

# RYAN T. ALLEN

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September 2025

## APPOINTMENT

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- 2025 – **BRIGHAM YOUNG UNIVERSITY, MARRIOTT SCHOOL OF BUSINESS**  
Assistant Professor of Strategy  
Department of Management
- 2023 – 2025 **UNIVERSITY OF WASHINGTON, FOSTER SCHOOL OF BUSINESS**  
Assistant Professor of Strategy & Entrepreneurship  
Department 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 McDonald, R.M. (2025) “Methodological Pluralism and Innovation in Data-Driven Organizations”. Forthcoming 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
- 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*.

Allen, R. T. and Choudhury, P. (2022) “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. (2022). “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.

#### **Working papers submitted or under review (some titles altered for anonymity):**

Allen, R.T., Bremner, R. and McDonald, R.M. “Self-Selection in User Community Feedback and Commercial Performance”. 3<sup>rd</sup> Round Revise and Resubmit at *Academy of Management Journal*.

Allen, R. T., and McDonald, R.M. “How Well Can AI do Strategy? Empirical Benchmarking Using Strategy Simulations”. Revise and Resubmit at *Strategy Science*.

Howell T., Allen, R. T., Shermon A., and Hall T. “Methodological fit in entrepreneurship”. Under Review at *Organization Science*.

Hall T., Howell, T., Shermon A., and Allen, R. T. “The Organizational Structure Implications of Solo Founding vs. Co-Founding”. Reject and Resubmit at *Strategic Management Journal*.

Hall T., Shermon A., Allen, R. T., and Howell T. “Hierarchy and Experimentation in Startups”. Submitting to *Strategic Management Journal*.

#### **Works in progress:**

Allen, R.T., Heshmati M., Lenox M., McDonald R., Perez M. “Theory-driven AI use in Strategic Decision-Making: Experimental Evidence from Strategy Simulations”

Allen, R.T. “Leap of Faith? How Diffusion Dynamics Obfuscate the Commercial Potential of Novel Innovations”.

- Finalist for TIM Best Conference Paper Award 2024
- Recipient of “Best Paper” award for Academy of Management Conference 2024

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

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”.

- Recipient of “Best Paper” award for Academy of Management Conference 2024

Allen, R. T., with Radke R. and Wang, M. “Cultural authenticity in new ventures as a double-edged sword: a competitive resource and constraint to market scope”

### **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.

### **HONORS & AWARDS**

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2025	Organization Science Outstanding Reviewer Award (<2% of reviewers)
2024	Foster CDBC Grant
2024	TIM Best Conference Paper Award Finalist
2024	ISA Dissertation Award Finalist
2024	Best Paper Award, Academy of Management Conference (TIM division)
2024	Best Paper Award, Academy of Management Conference (ENT division)
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

### **TEACHING EXPERIENCE**

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2024-present	<b>Strategic Management</b>	Seattle, WA
	UW Foster School of Business; Undergraduate Curriculum	
	<ul style="list-style-type: none"> <li>▪ Instructor for required undergraduate senior capstone course on strategic management</li> <li>▪ Developed and taught course that combined traditional</li> </ul>	

competitive strategy, disruptive strategy and innovation, and corporate strategy

- Average Teaching Rating: 5.0 / 5.0 (3 sections of 50 students with over 90% response rate)

2018-2022      **Building and Sustaining a Successful Enterprise**      Boston, MA  
Harvard Business School; MBA Elective

- Teaching fellow for popular course on strategy, entrepreneurship, and disruptive innovation

2021      **Leading with People Analytics**      Boston, MA  
Harvard Business School; MBA Elective

- Teaching fellow for course on using data science to make decisions about people, such as hiring, firing, promotion, team composition, etc.
- Teaching Rating: 6.5 / 7 (30 students)

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

- Coached senior executives on innovation and organizational change. Helped them apply course theories to develop solutions for their organizational change initiatives
- Teaching Rating: 7 / 7 (2 groups of 8 executives)

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

- 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
- Teaching Rating: 6.75 / 7 (8 executives)

### 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.

### REVIEWING

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Editorial Review Board Member, *Organization Science*

December 2024 to present

Ad hoc reviewer for:

*Academy of Management Review*  
*Strategic Management Journal*  
*Management Science*  
*Academy of Management Journal*

## CONFERENCE PRESENTATIONS & INVITED PRESENTATIONS

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Sep 2025	West Coast Research Symposium
Aug 2025	ION AI conference (Strategy Science Special Issue on AI)
May 2025	Smith Entrepreneurship Research Conference (SERC)
Feb 2025	Utah Winter Strategy Conference
Feb 2025	Austin Technology Entrepreneurship Conference (ATEC)
Jan 2025	Theory-based view ION management science lab conference
Oct 2024	Brigham Young University, Marriott School of Business
Sep 2024	West Coast Research Symposium
Aug 2024	Academy of Management Annual Meeting Paper Sessions (Chicago)
Oct 2023	Entrepreneurship and Innovation Policy Seminar
Sep 2023	West Coast Research Symposium
Aug 2023	Academy of Management Annual Meeting Paper Sessions (Boston)
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 (London)
Aug 2022	Academy of Management Annual Meeting Paper Sessions (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 Annual Meeting Paper Session
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 Annual Meeting Paper Session (Vancouver)
Aug 2019	Academy of Management Annual Meeting Paper Session (Boston)*
Aug 2018	Academy of Management Annual Meeting Paper Session (Chicago)*
Mar 2017	Brigham Young University Faculty Seminar, Marriott School of Management

\* denotes presented by co-author

## CONSORTIA PARTICIPATION

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Aug 2024	Academy of Management STR Jr. Faculty Consortium
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>Missionary</i>	Taiwan