

## **Matt Marx**

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### **PROFESSIONAL EXPERIENCE**

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<b>Cornell University</b>	Ithaca, NY
Bruce F. Failing, Sr. Chair in Entrepreneurship Professor of Management & Organizations Faculty Director, Entrepreneurship at Cornell	2021-present
<b>Boston University Questrom School of Business</b>	Boston, MA
Associate Professor	2017-2020
<b>National Bureau of Economic Research</b>	Cambridge, MA
Faculty Research Fellow	2020-present
<b>MIT Sloan School of Management</b>	Cambridge, MA
Associate Professor	2015-2017
Assistant Professor	2009-2014
<b>Tellme Networks</b> (acquired by Microsoft)	Mountain View, CA
Vice President, Solutions Delivery	1999-2004
<ul style="list-style-type: none"><li>Hired and led 75-person team that launched speech recognition services handling 1 billion calls per year.</li><li>Grew annualized revenue from \$5M to \$100M. Reported to CEO and presented regularly to board.</li></ul>	
<b>SpeechWorks International</b> (completed IPO)	Boston, MA
User Interface Engineer	1994-1999

### **EDUCATION**

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<b>Harvard University</b>	Boston, MA
Doctor of Business Administration Dissertation Title: Essays on Employee Non-compete Agreements (Lee Fleming, chair)	June 2009
<b>Harvard University</b>	Boston, MA
Master of Business Administration (with Distinction)	2005
<b>Massachusetts Institute of Technology</b>	Cambridge, MA
S.M., Media Arts and Sciences	1995
<b>Stanford University</b>	Stanford, CA
B.S., Symbolic Systems (with Distinction, degree completed in three years)	1993

### **GRANTS, FELLOWSHIPS AND AWARDS**

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2021 Alfred P. Sloan Foundation (\$1,444,204)  
2021 Zalaznick Award  
2021 Research Centre for Economic Analysis Best Paper Award at Future of Growth Conference  
2021 Gift from Anonymous Cornell alum, "Human Factors and Business Performance" (\$130,000)  
2019 Alfred P. Sloan Foundation (\$100,903)

2018-2019 Dean's Research Scholar  
2018 Shahdadpuri Research Award  
2017 National Science Foundation Science of Science Policy (\$210,997)  
2017 National Science Foundation Science Policy Research Report (\$39,280)  
2015 Academy of Management Technology & Innovation Management Best Paper Finalist  
2014 INFORMS Technology Management Section award for best innovation and entrepreneurship article published in *Management Science* or *Organization Science*  
2013 Ewing Marion Kauffman Foundation Junior Faculty Fellowship in Entrepreneurship (\$40,000)  
2013-2015 Mitsui Career Development Chair  
2011 MIT Sloan Junior Faculty Research Assistance Program Grant (\$33,000)  
2011 Edward B. Roberts (1957) Fund, MIT Entrepreneurship Center Fund Grant (\$16,500)  
2010-2013 Alvin J. Siteman (1948) Career Development Chair  
2010 DRUID Best Dissertation Award  
2010 Academy of Management Technology & Innovation Management Division Best Dissertation Finalist  
2009 Academy of Management Technology & Innovation Management Division Best Student Paper Award  
2009 Wyss Award for Excellence in Doctoral Research  
2008 Academy of Management Business Policy and Strategy Division Distinguished Student Paper Award  
2007 California Management Review Accenture Award for Contribution to Management Practice  
2007-2008 Ewing Marion Kauffman Dissertation Fellowship

#### **PEER-REVIEWED ARTICLES**

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M. Marx and D. Hsu. "Revisiting The Entrepreneurial Commercialization of Science: Evidence from "Twin" Discoveries." Forthcoming, *Management Science*.

M. Marx. "Non-compete Agreements, Gender, and Entrepreneurship." Forthcoming, *Organization Science*.

M. Marx and A. Fuegi, "Reliance on Science by Inventors: Hybrid Extraction of In-text Patent-to-Article Citations." Forthcoming, *Journal of Management & Economics Studies*.

