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Robert H. Smith School of Business
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EMPLOYMENT

- | | |
|---------------------------|---|
| August 2021 – | Associate Professor (with tenure), Robert H. Smith School of Business, Department of Management and Organization, University of Maryland |
| August 2015 – July 2021 | Assistant Professor, Robert H. Smith School of Business, Department of Management and Organization, University of Maryland |
| August 2014 – August 2015 | Assistant Professor, School of Labor and Employment Relations and the Department of Economics, University of Illinois at Urbana Champaign |
| August 2010 – May 2011 | Instructor, Department of Strategy and Policy, National University of Singapore Business School |

EDUCATION

- 2014 *Ph.D.* in Economics, University of Michigan,
2009 *Master of Arts* in Economics, University of Michigan
2007 *Bachelor of Arts* in Mathematics, Economics, Spanish, Denison University (*Summa Cum Laude*)

PUBLISHED MANUSCRIPTS*

- 1) *Balasubramanian, Natarajan, Evan Starr, and Shotaro Yamaguchi, “[Employment Restrictions on Resource Transferability and Value Appropriation from Employees](#)” ([ungated](#)) Forthcoming at *Strategic Management Journal*.
- 2) *Lipsitz, Michael, Takuya Hiraiwa, and Evan Starr. “[Do Firms Value Court Enforceability of Noncompete Agreements? A Revealed Preference Approach](#)” ([ungated](#)) Forthcoming at *Review of Economics and Statistics*.
- 3) Teodorovicz, Thomaz, Prithwiraj Choudhury, and Evan Starr, “[Location-Specificity and Geographic Competition for Remote Workers](#).” ([ungated](#)) *Organization Science* (2024).
- 4) King, Ben, Martin Ganco, and Evan Starr, “[Reconciling Theories on Why Employees of Small Firms Are More Likely to Become Entrepreneurs](#)” ([ungated](#)) *Industrial and Corporate Change* (2024) 33(1):194–215.
- 5) *Prescott, JJ and Evan Starr, “[Subjective Beliefs about Contract Enforceability](#).” ([ungated](#)) *Journal*

* Alphabetical by author last name.

of Legal Studies.

- 6) *Rothstein, Donna and Evan Starr, "[Mobility Restrictions, Bargaining, and Wages: Evidence from the National Longitudinal Survey of Youth 1997.](#)" *BLS Monthly Labor Review*, June 2022.
- 7) *Lipsitz, Michael, and Evan Starr, "[Low-Wage Workers and the Enforceability of Non-Compete Agreements.](#)" *Management Science* (2022) 68(1):143-170. (ungated)
 - Academy of Management Best Paper Proceedings 2020
 - Finalist, Best Paper Award for the Careers Division of the Academy of Management 2020
- 8) Starr, Evan, JJ Prescott, and Norman Bishara, "[Noncompete Agreements in the US Labor Force.](#)" *Journal of Law and Economics* (2021) 64:1 53-84. (ungated)
- 9) *Balasubramanian, Natarajan, Jin Woo Chang, Mariko Sakakibara, Jagadeesh Sivadasan, and Evan Starr, "[Locked In? Noncompete Enforceability and the Careers of High Tech Workers.](#)" *Journal of Human Resources* (2020): 1218-9931R1.
 - Academy of Management Best Paper Proceedings 2016 ("[Locked In? Noncompete Enforceability and the Mobility and Earnings of High-Tech Workers](#)")
 - Winner, Academy of Management BPS Distinguished Paper Award 2016
- 10) Starr, Evan and Brent Goldfarb, "[Binned Scatterplots: A Simple Tool to Make Research Easier and Better.](#)" *Strategic Management Journal* 12 (2020): 2261-2274. (ungated)
- 11) Starr, Evan, JJ Prescott, and Norman Bishara, "[The Behavioral Effects of \(Unenforceable\) Contracts.](#)" *Journal of Law, Economics, and Organization*, (2020) 36(3): 633–687. (ungated)
 - Academy of Management Best Paper Proceedings 2019 ("[Noncompetes and Employee Mobility](#)")
 - Winner, Careers Michael Driver Best Applied Paper Award 2019
- 12) Choudhury, Prithwiraj, Evan Starr, and Rajshree Agarwal, "[Machine Learning and Human Capital Complementarities: Experimental Evidence on Bias Mitigation.](#)" *Strategic Management Journal*, 8 (2020): 1381-1411. (ungated) (video abstract)
 - Winner, Best Conference Paper Award, Strategic Management Society 2019
 - Winner, Best Interdisciplinary Paper Award, Strategic Human Capital Interest Group at the Strategic Management Society 2019
- 13) Starr, Evan, Justin Frake, and Rajshree Agarwal. "[Mobility Constraint Externalities.](#)" *Organization Science*, (2019), 30(5): 961-980. (ungated)
- 14) Starr, Evan, "[Consider This: Training, Wages and the Enforceability of Covenants Not to Compete.](#)" *ILR Review*, (2019), 72(4): 783–817. (ungated)
- 15) Starr, Evan, Martin Ganco, and Benjamin Campbell, "[Strategic Human Capital Management in the Context of Cross-Industry and Within-Industry Mobility Frictions.](#)" *Strategic Management Journal* (2018) 39(8): 2226-2254. (ungated)
- 16) Starr, Evan, Natarajan Balasubramanian, and Mariko Sakakibara. "[Screening Spinouts? How Noncompete Enforceability Affects the Creation, Growth, and Survival of New Firms.](#)" *Management Science*, (2018), 64(2): 552-572. (ungated)
 - [Academy of Management Best Paper Proceedings 2014 \(1\), 13238](#) ("Enforcing Covenants Not to Compete: The Lifecycle Impact on New Firms")

