

## **Matt Marx**

Charles H. Dyson School of Applied Economics & Management  
SC Johnson College of Business  
Cornell University  
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137 Reservoir Avenue, Ithaca NY 14850

## **PROFESSIONAL EXPERIENCE**

<b>Cornell University</b>	Ithaca, NY
Bruce F. Failing, Sr. Chair in Entrepreneurship Professor of Management & Organizations	2021-present
Faculty Director, Entrepreneurship at Cornell	2021-present
<b>National Bureau of Economic Research</b>	Cambridge, MA
Research Associate	2021-present
<b>Boston University Questrom School of Business</b>	Boston, MA
Associate Professor	2017-2020
<b>MIT Sloan School of Management</b>	Cambridge, MA
Associate Professor	2015-2017
Assistant Professor	2009-2014
<b>Tellme Networks</b> (acquired by Microsoft) Vice President, Solutions Delivery	Mountain View, CA 1999-2004
• Hired and led 75-person team that launched speech recognition services handling 1 billion calls per year. • Grew annualized revenue from \$5M to \$100M. Reported to CEO and presented regularly to board.	
<b>SpeechWorks International</b> (completed IPO) User Interface Engineer	Boston, MA 1994-1999

## **EDUCATION**

<b>Harvard University</b>	Boston, MA
Doctor of Business Administration	June 2009
Dissertation Title: Essays on Employee Non-compete Agreements (Lee Fleming, chair)	
<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**

2025 Cornell grant for developing LLM-based entrepreneurship instruction (\$23,000)  
2025 Cornell Dyson School of Applied Economics & Management Faculty Research Excellence  
2025 Alfred P. Sloan Foundation (\$249,932)  
2024 Cornell Dyson School of Applied Economics & Management Undergraduate Program Teaching Excellence

2023 Cornell Warren Fund (\$11,900)  
2022 Cornell Center for Social Sciences Grant (\$5,000)  
2022 Zalznick Teaching Grant (\$2,500)  
2022 Gift from anonymous Cornell alum, "Human Factors and Business Performance" (\$467,000)  
2021 Alfred P. Sloan Foundation (\$1,444,204)  
2021 Zalaznick Teaching Grant (\$2,500)  
2021 Research Centre for Economic Analysis Best Paper Award at Future of Growth Conference  
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

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

T. Botelho and M. Marx. "Employer Failure and Employee Careers: Evidence From the US Census and an Innovation-Driven Industry. Forthcoming, *Administrative Science Quarterly*.

Scharfmann, E, Marx, and Fleming, L (2025) "Pasteur's Quadrant Researchers bring novelty, impact to publishing and patenting." *Science* 390(6776):891-893.

M. Koffi & M. Marx. "Cassatts in the Attic: Is There a Gender Gap in the Commercialization of Science?" Forthcoming at *American Economic Journal: Applied Economics*.

M. Marx, Q. Wang, and E. Yimfor. "Minimum Viable Signal? Entrepreneurial Finance and Race." Forthcoming at *Management Science*.

B. Balsmeier, L. Fleming, M. Marx, & S. Shin. "Startups, Unicorns, and the Local Supply of Inventors." Forthcoming at *The Review of Economics and Statistics*.

L. Cook, M. Marx, and E. Yimfor. "Funding Black High-Growth Startups." Forthcoming at *Journal of Finance*.

A. Arora, S. Belenzon, M. Marx, D. Shvadron. "(When) does patent protection spur cumulative research within firms?" Forthcoming at *Journal of Law, Economics, & Organization*. (2023).

M. Marx and D. Hsu. "Revisiting the Entrepreneurial Commercialization of Science: Evidence from "Twin" Discoveries." *Management Science* 68(2):1330-1352 (2022).

M. Marx. "Non-compete Agreements, Gender, and Entrepreneurship." *Organization Science* 33(5):1756-1772 (2022).

M. Marx and A. Fuegi, “Reliance on Science by Inventors: Hybrid Extraction of In-text Patent-to-Article Citations.” *Journal of Economics and Management Strategy* 31(2):369-392 (2022).

