

JONATHAN NG, Ph.D.

Assistant Professor of Professional Practice | Rutgers Business School | Newark, New Jersey
Former Accenture Global Consulting Manager, Former United Nations Professional

Jonathan.ng@business.rutgers.edu | Tel: 973-353-1515 (O) | <https://www.linkedin.com/in/jonathan-ng-4a0a25b1/>

ACADEMIC PROFILE

With a Ph.D. in Organization and Management, my research interests lie at the intersection of strategy, artificial intelligence, organizational governance, and public-sector transformation. I also draw on nearly 30 years of international executive, consulting, and advisory experience spanning the United Nations system, Accenture Global Consulting, government, and higher education. My research examines how organizations, governments, and international institutions develop the governance structures, organizational capabilities, and institutional readiness required to adopt artificial intelligence and emerging technologies effectively, with particular attention to public value creation and sustainable development. My teaching and scholarly work integrate contemporary strategy and organization research with extensive practice in management consulting, governance, risk management, organizational change, and technology-enabled transformation.

RESEARCH & PROFESSIONAL PRACTICE AGENDA

Research Themes	Teaching Domains	Professional Practice
AI adoption & organizational readiness	Business Policy & Strategy	Governance & accountability
AI governance & professional risk	International Business	Enterprise risk management
Public-sector digital transformation	Management Consulting	Audit, assurance & internal controls
Institutional capacity & public value	Strategy in the Global Environment	Organizational change & transformation
AI & sustainable development	Global Management and Strategy	International public-sector advisory

ACADEMIC APPOINTMENTS

Assistant Professor of Professional Practice, Department of Management and Global Business, Rutgers Business School | 2021–Present

- Teach undergraduate and MBA courses in International Business, Business Policy and Strategy, Strategy in the Global Environment, and Management Consulting.
- Co-designed and co-led the RBS Global Experience Course and Singapore–Vietnam international study program for MBA/MS and upper-level undergraduate students (2025 and 2026).
- Serve as Curriculum Coordinator for the International Business Minor for non-RBS students at Rutgers–Newark.
- Led curriculum renewal of the Management Consulting elective, including updated course materials, cases, assessments, and systematic integration of consulting practitioners as guest speakers.
- Founded and serve as co-faculty advisor of the Rutgers–Newark Model United Nations Club, a cross-school initiative supporting research, negotiation, problem-solving, and global engagement.

Professor and Assistant Chair, Department of Management, Larry L. Luing School of Business, Berkeley College | 2016–2021

- Taught International Business and upper-level management courses including Business Strategy, Management Simulation, Managing for Change, Management Information Systems, and Global Supply Chain Management.
- Supervised approximately 70 full-time and adjunct faculty across New York, New Jersey, and online delivery; supported curriculum quality, faculty development, and external initiatives.
- Led the department's successful IACBE reaccreditation effort and the academic program review of International Business.

EDUCATION

Doctor of Philosophy in Organization and Management, Capella University, School of Business and Technology | 2015

- Dissertation: Organizational learning practices and perceived impacts on organizational performance: Perspectives from employees of an intergovernmental organization.

Master of Business Administration (Accountancy), Nanyang Technological University, Nanyang Business School, Singapore | 1997

- Dissertation: Managing change issues in business process re-engineering projects: A case study at Tan Tock Seng Hospital (Singapore) to identify implementation guidelines.

Bachelor of Business (Information Systems), First Class Honors, Curtin University of Technology, Western Australia | 1992

- Dissertation: Implementation of computer-based learning in teaching Information Systems subjects: A case study to identify implementation guidelines.

RESEARCH INTERESTS

Current research program. Research focuses on how governments, public-sector institutions, international organizations, and professional-service organizations build the organizational and institutional capabilities needed to leverage artificial intelligence and emerging technologies. Current work draws on strategy, organizational governance, institutional theory, technology adoption, and digital transformation, with emphasis on organizational readiness, professional risk, implementation conditions, public value, and sustainable development.

CONFERENCE PAPERS, PRESENTATIONS & PUBLICATIONS

Refereed / Scholarly Conference Contributions

- Pagda, Z., Ng, J., & Chandorkar, V. (2026). Building University Road-to-Consulting Programs: Developing Consulting Talent Pipelines. Presented at the 2026 Annual Meeting of the Academy of Management, Philadelphia, PA.
- Powals, R., Ng, J., & Pagda, Z. (2026). Beyond Usefulness: Organizational Readiness and GenAI Adoption under Professional Risk in Consulting. Presented at the 2026 Annual Meeting of the Academy of Management, Philadelphia, PA.

