
PATRYK PERKOWSKI

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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

- 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

- 2022 "Super Mario meets AI: Experimental Effects of Automation and Skills on Team Performance and Coordination", with Fabrizio Dell'Acqua and Bruce Kogut. Conditionally accepted at *The Review of Economics and Statistics*. Available online at https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3746564.
- 2022 "Gender representation and the adoption of hiring algorithms: Evidence from MBA students and executives", solo-authored. Available online at <https://www.patrykperkowski.com/jmp>.
- 2022 "Matchmaking Principals: Theory and Evidence from Internal Labor Markets", with Bo Cowgill, Jonathan Davis, and Pablo Montagnes. Under review at *The Journal of Political Economy*. Available online at https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3793899.
- 2022 "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. Under review at *Organizational Behavior and Human Decision Processes*.

2022 "Delegation in hiring: Evidence from a two-sided audit" with Bo Cowgill. Available online at https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3584919.

Work in progress

2022 "Complementarities between Firm Screening Practices and Algorithmic Decision Making: Evidence from Hiring Algorithms", solo-authored.

2022 "What predicts algorithmic discrimination? Evidence from a People Analytics task", solo-authored.

2022 "The Changing Task Content of Unionization Drives", solo-authored.

Other writing

2022 "Strategies for competing with internal talent marketplaces," with Bo Cowgill, Jonathan Davis, Pablo Montagnes, and Bettina Hammer. Revise and Resubmit at *Harvard Business Review*.

2015 "Majority of Hires Never Report Looking for a Job," *FRBSF Economic Letter 2015-10*, with Carlos Carrillo-Tudela, Bart Hobijn, and Ludo Visschers.
Covered by Bloomberg, The Wall Street Journal, and Vox.

Refereeing

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

Teaching Experience

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

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

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- 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

Previous 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