

RYAN THOMAS ALLEN

Harvard University | Harvard Business School
Cotting 321A; Boston MA 02163 | ryallen@hbs.edu

CURRICULUM VITAE

RESEARCH INTERESTS

Strategy and Innovation, Organization Theory, Organizational Culture, 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

Other dissertation working papers:

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

Allen, R. T. “The Sequencing of Scaling: Resolving Technological and Market Uncertainty in Entrepreneurial Ventures” (Dissertation Chapter 3)

Publications:

Allen, R. T. and Choudhury, P. (2021) “Algorithm-Augmented Work Performance and Domain Experience: The Countervailing Forces of Ability and Aversion”. *Organization Science*.
- 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:

Bremner, R., McDonald, R.M., and Allen, R.T. “Experimentation, User Community Dynamics, and Commercial Success in Product Development: Evidence from PC Gaming”. Under review at *Organization Science*.

Morris, S., Oldroyd, J., Allen, R.T., Chng H. M. D., Han, J. “From Local Modification to Global Innovation: How Multinational R&D Units Solve Problems in Emerging Economies”. 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 Harvard Business School; Executive Education Curriculum <ul style="list-style-type: none"> ▪ Coached 1-week executive education course on innovation and organizational change ▪ Led a group of executives to apply theories from LCOR (e.g., the congruence model) to analyze and solve their own organizational problems 	Boston, MA
2021	Leading with People Analytics Harvard Business School; MBA Elective Curriculum <ul style="list-style-type: none"> ▪ 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) 	Boston, MA
2018	Building and Sustaining a Successful Enterprise Harvard Business School; MBA Elective Curriculum <ul style="list-style-type: none"> ▪ Course assistant for course on strategy, entrepreneurship, and disruptive innovation 	Boston, MA

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

PAPER PRESENTATIONS

Mar 2022	Wharton Innovation Doctoral Symposium (WINDS)
Mar 2022	Digital Initiative Doctoral Seminar
Mar 2022	Harvard Business School TOM Unit 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
April 2021	Harvard Business School TOM Unit Doctoral seminar
Jan 2021	AI & Strategy Consortium 2021 (ISB)
Oct 2020	Strategic Management Society Paper Session at 2020 Annual Meeting (London)
Aug 2020	Harvard Business School Doctoral Research Seminar
Aug 2020	Academy of Management Paper Session at 2020 Annual Meeting (Vancouver)
Apr 2020	Harvard Business School TOM Unit Doctoral seminar
Aug 2019	Academy of Management Paper Session at 2019 Annual Meeting (Boston)*
Feb 2019	Harvard Business School TOM Unit Doctoral seminar
Aug 2018	Academy of Management Paper Session at 2018 Annual Meeting (Chicago)*
Mar 2018	Harvard Business School Empirical TOM Doctoral Seminar
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 <i>Research Assistant, Management Department</i>	Provo, UT
2015-2017	BRIGHAM YOUNG UNIVERISTY <i>Research Assistant, Economics Department</i>	Provo, UT
2015	AMAZON <i>Business Analyst Intern</i>	Seattle, WA

2013-2015	MORE GOOD FOUNDATION <i>Manager</i>	Orem, UT
2015	MERRILL LYNCH <i>Financial Analyst Intern</i>	Provo, UT
2011-2013	THE CHURCH OF JESUS CHRIST OF LAT'TER-DAY SAINTS <i>Full-time Volunteer Missionary</i>	Taiwan