

# Curriculum Vitae

Ján Zábajník

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## Education

Ph.D. in Economics, Cornell University, Ithaca, New York, 1997

B.Sc. 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.
- 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

## Editorial Positions

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

### Courses Taught

#### *Undergraduate*

Business Economics (USC Marshall)  
 Labour Economics (Queen's)  
 Introduction to Mathematical Economics (Queen's)  
 Introductory Macroeconomics (Queen's)  
 Introductory Microeconomics (Comenius)

#### *Graduate (Ph.D.)*

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

### Honors, awards and fellowships

SSHRC Standard Research Grant, 2011-2014  
 Queen's Economics Department Research Prize, 2009  
 Fellow, Slovak Economic Association, 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

“Firm Reputation, Innovation, and Employee Startups,” *Economic Journal* (forthcoming)

“Information Sharing and Incentives in Organizations” (with Jean-Etienne de Bettignies), *Journal of Law, Economics, & Organization* 35, November 2019, pp. 619-650

“Subjective Evaluations with Performance Feedback” *RAND Journal of Economics* 45, Summer 2014, pp. 341-369

“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 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**

- “Equity-based Compensation and Employee Incentives,” under revision.
- “Managerial Capital and the Market for CEOs” (with Kevin J. Murphy).

**PhD Supervision at Queen's (initial placement)**

Jonathan Lee, 2018 (Brattle Group)

Richard Ishac, 2018 (National Bank of Canada)

Afrasiab Mirza, 2014 (University of Birmingham)

Michel Cloutier, 2014 (Analysis Group, Montreal)

Tao Wang, 2012 (Central University of Finance and Economics, Beijing)

Jun Zhang, 2009 (Shanghai University of Finance and Economics)

James Thompson, 2008 (University of Waterloo)