

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

Academic Employment and Positions

- August 2009 – Visiting Scholar, Kellogg School of Management, Northwestern University, Evanston, Illinois, U.S.A.
- 2006 – 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*

Published and accepted papers

- "Disobedience and Authority" (with Anthony Marino and John Matsusaka), *Journal of Law, Economics, & Organization* (forthcoming)
- "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. 565-85.
- "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*
- "Promotion Tournaments in Market Equilibrium" (submitted)

Work in progress

- "Resistance to Change in Organizations" (with Sumon Majumdar)
- "Subjective Evaluations with Performance Feedback"
- "Optimal Contracts for Risk-seeking Agents"

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)

Awards and fellowships

- 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

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 and 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

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)
- *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)