Publications / Policy Contributions

- United Nations Development Programme. UNDP Accountability System: Accountability Framework and Oversight Policy (D.P./2008/16/1).
- Ng, J., Cheong, H. Y., & Teong, J. (1996). Panda Electronic Group. In T. M. Tan, A. M. Low, J. J. Williams, C. Yong, & Y. Shi (Eds.), *Business Opportunities in the Yangtze River Delta, China* (pp. 305–325). Singapore: Prentice Hall.

RESEARCH PIPELINE

- Organizational Readiness and GenAI Adoption under Professional Risk in Consulting — journal-development project building on the 2026 Academy of Management conference paper.
- AI Readiness, Institutional Capacity, and Sustainable Development Outcomes — cross-country research stream examining how institutional capabilities shape the developmental impact of AI and digital readiness.
- AI-enabled public-sector innovation and implementation — emerging research stream on governance, institutional capacity, and public value creation.

Note: Pipeline items are identified as work in development and are not presented as completed publications.

DOCTORAL RESEARCH & SCHOLARLY MENTORING

- Dissertation Committee Member, Rebecca Powals, Rutgers DBA: Facilitating Conditions and Behavioral Intention to Use Generative AI Tools Among Consultants: A Mixed Methods Study Using the UTAUT Framework (2026).

- Dissertation Committee Member, Cheryl Clark, Rutgers DBA: Sustainable Economic Growth for Least Developed Economies: Joint Effects of Official Development Assistance and Sustainable Economic Growth (2024).

SELECTED PROFESSIONAL ENGAGEMENT

The following recent engagements demonstrate continuing professional currency in governance, risk, audit, accountability, and organizational transformation relevant to AACSB Practice Academic qualification.

Independent Audit Consultant, UNDP Office of Audit and Investigations (OAI) | 2017–2023

- Completed seven HACT/NGO–NIM audit quality assurance assignments, reviewing 241 financial audit reports and 70+ management action plans across more than 55 country assignments and four UNDP Regional Audit Centres.
- Evaluated audit quality, governance, risk management, internal controls, financial impacts, and adequacy of corrective actions; prepared 70+ Audit Review Letters supporting enterprise-wide oversight.

Independent Audit Consultant – Global Procurement Performance Audit, UNDP OAI | 2021

- Performed risk-based testing of approximately 80 global procurement cases across the procurement lifecycle and contributed to a headquarters-level performance audit of governance, internal controls, fraud-risk mitigation, compliance, and value for money.

Internal Audit Consultant – Forensic Audit, UNDP OAI | 2020

- Applied forensic audit procedures to Government Implementing Partner expenditures, including transaction testing, supporting-document review, interviews, evidence documentation, and contribution to audit findings and recommendations.

Independent Management Consultant – Enterprise Risk Management, United Nations Population Fund (UNFPA) | 2016

- Advised on strengthening UNFPA's enterprise risk management framework, integration of internal control with ERM, business-process improvement, enhancement of the Risk Assessment Module, user guidance, and enterprise-wide risk awareness.

Independent Management Consultant – Policy Modernization, UNDP Bureau for Management Services | 2016

- Supported the global Programme and Operations Policies and Procedures modernization initiative, collaborating with policy owners across Finance, Human Resources, Legal, Procurement, Operations, and ICT to strengthen governance, operational effectiveness, and institutional accountability.

SELECTED ACADEMIC LEADERSHIP, CURRICULUM & STUDENT ENGAGEMENT

- Management Consulting curriculum renewal: refreshed course architecture, textbook, lecture materials, Harvard Business School case assignments, assessments, and practitioner engagement for undergraduate and MBA delivery.
- RBS Global Experience Course: co-designed and co-led international experiential learning in Singapore and Vietnam, integrating business, institutional, and cross-cultural learning.
- International Business Minor: serve as Curriculum Coordinator for the Rutgers–Newark program for non-RBS students.
- Model United Nations: founded and co-advise the Rutgers–Newark club to develop students' global awareness, research, negotiation, communication, and problem-solving skills.
- Berkeley College accreditation and program review: served as Department Project Manager for IACBE reaccreditation and led the International Business academic program review.

