Patryk Perkowski

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Employment

2023– Sy Syms School of Business at Yeshiva University
Assistant Professor of Strategy and Entrepreneurship

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, Don Green, Jorge Guzman

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

2026 "Firm Strategy and Internal Labor Markets", with Bo Cowgill, Jonathan Davis, and Pablo Montagnes. Conditionally accepted at *Strategic Management Journal*. Available online at `https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4399389`.

2026 "Digital Twins as Funhouse Mirrors: Five Key Distortions", with Tianyi Peng, George Gui, Daniel J Merlau, Grace Jiarui Fan, Malek Ben Sliman, Melanie Brucks, Eric J Johnson, Vicki Morwitz, Abdullah Althenayyan, Silvia Bellezza, Dante Donati, Hortense Fong, Elizabeth Friedman, Ariana Guevara, Mohamed Hussein, Kinshuk Jerath, Bruce Kogut, Kristen Lane, Hannah Li, Oded Netzer, and Olivier Toubia. Forthcoming in *Science Advances*. Available online at `https://arxiv.org/abs/2509.19088`.

2025 "Super Mario meets AI: Experimental Effects of Automation and Skills on Team Performance and Coordination", with Fabrizio Dell'Acqua and Bruce Kogut. 2025. *The Review of Economics and Statistics*. 107 (4): 951–966. Available online at `https://direct.mit.edu/rest/article/107/4/951/115633/Super-Mario-Meets-AI-Experimental-Effects-of`.
Covered by Columbia Business School Insights and Harvard Business Review.

2024 "Stable Matching on the Job? Theory and Evidence on Internal Labor Markets", with Bo Cowgill, Jonathan Davis, and Pablo Montagnes. *Management Science*. 71(3): 2508–2526. Available online at `https://pubsonline.informs.org/doi/10.1287/mnsc.2023.01373`.
Covered by Harvard Business Review and Yeshiva University.

2024 "Delegation in Hiring: Evidence from a Two-Sided Audit" with Bo Cowgill. *Journal of Political Economy: Microeconomics*. 2(4): 852–882. Available online at `https://www.journals.uchicago.edu/doi/abs/10.1086/732127`.

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

2026 "Agentic Strategists", with Arnab Choudhury and Bruce Kogut. Under review. Available online at `https://papers.ssrn.com/sol3/papers.cfm?abstract_id=7541658`.

2026 "Optimal Sample Allocation in Human-Digital Twin Experiments", solo-authored. Under review. Available online at `https://papers.ssrn.com/sol3/papers.cfm?abstract_id=7511578`.

2026 "When Can We Trust Experiments on Digital Twins? A Potential Outcomes Framework for Causal Inference with LLM simulations", solo-authored. Available online at `https://www.patrykperkowski.com/causal-inference-for-digital-twins`.

2026 "A Task-based Approach to Generative AI: Evidence from a Field Experiment in Central Banking", with Aleš Maršál. Available online at `https://papers.ssrn.com/sol3/papers.cfm?abstract_id=5228176`.

Work in Progress

2026 "Digital twins as experimental subjects: Evidence, theory, and future directions", solo-authored, a review article on how digital twins may impact "human subjects" research in management.

2026 "Strategy in the Age of LLM simulations", with Arnab Choudhury and Bruce Kogut. .

Other Writing

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-perf`

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

Teaching Experience

2025– Entrepreneurship and the Management of Change (MBA)

2023– Principles of Strategy (Undergraduate)

Presentations, Conferences, and Talks

2026 Northwestern's Symposium on Validating AI-based Social Science; USC's AI in Management Conference; Columbia Business School's Management, Analytics, and Data Conference; NYC Junior Faculty Entrepreneurial Strategy Workshop; Technical University of Munich's GenAI Seminar Workshop Series (scheduled)

2025 Wharton Conference on AI and the Future of Work; OpenAI's Economic Research pre-meeting; ION AI Conference; Conference on Field Experiments in Strategy; Columbia's Conference on Artificial Intelligence, Machine Learning, and Business Analytics

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; Business, AI, and Democracy Conference at Columbia Business School

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

2026 Yeshiva University Provost Faculty Research Fund ($3,000)

2026 Finalist for the best paper award at USC AIM

2024 Visiting Researcher at the National Bank of Slovakia

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

2023– Summary of service: Yeshiva University

- Led the standardization of the core Principles of Strategy course across 11 sections (2025-)
- Developed four courses for a STEM-based MBA accreditation application (2025)
- Honors Program Candidate Interviews (2023–)

- Wrote letters of recommendation for ten students

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