

Dan K. Hsu

ACADEMIC EXPERIENCE

- Associate Professor of Management (tenured) August 2019 – present
Department of Marketing and Management
College of Business
North Dakota State University
- Associate Professor of Entrepreneurship (tenured) January 2019 – June 2019
Department of Management
Miller College of Business
Ball State University
- Assistant/Associate Professor of Entrepreneurship (tenured) July 2011 – Dec. 2018
Department of Management
Walker College of Business
Appalachian State University
- Visiting Associate Professor Oct. 2017 – Dec. 2017
Department of Business Management
College of Management
National Sun Yat-Sen University, Taiwan
- Faculty Director July 2015 – June 2016
Transportation Insight Center for Entrepreneurship
Walker College of Business
Appalachian State University

EDUCATION

- Ph.D. Entrepreneurship Syracuse University
- M.S. Information Technology Rensselaer Polytechnic Institute
- M.S. Physics Fu-Jen Catholic University, Taiwan
- B.S. Physics Fu-Jen Catholic University, Taiwan

PUBLICATIONS (REFEREED)

- Cohen, D., Hsu, D.K., & Shinnar, R.S. (2020). Enhancing opportunity recognition skills in the entrepreneurial classroom: A new approach and empirical test. *Small Business Economics*.
- Hsu, D.K., Burmeister-Lamp, K., Simmons, S.A., Foo, M.D., Hong, M.C., & Pipes, J.D. (2019). 'I know I can, but I don't fit': Perceived fit, self-efficacy, and entrepreneurial intention. *Journal of Business Venturing*, 34(2): 311-326.

- Hsu, D.K., Shinnar, R.S., & Anderson, S.E. (2019). 'I wish I had a regular job': An exploratory study of entrepreneurial regret. *Journal of Business Research*, 96: 217-227. Featured in *The Sydney Morning Herald*, "Do you have entrepreneurial regret?" [Link to the article here](#).
- Zhu, F., Hsu, D.K., Burmeister-Lamp, K., & Fan, S.X. (2018). An investigation on entrepreneurs' venture persistence decision: The contingency effect of psychological ownership and adversity. *Applied Psychology: An International Review*, 67(1): 136-170.
- Shinnar, R.S., Hsu, D.K., Powell, B., & Zhou, H. (2018). Entrepreneurial intentions and start-ups: Are women or men more likely to enact their intentions? *International Small Business Journal*, (36)1: 60-80.
- Hsu, D.K., Shinnar, R.S., Powell, B.C., & Coffey, B.S. (2017). Intentions to reenter venture creation: The effect of entrepreneurial experience and organizational climate. *International Small Business Journal*, 35(8): 928-948.
- Hsu, D.K., Simmons, S.A., & Wieland, A. (2017). Designing entrepreneurship experiments: A review, typology, and research agenda. *Organizational Research Methods*, 20(3): 379-412.
- Hsu, D.K., Wiklund, J., & Cotton, R.D. (2017). Success, failure, and entrepreneurial reentry: An experimental assessment of the veracity of self-efficacy and prospect theory. *Entrepreneurship Theory and Practice*, 41(1): 19-47.
- Zhu, F., Burmeister-Lamp, K., & Hsu, D.K. (2017). To leave or not? The impact of family support and cognitive appraisals on venture exit intention. *International Journal of Entrepreneurial Behaviour & Research*, 23(3): 566-590.
- Hsu, D.K., Burmeister-Lamp, K., & Hong, M.C. (2017). How does entrepreneurs' psychological ownership affect their grief after failure? *International Journal of Entrepreneurial Venturing*, 9(2): 160-180.
- Hsu, D.K., Wiklund, J., Anderson, S.E., & Coffey, B.S. (2016). Entrepreneurial exit intentions and the business-family interface. *Journal of Business Venturing*, 31(6): 613-627.
- Simmons, S.A, Carr, J.C., Hsu, D.K., & Shu, C. (2016). The regulatory fit of serial entrepreneurship intentions. *Applied Psychology: An International Review*, 65(3): 605-627.
- Hsu, D.K. (2015). Who becomes an entrepreneur? The dispositional regulatory focus perspective. *American Journal of Entrepreneurship*, 8(1): 94-114.
- Hsu, D.K., Haynie, J.M., Simmons, S.A., & McKelvie, A. (2014). What matters, matters differently: A conjoint analysis of the decision policies of angel and venture capital

investors. *Venture Capital: An International Journal of Entrepreneurial Finance*, 16(1): 1-25.