M. Marx and A. Fuegi. "Reliance on Science in Patenting: USPTO Front-Page Citations to Scientific Articles." *Strategic Management Journal* 41(9):1572-1594.

L. Fleming, H. Greene, G. Li, M. Marx, D. Yao. "Government-funded research increasingly fuels innovation." *Science* 364(6446): 1139-1141. (2019).

M. Bikard and M. Marx. "The Location of Academic Institutions and Knowledge Flow to Industry: Evidence from Simultaneous Discoveries." Forthcoming in *Management Science* (2019).

M. Ewens and M. Marx. "Founder Replacement and Startup Performance." *The Review of Financial Studies* 31(4):1532-1565 (2017). Academy of Management TIM Division 2015 Distinguished Paper.

M. Marx and B. Timmermans. "Hiring Molecules, Not Atoms: Comobility and Wages." *Organization Science* 28(6):1115-1133 (2017).

A. Kacperczyk and M. Marx. "Revisiting the Small-Firm Effect on Entrepreneurship: Evidence from Firm Dissolutions." (equal authorship) *Organization Science* 27(4):893-910 (2016).

K. Younge and M. Marx, "The Value of Employee Retention: Evidence from a Natural Experiment." *Journal of Economics & Management Strategy* 25(3):652-677 (2016).

M. Marx, J. Singh, and L. Fleming, "Regional Disadvantage? Employee Non-compete Agreements and Brain Drain." *Research Policy* 44(2):394-404 (2015).

M. Marx and D. Hsu, "Strategic 'Switchbacks': Dynamic Commercialization Strategies for Technology Entrepreneurs." *Research Policy* 44(10):1815-1826 (2015).

M. Marx, J. Gans, and D. Hsu. "Dynamic Commercialization Strategies for Disruptive Technologies: Evidence from the Speech Recognition Industry." *Management Science* 60(12):3103-3123 (2014).

J. Singh and M. Marx. "Geographic Constraints on Knowledge Diffusion: Political Borders vs. Spatial Proximity." *Management Science* 59(9):2056-2078 (2013).

M. Marx, "The Firm Strikes Back: Non-Compete Agreements and the Mobility of Technical Professionals." *American Sociological Review* 76(5):695-712 (2011).

M. Marx, D. Strumsky, and L. Fleming, "Mobility, Skills, and the Michigan Non-compete Experiment." *Management Science* 55(6):875-889 (lead article) (2009). Winner of the INFORMS Technology Management Section award for best innovation and entrepreneurship article published in *Management Science* or *Organization Science* during 2009.

L. Fleming and M. Marx, "Managing Inventive Creativity in Small Worlds." *California Management Review* 48(4):6-27 (2007). Winner of the Accenture Award for Contribution to Management Practice.

#### **WORKING PAPERS**

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T. Botelho and M. Marx. "Firm Failure, Scandal, and Employee Exit From Innovation-Driven Industries." R&R, *Administrative Science Quarterly*.

A. Arora, S. Belenzon, M. Marx, D. Shvadron. "(When) does patent protection spur cumulative research within firms?"

K. Boudreau and M. Marx. "Field-Specific Investments in Human Capital & Path Dependence in Early Career Choices: Field Experimental Evidence from Engineering."

B. Balsmeier, L. Fleming, M. Marx, & S. Shin. "Startups, Unicorns, and the Local Supply of Inventors."

#### **NON-PEER-REVIEWED ARTICLES**

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M. Ewens and M. Marx. "What Happens to a Startup When Venture Capitalists Replace the Founder?" *Harvard Business Review* (2018).

M. Marx. "Science Policy Research Report: Employee Non-compete Agreements." (2018)

M. Marx. "Reforming Non-compete Agreements to Support Workers." Brookings Institution Hamilton Project policy proposal 2018-04 (2018).

