Orleans, Louisiana, August 6-11, 2004.

- Nominated for the Carolyn Dexter Award for the Academy of Management Conference 2004.

Rafaeli, A., Fiegenbaum, T., Foo, M.D., & Tan, H.H. (2004). May the angry man win? A cross-cultural comparison of the relationship between anger, guilt, and promotion decisions. 4th Conference on Emotions and Organizational Life, Birkbeck College, London, England, June 27-29.

Foo, M.D., Sin, H. P., & Yiong, L.P. (2004). Effects of team inputs and processes on embryonic venture perseverance. 19th Annual Society for Industrial and Organization Psychology (SIOP) Conference, Chicago, Illinois, April 2-4.

Elfenbein, H.A., Foo, M.D., Tan, H.H., & Boldry, J. (2004). Accuracy in communicating emotion within and across cultural groups: A Social Relations Analysis. Society of Personality and Social Psychology Conference, Austin, Texas, January 29-31.

Tan, H.H., Foo, M.D., & Kwek, M.H. (2003). The role of customer personality traits on the display of positive emotions. Best paper proceedings, Academy of Management Conference, Seattle, Washington, August 1-6.

- Nominated for the Carolyn Dexter Award for the Academy of Management Conference 2003.

Foo, M.D. (2003). Team characteristics, conflict and effectiveness of teams in the early stages of venture activities. Academy of Management Conference, Seattle, Washington, August 1-6.

Tan, H.H., & Foo, M.D. (2002). Getting positive emotions at work. 3rd Asia Academy of Management Conference, Bangkok, Thailand, December 12-14.

Keh, H. T., Foo, M.D., & Lim, B.C. (2002). Opportunity evaluation under risky conditions: The cognitive processes of entrepreneurs. Entrepreneurship Cognition Conference, Victoria, Vancouver, July 17-19.

Mahmood, I.P., & Foo, M.D. (2002). Capital structure decisions of new firms in an emerging economy. Academy of International Business 2002 Annual Meeting, San Juan, Puerto Rico, June 28-July 1.

Tan, H.H., & Foo, M.D. (2002). Effects of perceived service norms and employee personality on displayed positive emotions. XXV International Congress of Applied Psychology, Singapore International Convention and Exhibition Centre, Singapore, July 7-12.

Foo, M.D., & Tan, H.H. (2001). Critical incidents in high-tech startups: A Singapore study, Proceedings of the Technological Entrepreneurship in the Emerging Regions of the New Millennium, Singapore, June 28-30.

Foo, M.D. (2000). A model of entrepreneurial team performance. Academy of Management Conference, Toronto, Canada, August 4-9.

Foo, M.D. (2000). The effects of task design and team processes on university-based entrepreneurial team performance. Academy of Management Conference, Toronto, Canada, August 4-9.

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Keh, H.T., & Foo, M.D. (2000). The opportunity-identifying behaviors of retail-entrepreneurs. 7th International Conference on Recent Advances in Retailing and Services Science, Sintra, Portugal, July 7-10.

Foo, M.D. (1998). Decision making in an Asia Pacific Economic Forum. Asia Academy of Management, Hong Kong, December 28-30.

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Chong, C.L., & Foo, M.D. (1997). Generalizability and validity of an Internet survey: Insights from a field study. Academy of Management Conference, Boston, August 8-13.

Other Presentations

Facilitator, professional development workshop on the psychology of entrepreneurship, Boston, Massachusetts, August, 3-7, 2012.

Panelist, professional development workshop on new horizons in individual differences research, Academy of Management Conferences, San Antonio, Texas, August 12-16.

Panelist, professional development workshop on Innovative methods for studying decision making. Academy of Management Conferences, Montreal, 2010, August, 6-10.

Panelist, Academy of Management Entrepreneurship Early Career Development Consortium. Panel on getting tenure, (2010, 2011).

Group Mentor, International Association of Chinese Management Research Conference Doctoral Consortium, Shanghai, China, 2010.

Panelist, Babson Doctoral Consortium. Panel on positioning yourself for a job: U.S. and international perspectives (2009, 2010).

Panelist, Entrepreneurship Research Exemplar Conference, Storrs, Connecticut, May 28-30, 2009. Panel on publishing in the Journal of Applied Psychology.

Facilitator, Professional Development Workshop on affect in entrepreneurship, August 8, 2009. Held during the Academy of Management Conference, Chicago, Illinois.

Reader for student papers, Academy of Management Entrepreneurship Doctoral Consortium, (2007, 2009, 2010).