

RYAN T. ALLEN
University of Washington
Foster School of Business
rtallen@uw.edu | ryantallen.com

CURRICULUM VITAE

June 2023

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APPOINTMENT

2023 – **UNIVERSITY OF WASHINGTON, FOSTER SCHOOL OF BUSINESS**
Assistant Professor of Management and Organization

EDUCATION

2023 **HARVARD BUSINESS SCHOOL**
PhD in Business Administration
Committee: Rory McDonald, Prithwiraj (Raj) Choudhury, Gary Pisano

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

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

Morris, S., Oldroyd, J., Allen, R.T., Chng H. M. D., Han, J. (2023) “From Local Modification to Global Innovation: How Research Units in Emerging Economies Innovate for the World”. *Journal of International Business Studies*.

Working Papers:

Allen, R. T., and McDonald, R. M. “Methodological Pluralism and Innovation in Data-Driven Organizations”. Revise and Resubmit at *Administrative Science Quarterly*.
- Recipient of “Best Paper” award at Strategy Science Conference 2022
- Recipient of “Best Paper” award at Wharton Innovation Doctoral Symposium (WINDS) 2022

Allen, R.T., with Bremner, R. and McDonald, R.M. “The Limits of Experimentation for Product Innovation in Homogenous User Communities”.

Allen, R. T. “Market Size Inversion: How Diffusion Dynamics Invert Market Size Expectations for Novel Products”

Works in progress:

Allen, R. T., with Peterson A. “Sequencing Entrepreneurial Scaling”

Allen, R. T., with Quist K. “Organizational Hierarchy and Data-driven Decision-making”.

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 EXPERIENCE

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|-----------|--|------------|
| 2018-2022 | Building and Sustaining a Successful Enterprise Harvard Business School; MBA Elective <ul style="list-style-type: none">▪ Teaching fellow for popular course on strategy, entrepreneurship, and disruptive innovation▪ Helped develop course materials, including teaching cases, teaching notes, and module notes▪ Guided students in developing capstone semester papers | Boston, MA |
| 2021 | Leading with People Analytics Harvard Business School; MBA Elective <ul style="list-style-type: none">▪ Teaching fellow for course on using data science to make decisions about people, such as hiring, firing, promotion, team composition, etc.▪ Led weekly review sessions teaching statistics and the R programming language▪ Teaching Rating: 6.5 / 7 (30 students) | Boston, MA |

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| 2022-2023 | Leading Change and Organizational Renewal (LCOR) Harvard Business School; Executive Education <ul style="list-style-type: none"> ▪ Coached executives on innovation and organizational change ▪ Led a group of senior executives in applying course theories to develop solutions for their organizational change initiatives ▪ Teaching Rating: 7 / 7 (8 students per group) | Boston, MA |
| 2022 | Owner / President Management (OPM) Harvard Business School; Executive Education <ul style="list-style-type: none"> ▪ Taught management and leadership to executives in small group sessions ▪ Conducted one-on-one sessions focused on complex business challenges and personal leadership development ▪ Teaching Rating: 6.75 / 7 (8 students per group) | Boston, MA |

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.

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
 Management Science
 Academy of Management Journal

CONFERENCE PRESENTATIONS & INVITED PRESENTATIONS

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| Apr 2023 | Organizational Design Community (ODC) |
| Nov 2022 | London Business School |
| Nov 2022 | University of Pennsylvania, The Wharton School |
| Nov 2022 | New York University, Stern School of Business |
| Nov 2022 | Indiana University, Kelley School of Business |
| Oct 2022 | University of Washington, Foster School of Business |
| Oct 2022 | University of Oregon, Lundquist College of Business |
| Oct 2022 | University of Michigan, Ross School of Business |
| Oct 2022 | UC Berkeley Data Innovation Lab |
| Oct 2022 | ISPOC Seminar |
| Sep 2022 | Strategic Management Society Annual Meeting 2022 (London) |
| Aug 2022 | Academy of Management Paper Sessions at 2022 Annual Meeting (Seattle) |

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| Jun 2022 | Strategy Science Conference |
| Jun 2022 | CCC Doctoral Conference |
| Mar 2022 | Wharton Innovation Doctoral Symposium (WINDS) |
| Mar 2022 | HBS 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 | HBS 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

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| Aug 2022 | Academy of Management STR Dissertation Consortium |
| 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 |

OTHER EMPLOYMENT HISTORY

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| 2015-2017 | BRIGHAM YOUNG UNIVERISTY <i>Research Assistant, Economics and Management Departments</i> | Provo, UT |
| 2015 | AMAZON <i>Data Analyst</i> | Seattle, WA |
| 2013-2015 | MORE GOOD FOUNDATION <i>Manager, Head of Chinese Content Team</i> | Orem, UT |
| 2011-2013 | THE CHURCH OF JESUS CHRIST OF LATTER-DAY SAINTS <i>Full-time Volunteer Missionary</i> | Taiwan |