M. Marx and R. Nunn. "The Chilling Effect of Non-Compete Agreements." *Econofact* (2018).

O. Sorenson and M. Marx. "Restricting Employment Restrictions." *Yale Insights* (2016).

M. Ewens and M. Marx. "Founder Replacement and Startup Performance." *Harvard Law School Forum on Corporate Governance and Financial Regulation* (2017).

M. Marx and L. Fleming. "Non-compete Agreements: Barriers to Entry...and Exit?" in J. Lerner and S. Stern, eds., *Innovation Policy and the Economy* 12 (2012).

M. Marx, D. Strumsky, and L. Fleming (2009). "To Compete, or to Non-Compete? The Effects of Non-compete Agreements." Harvard Kennedy School Rappaport Institute for Greater Boston Policy Brief.

C. Christensen, M. Marx, and H. Stevenson. "The Tools of Cooperation and Change." *Harvard Business Review* 84(10):73-80 (2006).

L. Fleming and M. Marx (2006). "Managing Innovation in Small Worlds." *Sloan Management Review* 48(1):8.

## **TEACHING EXPERIENCE AND MATERIALS**

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AEM 4940, Dilemma in Founding New Ventures (undergraduate)

- 2021: Average Instructor Rating (online): 5.0/5.0

SI 445, Managing a Growing Business (undergraduate)

- Fall 2020: Average Instructor Rating (online): 4.93/5.0
- Spring 2020: Average Instructor Rating (first half in person, second half online): 5.0/5.0
- 2019: Average Instructor Rating: 5.0/5.0
- 2018: Average Instructor Rating: 5.0/5.0

SI 820, Dilemmas in Scaling New Ventures (MBA intensive/3-Saturday)

- 2020: Average Instructor Rating (entirely online): 4.91/5.0
- 2019: Average Instructor Rating: 4.97/5.0

SI 857, Dilemmas in Scaling New Ventures (MBA)

- 2019: Average Instructor Rating: 5.0/5.0
- 2018: Average Instructor Rating: 5.0/5.0

SI 845, Technology Strategy (MBA: 2017)

- Average Instructor Rating: 4.88/5.0

15.394, Dilemmas in Founding New Ventures (MBA: 2010, 2011, 2013, 2014, 2015, 2016).

- Grew enrollment from 73 to 156.
- Average Instructor ratings of 4.3-5.0/5.0. Nominated for Sloan Excellence in Teaching each term.

Guest lecturer at Boston University Law School, 2011-2019.

Co-taught 15.390, New Enterprises (2011, 2013, 2014).

MIT Sloan Advanced Management Program for executives, 2017-2018.

Sessional instructor, University of Prince Edward Island, 2016.

Guest lecturer in MIT Electrical Engineering & Computer Science class "Founder's Journey", 2012-2015.

Lee Fleming and Matt Marx. "Barry Riceman at NetD (A), (B), and (TN)." Harvard Business School Case 606-090.

Marx, M. Zoom Teaching Tips (<https://bized.aacsb.edu/articles/2020/march/learning-as-i-go>).

## **OTHER ACADEMIC EXPERIENCE AND SERVICE**

Associate Editor, *Management Science* (2019-present)

Steering Committee, National Bureau of Economic Research Innovation Information Initiative (2019-present)

Editorial Board of *Strategic Management Journal* (2016-present)

Ad-hoc reviewer for *American Economic Review*, *Quarterly Journal of Economics*, *American Economic Journal: Economic Policy*, *Management Science*, *American Sociological Review*, *Review of Financial Studies*, *The Review of Economics and Statistics*, *Organization Science*, *Strategic Management Journal*, *Journal of Labor Economics*, *Current Accounting Review*, *Journal of Law & Economics*, *Journal of Human Resources*, *Journal of Law, Economics, and Organization*, *Journal of Economics & Management Strategy*, *Journal of Economic Geography*, *Review of Industrial Organization*, *Research Policy*, *California Management Review*, *Entrepreneurship Theory & Practice*, *Oxford Review of Economics, Industry & Innovation*, *Journal of Business Venturing*, *Economic Inquiry*.

