

Matt Marx

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ACADEMIC POSITIONS

MIT Sloan School of Management

Alvin J. Siteman (1948) Career Development Professor of Entrepreneurship

Cambridge, MA
July 2010-present

Assistant Professor of Management

Technological Innovation, Entrepreneurship, and Strategic Management (TIES) Group

July 2009-present

EDUCATION

Harvard Business School

Doctor of Business Administration

Dissertation Title: Essays on Employee Non-compete Agreements.
Committee: Lee Fleming (chair), Rakesh Khurana, and Josh Lerner

Boston, MA
June 2009

Harvard Business School

Master of Business Administration (with Distinction)

Boston, MA
2005

Massachusetts Institute of Technology

S.M., Media Arts and Sciences (Motorola Fellow)

Cambridge, MA
1995

Stanford University

B.S., Symbolic Systems (with Distinction, Phi Beta Kappa)

Stanford, CA
1993

FELLOWSHIPS AND AWARDS

2010 MIT Sloan Junior Faculty Research Assistance Program Grant (\$33,000)

2010 Edward B. Roberts (1957) Fund, MIT Entrepreneurship Center Fund Grant (\$16,500)

2010-2012 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 from Harvard Business School 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

High pass on Harvard Business School doctoral general exam (2006)

Seven U.S. patents (1995-2005)

REFEREED PUBLICATIONS

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

M. Marx, D. Strumsky, and L. Fleming, "Mobility, Skills, and the Michigan Non-compete Experiment." *Management Science* 55(6):875-889 (lead article).

WORKING PAPERS

J. Singh and M. Marx. "Patent Citations and the Geography of Knowledge Spillovers: Disentangling the Role of State Borders, Metropolitan Boundaries and Distance." (R&R at *Management Science*)

M. Marx, J. Singh, and L. Fleming, "Does Non-compete Enforcement Create a 'Brain Drain'?" (R&R at the *Review of Economics and Statistics*)

M. Marx and D. Hsu. "Technology Commercialization Strategy Dynamics and Entrepreneurial Performance: Evidence from the Speech Recognition Industry."

K. Younge and M. Marx, "The market valuation of strategic human capital: evidence from a natural experiment."

M. Marx. "On a Short Leash? Young Organizations, Strategic Change, and Venture Capital." *Best Paper Proceedings of the Academy of Management (2008)*. Winner of BPS Distinguished Student Paper Award.

M. Marx, "Good Work If You Can Get It...Again: Non-Compete Agreements and Ex-Employees."

M. Marx and N. Wasserman, "Splits and Splinters: How Social and Economic Factors Affect Turnover in Founding Teams."

OTHER PUBLICATIONS

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.

M. Marx, D. Strumsky, and L. Fleming. "To Compete, Or To Non-Compete?" *Rappaport Institute for Greater Boston Policy Brief*, April 2009.

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

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

GOVERNMENT TESTIMONY

M. Marx. "Testimony regarding MA house Bill H1794, An Act Regarding Noncompetition Agreements." Massachusetts Joint Committee on Labor and Workforce Development, Boston MA, 15 September 2011.

M. Marx. "Testimony regarding MA House Bills H1794 and H1799, Acts Regarding Noncompetition Agreements." Massachusetts Joint Committee on Labor and Workforce Development, Boston MA, 7 October 2009.

PRESENTATIONS

M. Marx and D. Hsu. "Technology Commercialization Strategy Dynamics and Entrepreneurial Performance: Evidence from the Speech Recognition Industry." Academy of Management, August 2012. (scheduled)

M. Marx and D. Hsu. "Technology Commercialization Strategy Dynamics and Entrepreneurial Performance: Evidence from the Speech Recognition Industry." Queen's University Conference on the Economics of Innovation and Entrepreneurship, June 2012. (scheduled)

M. Marx and D. Hsu. "Technology Commercialization Strategy Dynamics and Entrepreneurial Performance: Evidence from the Speech Recognition Industry." Atlanta Competitive Advantage Conference, May 2012. (scheduled)

M. Marx and D. Hsu. "Technology Commercialization Strategy Dynamics and Entrepreneurial Performance: Evidence from the Speech Recognition Industry." London Business School Sumantra Ghoshal Conference on Managerially Relevant Research, May 2012. (scheduled)

M. Marx and D. Hsu. "Technology Commercialization Strategy Dynamics and Entrepreneurial Performance: Evidence from the Speech Recognition Industry." University of Chicago Organizations and Markets Department Seminar, April 2012. (scheduled)

M. Marx and D. Hsu. "Technology Commercialization Strategy Dynamics and Entrepreneurial Performance: Evidence from the Speech Recognition Industry." The Wharton School Management Department Seminar, University of Pennsylvania, March 2012.

