RICHARD J. PAULSEN, Ph.D.

Rpaulsen@umich.edu
Department of Sport Management
University of Michigan School of Kinesiology
Ann Arbor, MI 48109

EDUCATION

Ph. D. in Economics, *Northeastern University* 2014 – 2019
Dissertation Title: "Three Essays in Productivity and Earnings"
Fields: Labor Economics, Industrial Organization

Master of Arts, Economics, *Northeastern University* 2014 – 2016

Bachelor of Arts, Mathematics and Economics, *Utica College*, summa cum laude 2010 – 2014

POSITIONS

Assistant Professor of Sport Management, *University of Michigan* 2024 – Present
Assistant Professor of Economics, *Commonwealth University of PA – Bloomsburg* 2020 – 2023
Lecturer of Economics, *University of Vermont* 2019 – 2020
Adjunct Instructor of Economics, *Bentley University* 2017 – 2019

RESEARCH AND TEACHING FIELDS

Primary Fields: Labor Economics, Sports Economics
Secondary Fields: Cultural Economics, Industrial Organization, Economics of Education, Health

PUBLICATIONS (* denotes student co-author)

29. **Paulsen, R. J.**, Sinkey, M., *Shukaylo, G, *Sathe, T, & *F. Goell. (2026). Name, Image, and Likeness, Socioeconomic Background, and National Football League Draft Entry Decisions. Accepted for publication in *Journal of Sport Management.* [IF-4.6, ABDC-A]

28. *Zhu, K., & **R. J. Paulsen**. The Impact of Trades on Player Performance in the NBA. *Managerial and Decision Economics*, 1-13. http://doi.org/10.1002/mde.70171 [IF-2.7, ABDC-B]

27. **Paulsen, R. J.**, *Jordan, C., & *G. Shukaylo. (2026). Artificial Intelligence Skill Demand in the Spectator Sports Industry: An Analysis of Job Postings Data. *Sport, Business and Management: An International Journal*, 1-18. https://doi.org/10.1108/SBM-07-2026-0223 [IF-1.9, ABDC-B]

26. *Song, J., *Kang, J. H., & **R. J. Paulsen.** (2026) Technology Adoption and Bias in Officiating: Automated Ball-Strike System Implementation in Korean Baseball. *European Sport Management Quarterly*, 1-23. https://doi.org/10.1080/16184742.2026.2681111 [IF-3.2, ABDC-A]

25. **Paulsen, R. J.**, McLeod, C., & A. Copeland. (2026) A Critical Examination of Outcomes for College Graduates Working in Sport. *Sport Management Education Journal*, 1-12. https://doi.org/10.1123/smej.2025-0012 [IF-0.9, ABDC-C]

24. **Paulsen, R. J.**, & A. Cuyler. (2026). Where have all the Black arts graduates gone? Student Debt, Race, & Career Outcomes for Arts Graduates in the U. S. *Journal of Arts Management, Law, and Society*, 1-16. https://doi.org/10.1080/10632921.2026.2629972 [IF-1.2, ABDC-C]

23. **Paulsen, R. J.**, McLeod, C., & B. Mills. (2026). Labor Supply in the Sport Industry: A Review of Existing Models and Extension in Sport. *Managing Sport and Leisure,* 1-13. https://doi.org/10.1080/23750472.2026.2629272 [IF-1.7, ABDC-B]

22. **Paulsen, R. J.**, & R. Dulal. (2026). The Work-Preference Model and the Broader Creative Workforce: Theory and Application. *Cultural Trends,* 1-14. https://doi.org/10.1080/09548963.2026.2628106 [IF-1.4, ABDC-B]

21. **Paulsen, R. J.** (2025). Temporary employment and the protection of investments in human capital: Examining the Major League Baseball player market. *Economic Inquiry, 63*(4), 1279-1290. https://doi.org/10.1111/ecin.70016 [IF-1.5, ABDC-A]

20. **Paulsen, R. J.**, & M. Sinkey. (2025). The Impact of Socioeconomic Background on the Timing of Long-Term Contracts in Major League Baseball. *Sport Management Review, 28*(4), 753-769. https://doi.org/10.1080/14413523.2025.2505272 [IF-3.9, ABDC-A]

19. **Paulsen, R. J.**, Wassall, G., & N. Alper. (2025). Agglomeration and the success of arts majors working in entrepreneurship and innovation. *Economics of Innovation and New Technology, 34*(5), 769-781. https://doi.org/10.1080/10438599.2024.2368142 [IF-2.4, ABDC-B]

18. McLeod, C., **Paulsen, R. J.**, and L. Hindman. (2024). Poor-Quality Jobs and Economic Disadvantage in the United States' Spectator Sports Industry. *Equality, Diversity, and Inclusion.* https://doi.org/10.1108/EDI-04-2024-0169 [IF-2.6, ABDC-B]

17. McCharles, J., **Paulsen, R. J.**, & L. Hindman. (2024). Penalty or Power Play? Investigating the Occupational Segregation and Wage Disparities of U.S. Spectator Sports Employees in Same-Sex Cohabitating Relationships. *International Journal of Sport Management*, *25*(3), 225-256. https://internationaljournalofsportmanagement.com/investigating-the-occupational-segregation-and-wage-disparities-of-u-s-spectator-sports-employees-in-same-sex-cohabitating-relationships/ [IF-N/A, ABDC-B]