Boston University Undergraduate Program Committee (2018-2019)

Boston University MBA Program Redesign Committee (2018-2019)

Co-editor of Special Issue on Microgeography of *Industry & Innovation* (2017-2019)

Academy of Management Technology and Innovation Management Division Executive Committee Member, 2016-present. Co-organizer of TIM Division Doctoral Consortium, 2017 & 2018.

Faculty advisor to student-run MIT Global Startup Workshop, 2013-2016

MIT Sloan Undergraduate Program Committee, 2010-2016.

## **GOVERNMENT TESTIMONY, POLICY WORK, & EXPERT WITNESSING**

Expert witness, for the defense, Twentieth-Century Fox Film Corporation v. Netflix, 2018-2019.

Provided input to CT Senator Chris Murphy's office in crafting the Workforce Mobility Act of 2018.

Expert witness for the defense, employee non-solicitation arbitration (parties confidential), 2018.

Provided testimony to Massachusetts Joint Committee on Labor and Workforce Management, October 2017. In August 2018, Massachusetts Governor Charlie Baker signed An Act relative to the judicial enforcement of noncompetition agreements.

Provided input to the office of Utah House Representative Mike Schultz, whose bill on Post-Employment Restrictions was signed into law 23 March 2016.

Presenter at White House Summit on Employee Non-compete Agreements, October 2016.

Provided input to the offices of Senators Lee and Warren regarding the Senate MOVE Act (Mobility and Opportunity for Vulnerable Employees), September 2015.

Provided testimony to Massachusetts Joint Committee on Labor and Workforce Management, July 2015.

Provided testimony to Massachusetts Joint Committee on Labor and Workforce Management, June 2015.

Plaintiffs' expert witness in a class-action suit on behalf of software engineers at Apple, Google, Intel, and Adobe regarding an alleged conspiracy to suppress wages by means of secretive non-solicitation agreements among Defendants. Final settlement of \$415 million was approved in September 2015.

Provided testimony to Hawaii Committee on Economic Development & Business, 14 March 2014. Hawaii banned the use of non-compete agreements in high-tech industries starting July 2015.

Provided testimony to Massachusetts Joint Committee on Economic Development and Emerging Technologies, July 2014.

Provided testimony to Massachusetts Joint Committee on Economic Development and Emerging Technologies, May 2014.

Provided testimony to Massachusetts Joint Committee on Labor and Workforce Management, September 2013.

Provided testimony to Massachusetts Secretary for Housing & Economic Development, 3 March 2012.

Provided testimony to Massachusetts Joint Committee on Labor and Workforce Management, September 2011.

Provided testimony to Massachusetts Joint Committee on Labor and Workforce Management, October 2009.

Defendants' expert witness where my master's thesis was prior art against patent infringement suits. Clients confidential. Fall 2013; Spring 2010; Fall 2008.

## **PRESENTATIONS**

**2021:** Duke University, Georgetown University, Yeshiva University, University of Colorado, United States Patent & Trademark Office, International Monetary Fund (discussant), European Policy for Intellectual Property Conference, European Research Centre for Economic Analysis Future of Growth Conference Academy of Management, AOM TIM Doctoral Workshop, Innovation Information Initiative, Industry Studies Association Mentorship Panel, HEC Lausanne PhD Mentorship Panel, Kauffman Early-career Mentorship Panel

**2020:** UC Berkeley Management and Organizations Department, NBER Productivity Seminar, Baruch University, George Washington University, Hebrew University, Wharton People & Organizations Conference, Academy of Management, JURIX conference on artificial intelligence, Innovation Information Initiative Technical Workshop