- 17) *Bishara, Norman and Evan Starr, "[The Incomplete Noncompete Picture.](#)" *Lewis & Clark Law Review*, (2016), 20: 497–546.
 • Reprinted in *Employment Law and Intellectual Property Law: Critical Concepts in Intellectual Property Law Series*, Edited by Ann L. Monotti (2018).
- 18) Prescott, JJ, Norman Bishara, and Evan Starr, "[Understanding Noncompetition Agreements: The 2014 Noncompete Survey Project.](#)" *Michigan State Law Review*, (2016), 369-464.

WORKING PAPERS

- 19) Frake, Justin, Anthony Gibbs, Brent Goldfarb, Takuya Hiraiwa, Evan Starr, and Shotaro Yamaguchi, "[From Perfect to Practical: Partial Identification Methods for Causal Inference in Strategic Management Research.](#)" (*Minor Revision at Strategic Management Journal*)
- 20) Greenwood, Brad, Bruce Kobayashi, and Evan Starr, "[Can you keep a secret? Banning noncompete clauses does not increase trade secret litigation.](#)" (*Revise and Resubmit at Journal of Law, Economics, and Organization*)
- 21) *Sockin, Jason, Aaron Sojourner, and Evan Starr, "[Non-Disclosure Agreements and Externalities from Silence.](#)" Updated September, 2022. (*Under Review*)
 • Winner, Strategy Science 2022 Conference Best Paper Award
- 22) *Adrian, Pawel, Svenja Gudell, Emily Nix, Allison Shrivastava, Jason Sockin, Evan Starr, "[We've Got You Covered: Employer and Employee Responses to *Dobbs v. Jackson*](#)" (*Under Review*).
- 23) Pillai, Sandeep, Brent Goldfarb, David Kirsch, Seojin Kim, and Evan Starr, "[From Hypothesis Testing Towards Inference to Best Explanation: A PEEBI Testimonial Structure for Abductive Studies in Strategy.](#)" (*Under Review*)
- 24) *Cowgill, Bo Brandon Frieberg, and Evan Starr, "[Clause and Effect: Theory and Field Experimental Evidence on Noncompete Clauses.](#)"
- 25) *Kryscynski, David and Evan Starr, "Examining Employment Practice Bundles: When Firms Adopt Value Creation and Value Protection Practices." (*Resting*)
- 26) Balasubramanian, Natarajan, Mariko Sakakibara, Evan Starr, and Seethalakshmi Ramanathan, "[Restricting Physician Noncompete Agreements and Healthcare Access.](#)" (*Resting*)
- 27) Goldfarb, Brent, David Waguespack, and Evan Starr, "Verifying Published Work: The Case of Family Firms and Pollution." (*Resting*)

WORKS IN PROGRESS

- 28) *Balasubramanian, Natarajan, Martin Ganco, Ben King, Evan Starr, and Jake Valentine, "Employment Restrictions, Idea Generation and Entrepreneurship" (*Data analysis stage*)
- 29) *Kambayashi, Ryo, Evan Starr, and Shotaro Yamaguchi, "Noncompete Agreements in the Japanese Labor Force" (*Data analysis stage*)
- 30) *Braguinsky, Serguey, Seth Carnahan, Joonkyu Choi, Yuheng Ding, Martin Ganco, Florence Honore, Evan Starr, "Management and Organizational Practices, Business Dynamism, Employee Sorting, and Entrepreneurship" (*Data analysis stage*)