M. Marx and D. Hsu. "Technology Commercialization Strategy Dynamics and Entrepreneurial Performance: Evidence from the Speech Recognition Industry." BYU-University of Utah Winter Strategy Conference, Snowbird UT, March 2012.

M. Marx and D. Hsu. "Technology Commercialization Strategy Dynamics and Entrepreneurial Performance: Evidence from the Speech Recognition Industry." Georgia Tech Management Department Seminar, March 2012.

M. Marx. "Non-compete Agreements and Sustainable Entrepreneurship." Labor and Employment Relations Association annual meeting, Chicago IL, January 2012.

M. Marx and D. Hsu. "Technology Commercialization Strategy Dynamics and Organizational Performance." INFORMS annual meeting, Charlotte NC, November 2011.

M. Marx and D. Hsu. "Technology Commercialization Strategy Dynamics and Organizational Performance." Harvard Business School Strategy Conference, Boston MA, November 2011.

M. Marx, J. Singh, and L. Fleming. "Regional Disadvantage? Non-competes and Brain Drain." UCLA, October 2011.

M. Marx, J. Singh, and L. Fleming. "Regional Disadvantage? Non-competes and Brain Drain." Stanford University, October 2011.

M. Marx, J. Singh, and L. Fleming. "Regional Disadvantage? Non-competes and Brain Drain." Olin School of Business, Washington University in St. Louis, October 2011.

M. Marx, J. Singh, and L. Fleming. "Regional Disadvantage? Non-competes and Brain Drain." The Wharton School, University of Pennsylvania, October 2011.

M. Marx, J. Singh, and L. Fleming. "Regional Disadvantage? Non-competes and Brain Drain." Harvard Business School, Boston MA, September 2011.

M. Marx, J. Singh, and L. Fleming. "Regional Disadvantage? Non-competes and Brain Drain." Emory University, Atlanta GA, September 2011.

M. Marx, J. Singh, and L. Fleming. "Regional Disadvantage? Non-competes and Brain Drain." European School of Management & Technology, Berlin, September 2011.

M. Marx. "The Firm Strikes Back: Non-compete Agreements and the Mobility of Technical Professionals." Mobility and Competition Clause Workshop, Ludwigs-Maximilian-Universitaet, Munich, August 2011.

M. Marx. "The Firm Strikes Back: Non-compete Agreements and the Mobility of Technical Professionals." American Sociological Association Annual Meeting, Las Vegas NV, August 2011.

M. Marx. "The Firm Strikes Back: Non-compete Agreements and the Mobility of Technical Professionals." Academy of Management Annual Meeting, San Antonio TX, August 2011.

M. Marx, J. Singh, and L. Fleming. "Regional Disadvantage? Non-competes and Brain Drain." Darden Entrepreneurship Conference, University of Virginia May 2011.

M. Marx and L. Fleming. "Non-compete Agreements: Barriers to Exit." NBER conference on Innovation Policy and the Economy. National Press Club, Washington D.C.. April 2011.

M. Marx. "The Firms Strike Back: Non-Compete Agreements and the Mobility of Technical Professionals." West Coast Research Symposium, August 2010.

M. Marx, J. Singh, and L. Fleming. "Regional Disadvantage? Non-competes and Brain Drain." Academy of Management Annual Meeting, August 2010.

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M. Marx, J. Singh, and L. Fleming. "Regional Disadvantage? Non-competes and Brain Drain." NBER Summer Institute, Technology Policy and the Economy, July 2010.

M. Marx, J. Singh, and L. Fleming. "Regional Disadvantage? Non-competes and Brain Drain." Boston University conf. Communicating Technical Knowledge, June 2010.

M. Marx, J. Singh, and L. Fleming. "Regional Disadvantage? Non-competes and Brain Drain." University of Maryland Entrepreneurship Conference, April 2010.

M. Marx. "Good Work If You Can Get It (Again): Non-compete Agreements, Technical Expertise, and the Staffing of Small Firms." Eastern Sociological Society, March 2010.

M. Marx, J. Singh, and L. Fleming. "Regional Disadvantage? Non-competes and Brain Drain." Georgia Tech Roundtable for Engineering Entrepreneurship Research Conference, November 2009.

M. Marx, J. Singh, and L. Fleming. "Regional Disadvantage? Non-competes and Brain Drain." Technology Transfer Society Annual Meeting, October 2009.

M. Marx, J. Singh, and L. Fleming. "Regional Disadvantage? Non-competes and Brain Drain." HEC Workshop on Entrepreneurial Entry, September 2009.

M. Marx, J. Singh, and L. Fleming. "Regional Disadvantage? Non-competes and Brain Drain." Wharton Operations and Information Management Group, September 2009.