- Shinnar, R.S., Hsu, D.K., & Powell, B.C. (2014). Self-efficacy, gender, and entrepreneurial intention: A longitudinal examination. *International Journal of Management Education*, 12(3): 561-570.
- Hsu, D.K., Shinnar, R.S., & Powell, B.C. (2014). Expectancy theory and entrepreneurial motivation: A longitudinal examination of the role of entrepreneurship education. *Journal of Business and Entrepreneurship*, 26(1): 121-140.
- Hsu, D.K. (2013). 'This is my venture!' The effect of psychological ownership on intention to reenter entrepreneurship. *Journal of Small Business and Entrepreneurship*, 26(4): 387-402.

PAPERS IN THE REVIEW PROCESS

- Zhu, F., Thornhill, S., & Hsu, D.K. (Title hidden during the review process). Revise and Resubmit at *Journal of Small Business Management*.
- Adomako, S., Hsu, D.K., & Zhu, F. (Title hidden during the review process). Reject and Resubmit at *Journal of Business Venturing*.
- Zhu, F., Sayed, I., Hsu, D.K., Cohen, D., & Shinnar, R.S. (Title hidden during the review process). Reject and Resubmit at *Journal of Business Venturing*.
- Hong, M.C., Lin, S., Hsu, D.K., & Shih, Y.C. (Title hidden during the review process). Under review at *Business & Society*.
- Chan, C.S.R., Parhankangas, A., Hsu, D.H., & Oo, P. (Title hidden during the review process). Under review at *Journal of Business Venturing*.
- Carr, J.C., Simmons, S.A, Hsu, D.K., & Craig, S.B. (Title hidden during the review process). Under review at *Entrepreneurship Theory and Practice*.

PAPERS IN PROGRESS

- Hsu, D.K., Mitchell, J.R., & Cao, X. Testing mediation with experiments: Remedies and recommendations. Target journal: *Journal of Business Venturing Insights*.
- Hsu, D.K., & Murnieks, C.Y. Entrepreneurial hope. Target journal: *Academy of Management Review*. (Status: manuscript writing.)
- Hsu, D.K. Finding the silver lining: Failure, hope, and reentry. Target journal: *Academy of Management Journal*. (Status: data collection.)

- Shinnar, R.S., Cohen, D., & Hsu, D.K. Learned optimism in entrepreneurship.
- Hsu, D.K. Entrepreneurial dream, nostalgia, investor support.

CONFERENCE PRESENTATIONS (REFEREED)

- Carr, J.C., Simmons, S.A, Hsu, D.K., & Craig, S.B. Sensation-seeking and workaholism: Implications for serial entrepreneurship. *Academy of Management Annual Meeting*, 2020. *Virtual meeting due to Coronavirus.*
- Zhu, F., Sayed, S., Hsu, D.K., Cohen, D., & Shinnar, R.S. “I put in effort, but I am still not passionate”: The influence of person-entrepreneurship fit. *Academy of Management Annual Meeting*, 2020. *Virtual meeting due to Coronavirus.*
- Hsu, D.K. Testing mediation with experiments: Remedies and recommendations. *Academy of Management Annual Meeting*, 2020. *Virtual meeting due to Coronavirus.*
- Zhu, F., Sayed, S., Hsu, D.K., Cohen, D., & Shinnar, R.S. “I put in effort, but I am still not passionate”: The influence of person-entrepreneurship fit. Accepted for presentation at *Babson College Entrepreneurship Research Conference*, Knoxville, TN, USA, 2020. *Conference canceled due to Coronavirus.*
- Hong, M.C., Lin, S., Hsu, D.K., & Shih, Y.C. When ownership of the business triggers a co-founder's unethical pro-venture behavior. Accepted for presentation at *Babson College Entrepreneurship Research Conference*, Knoxville, TN, USA, 2020. *Conference canceled due to Coronavirus.*
- Cohen, D., Shinnar, R.S., & Hsu, D.K. Enhancing opportunity recognition skills in the entrepreneurial classroom: A new approach and empirical test. *Babson College Entrepreneurship Research Conference*, Babson Park, MA, USA, 2019.
- Mitchell, R., Cholakova, M., Hsu, D.K., Lerner, D., & Urbig, D. (Organizers). With DeTienne, D., Grégoire, D.A., Shaver, K., Williams, D.W., & Wood, M.S. (Presenters). Building an interactive community for conducting experiments to advance entrepreneurship research. PDW presented at *Academy of Management Annual Meeting*, Chicago, IL, USA, 2018.
- Wieland, A. & Hsu, D.K. Causal processes in entrepreneurship: study design and analysis for examining mediation. *Academy of Management Annual Meeting*, Chicago, IL, USA, 2018.
- Williams, D.W., Grégoire, D.A., & Wood, M.S. (Organizers) (2017). With Shaver, K., Urbig, D., Lerner, D., Cornelissen, J., DeTienne, D., Cholakova, M., Mitchell, R., & Hsu, D.K. (Presenters). Are you experimented? Conducting experiments for advancing entrepreneurship research. PDW presented at *Academy of Management Annual Meeting*, Atlanta, GA, USA, 2017.

