

Mingming (Michael) Zhu

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EDUCATION

- Doctor of Professional Studies in business (DPS), Gabelli School of Business, Fordham University, New York, USA, 2020
- Master of Business Administration in International Management, University of East London, United Kingdom, 2005
- Bachelor of Economics, Peking University, China, 1996

SKILLS, COMPETENCY AND QUALIFICATIONS:

- PMP: Certified Project Management Professional (PMP) by Project Management Institution (PMI)
- HRBP: Human Capital Solutions consulting service and Human Resources Business Partner
- Learning & Development: Certified trainer for Soft Skills and Leadership training delivery and evaluation
- OD: Organization Development & Change Management
- Six Sigma-Business Process Improvement (BPI): Certified Green Belt
- Career Development: Certified undergraduate and graduates career development mentor
- Word, Excel, PowerPoint, Outlook, Peoplesoft, Visio, MS Project
- Qualitative and quantitative analysis: Stata, SPSS, ROST Content Mining
- Chinese (native proficiency) and English (full professional proficiency)
- Green Card: Permanent resident in the United States (category E11)

INDUSTRY & EDUCATIONAL INSTITUTIONS WORK EXPERIENCES

Adjunct Faculty (Jan 2025 – now)

Feliciano School of Business, Montclair State University, New Jersey, USA

- Courses: Project Management Fundamentals, Fundamentals of Management

Visiting Scholar (Sep 2024 – Aug 2025)

Weatherhead East Asian Institute (WEAI), Columbia University, New York, USA

- Research topic: Artificial Intelligence on Human Resources Management and Development

Visiting Scholar/Visiting Professor (Apr 2023 – Apr 2025)

School of Management and Labor Relations (SMLR), Rutgers University, New Jersey, USA

- Research topic: Study on the impact of AI application on Human Resources management

Project Researcher (2020 – 2022)

National School of Development, Peking University, China

- Involved in several projects, such as “China-Africa Cooperation on Science and Technology Human Resources”, “Education Policy, Implementation, and Youth Development in Africa”, “Human Capital Status and Policy Suggestions of Chinese Overseas Enterprises”
- SPSS, STATA, CONTENT MINING and other tools were used to conduct qualitative and quantitative analysis of data and text information
- Published EN/CN translation book : *Classic Grounded Theory, Applications With Qualitative and Quantitative Data*

Adjunct Professor of Practice (2015 – 2022)

Peking University, Massive Open Online Course (MOOC) *Project Practices of Innovation*

- Taught innovation topic course which focus on brainstorming and project management subject, offline and online for 800,000 attendances over 8 years
- Provided training to 500+ teachers from 100+ colleges and universities nationwide

- Published two innovative series books that have been recommended by the Ministry of Education of China to use as textbooks at the college level
- Award-winning course, Ministry of Education of China

Principal Consultant (2009 – 2022)

Blueline Consulting Co., Ltd. Beijing, China

- Responsible for project management and project delivery of Human Capital Solutions consulting services
- Provide organizational restructuring services and Human Resources Management (HRM) solutions
- Specialized in building enterprise HRM and change management system
- Business operation coaching and Human Resources Business Partner (HRBP)
- Soft skills and leadership training to employees and leadership team to enable knowledge transfer
- Help customer enterprises to reduce losses, lean production, improve profitability in 1-3 years of service period by an average of 20-50%

Senior Manager for Learning and Development in HR Department (2006 – 2009)

Dell (China) Co., Ltd. Xiamen, China

- Internal consultant who provide human capital solutions to business leaders and HR business partners
- Local implementation of global HR strategy operations, including planning and execution of soft skills and leadership training courses with domestic and international vendors
- Executed Dell Internal Trainer Pool Development project (PTT#29034), obtained Business Process Improvement (BPI) Green Belt certification: number of internal trainer in the region jumped from 19 to 39, course-hour delivered jump from 128 hours/quarter to 300 with 85% satisfaction rate. Verified by Finance department, the cost savings out of this project would be US\$258,000 per year, greatly eased the conflict of high training demand and limited budget.
- Evaluate the effectiveness of internal and external training vendors according to training needs, optimize training programs, and share feedback and improvement suggestions with the global HR strategy team, and regularly report to the regional HR Vice President

Senior Consultant/Senior Manager for Organization Development and HRM Solutions (2005 – 2006)

Motorola Asia Pacific Co., Ltd.

- According to the company's strategic planning and business development needs, the organizational structure is adjusted and implemented
- Responsible for project management
- Implement change management during organizational restructuring
- Respond to HRBP's business needs to help develop solutions together and provide support during implementation

Advanced Consultant, Human Capital Solutions (2001– 2005)

IBM Global Business Services/ x-PricewaterhouseCoopers Consulting, Beijing, China

- Consulting service project development and client relationship management
- On site project manager (PM), and project delivery of Human Capital Solutions consulting services
- Team building and talent development
- Provide knowledge transfer and project change management support to clients

Accountant/Senior Accountant (1996 – 1999)

PriceWaterhouse/PriceWaterhouseCoopers, Beijing, China

- Financial annual audit, IPO service support & Internal control review service
- PW/PWC accounting firm annual campus recruitment support

Publications

- Jinjie Wang, Gaogao Peng, Jinmei Wu & Mingming Zhu, *Chinese Enterprises' New Approaches of Human Capital Investment in Africa Under Multiple Crises*, page 299-324, Annual Review Of African Studies In China, Opportunities In Crisis, Africa In Times Of Unprecedented Changes, ISBN 978-7-100-22803-9, The Commercial Press, Nov 2023
- Jinjie Wang and Mingming Zhu, co-translator of *Grounded Theory: The Application of Quantitative and Qualitative Data*, by Judith A Holton and Isabelle Walsh. ISBN 978-7-301-32288-8, Peking University Press, August 2021

- Zhang Haixia, Bainian Lu, Jiang Chen, Mingming Zhu, Yifeng Zhu, Jianping Xing, Zhongli Li, Wenbin Huang, Junjie Shang, Gen Chen, Yupeng Fei, Fan Lv, *Project Practices of Innovation (II)*, ISBN 978-7-111-65940-2, Machinery Industry Press, August 2020
- Zhang Haixia, Jiang Chen, Junjie Shang, Jiangyong Lu, Bainian Lu, Mingming Zhu, Wei Ye, Wenbin Huang, Gen Chen, Ge Li, Jianping Xing, *Project Practices of Innovation (I)*, ISBN 978-7-04-046406-1, Higher Education Press, September 2016

REFERENCE CONTACT:

- Dr. Qin Gao, Professor & Associate Dean for Doctoral Education, Director of China Center for Social Policy, School of Social Work, Columbia University, 212- 851-2227, qin.gao@columbia.edu
- Dr. Mingwei Liu, Associate Dean for Research, Professor of Labor Studies and Employment Relations (LSER), Director of Center for Global Work and Employment, Rutgers University, 848-932-6540, mingwei@smlr.rutgers.edu
- Dr. George Hong, professor, Chief Research Officer and Associate Vice President for Academic Affairs at Fordham University, 718-817-4800, Zhong4@fordham.edu
- Dr. Wencang Zhou, Chair and Professor, Department of Management, Feliciano School of Business, Montclair State University, 973-655-3155, zhouw@montclair.edu,