16. **Paulsen, R. J.** (2024). Job security, socio-economic background, and worker performance: Evidence from Major League Baseball. *Managerial and Decision Economics, 45*(7), 4687-4695. https://doi.org/10.1002/mde.4294 [IF-2.7, ABDC-B]

15. **Paulsen, R. J.** (2024). Addressing Endogeneity in Marginal Revenue Product Estimates of Shirking in Major League Baseball. *Managerial Finance, 50*(7), 1309-1323. https://doi.org/10.1108/MF-09-2023-0586 [IF-1.9, ABDC-B]

14. Hindman, L., & **R. J. Paulsen.** (2024). Racial and Gender Inequality Regimes in Sport: Occupational Segregation and Wage Gaps in the U.S. Spectator Sports Industry. *European Sport Management Quarterly, 24*(2), 470–490. https://doi.org/10.1080/16184742.2022.2128846 [IF-3.2, ABDC-A]

13. **Paulsen, R. J.** (2024). Student loan debt and the career choices of college graduates with majors in the arts. *Journal of Cultural Economics, 48*(3), 95-115. https://doi.org/10.1007/s10824-023-09474-x [IF-1.8, ABDC-A]

12. **Paulsen, R. J.**, & R. Dulal. (2024). Health insurance access and the career choices of college graduates with majors in the arts: evidence from the affordable care act's dependent coverage expansion. *Journal of Cultural Economics, 48*(1), *95-115.* https://doi.org/10.1007/s10824-023-09496-5 [IF-1.8, ABDC-A]

11. **Paulsen, R. J.**, Alper, N., & G. Wassall. (2023). Assessing the Role of Sexual Orientation in the U.S. Labor Market for Artists and Arts Majors. *American Behavioral Scientist, 68*(11), 1515-1535*.* https://doi.org/10.1177/00027642231178281 [IF-1.7, ABDC-B]

10. **Paulsen, R. J.**, & *O. Boucot. (2023). Playing in a pandemic: The impact of family on performance in the NBA's "bubble". *Managerial and Decision Economics, 44*(4), 2102-2109. https://doi.org/10.1002/mde.3804 [IF-2.7, ABDC-B]

9. Modestino, A., & **R. J. Paulsen.** (2023). School's Out: How Summer Youth Employment Programs Impact Academic Outcomes. *Education Finance and Policy, 18*(1), 97-126. https://doi.org/10.1162/edfp_a_00371 [IF-1.6, ABDC-A]

8. **Paulsen, R. J.** (2022). Peer Effects and Human Capital Accumulation: Time Spent in College and Productivity in the National Basketball Association. *Managerial and Decision Economics, 43*(8), 3611-3619*.* https://doi.org/10.1002/mde.3617 [IF-2.7, ABDC-B]

7. **Paulsen, R. J.** (2022). It's a party in the MLB: An analysis of shirking between games in Major League Baseball. *Journal of Sport Management, 36*(4), 319-329. https://doi.org/10.1123/jsm.2020-0423 [IF-4.6, ABDC-A]

6. **Paulsen, R. J.** (2022). Arts Majors and the Great Recession: A Cross-Sectional Analysis of Educational Choices and Employment Outcomes. *Journal of Cultural Economics, 46*, 635-658. https://doi.org/10.1007/s10824-021-09430-7 [IF-1.8, ABDC-A]

5. **Paulsen, R. J.** (2021). New Evidence in the Study of Shirking in Major League Baseball. *Journal of Sport Management, 35*(4), 285-294. https://doi.org/10.1123/jsm.2020-0194 [IF-4.6, ABDC-A]

4. **Paulsen, R. J.**, Alper, N., & G. Wassall. (2021). Arts Majors as Entrepreneurs and Innovators. *Small Business Economics*, *57*(2), 2021, 639-652. https://doi.org/10.1007/s11187-020-00416-x [IF-5.9, ABDC-A]

3. **Paulsen, R. J.**, Modestino, A., Alam, M., Hasan, M., Young, L., & G. Young. (2020). Patterns of Buprenorphine/Naloxone Prescribing: An Analysis of Claims Data from Massachusetts. *The American Journal of Drug and Alcohol Abuse, 46*(2), 216-223. https://doi.org/10.1080/00952990.2019.1674863 [IF-2.6, ABDC-N/A]

2. Modestino, A., & **R. J. Paulsen.** (2019). Reducing Inequality Summer by Summer: Lessons from an Evaluation of the Boston Summer Youth Employment Program, *Evaluation and Program Planning, 72*, 40-53. https://doi.org/10.1016/j.evalprogplan.2018.09.006 [IF-1.9, ABDC-N/A]

1. **Paulsen, R. J.** (2018). Contract Options and Performance: The Case of Major League Baseball. *Atlantic Economic Journal*, *46*(4), 379-388. https://doi.org/10.1007/s11293-018-9595-5 [IF-0.4, ABDC-C]

NON-REFERRED WORKS

3. **Paulsen, R. J.** (2025). Agglomeration and the Success of Arts Majors Working in Entrepreneurship and Innovation. *SNAAP DataBriefs, 13*(3).