M. Marx, J. Singh, and L. Fleming. "Regional Disadvantage? Non-competes and Brain Drain." NBER Productivity Lunch, September 2009.

M. Marx. "Good Work If You Can Get It (Again): Non-compete Agreements, Technical Expertise, and the Staffing of Small Firms." NBER Entrepreneurship Working Group Summer Institute, July 2009.

M. Marx. "Good Work If You Can Get It (Again): Non-compete Agreements, 'Career Detours', and the Portability of Human Capital." Wharton People & Organizations Conference, June 2009.

M. Marx. "Good Work If You Can Get It (Again): Non-compete Agreements and Ex-employees." Presented at the Carnegie Mellon / Catholic University of Portugal "Frontiers in Entrepreneurship Research" conference, January 2009.

M. Marx. "On a Short Leash: Young Organizations, Strategic Change, and Venture Capital." Paper presented at the 2008 Academy of Management Meeting, August 2008.

M. Marx, J. Singh, and L. Fleming, "Does Non-compete Enforcement Create a 'Brain Drain'?" Presented at the Association of American Geographers Annual Meeting, April 2008.

M. Marx. "Regional Disadvantage? Non-compete Agreements and Interorganizational Mobility." Presented at the 15th Annual CCC Doctoral Colloquium, March 2008.

N. Wasserman and M. Marx, "Split Decisions: How Social and Economic Choices Affect the Stability of Founding Teams." Paper presented at the MIT Innovation & Entrepreneurship Seminar, October 2007.

M. Marx, D. Strumsky, and L. Fleming, "Mobility, Skills, and the Michigan Non-compete Experiment." Paper presented at the George Washington University Law School, September 2007.

M. Marx, D. Strumsky, and L. Fleming, "Mobility, Skills, and the Michigan Non-compete Experiment." Paper presented at the Academy of Management Annual Meeting, August 2007.

M. Marx, D. Strumsky, and L. Fleming, "Mobility, Skills, and the Michigan Non-compete Experiment." Paper presented at the Wharton Technology Mini-Conference, April 2007.

M. Marx, D. Strumsky, and L. Fleming, "Mobility, Skills, and the Michigan Non-compete Experiment." Paper presented at the NBER Productivity Lunch, November 2006.

MEDIA COVERAGE

"Marblehead state rep eyes non-compete agreements." *Marblehead Reporter*, 14 December 2011.

"Non-compete Laws Stifling Mass. High Tech Industry." RadioBoston program on 90.9 WBUR, 29 November 2011.

"[Governor] Patrick Threatens Enforcement Ban on Noncompetes." *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.

TEACHING EXPERIENCE AND MATERIALS

15.394, Dilemmas in Founding New Ventures. Ratings were 4.9/5.0 and 4.7/5.0 for the two sections taught in Spring 2011. In addition to overhauling the syllabus from previous years, I introduced a new simulation on how to fire problem employees which has since been adopted at Wharton and HBS.

Lee Fleming and Matt Marx. "Barry Riceman at NetD (A), (B), and (TN)." Harvard Business School Case 606-090 and Harvard Business School Teaching Note Supplement 606-151.

OTHER ACADEMIC EXPERIENCE AND SERVICE

Ad-hoc reviewer for American Sociological Review, Review of Economics and Statistics, Journal of Law and Economics, Management Science, Organization Science, Review of Industrial Organization, Research Policy, California Management Review, Journal of Business Venturing.

Organizing Committee, 2011 Harvard/MIT Strategy Research Conference.

Sloan Undergraduate Program Committee, 2010-2011.

Organized MIT Sloan Behavioral and Policy Sciences Junior Faculty Retreat, 2010 and 2011.

INDUSTRY EXPERIENCE

Vlingo Corporation (acquired by Nuance)

(Cambridge MA, 2005-2009)

Founding Advisor

- Developed business plan with co-founders. Performed early user experience design and testing. Helped secure \$10MM investment from Yahoo.

Tellme Networks (acquired by Microsoft)

(Mountain View CA, 1999-2004)

Vice President, Application Development and Client Services

- Hired and managed 75-person team that launched speech recognition applications for Fortune 50 firms, handling 1.2 billion calls per year.
- Grew annualized revenue from \$5M to \$100M as member of executive team. Reported to CEO and presented regularly at board meetings.
- Played instrumental role in reorienting business model. Secured key customers including AT&T, FedEx, Delta Airlines, UPS, American Airlines, and Verizon.

SpeechWorks International (completed IPO)

(Boston MA, 1995-1999)

Director of Customer Solutions

- Led seven-person solutions delivery team in launching custom applications for clients including United Airlines and Citibank.
- Catalyzed decision to switch from technology-licensing to custom-services strategy.

User Interface Designer

- Designed and implemented custom applications of speech recognition technology. Ran usability experiments and field studies.