

Curriculum Vitae

Ján Zábajník

October 2013

Education

- Ph.D. in Economics, Cornell University, Ithaca, New York, 1997
- B.S. in Mechanical Engineering, Slovak University of Technology, Bratislava, 1985

Academic Employment and Positions

- 2010 – Professor of Economics, Department of Economics, Queen's University, Kingston, Ontario, Canada
- 2009 – 2010 Visiting Scholar, Kellogg School of Management, Northwestern University, Evanston, Illinois, U.S.A.
- 2006 – 2010 Associate Professor of Economics, Department of Economics, Queen's University, Kingston, Ontario, Canada
- 1999 – 2006 Assistant Professor of Finance and Business Economics, Marshall School of Business, University of Southern California, Los Angeles, California, U.S.A.
- 1998 - 1999 Associate Director, Institute for Economics Research, Queen's University, Kingston, Ontario, Canada
- 1997 – 2001 Assistant Professor of Economics (on leave 1999-2001), Department of Economics, Queen's University, Kingston, Ontario, Canada
- 1990 – 1992 Assistant Professor of Economics, School of Mathematics and Physics, Comenius University, Bratislava, Slovakia

Other Positions

- 2010 – Associate Editor, *Journal of Labor Economics*

Courses Taught

Undergraduate

Business Economics (USC Marshall)
 Labour Economics (Queen's)
 Mathematics for Economists (Queen's)
 Introductory Macroeconomics (Queen's)
 Introductory Microeconomics
 (Comenius)
 Game Theory (Comenius)

Graduate (Ph.D.)

Industrial Organization (Queen's)
 Advanced Topics in Industrial
 Organization (Queen's)
 Incentives in Organizations, Contract
 Theory, and Corporate Finance (USC,
 Queen's)
 PhD Research Seminar (Queen's)

Awards and fellowships

- SSHRC Standard Research Grant, 2011-2013
- Queen's Economics Department Research Prize, 2009
- SSHRC Standard Research Grant, 2007-2009
- USC, Marshall General Research Fund, awarded each year 1999-2005
- Sage Graduate Fellowship, Cornell University, 1992-93 and 1995-96
- Academic Achievement Award, Slovak University of Technology, 1985

Published and accepted papers

- "Subjective Evaluations with Performance Feedback" *RAND Journal of Economics* (forthcoming)
- "Promotion Tournaments in Market Equilibrium," *Economic Theory* 51, September 2012, pp. 213-240
- "Disobedience and Authority" (with Anthony Marino and John Matsusaka), *Journal of Law, Economics, & Organization* 26, December 2010, pp. 427-459
- "Costly External Finance and Investment Efficiency in a Market Equilibrium Model," *Economic Inquiry* 47, October 2009, pp. 639-652
- "Work-Related Perks, Agency Problems, and Optimal Incentive Contracts" (with Anthony Marino), *RAND Journal of Economics*, Summer 2008, pp. 565-585
- "A Rent Extraction View of Employee Discounts and Benefits" (with Anthony Marino), *Journal of Labor Economics*, July 2008, pp. 485-518

Published and accepted papers (cont.)

- "Merger, Ease of Entry, and Entry Deterrence in a Dynamic Model" (with Anthony Marino), *Journal of Industrial Economics* 54, September 2006, pp. 397-423
- "Trust, Social Capital, and Economic Development" (with Patrick Francois), *Journal of the European Economic Association* 3, March 2005, pp. 51-94
- "The Effects of Learning-by-Doing on Product Innovation by a Durable Good Monopolist", (with Edward Kutsoati), *International Journal of Industrial Organization* 23, February 2005, pp. 83-108
- "Internal Competition for Corporate Resources and Incentives in Teams" (with Anthony Marino), *RAND Journal of Economics* 35, Winter 2004, pp. 710-727
- "CEO Pay and Appointments: A Market Based Explanation for Recent Trends" (with Kevin Murphy), *American Economic Review (Papers and Proceedings)*, May 2004, pp. 192-196
- "A Model of Rational Bias in Self-Assessments," *Economic Theory* 23, February 2004, pp. 259-282
- "A Theory of Trade Secrets in Firms," *International Economic Review* 43, August 2002, pp. 831-855
- "Centralized and Decentralized Decision-Making in Organizations," *Journal of Labor Economics* 20, January 2002, pp. 1-22 (lead article)
- "On the Efficiency of Markets for Managers," *Economic Theory* 18, November 2001, pp. 701-710
- "Corporate Tournaments, Human Capital Acquisition, and the Firm Size-wage Relation," (with Dan Bernhardt) *Review of Economic Studies* 68, July 2001, pp. 693-716
- "Sales Maximization and Specific Human Capital," *RAND Journal of Economics* 29, Winter 1998, pp. 790-802
- "Pay-Performance Sensitivity and Production Uncertainty," *Economics Letters* 53, December 1996, pp. 291-296

Working papers and work in progress

- “On the Diffusion of Information in Organizations” (with Jean-Etienne de Bettignies, Queen’s)
- “Managerial Capital and the Market for CEOs” (with Kevin Murphy)
- “The Incentive Effects of Employee Stock Options”

Refereeing for professional journals

American Economic Review; Econometrica; European Economic Review; Games and Economic Behavior; International Economic Review; International Journal of Industrial Organization; Journal of Economic Behavior and Organization; Journal of Economic Theory; Journal of Economics and Management Strategy; Journal of the European Economic Association; Journal of Finance; Journal of Financial Economics; Journal of Law and Economics; Journal of Law, Economics & Organization; Journal of Industrial Economics; Journal of Political Economy; Management Science; RAND Journal of Economics; Review of Economic Studies; Review of Economics and Statistics

Seminar presentations

Bristol University, Claremont McKenna, Cornell University, Erasmus University Rotterdam, Iowa State University, Michigan State University, New York University (Stern), Northwestern University (Kellogg), Oxford University (Nuffield), Queen’s University, Queen’s School of Business, Stockholm School of Economics, Texas A&M University, University College London, University of Pompeu Fabra, University of Rochester (Simon), University of Munich, University of Toronto (Economics), University of Toronto (Rotman), University of Vienna, USC Department of Economics, USC Law School, USC Business School, Washington University (Olin), York University (Schulich)