PATRYK PERKOWSKI

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New York, NY 10027
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Education

2017-22 Columbia Business School

PhD in Management (Strategy)
Research interests: the economics of AI, hiring and causal inference
Coursework in PhD microeconomics, econometrics, causal inference, strategy

2010-14 Queens College, City University of New Yor*k*

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.

Working papers

2020 "Agency and workplace diversity: 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

2020 "Mario meets AI: The intra-organizational effects of automation" with Fabrizio Dell'Acqua and Bruce Kogut

2020 "Unfair labor practices in the US: Evidence from the NLRB"

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)

Conference Presentations

2019 MIT Conference on Digital Experimentation ("Agency and workplace diversity: Evidence from a two-sided audit")

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I am a rising fourth year PhD student at Columbia Business School looking to attend the NBER workshop on artifical intelligence. The rise of artifical intelligence will likely have large effects on workers, labor markets, and firms, and I want my research career to focus on understanding these impacts.

I am currently working with Bruce Kogut and Fabrizio Dell'Acqua on a lab experiment that examines the intra-organizational effects of automation. We experimentally manipulate the introduction of automated agents onto teams completing a coordination task. We show that in a task with high suitability for machine learning (where automated agents outperform human ones ~90% of the time), automation leads to strong decreases in organizational performance. These effects are driven not only by teams who directly experience automation but also by teams who do not receive an automated agent but most loosely coordinate with it. These spillover effects are large and represent ~40% of the total effect of automation on performance. We also present preliminary evidence that shows that automation may impact organizational culture by lowering team trust and organizational incentives by lowering effort provision. These results highlight the need to go beyond technical suitability in our study of automation– The introduction of intelligence machines will likely have important consequences on employee motivation, norms of reciprocity, and social preferences at work, presenting a ripe opportunity for future research.

The NBER Conference on Artifical Intelligence would greatly enhance my development as a scholar of the economics of AI. I would be honored if accepted.