2. Modestino, A. and **R. J. Paulsen.** (2023). Year Round Benefits from Summer Jobs. *Education Next, 23*(4).

1. **Paulsen, R. J.** (2023). Student Loan Debt and American Arts Graduates: Policy and Perspectives. *Economists Talk Art.*

PRESENTATIONS (Presenting author(s) in **bold**)

51. **Cuyler, A. C.**, and **R. J. Paulsen**. (2026). Counting the costs: Investigating the effects of racism on the U. S. creative economy. *2026 International Critical Quantitative Methods Work Week.*

50. **Paulsen, R. J.,** and ***C. Jordan**. (2026). Analytics Hiring and Team Performance in North American Sports. *UMBC Sports Economics Conference 2026.*

49. ***Song, J., Paulsen, R. J., Taylor, E.,** and **L. Hindman**. (2026). Life Outside the (Sport) Office?: Marriage, Children, and Working in the Sport Industry. *North American Society for Sport Management 2026 Conference.*

48. **Park, D., Shin, N.,** and **R. J. Paulsen.** (2026). Racialized Assumptions and Athletic Performance: Evaluating the Impact of White Naturalized Players on South Korean Men's National Ice Hockey Team. *North American Society for Sport Management 2026 Conference.*

47. **Mollah, S.,** and **R. J. Paulsen**. (2026). Sport Industry Worker Demand and Sport Education: An Analysis of Job Posting Data. *North American Society for Sport Management 2026 Conference (Poster Session).*

46. ***Jordan, C., Paulsen, R. J.,** and B. Mills. (2026). Impacts of Monopsony Power on Worker Outcomes in the United States Spectator Sports Industry. *North American Society for Sport Management 2026 Conference (Poster Session).*

45. **Cuyler, A. C.**, and **R. J. Paulsen**. (2026). Counting the costs: Investigating the effects of racism on the U. S. creative economy. *ARNOVA Arts CIG Seminar.*

44. **Cuyler, A. C.**, and **R. J. Paulsen**. (2026). Counting the costs: Investigating the effects of racism on the U. S. creative economy. *Society for Arts Leadership Educators 2026 Conference.*

43. **Paulsen, R. J.** and ***Y. Ye**. (2026). Player Performance in a New League: Transferable Skills and Player Incentives in Unrivaled. *Applied Sport Management Association 2026 Conference.*

42. ***Zhu, K.** and **R. J. Paulsen**. (2026). The Impact of Trades on Player Performance in the NBA. *Applied Sport Management Association 2026 Conference.*

41. **Paulsen, R. J.**, **Sinkey, M.**, *Sathe, T., and *F. Goell. (2025). Name, Image, and Likeness, Socioeconomic Background, and National Football League Draft Entry Decisions. *95th Annual Conference for the Southern Economic Association.*

40. **Paulsen, R. J.** (2025). Agglomeration and the Success of Arts Majors Working in Entrepreneurship and Innovation. *SNAAP Research Webinar.* [Invited Talk]

39. **Cuyler, A. C.**, and **R. J. Paulsen**. (2025). Counting the costs: Investigating the effects of racism on the U. S. creative economy. *Association for Cultural Economics International ACEI2025 Conference.*

38. **Isard, R.**, **Paulsen, R. J.**, and ***J. Song**. (2025). Women's Sport and Women Workers. *North American Society for Sport Management 2025 Conference.*

37. **Paulsen, R. J.**, **Hindman, L.**, and **C. McLeod**. (2025). A Longitudinal Analysis of Worker Survival in the U.S. Spectator Sports Industry. *North American Society for Sport Management 2025 Conference.*

36. ***Jordan, C.** and **R. J. Paulsen**. (2025). Multiyear Contracts and Effort in Major League Baseball. *North American Society for Sport Management 2025 Conference (Poster Session).*

35. **Mills, B.** and R. J. Paulsen. (2025). Performance Fatigue, Job Status, and Shirking: Evidence from MLB Umpires. *UMBC Sports Economics Conference 2025.*

34. **Paulsen, R. J.**, Copeland, A., and C. McLeod. (2025). A Critical Examination of Outcomes for College Graduates Working in Sport. *UMBC Sports Economics Conference 2025.*

33. **Cuyler, A.** and **R. J. Paulsen**. (2025). Examining the Role of Student Loan Debt, Race, and Ethnicity in the Career Choices of Arts Graduates. *Society for Arts Leadership Educators 2025 Conference.*

32. ***Jordan, C.** and **R. J. Paulsen**. (2025). Multiyear Contracts and Effort in Major League Baseball. *Applied Sport Management Association 2025 Conference.*

31. **Paulsen, R. J.** (2025). Survival in Sport (Management). *University of Michigan Sport Management SPARK Seminar Series.* [Invited Talk]

30. **Paulsen, R. J.** (2024). Sports Economics: Research and Careers. *Michigan Economics Society Speaker Event.* [Invited Talk]

29. **Paulsen, R. J., L. Hindman.,** and **C. McLeod**. (2024). Health Insurance and Disability in Sport: Evidence from the Affordable Care Act's Dependent Coverage Expansion. *North American Society for Sport Management 2024 Conference.*

28. **Paulsen, R. J.** (2024). Temporary Employees and Firm Investment in Human Capital: Examining the Major League Baseball Player Market. *50th Annual Conference for the Eastern Economic Association*

27. Paulsen, R. J. and **M. Sinkey**. (2023). Factors Influencing Size, Duration, and Timing of Multi-Year Contracts in Major League Baseball. *93rd Annual Conference for the Southern Economic Association.*

26. **McLoed, C.**, Paulsen, R. J., and L. Hindman. (2023). Good Jobs, Bad Jobs in the United States' Spectator Sport Industry. *North American Society for the Sociology of Sport 2023 Conference.*

