

## CURRENT ACADEMIC POSITION

### National University of Singapore (NUS), NUS Business School, 2017 - present

Assistant Professor, Department of Strategy and Policy

Faculty Supervisor and Advisor, Innovation and Entrepreneurship Undergraduate Specialization

## EDUCATION

### University of California, Berkeley, Haas School of Business, 2011 – 2017

PhD. in Business Administration, Management of Organizations

*Dissertation: “Of Experience and Enterprise: Careers, Organizations and Entrepreneurs”*

*Dissertation Committee: Toby Stuart (Chair), Ming Leung, Noam Yuchtman*

M.Sc. in Business Administration with Distinction, Management of Organizations

### University of Chicago, 2004-2008

B.A. in Physics with departmental honors

*Honors Thesis: “Lattice Simulation of Ridge-Dent Interactions in Thin Elastic Sheets.”*

*Thesis Advisor: Thomas A. Witten*

B.A. in History, Philosophy and Social Studies of Science and Medicine (HIPS) with departmental honors

*Honors Thesis: “Of Emotions and Experiences: the Many Aesthetics of Physics and the Plurality of Representation.”*

*Thesis Advisor: Beckett Sterner*

## PUBLISHED PAPERS

Ng, W., & Sherman, E. L. (2023). In search of inspiration: external mobility and the emergence of technology intrapreneurs. *Organization Science*, 33(6), 2300-2321.

Ng, W., & Stuart, T. E. (2022). Acquired Employees versus Hired Employees: Retained or Turned Over?. *Strategic Management Journal*, 43(5), 1025-1045.

## WORKING PAPERS

Pipelines as Pathways: How Established Firms Contribute to the Gender Gap in Technology Entrepreneurship. (with Eliot Sherman, Under Review)

Internal Venturing or External Founding? Organizational Determinants of Gender Differences in Technology Enterprise. (with Eliot Sherman, Under Review).

Can Accelerators Close the Gender Gap in Access to New Venture Funding? (with Shi Ying Lim and Eliot Sherman, Data Analysis)

Different Paths. Varied Careers of Female Executives across the Years. (with Sahiba Chopra and Toby E. Stuart, Data Analysis)

Of Hobos and Highflyers: Disentangling the Classes and Careers of Entrepreneurs. (with Toby E. Stuart)

## SELECTED REFEREED AND INVITED PRESENTATIONS

Columbia/Wharton Management, Analytics and Data Conference. “Internal Venturing or External Founding?”

Organizational Determinants of Gender Differences in Enterprise.” New York City, NY. 2023.

Stony Brook University, College of Business. “Internal Venturing or External Founding? Organizational Determinants of Gender Differences in Enterprise.” New York City, NY. 2023.

Wharton 2022 People and Organizations Conference. Plenary Session. “Internal Venturing or External Founding? Organizational Determinants of Gender Differences in Enterprise.” Philadelphia, PA. 2022.

38<sup>th</sup> EGOS Colloquium. “Pipelines as Pathways: How Established Firms Contribute to the Gender Gap in Technology Entrepreneurship.” Vienna, Austria. 2022.

Wharton 2021 People and Organizations Conference. “Pipelines and Pathways: How Established Firms Contribute to the Gender Gap in Technology Entrepreneurship.” Philadelphia, PA. 2021.

Academy of Management Meeting. “In Search of Inspiration: External Hiring, Internal Mobility, and Creative Production.” Symposium: Career Mobility and Hiring Bias: Frontiers of Labor Market Research. A Virtual Experience. 2021.

Academy of Management Meeting. “Gender, Attainment, and Bureaucracy: A Study of Careers.” Symposium: Increasing Support for Gender Equity in Organizations: Predictors and Interventions. Vancouver, BC Canada. 2020. (Moved Online).

36<sup>th</sup> EGOS Colloquium. “In Search of Inspiration: External Hiring, Internal Mobility and Intrapreneurship.” Hamburg, Germany. 2020. (Moved Online)

University of Minnesota, Carlson School of Business. “In Search of Inspiration: External Hiring, Internal Mobility, and Creative Production.” Invited speaker. Minneapolis, MN. 2019.

The EGOS and Organization Studies Kyoto Workshop. “Paying More to Get Less? External Hiring, Internal Mobility and Creative Production.” Kyoto, Japan. 2019.

Academy of Management Meeting. “Acquihired.” Boston, MA. 2019.

Invited seminar at the Organization for Economic Co-operation and Development (OECD), Directorate of Science, Technology and Innovation. “Of Hobos and Highflyers: Disentangling the Classes and Careers of Entrepreneurs.” Paris, France. 2018

Wharton 2018 People and Organizations Conference, Plenary Session. “Acquihired.” Philadelphia, PA. 2018

Wharton 2018 People and Organizations Conference, Plenary Session. “Reconsidering the Red Tape: The Effects of Bureaucracy on Women’s Professional Attainment.” Philadelphia, PA. 2018

Academy of Management Meeting. "Determinants of the Gender Gap in High-Potential Entrepreneurship." Invited Panelist: The Analytics of Careers. Chicago, IL. 2018.