BOOK CHAPTERS AND POLICY BRIEFS

- 31) [Noncompete Clauses: A Policymaker's Guide through the Key Questions and Evidence](#). October 2023. Policy Brief written for the Economic Innovation Group.
- 32) [How Do Broad Non-Disclosure Agreements Affect Labor Markets?](#) With Aaron Sojourner and Jason Sockin, *Upjohn Institute*. November 2022.
- 33) [“Work-From-Anywhere As A Public Policy: Three Lessons from the Tulsa Remote Program.”](#) *Brookings Institute* 2022. With Prithwiraj Choudhury and Thomaz Teodorovicz.
- 34) [Supporting Market Accountability, Workplace Equity, and Fair Competition by Reining in Non-Disclosure Agreements](#), with Rachel Arnow-Richman, Gretchen Carlson, Orly Lobel, Julie Roginsky, and Jodi Short. January 2022. *Day One Project*.
- 35) [Tackling the Dual Economic and Public Health Crises Caused by COVID-19 in Baltimore Early Lessons from the Baltimore Health Corps Pilot](#), with Dylan Roby, Neil Sehgal, Elle Pope, and Melvin Seale. April 2021. *Rockefeller Foundation*.
- 36) [Are Noncompetes Holding Down Wages?](#) Chapter in *Inequality and the Labor Market: The Case for Greater Competition*. Brookings Institution Press, Edited by Ben Harris and Sharon Block 2021.
- 37) [Recent Arguments for Reforming the Law Surrounding Noncompete Agreements](#), with Mike Lipsitz. Chapter in *Practicing Law Institute Course Handbook on Noncompetes and Restrictive Covenants 2020: What Every Lawyer, Human Resources Professional, and Key Strategic Decisionmaker Should Know*, December 2019.
- 38) [The Use, Abuse, and Enforceability of Non-Compete and No-Poach Agreements: A Brief Review of the Theory, Evidence, and Recent Reform Efforts](#). Policy brief written for Economic Innovation Group, February 2019.

POPULAR PRESS AND OTHER WRITING

- 1) [First Evidence on the Use of Training Repayment Agreements in the US Labor Force](#), *Promarket.org*, with JJ Prescott and Stewart Schwab. March 27, 2024.
- 2) [Jobs after Dobbs: How Public Support for Female Employees Both Helped and Hurt Some Employers After Roe v. Wade Was Overturned](#), *Indeed Hiring Lab*, with Pawel Adrjan, Svenja Gudell, Emily Nix, Allison Shrivastava, and Jason Sockin. August, 2023.
- 3) [Comment submitted to the Federal Trade Commission with regards to the proposed noncompete rule](#), April 2023.
- 4) [Franchise owners are colluding to suppress Minnesota workers' wages](#), *Minnesota Reformer*, March 2023, with Aaron Sojourner.
- 5) [Companies Say They Need Noncompete Clauses. Here's How We Know That's Not True](#). *Slate*, March 2023, with Takuya Hiraiwa.
- 6) [Work-from-anywhere as a public policy: 3 findings from the Tulsa Remote program](#), *Brookings Institute*, September 2022, with Thomaz Teodorovicz and Prithwiraj Choudhury.

- 7) [The Ties that Bind Workers to Firms: No-Poach Agreements, Noncompetes, and Other Ways Firms Create and Exercise Labor Market Power.](#) *Promarket.org*, January 2022.
- 8) [What happens when states limit nondisclosure agreements? Employees start to dish.](#) *Washington Post* October 4, 2021. With Jason Sockin and Aaron Sojourner.
- 9) [Banning Noncompete Agreements Benefits Low-Wage Workers,](#) *Promarket.org* with Mike Lipsitz. October 2019.
- 10) [A new White House proposal targets a hidden culprit holding down Americans' pay,](#) *Vox.com*, October 2016.

FELLOWSHIPS AND AWARDS

- Smith Teaching Innovation Grant (\$6,000), with David Waguespack (Summer 2024)
- Russel Sage Foundation Grant for \$65,000, with Emily Nix and Jason Sockin (October 2023)
- Emerging Fellow at the Smith School (October 2023 to August 2028)
- Research Grant for \$24,000 from sponsor (name withheld due to contract requiring the name of the organization to not be disclosed). September 2023.
- Russel Sage Foundation Presidential Grant \$25,000, with Bo Cowgill (June 2023)
- Robert H. Smith School of Business External Research Impact Award 2023
- Allen J. Krowe Excellence in Teaching Award 2022
- Russel Sage Foundation Presidential Grant \$50,000, with Bo Cowgill (October 2020)
- Rockefeller Foundation Grant \$275,000, with Dylan Roby, Neil Sehgal, Melvin Seale (July 2020 to December 2021)
- Teaching Innovation Grant \$12,700 (Summer 2020)
- Upjohn Institute Early Career Research Award (March 2020)
- Robert H. Smith School Distinguished Teacher Award (2016, 2019)
 - Top 10% of student evaluations across the Smith School in the previous year
- University of Maryland Research Communicator Impact Award (May 2017)
 - Given to 3 individuals University-wide
- Kauffman Grant for \$237,937 (Dec 2015 to Dec 2018)
- SYLFF Fellowship (Winter 2014)
- Office of the Vice President for Research \$15,000 Matching Grant (for Noncompete Survey)
- Mitre Economics Research Award \$5,000 (Spring 2013, Fall 2013, for Noncompete Survey)
- University of Michigan Rackham Research Award (Summer 2013)
- University of Michigan Rackham Graduate School Dissertation Fellowship (Winter 2013)
- University of Michigan Center for Research on Learning and Teaching Preparing Future Faculty Program (May 2012)
- Michigan Economics Society Outstanding Graduate Student Instructor Award (2009-10)
 - Voted by all University of Michigan Economics undergraduate students
- Letters of Commendation for Excellent Teaching (Fall 2008, Fall 2009, Winter 2010)
 - Voted top 10 Graduate Student Instructors in Economics at UM
- University of Michigan Research Grant (Summer 2008, 2009)
- Denison University President's Medalist (2007): Top Academic Award at University
- Phi Beta Kappa (Spring 2007)