25. **Paulsen, R. J.** and R. Dulal. (2023). The Affordable Care Act's Dependent Coverage Expansion and the Career Choices of Young College Graduates with Degrees in the Arts. *Cultural Economics Online Seminar Series.* [Invited Talk]

24. **Cuyler, A.** and R. J. Paulsen. (2023). Investing the effect of racism on the US creative economy: Choosing Among Approaches. *Association for Cultural Economics International ACEI2023 Conference.*

23. Paulsen, R. J. and **R. Dulal.** (2023). The Affordable Care Act's Dependent Coverage Expansion and the Career Choices of Young College Graduates with Degrees in the Arts. *Association for Cultural Economics International ACEI2023 Conference.*

22. **Paulsen, R. J.** (2022). Who Shirks? A Look at Socio-Economic Status, Culture, and Shirking in Major League Baseball. *92nd Annual Conference for the Southern Economic Association.*

21. **Paulsen, R. J.**, Alper, N. and G. Wassall (2022). Assessing the Role of Hubs in Determining Which Art Majors Work in Entrepreneurship and Innovation. *92nd Annual Conference for the Southern Economic Association.*

20. **Paulsen, R. J.** (2022). Student Loan Debt and the Career Choices of College Graduates with Majors in the Arts. *92nd Annual Conference for the Southern Economic Association.*

19. McCharles, J., **Paulsen, R. J.**, and L. Hindman (2022). A Look at Occupations and Earnings of Sports Industry Workers in Same-Sex Relationships Using Census Data. *Mid-Atlantic LGBTQA Conference.*

18. **Paulsen, R. J.**, Alper (2022). Addressing Endogeneity in Marginal Revenue Product Estimates of Shirking in Major League Baseball. *University of Vermont Department of Economics Seminar Series.* [Invited Talk]

17. **Paulsen, R. J.**, Alper, N. and G. Wassall (2022). Assessing the Role of Sexual Orientation in the U.S. Labor Market for Artists and Arts Majors. *Arts, Entrepreneurship, and Innovation (AEI) Lab Workshop.*

16. **L. Hindman** and **R. J. Paulsen.** (2022). Racial and Gender Inequality Regimes in Sport: Occupational Segregation and Wage Gaps in the U.S. Spectator Sports Industry. *North American Society for Sport Management 2022 Conference.*

15. **Paulsen, R. J.** (2022). Student Loan Debt and the Career Choices of College Graduates with Majors in the Arts. *BU Institute for Culture and Society's Faculty Lecture Series.* [Invited Talk]

14. **Paulsen, R. J.** (2022). Student Loan Debt and the Career Choices of College Graduates with Majors in the Arts. *Cultural Economics Online Seminar Series.* [Invited Talk]

13. **Paulsen, R. J.** (2022). Technological Change and the Government's Role in the Economy: A Look at Universal Basic Income. *Bloomsburg University Institute for Culture and Society's Explores the Future Lecture Series.* [Invited Talk]

12. **Paulsen, R. J.**, Alper, N. and G. Wassall. (2021). Arts Majors as Entrepreneurs and Innovators. *Association for Cultural Economics International ACEI2021 Online Conference.*

11. **Paulsen, R. J.** (2021). Peer Effects and Human Capital Accumulation: Time Spent in College and Productivity in the National Basketball Association*. College Sport Research Institute 2021 Online Conference.*

10. **Paulsen, R. J.**, Alper, N. and G. Wassall. (2020). Arts Majors as Entrepreneurs and Innovators. *Arts, Entrepreneurship, and Innovation (AEI) Lab Leveraging Creativity Workshop.*

9. **Paulsen, R. J.** (2019). It's a party in the MLB: An analysis of shirking between games in Major League Baseball. *88th International Atlantic Economic Conference.*

8. **Paulsen, R. J.** (2019). New Evidence in the Study of Shirking in Major League Baseball. *13th Annual MIT Sloan Sports Analytics Conference.*

7. **Modestino, A.** and R. J. Paulsen (2019). School's Out: How Summer Youth Employment Programs Impact Academic Outcomes. *Association for Education Finance and Policy Conference.*

6. **Modestino, A.** and **R. J. Paulsen** (2019). School's Out: How Summer Youth Employment Programs Impact Academic Outcomes. *American Economic Association Conference Poster Session.*

5. **Paulsen, R. J.** (2018). New Evidence in the Study of Shirking in Major League Baseball. *88th Annual Conference for the Southern Economic Association.*

4. **Paulsen, R. J.** (2018). New Evidence in the Study of Shirking in Major League Baseball. *Bryant University Annual Spring Symposium on Analytics.* [Invited Talk]

3. **Paulsen, R. J.** (2018). New Evidence in the Study of Shirking in Major League Baseball. *Bentley University Economics Department Brown Bag Seminar Series.* [Invited Talk]

2. **Paulsen, R. J.** (2018). New Evidence in the Study of Shirking in Major League Baseball. *Analytics Without Borders Conference.*

1. Modestino, A. and **R. J. Paulsen.** (2018). Reducing Inequality Summer by Summer: Lessons from the Boston Summer Youth Employment Program Survey. *APPAM Regional Student Conference – DC.*

MEDIA

30. *USA Art News (9/9/2026)* – [Research] Research cited and interviewed for story "Trump Bill to Boost Arts Education Costs in US" by Sarah Mitchell https://usaartnews.com/news/trump-bill-to-boost-arts-education-costs-in-us/