- Hsu, D.K. Failure, hope, and reentry: Examining the prospect theory reasoning for serial entrepreneurs. *Babson College Entrepreneurship Research Conference*, Norman, OK, USA, 2017.
- Hsu, D.K., Simmons, S.A., & Wieland, A. Experimental studies in entrepreneurship research. *Academy of Management Annual Meeting*, Anaheim, CA, USA, 2016.
- Shinnar, R.S., Hsu, D.K., Powell, B., & Zhou, H. A longitudinal investigation of the linkage between entrepreneurial intention and actual start-up: The moderating effect of gender. *Babson College Entrepreneurship Research Conference*, Norway, 2016.
- Carr, J.C., Simmons, S.A., Sarooghi, H., & Hsu, D.K. Workaholism, sensation-seeking and serial entrepreneurship intentions: The moderating effects of performance feedback. *Babson College Entrepreneurship Research Conference*, Norway, 2016.
- Hsu, D.K., Simmons, S.A., & Wieland, A. Experimental methodologies: Applications and agendas. *United States Association for Small Business and Entrepreneurship (USASBE) Annual Conference*, San Diego, CA, USA, 2016.
- Hsu, D.K., Anderson, S., & Coffey, B.S. Why do entrepreneurs exit? The effect of business-to-family spillover. *Babson College Entrepreneurship Research Conference*, Boston, MA, 2015.
- Hsu, D.K., Simmons, S.A., & Wieland, A. How to use experiments to examine entrepreneurs?. *United States Association for Small Business and Entrepreneurship (USASBE) Annual Conference*, Tampa, FL, USA, 2015.
- Hsu, D.K., Leung, A., & Zimmerman, R.D. Revisiting the theory of planned behavior: The role of perceived person-entrepreneurship fit. *Babson College Entrepreneurship Research Conference*, London, Ontario, CA, 2014.
- Shinnar, R., Hsu, D.K., & Powell, B. Self-efficacy, gender, and entrepreneurial intention: A longitudinal examination. *Babson College Entrepreneurship Research Conference*, London, Ontario, CA, 2014.
- Hsu, D.K., Powell, B., & Coffey, B.S. Why do or don't employed, former entrepreneurs return to venture creation?. *United States Association for Small Business and Entrepreneurship (USASBE) Annual Conference*, Fort Worth, TX, USA, 2014.
- Hsu, D.K., Carr, J.C., & Simmons, S.A. Serial entrepreneurship intentions: Integrating dispositional and situational contexts through regulatory fit. *Southern Management Association Annual Meeting*, New Orleans, LA, USA, 2013.

