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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 (August 2023)
- 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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- 2022 "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://direct.mit.edu/rest/article-abstract/doi/10.1162/rest\\_a\\_01328/115633/Super-Mario-Meets-AI-Experimental-Effects-of?redirectedFulltext](https://direct.mit.edu/rest/article-abstract/doi/10.1162/rest_a_01328/115633/Super-Mario-Meets-AI-Experimental-Effects-of?redirectedFulltext).
- Covered by Columbia Business School Insights.
- 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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- 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).

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- 2023 "Matchmaking Principals: Theory and Evidence from Internal Labor Markets", with Bo Cowgill, Jonathan Davis, and Pablo Montagnes. Resubmitted to *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).
- 2023 "Delegation in hiring: Evidence from a two-sided audit" with Bo Cowgill. Revise and resubmit 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 "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](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4367113).
- 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 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. Revise and resubmit at *Organizational Behavior and Human Decision Processes*.

### Work in progress

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- 2023 "The design and analysis of experiments in strategic management", solo-authored.
- 2023 "Job candidate responses to hiring algorithms", with Bruce Kogut.
- 2023 "What predicts algorithmic discrimination? Evidence from a People Analytics task", with Cristina Scofield.

### Other writing

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- 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

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

### Teaching Experience

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- 2023 Entrepreneurial Strategy (MBA; Teaching Assistant)

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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**

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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, <i>Organizer</i>
2019	MIT Conference on Digital Experimentation

### **Grants and awards**

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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