INVITED & PROFESSIONAL PRESENTATIONS

- Keynote/guest speaker, private-sector event, Wuhan, China (2013): United Nations and the Strategic Role of Public-Private Partnership, in connection with a UNDP–Sunshine Kaidi Group partnership initiative.

- Moderator, High-Level Policy Forum on Global Governance, Beijing, China (2012): How Can China Contribute to More Effective and Inclusive Global Governance? Forum organized by UNDP and the China Center for International Economic Exchanges.

PRIOR PROFESSIONAL EXPERIENCE

Senior Management Advisor – Accountability, Oversight & Enterprise Risk Management, United Nations Development Programme, Bureau of Management | 2006–2015

- Advised senior management and the CFO/Comptroller on institutional accountability, audit governance, enterprise risk management, internal control, and oversight matters.
- Coordinated institutional responses to recommendations from the UN Board of Auditors and advised on issues raised by internal and external oversight bodies.
- Supported country offices on audit and oversight matters and participated in institutional assessment missions with donor governments and European Union representatives.

Deputy Country Director – Strategic Planning & South-South Cooperation, UNDP China | 2012–2013, special assignment

- Contributed to a new business model for UNDP China and led strategic South-South Cooperation and public-private partnership initiatives, including a China–Cambodia cooperation agreement and a sustainable biomass sourcing partnership.

ERP Implementation & Quality Assurance Advisor, UNDP Center for Business Solutions | 2002–2005

- Advised the global ERP program on business case management, vendor selection, organizational readiness, process redesign, testing, data conversion, user acceptance, training, knowledge transfer, and post-implementation support for rollout across 166 offices and territories.

Senior Manager – Enterprise Business Solutions, Accenture Global Consulting, Singapore & New York | 1997–2002

- Led multidisciplinary consulting teams in ERP and organizational transformation engagements for public- and private-sector clients in Singapore and the United States; contributed to major engagement development and consultant training.

Senior Executive – Budgeting, Accounting, Manpower & Administration, Republic of Singapore Air Force, Ministry of Defence | 1983–1996

- Held leadership roles in budget and management accounting, manpower planning, personnel, payroll, and administration; supervised finance professionals and supported strategic outsourcing and costing decisions.

COURSES TAUGHT

Rutgers Business School: Strategy in the Global Environment (MBA); International Business (MBA and undergraduate); Business Policy and Strategy (undergraduate capstone); Management Consulting (MBA and undergraduate).

Additional prior teaching: Business Management Simulation; Managing for Change; Management Information Systems; International Trade and Economic Policy; Global Supply Chain Management and Logistics; Operations Management; Principles of Management; Project Management; Not-for-Profit Management.

HONORS, AWARDS & PROFESSIONAL CREDENTIALS

- Awarded Outstanding Faculty of the Year, Larry L. Luing School of Business, Berkeley College (2018).
- Inducted into Delta Mu Delta International Honor Society in Business, Xi Chapter, Capella University (2015).
- Completed PRINCE2 Project Management, Foundation level (2002).
- Promoted to the rank of Captain, Republic of Singapore Air Force (1995).
- Awarded the R. D. Galliers Medal for outstanding graduate in the honors program, School of Information Systems, Curtin University of Technology (1992).
- Curtin University Overseas Scholarship Award (1991).

AACSB PRACTICE ACADEMIC ALIGNMENT

Rutgers qualification context. Rutgers Business School's Faculty Qualification and Currency Standards state that Practice Academic faculty must hold a terminal degree in the field of teaching or a closely related field and earn at least 10 qualifying points over a five-year period. This CV is structured to make the evidence of intellectual contributions and continuing professional engagement easier to identify during annual review and promotion processes.

Qualification Dimension	Evidence in CV	Documentation to Maintain
Terminal academic qualification	Ph.D. in Organization and Management	Degree record; teaching-field alignment
Intellectual contributions	AOM 2026 scholarly paper; AOM 2026 PDW contribution; publication/policy contributions; active research pipeline	Acceptance letters, programs, papers, proceedings/publication records
Professional engagement/currency	UNDP OAI audit engagements; UNFPA ERM advisory; policy modernization; continuing practitioner-informed curriculum	Contracts/TORs, deliverables, engagement confirmations
Academic/practice integration	Management Consulting curriculum; Global Experience Course; doctoral mentoring; practitioner engagement	Course materials, program records, committee appointments, invited-speaker records