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CURRICULUM VITAE

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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
Dissertation: “Essays on Data-driven Product Innovation in 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

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”. Reject and Resubmit at *Organization Science*.

Allen, R.T. “Market Size Inversion: How Diffusion Dynamics Invert Market Size Expectations for Novel Products”. In preparation for submission to *Strategic Management Journal*.

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”. In preparation for submission to *Strategic Management Journal*.

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

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 	Boston, MA

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)

2022-2023 **Leading Change and Organizational Renewal (LCOR)** Boston, MA
Harvard Business School; Executive Education

- 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)

2022 **Owner / President Management (OPM)** Boston, MA
Harvard Business School; Executive Education

- 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)

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

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

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

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

2015-2017	BRIGHAM YOUNG UNIVERSITY <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