CONFERENCES, KEYNOTES, AND SEMINAR PRESENTATIONS

2025 (planned): New York University Law School

- 2024:** Columbia Business School, University of North Carolina, Eastern Economic Association, University of Toronto, Federalist Society, Economic Innovation Group, UK Competition Authority, Spring American Bar Association Antitrust Meetings, Columbia Law School, Brookings Institute, Non-Market Strategy Conference at Columbia University, Rochester Labor Conference, Strategy and Business Environment Conference at the University of Virginia, Hal White Antitrust Conference, Empirical Contracts Conference at UPenn Law, OECD Noncompete Webinar (Keynote), American Bar Association Debate on the Economics of Non-Compete Agreements, Richmond Association for Business Economics and Virginia Association of Economists, Virginia Commonwealth University, Federal Trade Commission Microeconomics Conference
- 2023:** American Economic Association, Georgetown University McDonough School of Business, Technology Policy Research Initiative at Boston University, Denison University, University of Utah, Strategy Research Forum, Non-Market Strategy Conference at Columbia University, Empirical Contracts Conference at NYU Law, Strategy and Business Environment Conference at Georgetown University, Bureau of Labor Statistics, Strategic Management Society, Regulatory Transparency Project Webinar on Noncompete Agreements, Economic Policy Institute Virtual Panel, American Bar Association Hot Tub Debate, Economic Innovation Group American Dynamism Series, University of Maryland Smith School Advisory Board, American Antitrust Institute Annual Policy Conference, OECD Webinar on Non-competes (Keynote), Conference on Empirical Legal Studies, People and Organization Conference at Wharton, Australian Treasury and e61 Institute Webinar on Non-compete Clauses (Keynote)
- 2022:** LMU Munich, London Business School, Society of Labor Economists, University of Florida Methodological Frontiers Mini-Conference, University of Maryland Snider Center Conversations, Strategic Management Society Methods Program, Google, Academy of Management, Strategic Management Society, SKEMA, Monopsony, Wages and Work Conditions Conference, Duke University, University of Southern California, People & Organizations Conference at Wharton, Department of Justice, American Bar Association Antitrust Fall Forum, Strategy Science, Minneapolis Fed How the Rules of the Labor Market Matter for Workers
- 2021:** UT Austin, Society of Labor Economists, Copenhagen Business School, UCLA Anderson, Western Economic Association International, Society for Institutional and Organizational Economics, Academy of Management, Strategic Management Society, Labor and Employment Relations Association, Ludwig Maximilian University of Munich, Navigating Law of Trade Secrets Conference, Practicing Law Institute Conference on Noncompetes and Other Restrictive Covenants, People & Organizations Conference at Wharton, KCON Contracts Conference, NYC Bar Association Trade Secret and Noncompete Forum
- 2020:** American Economic Association, Washington University St. Louis, Practicing Law Institute Conference on Noncompetes and Restrictive Covenants 2020, University of Florida (2 Presentations), George Mason University Attorney General Education Program, ESMT Berlin, Boston University School of Law Conference on Technology and Declining Economic Dynamism, George Mason University Scalia Law School, Georgetown Law and Economics Workshop, People and Organizations Conference, Strategic Management Society Conference, Academy of Management, CUNY Baruch Zicklin School of Business, Johns Hopkins Carey School of Business (postponed), London Business School (postponed)
- 2019:** American Economic Association, Cornell Law School, Hitotsubashi University, Japanese Cabinet Office, Academy of Management, Keynote speaker for Japanese Federal Trade Commission Competition Policy Research Center International Symposium (turned down),

Darden Global Entrepreneurship and Innovation Research Conference (discussant), Syracuse University Conference on the Changing Nature of Work and Workplaces, Dartmouth Strategy Conference, Strategic Management Society Conference, University of Michigan, University of Maryland Summer Seminar, People and Organizations Conference at Wharton, Federal Trade Commission, University of Maryland Smith School Advisory Board, Bureau of Economic Analysis