- Hsu, D.K., Burmeister-Lamp, K., & Hong, M. Integrating psychological ownership with regulatory focus theory to examine entrepreneurs' grieving. *Academy of Management Annual Meeting*, Orlando, FL, USA, 2013.
- Hsu, D.K., Carr, J.C., & Simmons, S.A. Cognitive disposition for serial entrepreneurship. *Academy of Management Annual Meeting*, Orlando, FL, USA, 2013.
- Hsu, D.K., Powell, B., & Coffey, B.S. Reconsider serial entrepreneurs: Intervening employment experience as the missing link. *Babson College Entrepreneurship Research Conference*, Lyon, France, 2013.
- Hsu, D.K., Hong, M., & Burmeister-Lamp, K. People don't always grieve after failure: The psychological ownership perspective. *Babson College Entrepreneurship Research Conference*, Dallas, TX, USA, 2012.
- Hsu, D.K. Who become serial entrepreneurs?. The regulatory focus perspective. *Babson College Entrepreneurship Research Conference*, Syracuse, NY, USA, 2011.
- Zhu, F., Burmeister-Lamp, K., & Hsu, D.K. To leave or not to leave? The role of psychological ownership and stress in entrepreneurs' exit decisions. *Babson College Entrepreneurship Research Conference*, Syracuse, NY, USA, 2011.
- Hsu, D.K. & Wiklund, J. Toward a theory of serial entrepreneurship: Decomposing entrepreneurial experience. *Academy of Management Annual Meeting*, Montreal, Canada, 2010.
- Hsu, D.K. & Wiklund, J. How does prior experience shape intentions to reenter for habitual entrepreneurship?. *Babson College Entrepreneurship Research Conference*, Lausanne, Switzerland, 2010.
- Hsu, D.K., McKelvie, A., & Bennett, L. How does structure develop in new ventures?. *Babson College Entrepreneurship Research Conference*, Boston, MA, USA, 2009.
- Hsu, D.K., Haynie, J.M., & McKelvie, A. What matters, matters differently: Contrasting decision policies of formal and informal investors. *Babson College Entrepreneurship Research Conference*, Chapel Hill, NC, USA, 2008.

RESEARCH INTERESTS

Entrepreneurs' wellbeing, serial entrepreneurs, entrepreneurship experiments

TEACHING INTERESTS

Introduction to entrepreneurship, venture capital and angel investment, business model/plan development, international entrepreneurship

TEACHING EXPERIENCE (All evaluations on a *five-point* scale)

North Dakota State University

- Strategic Management *online*, BUSN 489
Spring 2020; Teaching evaluations: 4.28
- International Business *online*, BUSN 340
Spring 2020 (Sections 2, 3); Teaching evaluations: 4.54, 4.33
Fall 2019 (Sections 2, 3); Teaching evaluations: 4.12, 4.44
- Entrepreneurship/Small Business Management *online*, MGMT 470
Fall 2019; Teaching evaluations: 4.24

Ball State University

- Marketing for New Ventures, ENT 342
Spring 2019 (Sections 1, 2); Teaching evaluations: 4.7, 4.5

Appalachian State University

- Venture Creation, ENT 4650
Fall 2018; Teaching evaluations: 4.9
Spring 2018: Teaching evaluations for Spring not required for tenured faculty
Spring 2017 (Sections 101, 102); Teaching evaluations: 5.0, 5.0
- International Entrepreneurship, ENT 3190
Fall 2018 (Sections 101, 102); Teaching evaluations: 4.5, 4.5
Spring 2018: Teaching evaluations for Spring not required for tenured faculty
Spring 2017; Teaching evaluations: 4.7
Fall 2016; Teaching evaluations: 4.7
Spring 2016; Teaching evaluations: 4.8
Fall 2015; Teaching evaluations: 4.5
Spring 2015; Teaching evaluations: 4.7
Fall 2014; Teaching evaluations: 4.7
Spring 2014; Teaching evaluations: 4.9
Fall 2013; Teaching evaluations: 4.6
- Opportunity and Entrepreneurship, ENT 3060
Fall 2016 (Sections 101, 102); Teaching evaluations: 4.5, 4.5
Spring 2016 (Section 101); Teaching evaluations: 4.7
Fall 2015 (Section 101); Teaching evaluations: 4.6
Spring 2015 (Sections 101, 102); Teaching evaluations: 4.5, 4.6
Fall 2014 (Sections 101, 102); Teaching evaluations: 4.5, 4.8
Spring 2014 (Sections 103, 104); Teaching evaluations: 4.6, 4.7
Fall 2013 (Sections 105, 106); Teaching evaluations: 4.2, 4.7

