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Foster School of Business  
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**CURRICULUM VITAE**  
April 2024

**APPOINTMENT**

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

**EDUCATION**

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2023 **HARVARD UNIVERSITY**  
PhD in Business Administration  
Dissertation: “Essays on Innovation in Data-driven Organizations”  
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**

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**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”. 2<sup>nd</sup> Round 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. “Listen to Your Users? Self-Selection in User Community Feedback and Commercial Success”. Revise and Resubmit at *Academy of Management Journal*.

Allen, R.T. “Market Size Inversion: How Diffusion Dynamics Obfuscate the Market Size of Novel Innovations”. Reject and Resubmit at *Strategic Management Journal*.  
- Recipient of “Best Paper” award for Academy of Management Conference 2024

Kotha, S., Hallen, B. Park, S.H., Allen, R.T., and Shin, J.S. “How Predictable is Extreme Growth In Entrepreneurship? Using Machine Learning Models to Predict Who Joins the Unicorn Venture Club”. Submitted to *Strategic Management Journal*.  
- Recipient of “Best Paper” award for Academy of Management Conference 2024

#### **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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2024-present	<b>Strategic Management</b> Undergraduate Curriculum at UW Foster School of Business <ul style="list-style-type: none"><li>▪ Professor for required undergraduate senior capstone course on strategic management</li><li>▪ Developed and taught course that combined traditional competitive strategy, disruptive strategy and innovation, and corporate strategy</li><li>▪ Teaching Rating: 5 / 5 (50 students)</li></ul>	Seattle, WA
2018-2022	<b>Building and Sustaining a Successful Enterprise</b>	Boston, MA

	Harvard Business School; MBA Elective	
	<ul style="list-style-type: none"> <li>Teaching fellow for popular course on strategy, entrepreneurship, and disruptive innovation</li> </ul>	
2021	<b>Leading with People Analytics</b> Harvard Business School; MBA Elective	Boston, MA
	<ul style="list-style-type: none"> <li>Teaching fellow for course on using data science to make decisions about people, such as hiring, firing, promotion, team composition, etc.</li> <li>Teaching Rating: 6.5 / 7 (30 students)</li> </ul>	
2022-2023	<b>Leading Change and Organizational Renewal (LCOR)</b> Harvard Business School; Executive Education	Boston, MA
	<ul style="list-style-type: none"> <li>Coached senior executives on innovation and organizational change. Helped them course theories to develop solutions for their organizational change initiatives</li> <li>Teaching Rating: 7 / 7 (8 students per group)</li> </ul>	
2022	<b>Owner / President Management (OPM)</b> Harvard Business School; Executive Education	Boston, MA
	<ul style="list-style-type: none"> <li>Taught management and leadership to executives in small group sessions, and conducted one-on-one sessions focused on complex business challenges and personal leadership development</li> <li>Teaching Rating: 6.75 / 7 (8 students per group)</li> </ul>	

### 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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2024	Best Paper Award, TIM division of Academy of Management Conference
2024	Best Paper Award, ENT division of Academy of Management Conference
2022	Best Paper Award, Strategy Science Conference
2022	Best Paper Award, Wharton Innovation Doctoral Symposium
2020	Best PhD Student Paper Award, SMS conference
2013-17	Thomas S. Monson Presidential Scholar, Brigham Young University

## REVIEWING

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### Ad hoc reviewer for:

Strategic Management Journal  
Management Science  
Academy of Management Journal

## CONFERENCE PRESENTATIONS & INVITED PRESENTATIONS

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Oct 2023	Entrepreneurship and Innovation Policy Seminar
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	Information Systems Student Presentation (ISPOC) Seminar
Sep 2022	Strategic Management Society Annual Meeting 2022 (London)
Aug 2022	Academy of Management Paper Sessions at 2022 Annual Meeting (Seattle)
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 UNIVERSITY	Provo, UT
	<i>Research Assistant, Economics and Management Departments</i>	
2015	AMAZON	Seattle, WA
	<i>Data Analyst</i>	
2013-2015	MORE GOOD FOUNDATION	Orem, UT
	<i>Manager, Head of Chinese Content Team</i>	
2011-2013	THE CHURCH OF JESUS CHRIST OF LATTER-DAY SAINTS	Taiwan
	<i>Full-time Volunteer Missionary</i>	