29. *Michigan News (7/13/2026)* – [Research] Research cited in "Batter up, bias down: Robot umpires curb favoritism for star hitters" by Laura Bailey https://news.umich.edu/batter-up-bias-down-robot-umpires-curb-favoritism-for-star-hitters/ (also picked up by 10 news outlets including The Times of India)

28. *The Conversation (05/11/26)* – [Research] Research cited in "We studied what happened when financially struggling artists received $1,000 a month, no strings attached, for 18 months" by Joanna Woronkowicz and Doug Nooan. https://theconversation.com/we-studied-what-happened-when-financially-struggling-artists-received-1-000-a-month-no-strings-attached-for-18-months-280799 (also picked up by Yahoo!News, Seattle Post-Intelligencer, etc.)

27. *Medium.com (05/05/2026)* – [Commentary] Interviewed for story "More Than A Game: The Fight For Equality In Women's Basketball" by Caylin Chen. https://medium.com/@caylin.s.chan/more-

than-a-game-the-fight-for-equality-in-womens-basketball-7808b09ba477?postPublishedType=initial

26. *Michigan News (10/30/2025)* – [Commentary] "WNBA contract negotiations come down to the wire" Featured expert in Q&A with Laura Bailey https://news.umich.edu/wnba-contract-negotiations-come-down-to-the-wire-u-m-experts-can-comment/

25. *The Michigan Daily (10/26/25)* – [Research] Quoted, and research cited in "UMich study finds contract status influences MLB injury management" by Kayla Lugo. https://www.michigandaily.com/news/research/umich-study-finds-contract-status-influences-mlb-injury-management/

24. *Medical Xpress (9/3/2025)* – [Research] Quoted, and research cited in "Sports teams appear to provide less injury protection for players with temporary contracts" by Stephanie Baum. https://medicalxpress.com/news/2025-09-sports-teams-injury-players-temporary.html

23. *Students Affairs Now Podcast (8/6/2025)* – [Commentary] Guest speaker on episode entitled "Navigating the Changing Landscape of College Athletics". https://studentaffairsnow.com/navigating-the-changing-landscape-of-college-athletics/

22. *Sport Business Journal (6/18/2025)* – [Research] Op-ed (with Risa Isard and Jimin Song) published based on research on women's sports and women workers. https://www.sportsbusinessjournal.com/Articles/2025/06/18/the-growth-of-womens-sport-is-changing-the-game-for-female-workers-and-parents/

21. *Fox Business (6/9/2025)* – [Commentary] Interviewed for story on impacts of NCAA settlement with clips featured on *Varney & Co.* https://www.foxbusiness.com/video/6374053193112

20. *The National Desk (5/5/2025)* – [Commentary] Interviewed for story "NIL is changing college sports; for better or worse?" by Grayce McCormick. *https://thenationaldesk.com/news/americas-news-now/nil-is-changing-college-sports-for-better-or-worse-ncaa-settlement-basketball-football-march-madness-sec-big-10-acc-pac-12-shedeur-sanders-nico-iamaleava-transfer-portal-salary-conference-roster-nba-nfl-draft*

19. *Michigan News (1/17/2025)* – [Commentary] "NCAA to begin paying for women's basketball success" Featured expert in Q&A with Morgan Sherburne https://news.umich.edu/ncaa-to-begin-paying-for-womens-basketball-success/

18. *Global News (12/9/2024)* – [Commentary] Interviewed for story "Why the Mets are signing Juan Soto to record $765M, 15-year contract" with clips featured on *Global National News* https://globalnews.ca/video/10909993/why-the-mets-are-signing-juan-soto-to-record-765m-15-year-contract

17. *The American Prospect (8/2/2024)* – [Commentary] Interviewed for story "Wall Street Hits the Locker Room" by Luke Goldstein https://prospect.org/power/2024-08-02-wall-street-hits-the-locker-room/

16. *The Conversation (7/1/2024)* – [Commentary] Co-authored story "5 questions are the NCAA's $2.75B settlement to pay college athletes" https://theconversation.com/5-questions-after-the-ncaas-2-75b-settlement-to-pay-college-athletes-231665

15. *Associated Press News (5/29/2024)* – [Commentary] Interviewed for story "College sports departments gearing up for 'economic earthquake' with direct pay for athletes looming" by John Zenor https://apnews.com/article/ncaa-settlement-paying-players-33909535d4559362b2464fc814c1ea73

14. *WMUR (4/24/2024)* – [Commentary] Interviewed for story "Ivy League backs Dartmouth College's efforts to block basketball players from unionizing" with clips featured in reporting by Troy Lynch https://www.wmur.com/article/ivy-league-dartmouth-colleges-union-42424/60596408

13. *The National Desk (4/23/2024)* – [Commentary] Interviewed for story "Is Caitlin Clark's starting salary in the WNBA unfair?" by Grayce McCormick https://thenationaldesk.com/news/americas-news-now/is-caitlin-clark-starting-salary-wnba-unfair-number-one-draft-pick-nba-thousands-millions-tv-contract-revenue-tickets-attendance-viewership-collective-bargaining-nil-finances-indiana-fever-iowa-hawkeyes#

12. *Michigan News (3/21/2024)* – [Research] Research cited in "Batter up (or not): Pro baseball players with longer contracts don't always work as hard" by Laura Bailey https://news.umich.edu/batter-up-or-not-pro-baseball-players-with-longer-contracts-dont-always-work-as-hard/