**2019:** Cornell University Management & Organizations Department, University of Michigan Strategy Department, Washington University in St. Louis Strategy & Entrepreneurship Department, KAIST Strategy Department, EPFL Innovation Department Seminar, Harvard University SBBI Seminar, U.S. Patent & Trademark Office (2), World Intellectual Property Organization, National Science Foundation, NSF Atlanta Conference, American Economic Association, European Policy for Intellectual Property Conference (ETH Zurich), NBER Summer Institute (2), West Coast Research Symposium at Stanford University, Syracuse University conference on entrepreneurship and employee mobility, Wharton Technology & Innovation Conference, Jerusalem Conference on employment and mobility at Hebrew University, Strategy Science Conference at University of Utah, Darden/Cambridge Global Entrepreneurship & Innovation Conference, Boston University Law School TPRI, MassMEDIC Founder Bootcamp, Academy of Management (6)

**2018:** UC Berkeley Innovation Haas/Fung Innovation Seminar, University of Maryland Strategy Department, Copenhagen Business School Innovation Department, ESMT Department, NBER Summer Institute (2), Georgia

Tech REER conference, West Coast Research Symposium, National Science Foundation Science Policy Report Conference, NBER Productivity Lunch, American Economic Association, Academy of Management (3)

**2017:** Brookings Institution Hamilton Project, University of Utah Winter Strategy Conference

**2016:** Georgia Tech Strategy Department, University of Utah Strategy & Entrepreneurship Department, Boston University Strategy & Innovation Department, Wharton Management Department, Northeastern Entrepreneurship & Innovation Department, White House / National Economic Council forum on non-compete policy, DRUID, Kauffman Emerging Scholars Conference, Northwestern University Searle Center Conference on Innovation Economics, Strategy Research Forum, Academy of Management

**2015:** Georgia Tech Roundtable on Engineering Entrepreneurship Research (REER) conference, Duke Strategy Conference, HBS TOM Alumni Research Symposium, Academy of Management (4)

**2014:** UNC Chapel Hill Management Department, Boston University Strategy & Innovation Department, Wharton People & Organizations Conference, NBER Productivity Lunch, Imperial College Mobility Workshop, HBS TOM Alumni Conference, Strategy Research Forum, Academy of Management (2)

**2013:** HBS Strategy Department, University of Toronto Strategy Department, NBER Entrepreneurship Working Group, Darden/Cambridge Entrepreneurship Conference, University of Chicago Organizational Theory Workshop, Industry Studies Association Annual Meeting

**2012:** Stanford University Organizational Behavior Department, University of Chicago Organizations & Markets Department, Carnegie Mellon SetChange Department, Wharton Management Department, London Business School Strategy & Entrepreneurship Department, OECD Symposium on “A Policy Framework for Knowledge-Based Capital”, Georgia Tech REER conference, NBER Summer Institute, Duke Strategy Conference, BYU-University of Utah Winter Strategy Conference, Queen’s University Innovation & Entrepreneurship Conference, West Coast Research Symposium, Boston Bar Association Symposium on Non-Competes, CCC Doctoral Conference, Atlanta Competitive Advantage Conference, London Business School Sumantra Ghoshal Conference, NBER Productivity Working Group, Labor and Employment Relations Association, Academy of Management (2)

**2011:** Harvard University Entrepreneurship Department, ESMT Department, UCLA Anderson Policy Department, Stanford SIEPR Department, Wharton Management Department, Washington University in St. Louis Organizations Department, NBER Summer Institute, Ludwig-Maximilians-Universitaet mobility workshop, Georgia Tech REER, INFORMS annual meeting, HBS Strategy Conference, Darden Entrepreneurship Conference, Boston Bar Association Symposium on Employee Non-compete Agreements, National Press Club / NBER conference, Academy of Management

**2010:** University of Maryland Entrepreneurship Conference, Boston Bar Association Symposium on Employee Non-compete Agreements, American Sociological Association, West Coast Research Symposium, Eastern Sociological Society

**2009:** Wharton Operations Department, Georgia Tech REER, NBER Summer Institute, Wharton People & Organizations Conference, Carnegie Mellon / Catholic University of Portugal Entrepreneurship Conference, Technology Transfer Society Annual Meeting, HEC Workshop on Entrepreneurial Entry, Association of American Geographers Annual Meeting, NBER Productivity Lunch

