

# Lorenzo G. Luisetto

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## ACADEMIC APPOINTMENTS

**Cleveland State University, College of Law**, Assistant Professor of Law 2025–

### Research:

Contracts and Antitrust  
Franchising  
Employment and Labor Law  
Empirical Law and Economics

### Teaching:

Contracts  
Corporations

**University of Michigan Law School**, Empirical Legal Studies Research Scholar 2023–25

## EDUCATION

**SJD, University of Michigan Law School** 2025

Dissertation: *Empirical Essays on Mobility-Restricting Covenants*  
Committee: J.J. Prescott (chair), Daniel Crane, Francine Lafontaine, Maggie Zhou

PhD in Comparative and European Legal Studies *cum laude*, **University of Trento**, 2022

### Faculty of Law

Dissertation: *L'Abuso di Potere nel Mercato del Lavoro Statunitense: Uno Studio di Law and Empirical Labor Economics [The Abuse of Labor Market Power in the United States]*  
Adviser: Luca Nogler (Dissertation referees: Claudio Lucifora, Giulio Zanella)

Master's Degree in Law (JD equivalent), **University of Trento, Faculty of Law** 2018

## PUBLICATIONS & MANUSCRIPTS

### Publications

*Goodbye, Noncompetes? Why Now and Policy Convergence*, 47, 2 BERKELEY J. EMP. & LAB. L. (2026) (with N. Bishara) (forthcoming, draft available on [SSRN](https://ssrn.com))

*Shaping Corporate Behavior Through Enforcement: Evidence from the No-Poach Initiative*, 20 OHIO ST. BUS. L.J. (2025) (forthcoming, draft available on [SSRN](https://ssrn.com))

*Noncompete Agreements in a Rigid Labor Market: The Case of Italy*, J.L. & ECON. & ORG. (2024) (with T. Boeri and A. Garnero) Policy mentions: [Competition and market power in](#)

[UK labor markets \(Jan 2024\)](#), [OECD Economic Surveys: Italy \(Jan 2024\)](#) Media mentions: [La Repubblica](#), [Financial Times](#), [Euractiv](#), [Affari&Finanza](#), [Linkiesta](#)

## **Works in Progress**

*Mobility-Restricting Covenants in Business Contracts: The Case of Franchising* (with F. Lafontaine and J.J. Prescott) Revise and Resubmit, J. EMPIRICAL LEGAL STUD. (draft available upon request) Recognition: [The 2024 International Society of Franchising \(ISoF\) Conference Best Paper Award](#)

*Collective Bargaining and Monopsony: The Regulation of Noncompete Agreements in France* (with. T. Boeri, T. Crescioli and A. Garnero) CEP Discussion Paper ([Link](#)) Selected for the [IR Berkeley Special Issue on “Collective Bargaining: Its Causes and Consequences for Workers and Employers”](#)

*Noncompete Agreements Across the Spectrum: A Cross-Country Comparison*

*The Distributional Consequences of Occupational Licensing: The Role of the Firm and Labor Market Reactions*

*Multi-Ownership in Franchising*

*No-Poaching Clauses and Job Turnover*

## **Articles in Italian Peer-Reviewed Journals**

*Monopsonio e Condizioni di Lavoro: Introduzione di un Focus [Monopsony and working conditions: Introducing a focus]*, 1 ECONOMIA & LAVORO 61 (2024) (with L. Nogler)

*Oltre I Patti di Non Concorrenza [Beyond non-compete agreements]*, 1 ECONOMIA & LAVORO 117 (2024) (with T. Boeri and A. Garnero)

*La Federal Trade Commission Vieta i Patti di Non Concorrenza [The Federal Trade Commission bans non-compete agreements]*, 181 GIORNALE DI DIRITTO DEL LAVORO E DI RELAZIONI INDUSTRIALI 225 (2024) (with A. Garnero)

*Nuove Evidenze e Implicazioni Degli Studi Sulle Licenze Occupazionali negli Stati Uniti [New Evidence and Implications of Studies on Occupational Licensing in The United States]*, 3 ECONOMIA & LAVORO 145 (2023)

*La Regolazione (Residuale) dei Mercati del Lavoro Statunitensi [The Antitrust (Residual) Regulation of the U.S. Labor Market]*, 3 MERCATO, CONCORRENZA, REGOLE 585 (2022)

*L'Uso dei Patti di Non Concorrenza in Italia: Uno Studio Empirico [The Use of Non-compete Agreements in Italy: An Empirical Study]*, 176 GIORNALE DI DIRITTO DEL LAVORO E DI RELAZIONI INDUSTRIALI 609 (2022) (with T. Boeri and A. Garnero)

*Microsoft, Sindacati Americani e Istanze Antimonopolistiche [Microsoft, Trade Unions and the Antimonopoly Tradition]*, 176 GIORNALE DI DIRITTO DEL LAVORO E DI RELAZIONI INDUSTRIALI 715 (2022)

*Un Nuovo Cantiere Statunitense: Concorrenza, Monopsonio e Rimedi Antitrust nei Mercati del Lavoro [A New Agenda for the U.S. Labor Market: Competition, Monopsony and Antitrust Remedies]*, UNA NUOVA AGENDA STATUNITENSE DI CONTRASTO AL MONOPSONIO NEI MERCATI DEL LAVORO (Luisetto L.G., Nogler L. eds.), Fondazione Giacomo Brodolini (2022)