11. *Fox Business (3/6/2024)* – [Commentary] Interviewed for story on Dartmouth men's basketball union vote with clips featured on *The Big Money Show* and *Varney & Co.* https://www.foxbusiness.com/video/6348348799112

10. *NPR (3/5/2024)* – [Commentary] Interviewed for story "Dartmouth men's basketball team votes to unionize, shaking up college sports" with clips featured on *Morning Edition* and *All Things Considered* https://www.npr.org/2024/03/05/1235877656/ncaa-dartmouth-mens-basketball-union-election-nlrb

9. *Yahoo Finance* (2/29/2024) – [Research] Research cited in "17 Worst Bachelor's Degrees for Student Debt" by Laiba Immad https://au.finance.yahoo.com/news/17-worst-bachelor-degrees-student-020009464.html

8. *Michigan Today (2/14/2024)* – [Commentary] "College athlete unions: Would they be effective?" Featured expert in Q&A with Laura Bailey https://news.umich.edu/college-athlete-unions-would-they-be-effective/

7. *The Washington Post* (7/10/2023) – [Research] Research cited in "How to revitalize summers for teens and young adults" https://www.washingtonpost.com/opinions/2023/07/10/summer-youth-jobs-programs/

6. *WVIA (7/31/2022)* – [Commentary] Interviewed for story "Pennsylvania marks minimum wage anniversary: Workers have been earning $7.25 for 13 years" https://www.wesa.fm/economy-business/2022-07-31/pennsylvania-minimum-wage-remains-same

5. *Thomas Fordham Institute* (4/7/2022) – [Research] Research cited in "How a summer job may help improve school outcomes" https://fordhaminstitute.org/national/commentary/how-summer-job-may-help-improve-school-outcomes

4. *Probable Causation Podcast (3/17/2020)* – [Research] Research discussed in Episode 25 "Sara Heller on summer youth employment programs" https://probablecausation.podbean.com/e/episode-25-sara-heller/

3. *MIT Sloan Management Review (7/9/2019)* – [Research] Research cited in "Why Sports is a Great Proving Ground for Managerial Ideas" https://sloanreview.mit.edu/article/why-sports-is-a-great-proving-ground-for-management-ideas/#:~:text=Sports%20provides%20a%20unique%20perspective,of%20all%2C%20managing%20with%20data

2. *Counterpoints: The Sports Analytics Podcast from MIT SMR (4/4/2019)* – [Research] Featured guest speaker on episode "Buyer Beware! MLB Free Agents Underperform Their Contracts" https://sloanreview.mit.edu/audio/buyer-beware-mlb-free-agents-underperform-their-contracts/

1. *The Guardian (3/5/2019)* – Research cited in "Is giving 26-year-old Bryce Harper a 13-year, $330m contract a terrible idea?" https://www.theguardian.com/sport/2019/mar/05/bryce-harper-contract-length-value--philadelphia-phillies-mlb-baseball

GRANT ACTIVITY

Paulsen, R. J. (co-PI), and A. Cuyler (co-PI). 2026. Identifying Strategies to support Black graduates in Subverting Anti-Black Racial Discrimination in Entertainment Industry Hiring. *Spencer Foundation Racial Equity Research Grant.* ($75,000, application submitted).

Hunter, S. (co-PI), Lane, A. (co-PI), Haus, J. (co-PI), **Paulsen, R. J. (co-I)**, Ludlow, A (co-I), Varangis, E. (co-I). 2026. Sex Differences in Physical Function and Health Across the Lifespan. *U-M SoK KIN-SPIRE Planning Grant 2026*. ($200,000, **partially funded** at $50,000).

Ploutz-Snyder, L. (co-PI), Hunter, S. (co-PI), Armstrong, K. (co-I), Lane, A. (co-I), Palmari-Smith, R. (co-I), **Paulsen, R. J. (co-I)**. 2026. Game Changers: The Michigan Center for Innovation in Women's Sports. *U-M Strategic Innovation Fund*. ($2,825,000, **funded**).

Mortenson, L. (Co-PI), **Paulsen, R. J. (Co-PI)**, Lorenc, M. (Co-I), Brooks, C. (Co-I). 2025. U-M Institute for Gaming & Gambling Research. *U-M Impact Institute Seed Stage.* ($200,000, not funded).

Paulsen, R. J. (PI). 2025. Using Job Posting Data to Study Demand in the Sport Industry Workforce. *U-M SoK Marie Hartwig Pilot Research Fund.* ($20,000, **funded**).

Paulsen, R. J. (Co-PI), Heinze, K. (Co-PI), and A. Cuyler (Co-I). 2024. Investigating Discrimination in Worker Recruitment by Sports Organizations in the United States. *U-M Antiracism Grant.* ($49,208, not funded).

Cuyler, A. (Co-PI), **Paulsen, R. J.** (Co-PI). 2023. Counting the costs: Investigating the effects of racism on the U.S. creative economy. *National Endowment for the Arts Research Grant.* ($50,000, not funded).