**2008:** CCC Doctoral Consortium

**2007:** George Washington University Law School, Wharton Technology Mini-Conference, Academy of Management

**2006:** NBER Productivity Lunch

## **TECHNICAL PUBLICATIONS AND PATENTS**

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- M. Marx and C. Schmandt. "CLUES: Dynamic Personalized Message Filtering." *Proceedings of the ACM Conference on Computer Supported Cooperative Work* (1996)
- M. Marx and C. Schmandt. "MailCall: Message presentation and navigation in a non-visual environment." *Proceedings of the SIGCHI conference on Human Factors in Computing Systems* (1996)
- N. Yankelovich, G.A. Levow, and M. Marx. "Designing SpeechActs: Issues in Speech User Interfaces." *Proceedings of the SIGCHI Conference on Human Factors in Computing Systems* (1995)
- M. Marx and C. Schmandt. "Putting People First: Specifying Proper Names in Speech Interfaces." *Proceedings of the 7<sup>th</sup> annual ACM symposium of User Interface Software and Technology* (1994)
- M. Marx and C. Schmandt. "Reliable Spelling Despite Unreliable Letter Recognition." *Proceedings of the American Voice Input/Output Society* (1994)
- U.S. Patent #7,321,856 "Handling of speech recognition in a declarative markup language." (2008)
- U.S. Patent #7,143,039 "Providing menu and other services for an information processing system using a telephone or other audio interface." (2006)
- U.S. Patent #7,140,004 "Method and apparatus for zero-footprint phone application development." (2006)
- U.S. Patent #6,606,598 "Statistical computing and reporting for interactive speech applications." (2003)
- U.S. Patent #6,173,266 "System and method for developing interactive speech applications." (2001)
- U.S. Patent #5,995,928 "Method and apparatus for continuous spelling speech recognition with early identification." (1999)

## **MEDIA COVERAGE**

- "Move Your Ideas From Lab To Market To Maximize Impact", *Forbes*, August 2021.
- "Removing policy obstacles to competitive labor markets", *Brookings.edu*, July 2021
- "Should Universities Try to Capture More Value from Their Research?", *Knowledge@Wharton*, June 2021
- "Non-compete contracts: Potential justifications and the relevant evidence." *Brookings.edu*, February 2020
- "Firms Favour Academic Insights That Come From Hubs", *INSEAD Knowledge*, January 2020.
- "Kill science funding and you kill the future tech economy" (op/ed), *The Hill*, September 2019.
- "Corporate innovations relying more on government funding, study finds", *Yahoo Finance*, June 2019.
- "Nearly a Third of U.S. Patents Depend on Federal Research: Study," *The Fiscal Times*, June 2019.
- "Government-funded Research Increasingly Fuels Innovation", *ForeignAffairs*, June 2019.
- "Spread of non-compete agreements hurts workers and inhibits entrepreneurs," *St. Louis Post-Dispatch*, March 2019.
- "The Freedom To Leave" *Center for American Progress*, January 2019.
- "Spread of non-compete agreements hurts workers and inhibits entrepreneurs." *St. Louis Post-Dispatch*, February 2-19.
- "Too many workers are trapped by non-competes." *Bloomberg*, November 2018.
- "Money and greed': how non-compete clauses force workers to fight for rights." *The Guardian*, November 2018.
- "Massachusetts gives workers new protections against noncompete clauses." *ArsTechnica*, August 2018.
- "Massachusetts Legislature (Finally) Passes Non-Compete Law." Jackson Lewis, August 2018.
- "Time To Kill Non-competes." *Everett Magazine*, May 2018.
- "The Case Against Non-compete Clauses." *The Economist*, May 2018.
- "Food for thought: When a startup replaces its founder." *Fortune*, February, 2018.



“Tech workforce expert dives deep on non-compete contracts, offering 4 policy recommendations in new report.” *Geekwire*, February 2018.

