

Curriculum Vitae

Ján Zábajník

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Education

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

Employment

July 2006 – present	Associate Professor of Economics, Department of Economics, Queen's University, Kingston, Ontario, Canada
1999 – June 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.
1989 – 1990	Advisor to the Chairman, Federal Bureau for Standards and Measurement, Prague, Czechoslovakia
1986 – 1989	OMNIA Export-Import Company, Bratislava, Slovakia
1985 – 1986	Platoon commander, Slovak Army (mandatory military service)

Courses Taught

Undergraduate

Business Economics (USC Marshall)
Labour Economics (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)

Published and accepted papers

- "Costly External Finance and Investment Efficiency in a Market Equilibrium Model," *Economic Inquiry* (forthcoming)
- "Work-Related Perks, Agency Problems, and Optimal Incentive Contracts" (with Anthony Marino), *RAND Journal of Economics*, Summer 2008, pp. 565-85.
- "A Rent Extraction View of Employee Discounts and Benefits" (with Anthony Marino), *Journal of Labor Economics*, July 2008, pp. 485-518.
- "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. 259-82.
- "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.

Published and accepted papers (cont.)

- "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 papers under submission

- "Managerial Capital and the Market for CEOs" (with Kevin Murphy), invitation to revise and resubmit, *Journal of Finance*
- "Disobedience and Authority" (with Anthony Marino and John Matsusaka), conditionally accepted, *Journal of Law, Economics, & Organization*

Work in progress

- "Perks and competition" (with Michael Raith)
- "Promotion Tournaments in Market Equilibrium"
- "Optimal Hiring Strategies in Firms that Offer Employee Discounts" (with Anthony Marino)
- "The Employment Contract as a Lottery"

Refereeing for professional journals

American Economic Review; Contemporary Accounting Research; Econometrica; Economics Bulletin; European Economic Review; Games and Economic Behavior; International Economic Review; International Journal of the Economics of Business; 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 Labor Economics; Journal of Law, Economics & Organization; Journal of Financial Economics; Journal of Industrial Economics; Journal of Political Economy; Journal of Public Economic Theory; Labor Economics; Management Science; RAND Journal of Economics; Review of Development Economics; Review of Economic Studies; Review of Economics and Statistics; Southern Economic Journal

Seminar presentations

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

Awards and fellowships

- 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
- Slovak University of Technology Academic Achievement Award presented by the University President, 1985

Media mentions

- *The Wall Street Journal* "Directors Now Prefer Insiders In Search for CEOs" (May 2, 2007, online)
- *USA Today* "Well-paid CEOs enrich U.S." (December 26, 2006)
- *Financial Week* "Top finance exec turnover slows" (September 3, 2007)
- *Financial Week* "Why more companies look elsewhere for CEO talent" (August 20, 2007)
- *The Daily Deal* "Dancing Delicately in Delaware" (July 21, 2006)
- *Publico* (Portugal) "Os chefes vêm de fora," based on an interview with the newspaper (April 13, 2007)
- *The American: A Magazine of Ideas Online* "Why Do We Underpay Our Best CEOs?" (December 2006)
- *Guerdon Associates* "External CEO recruitment impacts remuneration levels" (January 10, 2007)
- *Joint Economic Committee Report* (U.S. Congress) "Information Technology Increases Earnings Differential And Drives Need For Education" (May 2007)
- *Remarks by the Federal Reserve Board Chairman Ben Bernanke* (Before the Greater Omaha Chamber of Commerce, Omaha, Nebraska) "The Level and Distribution of Economic Well-Being" (February 6, 2007)