

# RYAN THOMAS ALLEN

Harvard Business School  
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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

#### 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

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

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

#### Job Market Paper

Allen, R. T. “Epistemic Plasticity and Innovation in Data-Driven Organizational Cultures” (Dissertation Chapter 2)  
- Recipient of “Best Paper” award at Strategy Science Conference 2022  
- 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. “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*

**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”.  
 2<sup>nd</sup> 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**

2018-2021	<b>Building and Sustaining a Successful Enterprise</b> Harvard Business School; MBA Elective Curriculum <ul style="list-style-type: none"> <li>▪ Teaching fellow for course on strategy, entrepreneurship, and disruptive innovation</li> <li>▪ Helped create teaching cases, and teaching and module notes</li> </ul>	Boston, MA
2021	<b>Leading with People Analytics</b> Harvard Business School; MBA Elective Curriculum <ul style="list-style-type: none"> <li>▪ Teaching fellow for course using the case method to teach data science in the context of people analytics</li> <li>▪ Led weekly review sessions teaching statistics and the R programming language</li> <li>▪ Teaching Rating: 6.5 / 7 (30 students)</li> </ul>	Boston, MA

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|------|--|------------|
| 2022 | <b>Leading Change and Organizational Renewal (LCOR)</b><br>Harvard Business School; Executive Education Curriculum <ul style="list-style-type: none"> <li>▪ Coached executive education course on innovation and organizational change</li> <li>▪ Led a group of senior executives in applying course theories to develop solutions for their organizational problems</li> </ul>   | Boston, MA |
| 2022 | <b>Owner and President Management (OPM)</b><br>Harvard Business School; Executive Education Curriculum <ul style="list-style-type: none"> <li>▪ Coached executive education course on general management and leadership</li> <li>▪ Taught management and leadership to chief executives in small group sessions</li> <li>▪ Conducted one-on-one sessions focused on complex business challenges and personal leadership development</li> </ul> | Boston, MA |

## HONORS & AWARDS

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|---------|---|
| 2022    | Best Paper Award, Strategy Science Conference 2022  |
| 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

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|------------|--|
| Jun 2022   | Strategy Science Conference  |
| Jun 2022   | CCC Doctoral Conference  |
| 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 <i>Research Assistant, Management Department</i>	Provo, UT
2015-2017	BRIGHAM YOUNG UNIVERISTY <i>Research Assistant, Economics Department</i>	Provo, UT
2015	AMAZON <i>Data Analyst</i>	Seattle, WA
2013-2015	MORE GOOD FOUNDATION <i>Manager</i>	Orem, UT
2011-2013	THE CHURCH OF JESUS CHRIST OF LATTER-DAY SAINTS <i>Full-time Volunteer Missionary</i>	Taiwan