2018: American Intellectual Property Law Association, INSEAD Conference on Innovator Mobility, Labor and Employment Relations Association, University of Minnesota Department of Work and Organizations, Consortium for Competition and Cooperation (participant) at UC Berkeley, Wharton Technology and Innovation Conference, Strategy Research Forum, Unrigging the Labor Market at Harvard Law School, Monopsony in Labor Markets Conference, University of Maryland Summer Seminar, Cornell University, Department of Justice Antitrust Division, Federal Trade Commission Hearings on Competition in the 21st Century, Aspen Institute, Conference on Empirical Legal Studies at the University of Michigan, NBER Summer Institute (participant)

2017: Harvard Business School, Clemson University, Utah-BYU Winter Strategy Conference, NYU Economics of Strategy Workshop, SMS Milan, Bureau of Labor Statistics, Dartmouth Strategy Conference, Society of Labor Economists, Industry Studies Association, Strategy Research Forum, DRUID, Western Economic Association International, Strategic Management Society, Frontiers of Entrepreneurial Strategy at Wharton, Consortium for Competitiveness and Cooperation (participant), Harvard Business School WIGE Mini-Conference, People and Organizations Conference at Wharton, University of Maryland Brown-Bag Seminar, Empirical Management Conference at the World Bank, NBER Summer Institute (participant)

2016: American Economic Association, University of Maryland Smith Entrepreneurship Research Conference, Society of Labor Economists, American Law and Economics Association at Harvard Law School, Consortium for Competitiveness and Cooperation (participant), Society for Institutional and Organizational Economics at Sciences Po, Strategy Summer Camp at Dartmouth College, Academy of Management, Strategic Management Society, People and Organizations Conference at Wharton, Census Bureau, Duke Strategy Conference, Roundtable for Engineering Entrepreneurship Research (REER) at Georgia Tech, Illinois Attorney General's Office, NBER Summer Institute (participant)

2015: American Economic Association (2 Presentations), University of Delaware, American Law and Economics Association at Columbia University Law School, Industry Studies Association, International Society for New Institutional Economics at Harvard Law School, Society of Labor Economists, Lewis and Clark Fall Forum, Academy of Management, Strategic Management Society, U.S. Department of the Treasury, Roundtable for Engineering Entrepreneurship Research (REER) at Georgia Tech, University of Michigan Law and Economics Seminar

2014: IZA Entrepreneurship Conference at the University of Potsdam, The International Society for New Institutional Economics at Duke University, University of Pennsylvania Wharton Mack Institute Conference on Entrepreneurship and Innovation, Census Bureau Center for Economic Studies, Department of Justice Antitrust Division, Federal Trade Commission, Oberlin College, California State University Fullerton, University of Illinois Urbana Champaign, University at Buffalo, University of Maryland Smith School of Business

2011-2013: Business Econ & Public Policy, Kelley School of Business at Indiana University, Industrial Organization Seminar at the University of Michigan, Zwerdling Labor Seminar at the University of Michigan (2 times), Research Data Center Conference (Census Bureau) at the Atlanta Fed, EconCon at Columbia University, Summer Seminar at the University of Michigan, London Business School

Trans-Atlantic Doctoral Conference, Midwestern Economics Association

EDITORIAL POSITIONS

Associate Editor, Strategic Management Journal (2021 -)

Associate Editor, Management Science (2019 -)

Editorial Board Member, Strategy Science (2022 -)

Editorial Board Member, Strategic Management Journal (2019 - 2021)

REFEREEING FOR

American Economic Review: Insights, Management Science, Quarterly Journal of Economics, American Economic Review, Review of Economics and Statistics, Organization Science, Strategic Management Journal, Administrative Science Quarterly, Journal of Labor Economics, The Journal of Human Resources, American Economic Journal: Applied, Industrial and Labor Relations Review, Journal of Law, Economics, and Organization, Journal of Law and Economics, American Law and Economics Review, Academy of Management Review, Research Policy, Strategy Science, Strategic Entrepreneurship Journal, Journal of Economics and Management Strategy, Journal of Business Venturing, Industry and Innovation, Information Systems Research, Journal of Management Studies, European Financial Management Review, Advances in Strategic Management, Organizational Research Methods, Production and Operations Management, Academy of Management Annual Conference, Strategic Management Society Annual Conference

PROFESSIONAL AFFILIATIONS

- Strategic Management Society
- Labor and Employment Relations Association
- American Economic Association
- Society of Labor Economists
- Academy of Management
- American Law and Economics Association
- Society for Institutional and Organizational Economics
- Strategy Research Forum