TEACHING AND ADVISING

Instructor

Graduate

Introduction to Statistics for Sport Management (SM 560)
University of Michigan Winter 2024 – Winter 2026 (3 sections)

Philosophy of Science & Research in Sport Management (SM 515)
University of Michigan Fall 2024

Thesis Research (KIN 619)
University of Michigan Winter 2025 – Fall 2025 (2 sections)

Independent Reading in Kinesiology (KIN 682)
University of Michigan Spring/Summer 2025 – Fall 2025 (2 sections)

Independent Research in Kinesiology (KIN 684)
University of Michigan Winter 2024 – Winter 2026 (9 sections)

Undergraduate

Sports Economics and Public Policy (SM 241)
University of Michigan Fall 2024 – Fall 2026 (3 sections)

Independent Study (SM 470)
University of Michigan Spring 2025 – Winter 2026 (2 sections)

Principles of Microeconomics
Bloomsburg University of Pennsylvania Fall 2020 – Fall 2023 (8 sections)
University of Vermont Spring 2020
Northeastern University Summer 2017 – Summer 2019 (3 sections)
Bentley University Fall 2017 – Fall 2018 (4 sections)

Principles of Macroeconomics
Bloomsburg University of Pennsylvania Summer 2021 – Fall 2022 (4 sections)
University of Vermont Summer 2020

Business and Economics Mathematics
Bloomsburg University of Pennsylvania Winter 2022

Business and Economics Statistics I
Bloomsburg University of Pennsylvania Fall 2020 – Fall 2023 (17 sections)

Introduction to Econometrics
Bloomsburg University of Pennsylvania Spring 2021 – Spring 2023 (3 sections)

Economic Methods (Statistics)
University of Vermont Fall 2019 – Spring 2020 (2 sections)

Microeconomic Theory
University of Vermont Fall 2019 – Spring 2020 (2 sections)

Economics of Sports
Bloomsburg University of Pennsylvania Fall 2020 – Fall 2022 (3 sections)
University of Vermont Fall 2019
Bentley University Fall 2018 – Spring 2019 (2 sections)

Industrial Organization
Bloomsburg University of Pennsylvania Spring 2023

Health Economics
University of Vermont Fall 2019

First Year Seminar – The Future of Work
Bloomsburg University of Pennsylvania Fall 2023

Honors, Awards, and Nominations

ACUM Outstanding Advisor Award Nomination 2026
U-M School of Kinesiology OUSA Students' Choice Award Nomination 2025
Bloomsburg University ProfessionalU Champion Award 2023
Bloomsburg University Athletics Most Influential Professor Award (x2) 2021-2022
Bloomsburg University ProfessionalU Champion Award 2021
Bloomsburg University Athletics Most Influential Professor Award 2020-2021
Northeastern University College of Social Sciences and Humanities Excellence in Graduate Teaching Award, *finalist* 2018, 2019
Northeastern University Outstanding Graduate Student Award – Teaching, *nominee* 2017-2018

Teaching Professional Development

Courses:

Health Sciences Teaching Academy
Completed a 10 hour course focused on strategies for effective teaching with a focus on the health sciences offered by the University of Michigan's Center for Research on Learning and Teaching

Association of College and University Educators Certificate Course in Effective College Instruction
Completed a 10-month course focused on teaching pedagogy and instruction in in-person and online college courses from January to October 2021.

Teaching Online Certification Course
Completed a 3-week course offered by the Pennsylvania State System of Higher Education focused on teaching pedagogy for effective online instruction in November 2020.

Teaching Effectively Online Course
Completed a 4-week course offered by the University of Vermont focused on effective online teaching in February of 2020.

eMpowered Book Clubs at University of Michigan School of Kinesiology:

Book club participation involved reading chapter(s) of books and meeting to discuss themes of diversity, accessibility, equity, and inclusion. Books I've read for book clubs include the following: *The Inclusive Organization; True Biz; The Absolutely True Diary of a Part-Time Indian; The Bluest Eye.*

Teaching and Learning Enhancement Center at Bloomsburg University Book Clubs:

Book club participation involved reading chapter(s) of books and meeting to discuss themes of teaching pedagogy and/or diversity, accessibility, equity, and inclusion. Books I've read for book clubs include the following: *Small Teaching Online*; *I'm Still Here: Black Dignity in a World Made for Whiteness*; *Keeping Us Engaged*; *How Humans Learn*; *White Fragility*; *Becoming a White Antiracist*; *Teach Students How to Learn; Distracted*.

Optional Workshops and Trainings Attended

Getting Your Mentoring Relationships Off to a Good Start

Attended a 4-hour workshop given by Rackham's MORE committee on effective mentoring.

Mentoring 101: Workshop for New Graduate Faculty

Attended a 2-hour workshop given by Rackham's MORE committee introducing faculty to Rackham and mentoring resources.

Teach Students How to Learn 2.0

Attended an interactive 1.5-hour workshop given by Saundra McGuire on teaching pedagogy based on her book "Teach Students How to Learn".

Metacognition, Mindset, and Motivation: The Keys to Inclusive Excellence!

Attended an interactive 3-hour workshop given by Saundra McGuire on teaching pedagogy focused on student mindset and motivation based in the science of learning.

Engaging with Ability and Access in Campus DEI Initiatives

Attended an interactive 1-hour training focused on making classes and campus spaces inclusive for students with physical, cognitive, and learning disabilities.

Safe Zone (LGBTQ+) Ally Training

Attended an interactive 1-hour training focused on making classes and the campus community inclusive for members of the LGBTQ+ community.

