

# RYAN L. COOPER

2927 S. Cobalt Ave. ♦ Fayetteville, Arkansas 72701

Email: ryanlewiscooper@gmail.com ♦ Telephone: (301) 974-2039

## POSITIONS HELD

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### University of Arkansas

Teaching Assistant Professor - Strategy, Entrepreneurship, and Venture Innovation 2025-present

Senior Instructor - Strategy, Entrepreneurship, and Venture Innovation 2022-2025

### University of Maryland

Assistant Professor - Logistics, Business and Public Policy 2016-2022

## FIELDS OF INTEREST

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Organizational Economics and Strategy, Strategic Human Capital, Healthcare Management, Health Economics, Entrepreneurship, Personnel Economics

## RESEARCH

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### Publications

Gubler, Timothy and Ryan Cooper. (2019) Socially Advantaged? How Social Affiliations Influence Access to Valuable Service Professional Transactions, *Strategic Management Journal*, 40: 2287-2314

### Working Papers

“The Limits of User Innovation: MD Inventors, Medical Device Inventions, and AI” (with Colleen Cunningham and David Hall)

“The Interaction of Roles, Incentives, and Performance Feedback in Professional Decision-Making” (with Jillian Chown)

“Individual-Level Origins of Firm-Level Human Capital Resources” (with Timothy Gubler and David Kryscynski)

“The Antecedents and Implications of Individual-Level Human Capital Specialization” (with Timothy Gubler and David Kryscynski)

“Who Shows Whom the Money? The Effects of Social and Human Capital on Negotiating Agent Performance.” (with Timothy Gubler and James Oldroyd)

### Work In Progress

Untitled project on human capital specialization and establishment location choice (with Timothy Gubler and Roxanne Jaffe) - data collection stage

Untitled project on human capital complementarities (with Timothy Gubler and David Kryscynski) - data collection stage

Untitled project on the effect of 9/11 on careers of Muslim federal employees (with Timothy Gubler and Joe Raffiee) - data analysis stage

“The Choice of Expertise in Solving Complex Problems” (with Jackson Nickerson) - data collection stage

Untitled strategic human capital theory and review project (with Timothy Gubler) - (meta)data collection stage

## TEACHING

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### University of Maryland

BMGT 110F: Introduction to the Business Value Chain - 2016-2018, 2021

BUSI 681: Managerial Economics and Public Policy - 2017, 2020-2021

BMGT 878O: Organizational Economics for Strategy - 2018-2022

### University of Arkansas

SEVI 3013/30103: Strategic Management - 2022-2025

SEVI 3013/30103: Strategic Management (online) - 2022-2025

SEVI 3013H/301H3: Honors Strategic Management - 2023-2025

## DOCTORAL STUDENTS

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### Dissertation Committee Member

Roxanne Jaffe, Business Economics, University of Maryland, 2022

## CONFERENCES

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### Conference Presentations

“When Incentives Are Not Enough: Motivation, Organizational Structure, and Cost Control in Primary Medical Care”

- 2015 CCC Doctoral Consortium, 2015 SMS Conference

“When Human Capital Becomes Strategic: Differentiated Human Capital, Specialization, and Firm Performance.”

- 2015 SMS Conference, 2016 Academy of Management Annual Meeting

“Dynamic Effects of Network Ties and Human Capital on Dyad Formation Between NFL Players and Agents”

- 2017 SMS Special Conference

“Task Assignment and Expert Decision-Making in Primary Medical Care”

- 2018 Academy of Management Annual Meeting

“Socially Advantaged? How Social Affiliations Influence Access to Valuable Service Professional Transactions”

- 2019 Strategy Science Conference

“When Human Capital Becomes Strategic: Agent Overlap in Residential Real Estate”

- 2020 Academy of Management Annual Meeting

## INVITED PRESENTATIONS

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Vanderbilt, 2015

Fordham, 2015

Georgetown, 2016

Maryland, 2016

Winthrop, 2024

## HONORS AND AWARDS

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Strategic Management Division Best Paper, 2020 Academy of Management Annual Meeting

Health Care Management Division Best Paper Award, 2018 Academy of Management Annual Meeting

Finalist, 2015 SMS Best Conference PhD Paper Prize

## MEMBERSHIPS

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Academy of Management, Strategic Management Society

## EDUCATION

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### Washington University in St. Louis

Doctor of Philosophy, Business Administration, May 2016

- Fields: Business Economics and Strategy
- Dissertation Committee: Bart Hamilton, Lamar Pierce, Nick Argyres, Todd Zenger, Jackson Nickerson

Master of Business Administration, May 2011

### University of Wisconsin, Madison

Master of Science, Economics, December 2006

### Brigham Young University

Bachelor of Science, Mathematics, April 2005

Bachelor of Science, Economics, April 2005

## PROFESSIONAL EXPERIENCE

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### Centene Corporation

April 2010 - October 2010

*MBA Intern*

*Clayton, MO*

Supported web services group in troubleshooting issues and improving efficiency of web authorization portal and workflow

Co-created an app-based system to help plan members manage visits and treatment plans for pre- and post-natal care

### Epic Systems Corporation

January 2007 - July 2009

*Technical Services Engineer*

*Verona, WI*

Worked with project management and customer teams on implementation of Epic EHR for three major medical centers

Provided advanced support and custom programming for pharmacy end users at five major medical centers

Provided custom coding and technical solutions for customer system implementation

Managed and updated the Willow application materials and process for import of pharmaceutical data into customer systems

### Consulting Projects

**Match Meat (now Hungry Planet), 2009:** Estimated demand function and made marketing recommendations for meat substitute products

**Medicare HMO, 2011-12:** Identified cost drivers and characterized network physician treatment styles

**Triumph Sports Intelligence, 2012-2013:** Developed metrics to measure NFL player performance and predict success of potential draftees

**PotentiaMED, 2013:** Produced marketing content for company website

## **SKILLS AND OTHER NOTES**

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Statistical methods and programs (STATA, R, MATLAB, Python, Visual Basic, Caché)

Lived in Eastern Spain 2000-2002; fluent in Spanish

2012-13 Moog Scholar for outstanding student progress, Washington University in St. Louis

Student Marshal (#1 student) - Olin Business School MBA Class of 2011

Member of Beta Gamma Sigma

Dean's Scholarship, Olin Business School MBA Program

1999 Presidential Scholar

1999 National Merit Scholar

1999 Gordon B. Hinckley Presidential Scholar, Brigham Young University

Eagle Scout