

ADAM CLEMENS

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Education

Ph.D, Economics, University of Chicago	June 2010, Expected
Thesis Title: Essays on Worker Compensation	
Thesis Committee: Canice Prendergast (co-chair), Jeremy Fox (co-chair), Michael Gibbs	
Accreditations in Industrial Organization and Asset Pricing	
M.A, Economics, University of Chicago	Aug. 2007
B.A, Economics, Magna cum Laude, Brigham Young University	Apr. 2005

Research

Labor economics with emphasis on personnel economics

Job Market Paper: “Fast Track Positions and Human Capital Acquisition”

Abstract: Some positions within a firm consistently lead to promotion with a higher probability than other positions at the same hierarchical level. Therefore, serial correlation of promotion rates is not indicative merely of fast individuals with high innate ability but of fast tracks within the organization. I describe these positions as fast track jobs and present a model in which they involve the acquisition of human capital more valuable at the next level. Data from a financial services firm confirms that workers in fast track jobs are younger than other workers in the same level and that transfers out of the fast track to the slow track are common. Thus, the process of grooming workers for advancement is analogous to more aggressive up-or-out systems. There is some evidence that fast tracks are not the result of signaling or of accelerated learning about the worker’s innate ability.

Other papers:

“Persistent Effects of Firm Demand on Cohort Wages” with Ben Kriechel and Gerard A. Pfann
“Distorted Incentives and the Fit between Job Design and Incentive Pay: Evidence from Europe”

Experience

Referee, Managerial and Decision Economics	Oct. 2009 – Dec. 2009
Visiting Lecturer, BYU Economics Department	June 2009 – Aug. 2009
Research Assistant for Michael Gibbs	March 2008 – Present
Executive MBA Program Teaching Assistant Gleacher Center (for Michael Gibbs)	Jan. 2009 – March 2009
Grader for Deputy Dean Stacey Kole	Jan. 2009 – March 2009

Teaching Assistant for Kathryn Ierulli	Jan. 2009 – March 2009
Executive MBA Program Teaching Assistant Europe and Asia Campuses (for Michael Gibbs)	Oct. 2008 – Dec. 2008
Teaching Assistant for Ram Shivakumar	June 2008 - Aug. 2008
Teaching Assistant for Jeremy Fox	Jan. 2008 - March 2008
Teaching Assistant for Emily Oster	Jan. 2008 - March 2008 and March 2009 – June 2009
Teaching Assistant for Milton Harris	Sep. 2007 - Dec. 2007 and March 2009 – June 2009
Teaching Assistant for Roger Myerson	Sep. 2007 - Dec. 2007
Research Assistant for Lars Hansen	July 2006 - Dec. 2006
Research Assistant for C. Arden Pope	Jan. 2004 - April 2005
Grader for James McDonald	Jan. 2005 - April 2005
Teaching Assistant for Larry Wimmer	Sep. 2003 - Dec. 2003

Awards

Immasche Dissertation Fellowship	2009 - 2010
Brigham Young University Economics Department Valedictorian	2005
Heritage Scholar	1999 - 2005
National Merit Scholar	1999 - 2000
Robert C. Byrd Scholar	1999 - 2005
Outstanding Sophomore of the Year, Chemical Engineering Department	2003
Outstanding Freshman of the Year, Chemical Engineering Department	2000

References

- Canice Prendergast, Professor, Booth School of Business canice.prendergast@ChicagoBooth.edu
(773) 702-9159
- Jeremy Fox, Assistant Professor, Dept. of Economics fox@uchicago.edu (773) 702-4862
- Michael Gibbs, Clinical Professor, Booth School of Business mike.gibbs@ChicagoBooth.edu
(773) 834-4351

Community/ Extracurricular

Eagle Scout, Boy Scouts of America	1996
Full-time volunteer religious representative	2000 - 2002
University of Chicago Interreligious Council	2005 - 2008
Volunteer Economics Tutor	2003 - 2005
Treasurer, BYU Economics Club	2004 - 2005
Volunteer, Washington State School for the Blind	1996 - 1999
Intramural Basketball	2006 – Present