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**CURRICULUM VITAE**

[Link to current version](#)

**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 (Raj) 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”. Revise and Resubmit at *Administrative Science Quarterly*. (Dissertation Chapter 1)

- 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)

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

In progress:

Allen, R. T., with 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

2018-2020	<b>Building and Sustaining a Successful Enterprise</b> Harvard Business School; MBA Elective	Boston, MA
	<ul style="list-style-type: none"><li>▪ Teaching fellow for popular course on strategy, entrepreneurship, and disruptive innovation</li><li>▪ Helped develop course materials, including teaching cases, teaching notes, and module notes</li><li>▪ Guided students in developing capstone semester papers</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>▪ Led weekly review sessions teaching statistics and the R programming language</li> <li>▪ Teaching Rating: 6.5 / 7 (30 students)</li> </ul>	
2022	<b>Leading Change and Organizational Renewal (LCOR)</b> Harvard Business School; Executive Education	Boston, MA
	<ul style="list-style-type: none"> <li>▪ Coached executives on innovation and organizational change</li> <li>▪ Led a group of senior executives in applying course theories to develop solutions for their organizational change initiatives</li> <li>▪ Teaching Rating: 7 / 7 (8 students)</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</li> <li>▪ Conducted one-on-one sessions focused on complex business challenges and personal leadership development</li> <li>▪ Teaching Rating: 6.75 / 7 (8 students)</li> </ul>	

## HONORS & AWARDS

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 PRESENTATIONS & INVITED PRESENTATIONS

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	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