M. Bikard and M. Marx. “The Location of Academic Institutions and Knowledge Flow to Industry: Evidence from Simultaneous Discoveries.” *Management Science* 66(8):3425-3443 (2020).

M. Marx and A. Fuegi (2020). “Reliance on Science in Patenting: USPTO Front-Page Citations to Scientific Articles.” *Strategic Management Journal* 41(9):1572-1594 (2020).

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

M. Ewens and M. Marx. “Founder Replacement and Startup Performance.” *The Review of Financial Studies* 31(4):1532-1565 (2018). 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.

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## **WORKING PAPERS**

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

Lee, H, Marx, M, Sheer, L (2023) “The Changing Role of Scientific Discovery in VC-backed startups in the U.S. Innovation Ecosystem.”

Ewens, M and Marx, M (2023) “Firm Age and Great Invention: a new Public Access Dataset”

Marx, M and Scharfmann, E (2023) “Revisiting the anti-commons effect: evidence from ‘twin’ scientific discoveries”

#### **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.

#### **PRESENTATIONS**

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**2025:** Columbia University Management & Organizations, Yale Management, UCLA Entrepreneurship, USC Management, NYU, WashU Olin Strategy, U Minnesota Carlson Strategy, Ohio State Strategy, KU Leuven Summer School (keynote), Max-Planck Institut RISE 8 conference (keynote), Georgia Tech REER, Boston University TPRI, Fordham Economics.

**2024:** Winter Strategy Conference (keynote), Max-Planck Institut RISE 7 conference (keynote, cancelled for health reasons), Taiwan Symposium on Innovation Economics and Entrepreneurship (keynote, rescheduled), Harvard Business School Entrepreneurial Management Unit, Bocconi University (rescheduled), Yale University Organizational Behavior department (rescheduled), University of Pittsburgh Macro Seminar, Arizona State University Policy School seminar, Wharton Frontiers of Impact Investing conference, INFORMS, AOM (4)

**2023:** International Conference on the Science of Science and Innovation (keynote), University of Amsterdam “Organizing Innovation for the Global Talent Race” (keynote), Open Innovation in Science conference (keynote),

Carnegie Mellon University Entrepreneurship & Strategy group, University of Indiana Management Department, Stanford Institute for Theoretical Economics conference, University Harvard Kennedy School workshop on Complexity and Growth, PhD Project Strategy Innovation Entrepreneurship Series, Academy of Management, American Economic Association, American Finance Association, Western Finance Association.

**2022:** GEOINNO 2022 (keynote), US Census Bureau, Wharton Management Department, NBER Productivity Lunch, Wharton Technology Conference, Munich Summer Institute (2), NBER Summer Institute, Georgia Tech REER, International Conference on Computational Social Science, Asia Innovation and Entrepreneurship Association, Academy of Management (5)

**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

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#### **OTHER ACADEMIC EXPERIENCE AND SERVICE**

Department Editor, *Management Science* (2024-present)

Associate Editor, *Management Science* (2019-2023)

Co-editor, *Journal of Economics and Management Strategy* (2022-2023)

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

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

Advisory Editor, *Research Policy* (2016-2021)

Ad-hoc reviewer for *American Economic Review*, *Quarterly Journal of Economics*, *Journal of Political Economy*, *Review of Economic Studies*, *Journal of Finance*, *Review of Financial Studies*, *American Economic Journal: Economic Policy*, *Management Science*, *American Sociological Review*, *The Review of Economics and Statistics*, *Organization Science*, *Strategic Management Journal*, *Journal of Labor Economics*, *Science*, *Nature*, *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.