“Fordelene ved å bytte jobb sammen med en venn. [on comobility]” *Dagens Næringsliv*, January 2018

“Why signing a noncompete agreement is bad for you—and the economy.” *Quartz at Work*, December 2017.

“American Jobs: The Ties That Bind.” *BBC World Service*, November 2017.

“Non-compete issue resurfaces in Legislature.” *Worcester Business Journal*, November 2017.

“Will Massachusetts Get Rid of Non-Competes?” *Worcester Telegram*, November 2017.

“HUBweek 2017 examines Boston startup culture.” *The Daily Free Press*, October 2017.

“Start-Ups and Old Guard Spar Across US on Noncompete Pacts.” *New York Times*, July 2017.

“Noncompete Pacts, Under Siege, Find Haven in Idaho.” *New York Times*, July 2017.

“How Noncompete Clauses Keep Workers Locked In.” *New York Times*, May 2017.

“Noncompete agreements spread, cutting off the right to a new job.” *Seattle Times*, May 2017.

“Why the battle over hiring rival employees could be the next big thing.” *Business Insider*, January 2017.

“Restricting Employment Restrictions.” *Yale News*, October 2016.

“Startups, venture investors frustrated as 'noncompete' deal evaporates.” *Boston Globe*, Aug 2016.

“States move to keep noncompete agreements from shackling workers to jobs.” *Christian Science Monitor*, July 2016.

“Why states like Massachusetts are trying to curb noncompete pacts.” *Boston.com*, June 2016.

“To Compete Better, States Are Trying to Curb Noncompete Pacts.” *New York Times*, June 2016.

“Other states join Hawaii in banning noncompete agreements.” *Honolulu Star-Advertiser*, June 2016.

“Why Noncompetes May Do More Harm Than Good.” *Forbes*, May 2016.

“Friends that change jobs together make more money.” *MarketWatch*, April 2016.

“This is the Year Boston Eradicates Noncompetes.” *BostInno*, February 2016.

“That Seemingly Harmless Paper You Signed When You Were Hired ...” *AlterNet*, Feb 2016.

“Your Startup Should Try a Switchback Strategy.” *Xconomy*, December 2015.

“Switchback: The Startup Strategy That Might Be Right for You.” *Business News Daily*, November 2015.

“Shooting for Start-up Success? Take a Detour.” *Forbes*, October 2015.

“Are noncompete agreements hurting tech innovation?” *Fortune*, July 2015.

“State holds hearing on non-compete pacts.” *Boston Herald*, June 2015.

“Ban noncompetes. Do it now.” *Slate*, June 2015.

“Non-compete clauses contribute to Michigan brain drain.” *Michigan Radio*, March 2015.

“Silicon Valley is the world’s innovation capital because of a technicality.” *Bloomberg Business*, March 2015.

“Why non-compete agreements are not always good for business.” *INSEAD Knowledge*, March 2015.

“Workers fight back against non-compete agreements.” *The Detroit News*, January 2015.

“Quit Jimmy John’s? Forget about working for a competitor.” *STLtoday.com*, January 2015.

“Are California and Minnesota the two most innovation-friendly states?” *Washington Post*, November 2014.

“Employers increasingly strive to keep workers happy.” *Boston Globe*, November 2014.

“Are noncompetes a barrier to growth?” *MBiz*, November 2014.

“How Companies Kill Their Employees’ Job Searches.” *The Atlantic*, October 2014.

“Pardon the Disruption.” *The Economist*, September 2014.

“Why Disrupters Don’t Always Topple Goliaths.” *Inc.*, August 2014

“Taking a Wait-and-see Approach with Disruptive Innovation.” *TechCrunch*, August 2014

“Uncertain Fate of Non-competes in Massachusetts: Senate Passes Compromise; Legislation Heads to Conference Committee Negotiations.” *National Law Review*, July 2014.

“MA won’t change noncompete law, VCs pledge to continue campaign.” *Xconomy*, July 2014.

“Noncompete Clauses Increasingly Pop Up in Array of Jobs.” *New York Times*, June 2014.

