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## PATRYK PERKOWSKI

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### Employment

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- 2023- Sy Syms School of Business at Yeshiva University  
Assistant Professor of Strategy and Entrepreneurship (August 2023)
- 2023 Columbia Business School  
Postdoctoral Fellow in Business, AI, and Democracy

### Education

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- 2017-23 Columbia Business School  
PhD in Management (Strategy)  
Dissertation Committee: Bruce Kogut (Chair), Stephan Meier, Bo Cowgill  
Research interests: information technology, human resource management, causal inference, strategic human capital
- 2010-14 Queens College, City University of New York  
B.A. in Economics and Mathematics  
Member of Macaulay Honors College (full tuition scholarship)  
Valedictorian of Class of 2014

### Publications

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- 2024 "Matchmaking Principals: Theory and Evidence from Internal Labor Markets", with Bo Cowgill, Jonathan Davis, and Pablo Montagnes. Accepted at *Management Science*. Available online at [https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=3793899](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3793899).
- 2024 "Delegation in hiring: Evidence from a two-sided audit" with Bo Cowgill. Accepted at the *Journal of Political Economy: Microeconomics*. Available online at [https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=3584919](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3584919).
- 2023 "Super Mario meets AI: Experimental Effects of Automation and Skills on Team Performance and Coordination", with Fabrizio Dell'Acqua and Bruce Kogut. Forthcoming in *The Review of Economics and Statistics*. Available online at [https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=3746564](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3746564).  
Covered by Columbia Business School Insights and Harvard Business Review.

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- 2023 “On the trajectory of discrimination: A meta-analysis and forecasting survey capturing 44 years of field experiments on gender and hiring decisions” with Michael Schaefer, Christilene du Plessis, My Nguyen, Robbie C. M. van Aert, Leo Tiokhin, Daniël Lakens, Elena Giulia Clemente, Thomas Pfeiffer, Anna Dreber, Magnus Johannesson, Cory J. Clark, Gender Audits Forecasting Collaboration, and Eric Luis Uhlmann. *Organizational Behavior and Human Decision Processes*, 179, Article 104280. Available online at <https://psycnet.apa.org/doi/10.1016/j.obhdp.2023.104280>.
- 2020 Meier, Stephan, Matt Stephenson, and Patryk Perkowski. 2020. Culture of trust and division of labor in nonhierarchical teams. *Strategic Management Journal*. 40(8): 1171-1193. Available online at <https://onlinelibrary.wiley.com/doi/abs/10.1002/smj.3024>.

### Working papers

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- 2024 “Generative AI at work: Survey evidence from three Central Banks”, with Aleš Maršál. Under review. Available online at [https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=4957562](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4957562).
- 2023 “Firm Strategy and Internal Labor Markets”, with Bo Cowgill, Jonathan Davis, and Pablo Montagnes. Revise and resubmit at *Strategic Management Journal*. Available online at [https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=4399389](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4399389).
- 2023 “Gender representation and the adoption of hiring algorithms: Evidence from MBA students and executives” with Cristina Scofield, Under review. Available online at [https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=4367113](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4367113).

### Work in progress

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- 2024 “The impact of Generative AI on productivity in central banking: Evidence from the National Bank of Slovakia”, with Aleš Maršál.
- 2024 “The design and analysis of experiments in strategic management”, solo-authored.
- 2024 “Job candidate responses to hiring algorithms”, with Bruce Kogut.
- 2024 “What predicts algorithmic discrimination? Evidence from a People Analytics task”, with Cristina Scofield.

### Other writing

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- 2024 “When AI Teammates Come On Board, Performance Drops,” by Juan Martinez. *Harvard Business Review*. Available online at <https://hbr.org/2024/05/when-ai-teammates-come-on-board-perfor>
- 2023 “How to design an internal talent marketplace,” with Bo Cowgill, Jonathan Davis, Pablo Montagnes, and Bettina Hammer. *Harvard Business Review*. 101(3): 92-101. Available online at <https://hbr.org/2023/05/how-to-design-an-internal-talent-marketplace>.

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- 2015 “Majority of Hires Never Report Looking for a Job,” with Carlos Carrillo-Tudela, Bart Hobijn, and Ludo Visschers. *FRBSF Economic Letter 2015-10*. Available online at <https://www.frbsf.org/wp-content/uploads/sites/4/el2015-10.pdf>.  
Covered by Bloomberg, The Wall Street Journal, and Vox.

## Refereeing

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Management Science, American Sociological Review, Journal of Economic Behavior and Organization

## Teaching Experience

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- 2023- Principles of Business Strategy (Undergraduate)  
2023 Entrepreneurial Strategy (MBA; Teaching Assistant)  
2022 People Analytics (MBA; Teaching Assistant)  
2021 Technology Strategy (MBA; Teaching Assistant)  
2020 People Analytics (MBA x2 & EMBA x2; Teaching Assistant)  
2019 People Analytics (MBA; Teaching Assistant)  
2019 Corporate Governance (MBA; Teaching Assistant)  
2018 Strategy Formulation (EMBA; Teaching Assistant)

## Presentations and talks

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- 2024 CUNY Queens College Business Breakfast; Seminar at the National Bank of Slovakia; Public lecture on the future of work in the National Bank of Slovakia’s Megatrends series  
2023 Guest lecture in the sophomore tutorial on disruptive innovation for Harvard undergraduates  
2022 Guest lecture in the advanced strategy class for Columbia Business School PhD students  
2021 NBER Productivity Seminar Series  
2020 Wharton People and Organizations Conference  
2020 AOM Professional Development Workshop on Organizations in the Age of AI, *Organizer*  
2019 MIT Conference on Digital Experimentation

## Grants and awards

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- 2020 Katherine W. Phillips Best Student Paper Award, East Coast Doctoral Conference  
2019 Behavioral Research Lab Fellowship (\$550)  
2018 Bernstein Center Grant with Bruce Kogut and Fabrizio Dell’Acqua (\$10,000)  
2017-22 National Science Foundation Graduate Research Fellowship (\$122,000)

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- 2014 Paul Klapper Scholarship, Queens College's highest academic honor
  - 2014 Matthew Simon award for a record of superior scholarship in economics; Persia Campbell award for outstanding research paper in economics; Banesh Hoffman Memorial Award for excellence in mathematics
  - 2013 Phi Beta Kappa

**Other experience and service**

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- 2021- Member of the Board of Directors for St. Stanislaus Kostka Catholic Academy
- 2015-17 Research Associate for Chris Blattman at Innovations for Poverty Action
- 2014-15 Research Associate at the Federal Reserve Bank of San Francisco