
PATRYK PERKOWSKI

665 W 130th St.
New York, NY 10027
patryk.perkowski@yu.edu
www.patrykperkowski.com

Employment

- 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

- 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

- 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.
- 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.
- 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.
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 Schaerer, 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

- 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.
- 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.

Work in progress

- 2024 “The effects of Generative AI on workplace productivity: Evidence from a Central Bank”, 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

- 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>.
- 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

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

Teaching Experience

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)

Academic presentations

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

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)
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

- 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