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## **TEACHING EXPERIENCE AND MATERIALS**

NBAE5750, Technology Strategy and Artificial Intelligence

- 2025: Average instructor rating: 4.8/5.0

AEM2220, Dilemmas in Entrepreneurship (undergraduate, required for entrepreneurship Minor and Concentration)

- 2023: Average Instructor Rating: 5.0/5.0

NBA5645, Dilemmas in Founding New Ventures (MBA, elective)

- 2024: Average Instructor Rating (simulcast between Ithaca and Cornell Tech): 4.95/5.0
- 2023: Average Instructor Rating (simulcast course Ithaca and Cornell Tech): 4.94/5.0
- 2022: Average Instructor Rating: 4.84/5.0

NBAE5750: Dilemmas in Founding New Ventures / Customer Experience (Executive MBA, required)

- 2023: Average Instructor Rating: 4.6/5.0
- 2022: Average Instructor Rating: 4.7/5.0

AEM 4200, Dilemmas in Founding New Ventures (undergraduate, elective)

- 2023: Average Instructor Rating 4.94/5.0
- 2022: Average Instructor Rating: 4.93/5.0
- 2021: Average Instructor Rating (online): 5.0/5.0

SI 445, Managing a Growing Business (undergraduate, elective)

- 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, elective)

- 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, elective)

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

SI 845, Technology Strategy (MBA: 2017, elective)

- Average Instructor Rating: 4.88/5.0

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

- 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>).

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

National Academy of Sciences Small Business Innovation Research Grant Evaluation Team (2020-2022)

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.

## **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

[“Venture Capitalist Sues Paypal Over Funding Program for Minority Startups”](#), *Wall Street Journal*, January 2025.  
“FTC’s Noncompete Ban Got Struck Down. What Happens Next?” *Bloomberg*, August 2024.  
“Could banning noncompetes help close the gender gap?” *Politico*, April 2024.  
“Hire Power (update)” *NPR*, April 2024.  
“The U.S. about to ban non-compete completely, freeing up the ‘right to choose’ for employees?” *Sanlian Life Weekly*, April 2024.  
“FTC Bans Noncompete Agreements That Restrict Job Switching.” *Wall Street Journal*, April 2024.  
“How the FTC’s Noncompete Ban Will Affect Bosses and Workers.” *Bloomberg*, April 2024.  
“The FTC non-compete ruling will narrow the gender gap in entrepreneurship.” *Fortune* (op-ed), April 2024.  
“A Ban on Noncompetes Could Raise Pay — and Complicate Contracts — in Hollywood.” *Hollywood Reporter*, April 2024.  
“FTC Non-Compete Ban Sparks Legal Challenge.” *The Dispatch*, April 2024.  
“More Startups Throw in the Towel, Unable to Raise Money for Their Ideas.” *The Wall Street Journal*, June 2023.  
“How do Noncompetes Affect Jobs and Pay? Ask a Hair Stylist.” *The Wall Street Journal*, February 2023.  
“Many workers barely recall signing noncompete, until they try to change jobs.” *NPR All Things Considered*, January 2023.  
“U.S. Moves to Bar Noncompete Agreements in Labor Contracts.” *New York Times*, January 2023.  
“What banning noncompete could mean for the US workforce.” *Vox*, January 2023.  
“The FTC Wants to Outlaw Noncompete Clauses, but Does It Have the Authority?” *Reason*, January 2023.  
“The End of Non-Compete Agreements?” *The Dispatch*, January 2023.  
“Noncompete agreements have a chilling effect on women and people of color. Now the FTC may ban them.” *Bizwomen*, January 2023.  
“Unveiling the Prospective Benefits of Outlawing Noncompete for US Workers.” *Busybody Tribune*, January 2023.  
“Black Startups Get Just a Third of the Venture Capital Raised by Peers.” *Bloomberg*, December 2022.  
“You’re Asked to Sign a Non-Compete Agreement. Now What?” *Built In*, March 2022.  
“How the end of non-competition could reshape technology.” *Newsdesk*, January 2022.  
“Hire Power”, *National Public Radio*, October 2021.  
“Noncompetes have a chilling effect on women’s entrepreneurship.” *Bizwomen*, October 2021.  
“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 Noncompete May Do More Harm Than Good.” *Forbes*, May 2016.

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