

# Paul Holmes

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Date of Birth: October 16, 1979  
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## Education

PhD	Economics, University of Illinois, Urbana-Champaign, Illinois, USA (expected)	2003 – 2009
MS	Economics, University of Illinois, Urbana-Champaign, Illinois, USA	2003 – 2005
MS	Statistics, University of Illinois, Urbana-Champaign, Illinois, USA	2002 – 2003
	Purdue University, West Lafayette, Indiana, USA. Exchange year	2001
BCom	Economics, University of Canterbury, Christchurch, New Zealand	1998 – 2001
BSc	Mathematics and Statistics, University of Canterbury, Christchurch, New Zealand	1998 – 2001

## Fields Completed

Microeconomic Theory, Public Economics, Industrial Organization

## Research Interests

Sports Economics, particularly Labor issues

## Working Papers

New Evidence of Racial Discrimination in Major League Baseball (job market paper)  
*Presented at Illinois Economics Association meetings in Chicago IL, October 2007*  
Win or Go Home: Why College Football Coaches Get Fired  
*Presented at Illinois Economics Association meetings in Chicago IL, October 2008*

## Primary Teaching Interests

Microeconomics, Game Theory, Statistics, Sports Economics, Industrial Organization, Public Economics

## Awards and Recognition

Dissertation Research Fellowship, University of Illinois	Fall 2005 – present
Summer Research Fellowship, Department of Economics, University of Illinois	Summer 2006
Highest GPA in Core Classes, Department of Economics, University of Illinois	Awarded 2005
UIUC List of Teachers Ranked as Excellent	Awarded 8 times as of Spring 2008

## Teaching Experience

<i>Department of Economics, University of Illinois</i>	
Discussion Instructor, General Microeconomic Theory (Graduate)	Fall 2004 – 2008
Discussion Instructor, Economic Statistics I	Summer 2004, Summer 2005
Discussion Instructor, Economic Statistics II	Spring 2005, Spring 2007
Discussion Instructor, Microeconomic Principles	Spring 2006, Fall 2006, Spring 2008
Discussion Instructor, Macroeconomic Principles	Fall 2003, Spring 2004
<i>Department of Statistics, University of Illinois</i>	
Instructor, Statistics I	Summer 2003
Grader, Statistics I	Spring 2002, Fall 2002, Spring 2003

## Non-teaching Experience

*Department of Statistics, University of Illinois*  
Consultant, Illinois Statistics Office  
Spring 2002, Summer 2002, Fall 2003, Spring 2003

## **Research**

### **New Evidence of Racial Discrimination in Major League Baseball**

Salary discrimination in MLB has largely been discarded as a research topic. However traditional quantitative methods (particularly least squares regression) have concentrated on the effect of race for the “average” player. This is not where we should expect to find discrimination, as the relative cost of discriminating against a better player is surely higher.

I use quantile regression to uncover salary discrimination against black players in the lower half of the salary distribution. Not only are the premia for white and Hispanic players statistically significant, but they are large: up to 25% for the bottom quintile of players. I also demonstrate that racial effects are obscured in typical baseball salary regressions because they suffer from omitted variable bias, brought about by failing to properly consider speed and fielding ability.

*Presented at the IEA meetings in Chicago, IL, October 2007*

*Job Market Paper*

### **Win or Go Home: Why College Football Coaches Get Fired**

Previous models of dismissals of sports coaches do not adequately capture the complex effects of tenure and organizational expectations on probability of dismissal. I rectify this by examining the determinants of dismissals of college football coaches over 1983-2006. Using a discrete-time hazard model I show that strong performances from as recently as three years prior hurt a coach’s chance of retention. The effect of tenure is complex, in particular in its interaction with race and alumni-status of the coach. I show that black coaches are more likely to be fired, though this effect is negligible for coaches with tenure between four and six years. An even stronger effect is found for alumni head coaches, who are much less likely to be dismissed than non-alumni when considering short and long tenures.

*Presented at the IEA meetings in Chicago, IL, October 2008*

*Working Paper*

## **References**

Dan Bernhardt, PhD (Advisor)  
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