
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
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

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>.

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>.

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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

- 2025 “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>.
- 2025 “A Mega-Study of Digital Twins Reveals Strengths, Weaknesses and Opportunities for Further Improvement”, with Tiany 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. Under review. Available online at https://papers.ssrn.com/sol3/papers.cfm?abstract_id=5518418.
- 2025 “Generative AI as Routine-Biased Technical Change? Evidence from a Field Experiment in Central Banking”, with Aleš Maršál. Under review. Available online at https://papers.ssrn.com/sol3/papers.cfm?abstract_id=5228176.
- 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.
- 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.

Work in progress

- 2025 “Agentic strategists”, with Arnab Choudhury and Bruce Kogut.
- 2025 “Strategy in the Age of LLM simulations”, with Arnab Choudhury and Bruce Kogut.
- 2025 “Incentivizing Worker-Driven Innovation: Evidence from a Multisite RCT”, with Ales Marsal and Maximilian Frier.

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>.
- 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

- 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 (scheduled)
- 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

- 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 <ul style="list-style-type: none">• 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 five 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