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**CURRICULUM VITAE**  
May 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”.  
- 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 student sections)</li></ul>	Seattle, WA
2018-2022	<b>Building and Sustaining a Successful Enterprise</b> Harvard Business School; MBA Elective	Boston, MA

- 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 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, and 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**

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- 2024      ISA Dissertation Award Finalist
- 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 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>Full-time Volunteer Missionary</i>	Taiwan