

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

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. 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. “From Local Modification to Global Innovation: How Foreign Research Units in Emerging Economies Innovate for the World”. Conditionally Accepted at *Journal of International Business Studies*.

Job Market Paper

Allen, R. T. “Methodological Pluralism and Innovation in Data-Driven Organizational Cultures” (Dissertation Chapter 1)

- 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

Other dissertation working papers:

Allen, R. T. “The Market Size Paradox of Niche Product Innovations” (Dissertation Chapter 2)

Bremner, R., McDonald, R.M., and Allen, R.T. “Experimentation-driven Product Innovation in User-Communities: The Engagement Dilemma” (Dissertation Chapter 3)

- Under Review at *Organization Science*

In progress:

Allen, R. T. and Peterson A. “The Sequencing of Scaling: Resolving Technological and Market Uncertainty in Entrepreneurial Ventures”

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	Building and Sustaining a Successful Enterprise Harvard Business School; MBA Elective Curriculum	Boston, MA
	<ul style="list-style-type: none">▪ Teaching fellow for course on strategy, entrepreneurship, and disruptive innovation▪ Helped create teaching cases, and teaching and module notes▪ Guided students in writing their capstone semester papers	
2021	Leading with People Analytics Harvard Business School; MBA Elective Curriculum	Boston, MA
	<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)	

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| 2022 | Leading Change and Organizational Renewal (LCOR)
Harvard Business School; Executive Education Curriculum <ul style="list-style-type: none"> ▪ 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 | Boston, MA |
| 2022 | Owner and President Management (OPM)
Harvard Business School; Executive Education Curriculum <ul style="list-style-type: none"> ▪ 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 | 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

CONFERENCE & INVITED PRESENTATIONS

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| 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 | 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

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

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