TEACHING

- The Best Methods Course Ever, Really (PhD), co-taught with Brent Goldfarb, University of Maryland Smith School of Business (Fall 2017 4/4, Fall 2019 4/4)
- Strategic Management (MBA), University of Maryland Smith School of Business (Fall 2019 3.7/4, Fall 2020, 3.9/4)
- Strategic Management (Undergrad), University of Maryland Smith School of Business (Spring 2016 3.81/4, Spring 2017 3.16/4, Fall 2017 3.52/4, Spring 2019 3.7/4, Fall 2019 3.8/4, Fall 2020 3.7/4)
- Quantitative Methods (Masters Level), University of Illinois Urbana Champaign (Spring 2015)
- Labor Economics II (PhD), University of Illinois Urbana Champaign (Fall 2014)

Instructor:

- International Macroeconomics, National University of Singapore (Winter 2011)
- Managerial Economics, National University of Singapore (Winter 2011, Fall 2010)
- Introduction to Macroeconomics, University of Michigan (Summer 2008)

Graduate Student Instructor:

- Applied Microeconometrics (Graduate Level), University of Michigan (Fall 2012)
- Introduction to Microeconomics, University of Michigan (Winter 2012)
- Intermediate Macroeconomics, University of Michigan (Winter 2010)
- Intermediate Microeconomics, University of Michigan (Winter 2009, Fall 2009)
- Introduction to Macroeconomics, University of Michigan (Fall 2008)
- Government Regulation of Industry, University of Michigan (Winter 2008)

SELECTED MEDIA COVERAGE

Interviews:

- 1) [“Come back to the office”](#) *Voice of America*, December 26, 2024.
- 2) [“Evan Starr | The Noncompete Effect, From CEOs to Sandwich Makers”](#) *EMERGE Everywhere Podcast, Financial Health Network*, August 7, 2024
- 3) [“Does the FTC Ban Get It Right or Go Too Far? Economists Debate the FTC Non-Compete Rule”](#) *Our Curious Amalgam Podcast, American Bar Association* July 1, 2024.
- 4) [“La Prohibición de los acuerdos de no competencia \(NCA\) por la FTC”](#), *Contrafactual* June 12, 2024.
- 5) [“No one knows what’s in the fine print,”](#) *The New Way We Work Podcast* June 3, 2024.
- 6) [“This often-hidden aspect of employment contract costs U.S. employees \\$300 billion a year”](#), *Fast Company* June 3, 2024.
- 7) [“May Day: The FTC Bans Noncompete Agreements”](#), *WORT 89.9 A Public Affair*, May 1, 2024
- 8) [“Would \\$10,000 convince you to move to a new city?”](#) *MarketWatch Best New Ideas in Money* podcast, June 1, 2023
- 9) [“She Can’t Own Me: Inside the FTC’s Proposed Ban on Noncompetes.”](#) *UnCommon Law* Podcast, May 31, 2023
- 10) [“Banning Noncompetes is Good, Actually \(With Evan Starr\)”](#) *Pitchfork Economics*, April 4, 2023
- 11) [“Why Noncompetes Could Soon Be a Non-Thing,”](#) *Maryland Today*, March 14, 2023
- 12) [“What an FTC Noncompete Ban Could Mean for Workers and Businesses”](#) *Sloan Management Review*, February 22, 2023"
- 13) [“Slingshot Episode 3,”](#)*The Slingshot*, February 17, 2023
- 14) [Guest Starr Discusses The Research Behind the FTC’s Proposed Noncompete Ban,](#) *Fairly Competing*, February 4th, 2023
- 15) [“What a Ban on Non-compete Agreements Could Mean for American Workers,”](#) *The New Yorker*, January 10, 2023
- 16) [“Biden administration may ban 'exploitative practice' of non-compete clauses,”](#) *Fox 13 Tampa Bay*, January 6, 2023
- 17) [“More evidence worker noncompete contracts hurt wages,”](#) *Scripps National News*, March 2022
- 18) [“Evan Starr on The Economic Benefits of Banning Non-competes,”](#) *The Capitol Forum Second Request Podcast*, February 2022
- 19) [“Take the Lead”](#), *Bloomberg Quicktake*, October 2021
- 20) [Interview re: Biden’s Executive Order,](#) *Bloomberg Radio*, July 2021
- 21) [Interview with Global Antitrust Institute,](#) June 2020
- 22) [“Gretchen Carlson Urges 2020 Candidates To End NDAs”](#) *Newsy*, February 2020.
- 23) [“How Fair – Or Legal – Are Non-Poaching Agreements?”](#) *Knowledge@Wharton*, July 17, 2018
- 24) [“For American workers, noncompete agreements are pervasive – and might hold down their wages”](#) *NPR Interview on ‘Marketplace,’* July 5, 2018.
- 25) [“Employers use non-compete agreements even for low-wage workers.”](#) *Baltimore Sun*, July 2017.
- 26) [“Study Finds Many Companies Require Non-Compete Clauses For Low-Wage Workers,”](#) *NPR Interview on ‘All Things Considered,’* November 7, 2016.