Spring 2013 (Sections 102, 103, 106); Overall teaching evaluations: 4.5
Fall 2012 (Sections 104, 105, 106); Overall teaching evaluations: 4.3
Spring 2012 (Sections 102, 103, 104); Overall teaching evaluations: 4.8
Fall 2011 (Sections 101, 102, 103); Overall teaching evaluation: 3.7

National Sun Yat-Sen University, Taiwan
College of Management

- Doctoral Seminar in Entrepreneurship
Fall 2017; Teaching evaluations: N/A

PROFESSIONAL SERVICE

- Associate Editor, *New England Journal of Entrepreneurship*, 2020 – present
- Editorial Review Board Member of *Journal of Business Venturing*, 2020 – present
- Editorial Review Board Member of *Babson College Entrepreneurship Research Conference (BCERC)*, 2019 – 2021
- Editorial Review Board Member of *International Journal of Entrepreneurial Behaviour & Research*, 2015 – present
- External reviewer for the tenure evaluation of Qian Ye, Assistant Professor of Management at University of Wisconsin Parkside, 2018
- Dissertation committee member for the doctoral student, Sumita Sarma, at University of Missouri Kansas City, February 2017 – May 2018
- Ad hoc reviewer for *Entrepreneurship Theory and Practice*, *Strategic Entrepreneurship Journal*, *Journal of Small Business Management*, *Applied Psychology: An International Review*, *Academy of Management Perspectives*, and *Babson College Entrepreneurship Research Conference*

SERVICE TO UNIVERSITY

- General Education Committee, North Dakota State University, January 2020 – present
- Ad Hoc Committee for the faculty-line proposal for the Challey Institute, North Dakota State University, September 2019
- Faculty Search Committee, North Dakota State University, October 2019 – March 2020
- Developed the new course, International Entrepreneurship, for North Dakota State University, October 2019
- Judge for Jay County Chamber of Commerce Innovation Competition, Ball State University, May 2019
- Web Development Committee, Walker College of Business, Appalachian State University, 2016 – December 2018
- Promotion and Tenure Committee, Appalachian State University, 2017 – 2018
- Faculty Leader of the ASU-WZU Program, Walker College of Business, Appalachian State University, 2015 - 2018
 - Initiated and led the effort to establish a university-level partnership between ASU and the Wenzhou University (WZU) in China. As part of this partnership, I led two student groups to Wenzhou in 2016 and 2017 and was responsible for

building and expanding the relationship between ASU and WZU's School of Entrepreneurship.

- Department Personnel Committee, Walker College of Business, Appalachian State University, 2015 - 2018
- Walker Business Connections Committee, Walker College of Business, Appalachian State University, 2015 - 2016
- Chair of the Honors Thesis of Lily Yatawara, Appalachian State University, May 2015 – May 2016
- Search Committee for Entrepreneurship Lecturer, Walker College of Business, Appalachian State University, 2014 - 2015
- Search Committee for Managing Director of Center for Entrepreneurship, Walker College of Business, Appalachian State University, Fall, 2013
- Department Curriculum Committee, Department of Management, Walker College of Business, Appalachian State University, August 2012 – May 2015
- International Program Committee, Walker College of Business, Appalachian State University, August 2012 – May 2015

HONOR AND AWARDS

- Sage Publications/Research Methods Division Best Conference Paper Award from Academy of Management Annual Meeting for the paper titled "Experimental Design for Mediation Tests," August 2020
- Best Reviewer of 2018, awarded by *Journal of Business Venturing*, April 2019
- Walker College of Business Faculty International Engagement Award, November 11, 2016
- Research Grants from Walker College of Business Dean's Club, Appalachian State University, 2012, 2013, 2014, 2015, 2016
- Walker College of Business Instructional Innovation Grant, December 2015
- Awarded scholarship by *Journal of Management Studies* to attend the journal's Young Scholars Development Workshop in Denver, Colorado, April 9-11, 2013

BUSINESS EXPERIENCE

- Founder, Bookast Digital Media Inc., Taiwan, 2004 – 2007
 - Co-founded the new venture, which produced audio summaries of business books in the digital format.
- Manager (venture capitalist), China Metropolitan Ventures, China, 2002 – 2004
 - Reviewed business plans and made investment suggestions for the limited partners (investors).
- Product Specialist (product and project management), Acer, Inc., Taiwan, 1999 – 2000

PROFESSIONAL MEMBERSHIPS

- Academy of Management