MENTORING

Ph.D. Student Supervision (Years; Placement)

Chair

Jimin Song, Sport Management (2026 – Present)
Charles Jordan, Sport Management (2024 – Present)
Georgy Shukaylo (Co-Chair), Sport Management (2024 – 2026; South Carolina)

Master's Thesis Supervision

Chair

Jimin Song, Sport Management (2025)

Committee Member

Minhwan Jung, Sport Management (2026)

Undergraduate Research, Scholarly, and Creative Activity Supervision

Justin Robbins – "Assessing the Impact of Trades on the Performance of Players with Families in the NBA", *Bloomsburg University of Pennsylvania* Summer 2022

Placed Second for Best Poster in the *Arts, Humanities, and Social Sciences* at *Susquehanna Valley Undergraduate Research Symposium 2022*

Olivia Boucot – "Family and the NBA Bubble", *Bloomsburg University of Pennsylvania* Summer 2021

Undergraduate Honors Thesis Committee

Khadejah Covington, *Bloomsburg University* (Honors Capstone Advisor) Spring 2022
Courtney Brady, *University of Vermont* (Thesis Defense Committee Member) Spring 2020
Joshua Audette, *University of Vermont* (Thesis Defense Committee Member) Spring 2020

DEPARTMENT, SCHOOL, AND UNIVERSITY SERVICE

Service at University of Michigan

Department

Sport Finance Search Committee Fall 2026 – Winter 2027
Sports Economics and Analytics Search Committee Fall 2025 – Winter 2026
Master's Application Review Committee Winter 2025, Winter 2026
Analytics Clinical Faculty Search Committee Winter 2025
Sports Economics, Finance, and Analytics Search Committee Fall 2024 – Winter 2025
Strategic Plan Research/Scholarship Subcommittee Winter 2025
Strategic Plan Teaching Subcommittee Winter 2025
Senior Faculty Search Committee Winter 2024

College

Homecoming 2026 Event Demonstration Station Fall 2026
New Faculty Navigator Program (Navigator) Fall 2025, Fall 2026
School Culture Project Working Group Winter 2026
Faculty Salary Study Project Fall 2025
Statistician Search Committee Fall 2024 – Fall 2025

Service at Bloomsburg University

Department

Economics Club Advisor Spring 2022 – Fall 2023
Department Website Content Manager Fall 2020 – Fall 2023
Creator and Administrator of Department Twitter Page Fall 2020 – Fall 2023
Creator and Administrator of Department Instagram Page Fall 2020 – Fall 2023
Committee Service
- Promotion Fall 2020 – Spring 2023
- Curriculum (Chair Fall 2020 – Spring 2022) Fall 2020 – Spring 2023
- Search and Screen (Chair Fall 2022 – Spring 2023) Fall 2020 – Spring 2023
- Tenure Fall 2020 – Spring 2022
- Scholarship Fall 2022 – Spring 2023

Sabbatical — Fall 2022 – Spring 2023

College

CASSH Con Event Department Moderator/Organizer — 2020, 2021

Committee Service

Strategic Planning Committee — Spring 2023

Zeigler Institute for Professional Development — Fall 2022 – Spring 2023

University

University Curriculum Committee — Fall 2022

Panel Member for "How to Thrive" Orientation Session — August 2021

Course Approval for ECONOMIC 390 – Sports Economics — Spring 2021

Department Representative for Fall Recruiting Events — Fall 2020, Fall 2022

Committee Service

APSCUF Membership Committee — Fall 2021 – Spring 2023

University Forum Committee — Fall 2021 – Spring 2022

TALE Committee — Fall 2021 – Spring 2023

Economics Integration Sub-Committee — Spring 2021

Institute of Culture and Society — Fall 2020 – Spring 2023

PROFESSIONAL SERVICE

Editorial Boards

Association for Cultural Economics International – Working Paper Series — 2024 – Present

Sport, Business, and Management: An International Journal (Early Career Board) — 2026 – Present

Invited Manuscript Reviewer

American Behavioral Scientist; Journal of Behavioral and Experimental Economics; International Journal of Sport Finance; Journal of Sport Management; Journal of Business and Economics Studies; Journal of Substance Abuse Treatment; Economic Inquiry; Atlantic Economic Journal; European Sport Management Quarterly; Journal of Cultural Economics, *Economics of Innovation and New Technology; Cuadernos de Economia; Sport, Education, and Society; International Journal of Arts Management; International Journal of Financial Studies; Healthcare; Applied Economics; Scottish Journal of Political Economy; Sports Economics Review; Journal of Sports Economics; Journal of Intercollegiate Sport; Economic Modelling; Sport Management Review; International Journal of Sport Management & Marketing; Applied Economics Letters; Sport, Business and Management*

Conference Abstract Reviewer

NASSM 2026

Conference Paper Discussant

Eastern Economic Association Conference; Southern Economic Association Conference; Arts, Entrepreneurship, and Innovation Lab Workshop

Professional Organization Committee Service

NASSM 365 Committee 2026 – Present

OTHER RELEVANT EMPLOYMENT

Research Assistant to Dr. Alicia Sasser Modestino, *Northeastern University* May 2017 – April 2019
Freelance Economics Content Consultant, *Knewton* May 2016 – April 2019
Research Assistant to Dr. Kevin Boudreau, *Northeastern University* September 2016 – December 2016
Research Intern to Dr. Michelle Barnes, *Federal Reserve Bank of Boston* June 2015 – August 2016
Test Bank Editor, *McGraw Hill* October 2014 – December 2014