Selected Mentions:

- 27) [“WA law restricts noncompete agreements. They keep popping up anyway”](#) *Cascade PBS* November 1, 2024
- 28) [“Can Remote Workers Reverse Brain Drain?”](#) *New York Times*, October 16, 2024
- 29) [“The Last-Minute Curveball for a Big FTC Ban”](#) *The Atlantic*, August 28, 2024
- 30) [“FTC’s Noncompete Ban Got Struck Down. What Happens Next?”](#) *Bloomberg*, August 21, 2024
- 31) [“An SAP employee reported a workplace sexual assault. Now she’s breaking her NDA”](#) *Business Insider*, June 25, 2024.

- 32) [“The Consequences of Signing Noncompete Agreements among Low-Wage Workers and Those without College Degrees”](#) *Urban Institute WorkRise*, April 30, 2024.
- 33) [“Battles Over Noncompete Clauses Poised to Heat Up in Statehouses”](#) *Bloomberg Law*, April 29, 2024
- 34) [“The Mostly Persuasive Logic Behind the New Ban on Noncompetes”](#) *New York Times*, April 26, 2024.
- 35) [“How the FTC’s Noncompete Ban Will Affect Bosses and Workers”](#) *Bloomberg*, April 25, 2024
- 36) [“The FTC is banning noncompete agreements. Did your job search just get easier?”](#) *MarketWatch* April 24, 2024.
- 37) [“F.T.C. Issues Ban on Worker Noncompete Clauses”](#) *New York Times*, April 23, 2024
- 38) [“FTC bans contracts that keep workers from jumping to rival employers”](#) *Washington Post*, April 23, 2024
- 39) [“Ban on Worker Noncompete Agreements Could Spur Job Hopping, Legal Fights”](#) *Barron’s*, April 23 2024.
- 40) [“Noncompetes Are Dead—and Tech Workers Are Free to Roam”](#) *Wired*, April 23, 2024
- 41) [“The FTC just banned most noncompetes”](#) *Fast Company*, April 23, 2024
- 42) [“Millions of workers are caught in a ‘non-compete’ trap”](#) *Financial Times*, April 18, 2024.
- 43) [“Biden Scrutiny of Labor Competition Extends to Bank Noncompetes”](#) *Bloomberg Law*, March 29, 2024.
- 44) [“The brewer behind Sam Adams has long kept former employees on a tight leash. Now some are suing to break free.”](#) *Boston Globe*. March 8, 2024.
- 45) [“Was Research — on Physicians and Noncompete Agreements — Before Its Time?”](#) *UCLA Anderson Review*, Dec 13, 2023.
- 46) [“Innovation-Killing Noncompete Agreements Are Finally Dying”](#) *Wired* Dec 4, 2023.
- 47) [“What Happens When a Founder Leaves?”](#) *New York Times*, November 20, 2023.
- 48) [“Company-Sponsored, Out-of-State Abortion Benefits a Poor Substitute for State Policies, Research Finds”](#) *Maryland Today*, Aug 11, 2023
- 49) [“Big businesses rally to preserve their right to limit ex-workers’ job options,”](#) *NBC News*, April 20, 2023
- 50) [“New lawsuit against Tiger Woods could get ugly after breakup with girlfriend: What we know,”](#) *USA Today*, March 10, 2023
- 51) [“Noncompete clauses are everywhere, even for dancers and hair stylists”](#) *Washington Post* March 10, 2023
- 52) [“Noncompete Agreements, Come On”](#) *Stuff You Should Know* Podcast, March 7, 2023
- 53) [“US companies mount resistance to proposed ban on non-compete clauses”](#) *Financial Times*, February 9, 2023
- 54) [“Noncompete agreements cost Seattle-area man a new job, lawsuit says”](#) *Seattle Times*, January 30, 2023.
- 55) [“How noncompete agreements harm women and people of color: ‘Consequences can be devastating’”](#) *USA Today*, January 19, 2023
- 56) [“Noncompete Ban Holds Out Promise of Better Pay Without Inflation”](#) *Bloomberg*, January 19 2023
- 57) [“The FTC’s New Rule Against Noncompetes Could Raise Wages by \\$300 Billion”](#), *The Nation*, January 18, 2023
- 58) [“In labour markets, the devil is often in the details”](#) *Financial Times*, January 16 2023
- 59) [“The FTC’s proposed noncompete ban could be a boon for lower-wage workers”](#) NPR Marketplace January 9, 2023
- 60) [“U.S. Moves to Bar Noncompete Agreements in Labor Contracts”](#) *New York Times* Jan. 5, 2023
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POLICY WORK AND TESTIMONY

