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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

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).

### Work in progress

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- 2025 "Generative AI as Routine-Biased Technical Change? Evidence from a Field Experiment in Central Banking", with Aleš Maršál.
- 2025 "The design and analysis of experiments in strategic management", solo-authored.
- 2024 "Job candidate responses to hiring algorithms", with Bruce Kogut.

### 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.

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## Refereeing

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

## Teaching Experience

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2025- Entrepreneurship and the Management of Change (MBA)

2023- Principles of Strategy (Undergraduate)

## 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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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

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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