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## PATRYK PERKOWSKI

7K Uris Hall, 3022 Broadway  
New York, NY 10027  
(347) 756 - 8209  
pp2568@columbia.edu

### Education

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- 2017-22 Columbia Business School  
PhD in Management (Strategy)  
Research interests: people analytics, personnel economics, hiring, field experiments
- 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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- 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.

### Working papers

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- 2021 "Matching for strategic organizations: Theory and empirics from internal labor market" with Bo Cowgill, Jonathan Davis, and Pablo Montagnes.
- 2021 "Organizations and market design: An application to internal talent marketplaces for teachers" with Bo Cowgill, Jonathan Davis, and Pablo Montagnes. Copy available upon request. *Submitted*.
- 2021 "Delegation in hiring: Evidence from a two-sided audit" with Bo Cowgill. *Submitted*.
- 2020 "Super Mario meets AI: experimental effects of automation and skills on team performance and coordination" with Fabrizio Dell'Acqua and Bruce Kogut. *Submitted*.

### 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

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- 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
- 2014 Fulbright English Teaching Assistant Fellowship, Malasia (declined)
- 2013 Phi Beta Kappa

### **Conference presentations**

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- 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

### **Refereeing**

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

### **Teaching Experience**

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- 2021 Technology Strategy (MBA; Teaching Assistant)
- 2020 People Analytics (MBA & EMBA; Teaching Assistant)
- 2019 People Analytics (MBA; Teaching Assistant)
- 2019 Corporate Governance (MBA; Teaching Assistant)
- 2018 Strategy Formulation (EMBA; Teaching Assistant)

### **Other writing**

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- 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.

### **Previous experience**

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- 2015-17 Research Associate for Chris Blattman at Innovations for Poverty Action
- 2014-15 Research Associate at the Federal Reserve Bank of San Francisco