

RYAN L. COOPER

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POSITIONS HELD

University of Arkansas

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

University of Maryland

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

FIELDS OF INTEREST

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

RESEARCH

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

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

“Physicians and Managers: Organizational Role and Decision-Making in Primary Medical Care” (with Jillian Chown)

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

“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

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: Strategic Management (hybrid) - 2022-2023
SEVI 3013: Strategic Management (online) - 2022-2023

DOCTORAL STUDENTS

Dissertation Committee Member

Roxanne Jaffe, Business Economics, University of Maryland, 2022

CONFERENCES

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

Vanderbilt, 2015

Fordham, 2015

Georgetown, 2016

Maryland, 2016

HONORS AND AWARDS

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

Academy of Management, Strategic Management Society

EDUCATION

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

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

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