RYAN THOMAS ALLEN

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CURRICULUM VITAE

[Link to Most Recent Version of CV](#)

RESEARCH INTERESTS

Strategy and Innovation, Organization Theory, Entrepreneurship, Organizational Culture, Data Analytics and Experimentation, Machine Learning

EDUCATION

2017 – 2023 **HARVARD BUSINESS SCHOOL**
PhD in Business Administration
Committee: Rory McDonald, Prithwiraj Choudhury, Gary Pisano

2013 – 2017 **BRIGHAM YOUNG UNIVERSITY**
Bachelor of Science in Economics, *Summa Cum Laude*
Minors in Mathematics and Strategy

RESEARCH

Job Market Paper

Allen, R. T. "Epistemic Plasticity and Innovation in Data-Driven Organizational Cultures" (Dissertation Chapter 2)
- Recipient of "Best Paper" award at Wharton Innovation Doctoral Symposium (WINDS) 2022
- Under review at *Administrative Science Quarterly*

Other dissertation working papers:

Allen, R. T. "If We Build It, Will They Come? The Market Size Paradox of Niche Product Innovations" (Dissertation Chapter 1)

Bremner, R., McDonald, R.M., and Allen, R.T. "Experimentation-driven Product Innovation in User-Communities: The Engagement Dilemma" (Dissertation Chapter 3)
- In preparation for submission to *Organization Science*

Publications:

Allen, R. T. and Choudhury, P. (2021) "Algorithm-Augmented Work Performance and Domain Experience: The Countervailing Forces of Ability and Aversion". **Organization Science** *33(1), 149-169*.
- Recipient of "Best PhD Student Paper" award at the 2020 Strategic Management Society conference

Choudhury, P., Allen, R. T., Endres, M. G. (2021). "Machine learning for pattern discovery in management research". **Strategic Management Journal***, 42(1), 30-57*.

McDonald, R. M., Allen, R. T. (2021). "A Spanner in the Works: Category-Spanning Entrants and Audience Valuation of Incumbents". *Strategy Science.*

In progress:

Allen, R. T. "The Sequencing of Scaling: Resolving Technological and Market Uncertainty in Entrepreneurial Ventures"

Morris, S., Oldroyd, J., Allen, R.T., Chng H. M. D., Han, J. "From Local Modification to Global Innovation: How Foreign Research Units in Emerging Economies Innovate for the World". 2nd Round R&R at *Journal of International Business Studies*.

Publications in other fields:

Burnett, R., Chen, H., Szyszkowicz, M., Fann, N., Hubbell, B., Pope, C. A., ... & Spadaro, J. V. (2018). Global estimates of mortality associated with long-term exposure to outdoor fine particulate matter. *Proceedings of the National Academy of Sciences*, *115*(38), 9592-9597.

Allen, R. T., Hales, N. M., Baccarelli, A., Jerrett, M., Ezzati, M., Dockery, D. W., & Pope, C. A. (2016). "Countervailing effects of income, air pollution, smoking, and obesity on aging and life expectancy: population-based study of US Counties". *Environmental Health*, *15*(1), 1-10.

Hales, N. M., Barton, C. C., Ransom, M. R., Allen, R. T., & Pope III, C. A. (2016). "A quasi-experimental analysis of elementary school absences and fine particulate air pollution". *Medicine*, *95*(9).

Pope, C. A., Ezzati, M., Cannon, J. B., Allen, R. T., Jerrett, M., & Burnett, R. T. (2018). "Mortality risk and PM 2.5 air pollution in the USA: an analysis of a national prospective cohort". *Air Quality, Atmosphere & Health*, *11*(3), 245-252.

TEACHING CASES

Khanna, T., Allen, R. T., Frost, A. and Koo, W. "Rural Taobao: Alibaba's Expansion into Rural E-Commerce." Harvard Business School Case 719-433, January 2019.

TEACHING EXPERIENCE

2022	**Leading Change and Organizational Renewal (LCOR)**	Boston, MA

Harvard Business School; Executive Education Curriculum
- Coached executive education course on innovation and organizational change
- Led a group of senior executives in applying course theories to develop solutions for their organizational problems

2022	**Owner and President Management (OPM)**	Boston, MA

Harvard Business School; Executive Education Curriculum
- Coached executive education course on general management and leadership
- Taught management and leadership to chief executives in small group sessions
- Conducted one-on-one sessions focused on complex business challenges and personal leadership development

2021	**Leading with People Analytics**	Boston, MA

Harvard Business School; MBA Elective Curriculum
- Teaching fellow for course using the case method to teach data science in the context of people analytics
- Led weekly review sessions teaching statistics and the R programming language
- Teaching Rating: 6.5 / 7 (30 students)

2018	**Building and Sustaining a Successful Enterprise**	Boston, MA

Harvard Business School; MBA Elective Curriculum
- Course assistant for course on strategy, entrepreneurship, and disruptive innovation

HONORS & AWARDS

2022	Best Paper Award, Wharton Innovation Doctoral Symposium 2022 (one awarded out of about 60 papers submitted)
2020	Best PhD Student Paper Award, SMS conference 2020 (five awarded out of about 130 papers submitted)
2013-17	Thomas S. Monson Presidential Scholar, Brigham Young University

REVIEWING

Ad hoc reviewer for:
> Strategic Management Journal
> Academy of Management Journal

INVITED PRESENTATIONS

Mar 2022	Wharton Innovation Doctoral Symposium (WINDS)
Mar 2022	Digital Initiative Doctoral Seminar
Oct 2021	Strategic Management Society Paper Session at 2021 Annual Meeting (Toronto)*
Aug 2021	Academy of Management Paper Session at 2021 Annual Meeting
April 2021	Digital Initiative Doctoral Seminar
Jan 2021	AI & Strategy Consortium 2021 (ISB)
Oct 2020	Strategic Management Society Paper Session at 2020 Annual Meeting (London)
Aug 2020	Academy of Management Paper Session at 2020 Annual Meeting (Vancouver)
Aug 2019	Academy of Management Paper Session at 2019 Annual Meeting (Boston)*
Aug 2018	Academy of Management Paper Session at 2018 Annual Meeting (Chicago)*
Mar 2017	Brigham Young University Faculty Seminar, Marriott School of Management

* denotes presented by co-author

CONSORTIA PARTICIPATION

Oct 2021	Strategic Management Society Doctoral Consortium
Aug 2021	Academy of Management STR Doctoral Consortium
May 2020	Strategy Science Doctoral Workshop – Wharton
Sep 2019	NBER Economics of AI Doctoral Consortium – University of Toronto
Jun 2019	Medici Summer School – HEC Paris

EMPLOYMENT HISTORY

2015-2017	BRIGHAM YOUNG UNIVERISTY	Provo, UT
	Research Assistant, Management Department	
2015-2017	BRIGHAM YOUNG UNIVERISTY	Provo, UT
	Research Assistant, Economics Department	
2015	AMAZON	Seattle, WA
	Data Analyst	
2013-2015	MORE GOOD FOUNDATION	Orem, UT
	Manager	
2011-2013	THE CHURCH OF JESUS CHRIST OF LATTER-DAY SAINTS	Taiwan
	Full-time Volunteer Missionary	