

RESEARCH PROFILE

I study how technology reshapes careers, working at the intersection of personnel economics and economic sociology: who gets access to new fields like AI, how they enter and advance, and where the rewards land, with a focus on measurement and causal identification. I pursue these questions with large-scale, worker-level career data and applied econometrics: difference-in-differences, event-study, and matched designs. Before academia, I built founder-prediction models in venture capital and ran computational physics in a defense science laboratory.

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), Noam Yuchtman, Ming Leung

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. (2022). 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

From Assignment to Agency: Internal Job Markets and the Distribution of Innovation (with Jiang Bian). Difference-in-differences around a firm-wide policy change. Manuscript in preparation.

FIFO-ed: Technology Careers in the Rise and Fall of Web3 (with Junyan Lu). Matched case-control with difference-in-differences around industry shocks.

Venturing Internally: Career and Organizational Determinants of Gender Differences in Intrapreneurship (with Eliot Sherman). CEM-matched sample with a geographic instrument for mobility. Under review at *Organization Science*.

Acquired and Alike: How Career Similarity Shapes Post-Acquisition Outcomes in Tech M&A (with Junyan Lu and Lisa Tang). CEM-matched sample identified off an external forced-mobility shock. Under review at *Strategic Management Journal*. Academy of Management Best Paper Proceedings, 2026.

Similar Ages, Similar Stages: Age Homophily in VC-backed Companies (with Toby Stuart). Case-control sampling; descriptive. Under review at *Strategic Management Journal*.

Of Hobos and Highflyers: Disentangling the Classes and Careers of Entrepreneurs (with Toby Stuart). Machine-learned variable construction on large-scale unstructured career data; descriptive.

SELECTED REFEREED AND INVITED PRESENTATIONS

Hong Kong University, School of Business. Invited Seminar. “Similar Ages, Similar Stages: Age Homophily in VC-backed Companies.” Hong Kong, China. 2025.

Georgetown University, School of Business. Invited Seminar. “Similar Ages, Similar Stages: Age Homophily in VC-backed Companies.” Georgetown, DC. 2025.

Strategic Management Society (SMS) Meeting. “Career Similarity and Post-Acquisition Outcomes: How Professional Affiliations and Job Experience Shape Acquired Employee Trajectories.” Istanbul, Türkiye, October 2024.

HKU Innovation and Entrepreneurship Symposium. Invited Speaker. “Venturing Internally: Career and Organizational Determinants of Gender Differences in Intrapreneurship.” Hong Kong, China. 2024.

Columbia/Wharton Management, Analytics and Data Conference. “Venturing Internally: Organizational Determinants of Gender Differences in Enterprise.” New York City, NY. 2024.

China Europe International Business School (CEIBS). Invited Seminar. “Asymmetrical Returns to Entrepreneurial Prominence: How Established Firms Contribute to the Gender Gap in Technology Entrepreneurship.” Shanghai, China. 2023

Wharton 2022 People and Organizations Conference. Plenary Session. “Bureaucracy, Careers, and Strategic Human Capital in Large Technology Firm.” Philadelphia, PA. 2022.

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

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: Using People Analytics in Careers Research. Chicago, IL. 2018.

Academy of Management Meeting. “On Persistence and Precaution: Aged Responses to Entrepreneurial Failure.” Symposium: Experience through Enterprise: Entrepreneurial Careers, Fates and Fortunes. Symposium Organizer. Chicago, IL. 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.” Plenary Session. 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.

RESEARCH GRANTS

“Beyond Skills: How Social Structure and Demographics Determines Access to Tech Careers” - PI, Ministry of

Education, Academic Research Fund (MoE_AcRF) Tier 1 Grant, T1 01/2025/115

“On Experience and Enterprise: Careers, Organizations and Entrepreneurship” - PI, National University of Singapore (NUS) Internal Startup Grant, R-313-000-128-133

HONORS, FELLOWSHIPS AND AWARDS

Academy of Management Best Papers, 2026
NUS Business School Best MBA Instructor, 2025
NUS Business School Annual Teaching Excellence Award, 2024
NUS Business School Best MBA Instructor, 2023
NUS Annual Teaching Excellence Award, 2022
NUS Business School Annual Teaching Excellence Award, 2021
3rd 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, Research Policy, Small Business Economics, International Economic Review, California Management Review.

TEACHING EXPERIENCE

Instructor, BME5055, Technology, Innovation and Entrepreneurship, EMBA	Spring, 2023
Instructor and Module Creator, BMA5134, Entrepreneurial Management, MBA & MSc	Spring, 2022-2025
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 – May 2024

INDUSTRY AND APPLIED RESEARCH

Bloomberg Beta – San Francisco, California

Consultant Data Scientist May 2015 – Mar 2018

- Built predictive models on large-scale career and labor-market data to identify prospective startup founders before entry, for the seed corporate venture fund for Bloomberg L.P.
- Detected 40+ stealth startups within a screened pool of 350 future founders; the Future Founders project was covered by the New York Times, TechCrunch, and Recode.

Elance (now UpWork) – Mountain View, California

Data Science Consultant, Categorical Growth and Marketing

Jun 2013 – Aug 2013

- Ran quasi-experimental analysis (A/B testing) of marketplace interventions targeting under-performing but high-value labor-market categories.
- Designed and implemented go-to-market strategies including A/B 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, Simulation of Ionospheric Physics and Electromagnetic Propagation.

TECHNICAL AND LANGUAGES

Technical: Large-scale workforce data (LinkedIn, Crunchbase, Revelio Labs, patent records); R, Python, and SQL.

Languages: English (primary), Mandarin (fluent)