Academy of Management Meeting. "Experience through Enterprise: Entrepreneurial Careers, Fates and Fortunes." Symposium Organizer. Chicago, IL. 2018.

34<sup>th</sup> EGOS Colloquium. “Gender, Attainment, and Bureaucracy: A Study of Careers.” Tallinn, Estonia. 2018.

Wharton 2017 People Analytics Conference. “Does it pay to be nice? Using linguistic text analyses of job applications to determine the effect of warmth and competence on hiring outcomes for online gig-economy freelancers.” Philadelphia, PA. 2017

Kauffman Emerging Scholars Conference. “A Tide in the Affairs of Men. The Gender Gap in High Technology Entrepreneurial Entry.” Kansas City, MI. 2017.

9<sup>th</sup> Annual Wharton People & Organizations Conference. "Of Hobos and Highflyers: Disentangling the Classes and Careers of Entrepreneurs." Philadelphia, PA. 2016.

Academy of Management Meeting. "Determinants of the Gender Gap in High-Potential Entrepreneurship." Symposium:

The Gender Gap in Science and Technology: Causes and Consequences. Anaheim, CA. 2016.

Academy of Management Meeting. "Of Hobos and Highflyers: Disentangling the Classes and Careers of Entrepreneurs." Symposium: Social Structure, Trust, and Entrepreneurship. Anaheim, CA. 2016.

### HONORS, FELLOWSHIPS AND AWARDS

NUS Annual Teaching Excellence Award, 2022  
NUS Business School Annual Teaching Excellence Award, 2021  
3<sup>rd</sup> Prize, Wharton People Analytics Conference Research Paper Competition, 2017  
Kauffman Foundation Dissertation Fellow, 2016  
Haas Graduate Student Researcher Fellowship, 2015-2016  
Institute for Research on Labor and Employment (IRLE) Research Fellowship, 2014-2015  
The California Management Review Fellowship, 2013-2014  
The Berkeley Fellowship for Graduate Study, 2011-2013  
The John Haeseler Lewis Prize for best graduating senior in Physics, 2008  
Elected to Beta of Illinois Chapter of Phi Beta Kappa in junior year, 2007  
Dean's List, University of Chicago, 2005-2008  
Defense Science and Technology Agency (DSTA) Undergraduate Scholarship, 2004-2008

### ACADEMIC SERVICE

Editorial Review Board: Organization Science.

Ad hoc reviewer for: Administrative Science Quarterly, Academy of Management Review, Management Science, Small Business Economics, California Management Review.

### TEACHING EXPERIENCE

Instructor, BME5055, Technology, Innovation and Entrepreneurship, EMBA	Spring, 2023
Instructor and Module Creator, BMA5134, Entrepreneurial Management, MBA & MSc	Spring, 2022
Instructor, TR3002, New Venture Creation, Undergraduate	Spring, 2021-2022
Instructor, BMA5128, Venture Capital, MBA & MSc.	Spring, 2020-2022
Instructor, TR3008, Technological Innovation, Undergraduate	Spring, 2018-2020
Graduate Student Instructor, MBA295A: Entrepreneurship, MBA	Spring, 2015-2016

### INDUSTRY SERVICE

#### **Curated Culture - Singapore**

Advisor and Mentor Jan 2022 – Present

#### **OmCom - Singapore**

Advisor and Mentor May 2021 – Present

#### **Entrepreneur First (EF) – Singapore**

Advisory Board Member May 2020 – Present

### PAST EMPLOYMENT

#### **Bloomberg Beta – San Francisco, California**

Consultant Data Scientist May 2015 – Mar 2018

- Ad hoc data scientist for Bloomberg Beta, the seed corporate venture fund for Bloomberg L.P.
- Detected over 40 stealth start-ups in the final pool of 350 selected future founders; success of the project was featured in multiple main stream and technology news outlets such as the New York Times, TechCrunch and Recode.

**Elance (now UpWork) – Mountain View, California**

Data Science Consultant, Categorical Growth and Marketing

Jun 2013 – Aug 2013

- Various projects analyzing and designing strategies for the upselling and cross-selling of specific under-performing but high value labor market categories.
- Designed and implemented various go-to-market strategies including the AB testing of social media advertising and user cross-selling campaigns.
- Resultant marketing strategies improved cross-category selling metrics by >50% over 3 months.

**Defense Science Organization National Laboratories (DSO) – Singapore**

Member of Technical Staff

Aug 2008 – Aug 2011

- Computational Physicist at the Applied Physics Laboratory (APL), research focus: Computational Methods, Ionospheric Physics and Electromagnetic Propagation.