“Noncompetes out of control.” *Boston Herald*, June 2014.

“More noncompetes in business.” *El Paso Inc.*, June 2014.

“One reason you haven’t heard yet for why non-competes must go.” *BetaBoston*, June 2014.

“Tactics put the spotlight on noncompete clauses.” *Boston Globe*, May 2014.

“Dozens of tech CEOs ask lawmakers to ban noncompetes.” *BetaBoston*, May 2014.

“Time to ditch non-competes agreements to increase entrepreneurial talent, investor says.” *GeekWire*, May 2014.

“Amid push to ban noncompetes, a look at which Boston tech firms do and don’t have them.” *BetaBoston*, May 2014.

“Boston’s Tech Community Responds to Gov. Patrick’s Plan to Ban Non-Competes.” *BostInno*, April 2014.

"Time to get rid of 'noncompete' agreements." *Boston Globe*, April 2014.  
 "Scientific Proof Competition is Good for Business." *Inc. Magazine*, April 2014.  
 "Are noncompete agreements (finally) on the way out in Mass.?" *BetaBoston*, April 2014.  
 "Mental Borders." *Slate*, October 2013.  
 "Non-compete Agreements Troubling." *Worcester Telegram*, September 2013.  
 "Cambridge firm is fertile ground for entrepreneurs." *Boston Globe*, September 2013.  
 "In bid to keep entrepreneurs, Massachusetts moves to ban non-competes." *Gigaom*, September 2013.  
 "Companies Loosen the Handcuffs on Non-competes." *Wall Street Journal*, August 2013.  
 "The spreading sclerosis of the non-compete agreement." *Quartz*, July 2013.  
 "Mapping Knowledge." *Pacific Standard*, July 2013.  
 "State judges take increasingly dim view of non-compete agreements." *Boston Business Journal*, August 2013.  
 "Non-compete agreements getting harder to enforce." *Mass High Tech: The Journal of New England Technology*, August 2013.  
 "Set the Creators Free." *Wired Magazine*, December 2012.  
 "Marblehead state rep eyes non-compete agreements." *Marblehead Reporter*, 14 December 2011.  
 "Non-compete Laws Stifling Mass. High Tech Industry." *RadioBoston*, WBUR, 29 November 2011.  
 "[Governor] Patrick Threatens Enforcement Ban on Non-competes." *Boston Business Journal*, 16 September 2011.  
 "Non-compete agreements carry high costs for engineers." *IEEE Spectrum*, 18 October 2011.  
 "Non-compete agreements create 'career detours'" *MIT News*, 5 October 2011.  
 "Want Your Innovators to Leave? Make Them Sign a Non-compete" *CBS Bnet*, 21 July 2011.  
 "Non-compete Clauses Stifling to Innovation in Mass." *Boston Globe*, 3 July 2011.  
 "Stop Enforcing Non-Competes." *Inc. Magazine*, 1 July 2010.  
 "Industry veterans share their dealings with non-compete agreements." *Mass High Tech: The Journal of New England Technology*, 7 October 2009.  
 "Non-compete agreements hinder job switchers." *Wall Street Journal / FINS*, 10 August 2009.  
 "Non-compete clause changes are in the air again." *Mass High Tech: The Journal of New England Technology*, 31 July 2009.  
 "Clause for Concern." *Boston Globe*, 10 July 2009.  
 "Start-ups stifled by non-competes." *Boston Globe*, 21 June 2009.  
 "I signed a non-compete, but now I want a new job." *CNNMoney*, 8 April 2009.  
 "'Til lawsuits do us part." *IEEE Spectrum*, April 2009.  
 "Non-compete pact called bad for innovation." *PC World*, 20 June 2008.  
 "The noncompete conundrum: Holding back Bay State tech, or preserving IP?" *Mass High Tech: The Journal of New England Technology*, 11 February 2008.  
 "Why non-compete means don't-thrive." *Boston Globe*, 30 December 2007.