- 1) Testified at Maryland Senate Hearing on HB1388 on March 28, 2024.
- 2) Submitted comment to FTC regarding noncompete rule. April 2023.
- 3) Testified at Minnesota Hearing on BF999 related to noncompete agreements on February 22, 2022. ([here](#)).
- 4) Presenter at Federal Trade Commission workshop: “Making Competition Work: Promoting Competition in Labor Markets” December 6, 2021.
- 5) Testified at DC City Council Hearing on B24-256 bill related to noncompetes on July 14, 2021.
- 6) Testified at Connecticut Labor & Public Employees Committee hearing on SB 906 “An Act Concerning Noncompete Agreements” on March 4, 2021. See my testimony [here](#) (from 15:47 to 41:35)
- 7) Observer, Uniform Law Commission for the “[Uniform Restrictive Employment Agreement Act](#)”
- 8) Presented to the Uniform Law Commission committee on the Covenants Not to Compete Act, November 18, 2020.
- 9) Presented to the National Association of Attorneys General on noncompete agreements on February 10, 2020.
- 10) Panelist and Presenter at Federal Trade Commission workshop: “Non-Competes in the Workplace: Examining Antitrust and Consumer Protection Issues” on January 9, 2020. See my testimony [here](#) (from 22:30 to 46:10).
- 11) Testified at District of Columbia Labor & Workforce Development Public Hearing, related to B23-494, Ban on Non-Compete Agreements Amendment Act of 2019, on December 6, 2019. See the full hearing [here](#).
- 12) Submitted policy memo on noncompetes to National Governor’s Association, and National Council on State Legislatures, with Michael Lipsitz, on November 19, 2019.
- 13) Testified at the US Senate Committee on Small Business and Entrepreneurship Hearing on “Noncompete Agreements and American Workers” on November 14, 2019. See the full hearing [here](#) and read my written testimony [here](#).
 - Responded to follow-up questions from Senator Cardin (MD) & Senator Hirono (HI)
- 14) Testified at the US House of Representatives Judiciary Subcommittee hearings on “Antitrust and Economic Opportunity: Competition in Labor Markets” on October 29, 2019. See my oral testimony [here](#) (from 1:28 to 1:33) and read my written testimony [here](#).
- 15) Panelist at Federal Trade Commission Hearings on Competition and Consumer Protection in the 21st Century, October 16, 2018. [Video](#) from 39:00 to 49:33.
- 16) Met with Federal Trade Commission commissioners Noah Phillips and Rohit Chopra to discuss the use and effects of covenants not to compete, July 2018. Commissioner Chopra later released a [statement](#) on covenants not to compete to encourage rulemaking within the FTC.
- 17) Provided input to CT Senator Chris Murphy’s office in crafting the Workforce Mobility Act of 2018.
- 18) Submitted testimony to the Massachusetts Joint Committee on Labor and Workforce Management and to the Wisconsin Assembly Committee on Jobs and the Economy, October 2017.
- 19) Organizer and panelist at White House Summit on Employee Non-compete Agreements, October 2016.
- 20) Provided input to White House Noncompete Report, “Non-Compete Agreements: Analysis of the Usage, Potential Issues, and State Responses,” May 2016

- 21) Provided input to the US Treasury Noncompete Report, “Non-compete Contracts: Economic Effects and Policy Implications,” March 2016
- 22) Provided input to the offices of Senators Murphy regarding the Senate MOVE Act (Mobility and Opportunity for Vulnerable Employees), September 2015.

PHD THESIS SUPERVISION

- 1) Jacob Valentine, ongoing (Committee member)
- 2) Beril Yacinkaya, ongoing (Committee member)
- 3) Haifeng Wang at University of Wisconsin, ongoing (Committee Member)
- 4) Chris Calway, ongoing (Committee member, placed at West Point)
- 5) Shotaro Yamaguchi, 2024 (Committee member, Placed at University of Wisconsin)
- 6) Yuheng Ding, 2023 (Committee member, placed at World Bank)
- 7) Ed Olivares, Economics 2023 (Committee member, placed at US Treasury)
- 8) Paul Cheung, Economics 2022 (Committee member, placed at University of Texas at Dallas)
- 9) Audra Wormald, 2022 (Committee member, placed at UNC Chapel Hill)
- 10) Anthony Gibbs, 2021, (Committee member, placed at George Washington University)
- 11) Ben King, 2021 (Co-chair, placed at University of Illinois at Urbana Champaign)
- 12) Cynthia Boruchowicz, Public Policy 2021 (Committee member)
- 13) Justin Frake, 2018 (Committee member, placed at University of Michigan)
- 14) Lauren Aydinliyim at Rutgers University, 2018 (Committee member, placed at CUNY Baruch)
- 15) Daniel Olson, 2016 (Committee member, placed at University of Washington)

MISCELLANEOUS INFORMATION

- Coach, Univ. of Michigan Women’s Club Water Polo: 48-5 overall record (Winter 2012 & 2010)
 - Finished 2nd (2010) & 4th (2012) at National Championship Tournament