*L'Istituzionalizzazione Della Bilateralità Artigiana [The Institutionalization of Bilateral Entities in the Artisanal Sector]*, 3 ARGOMENTI DI DIRITTO DEL LAVORO 565 (2022)

*La Bilateralità Artigiana Alla Prova dei Free riders [Bilateral Entities and the Free Rider Problem in the Artisanal Sector]*, LABOR (2020)

*Clausole Individuali D'Arbitrato e Azioni Collettive [Arbitration Clauses and Class Actions]*, 163 GIORNALE DI DIRITTO DEL LAVORO E DI RELAZIONI INDUSTRIALI 585 (2019)

### Op-Eds and Policy Documents

*Se l'azienda non assume in casa dei concorrenti [What if Companies Do Not Hire from Competitors]*, [lavoce.info](https://lavoce.info) (2025) (with A. Eugenelo)

*Vietare i Patti di Non Concorrenza Anche in Italia? [Should Noncompetes be Banned Also in Italy?]*, [ECO](https://eco.europa.eu) (2024) (with T. Boeri, T. Crescioli, A. Garnero)

*Anche in Italia Servono Nuove Regole sui Patti di Non Concorrenza [Italy Needs New Rules on Noncompetes]*, [Affari&Finanza.it](https://affari.efinanza.it) (2024) (with A. Garnero)

*Dall'America Utili Lezioni per L'Italia sui Patti di Non Concorrenza [From the U.S. Helpful Lessons on How to Regulate Noncompetes]*, [ilfoglio.it](https://ilfoglio.it) (2024) (with A. Garnero)

*What the Practice of Noncompetes in Italy Says About the Current American Debate*, [promarket.org](https://promarket.org) (2023) (with T. Boeri and A. Garnero)

*Patti di Non Concorrenza: Perché Preoccuparsene [Non-Compete Agreements: Why We Should Care]*, [lavoce.info](https://lavoce.info) (2023) (with T. Boeri and A. Garnero)

*Clausole di Non Concorrenza: Perché Proibirle [Non-Compete Agreements: Why We Should Forbid Them]*, [lavoce.info](https://lavoce.info) (2023) (with T. Boeri and A. Garnero)

*The Use of Non-Compete Agreements in the Italian Labour Market*, [FRDB](https://frdb.eu) (2022) (with T. Boeri and A. Garnero)

### OTHER ACADEMIC APPOINTMENTS

Visiting Researcher, <b>FBK-IRVAPP Institute for the Evaluation of Public Policies</b>	Jun-Jul 2023
Research Fellow, <b>University of Trento, Faculty of Law</b>	Apr-Jul 2022
Michigan Grotius Research Scholar, <b>University of Michigan Law School</b>	Dec 2020-Apr 2021
Visiting Scholar, <b>KU Leuven, Faculty of Law</b>	Mar-May 2020
Visiting Researcher, <b>AFL-CIO, Washington D.C.</b>	Jan-Feb 2018

### LEGAL EXPERIENCE

Legal Consultant, <b>Organisation for Economic Co-Operation and Development (OECD)</b> provide analysis on the regulation of noncompete agreements and other post-employment restrictive clauses in selected OECD Countries	2024–
Litigation Consultant provide analysis and consulting for employment law cases to support expert witness (joint with J.J. Prescott).	2024–

Legal Consultant, <b>Valcanover LLP</b> , Trento, Italy	2018–22
provide consulting to private and state-owned enterprises in the areas of personnel management, corporate restructuring, and employment law litigation.	

#### SELECTED HONORS, AWARDS, & FELLOWSHIPS

Michigan International and Comparative Law Scholarship, University of Michigan	2022–25
Gaylord Jentz Scholarship, Academy of Legal Studies in Business	2023
Best PhD Dissertation Award, University of Trento	2023
Best PhD Student Award, University of Trento	2023
Doctoral Scholarship, University of Trento	2018–22
Giorgio Ghezzi Award, Mention of Merit for the JD Thesis	2019

#### OTHER TEACHING EXPERIENCE

SJD Colloquium (w/Julian Arato), <b>University of Michigan Law School</b>	2024-25
Guest Lecture, Business Law and Ethics, MBA Program, <b>University of Michigan, Ross School of Business</b>	2025
Guest Lecture, Business and Public Policy, BBA Program, <b>University of Michigan, Ross School of Business</b>	2025
Teaching Assistant (w/Francine Lafontaine), Competitive Tactics and Public Policy, MBA Program, <b>University of Michigan, Ross School of Business</b>	2024
Visiting Lecturer, Labor Law and Economics, <b>University of Trento, Department of Economics and Management</b>	2024
Guest Lecture, Comparative Labor Law, <b>University of Trento, Faculty of Law</b>	2024
Guest Lecture, Business and Public Policy, BBA Program, <b>University of Michigan, Ross School of Business</b>	2024
Teaching Assistant (w/J.J. Prescott), Economic Analysis of Law, J.D. Program, <b>University of Michigan Law School</b>	2024
Teaching Assistant (w/Jagadeesh Sivadasan), Incentives and Productivity, MBA Program, <b>University of Michigan, Ross School of Business</b>	2024
Guest Lecture, Current Trends in Public Law Scholarship, J.D. Program, <b>University of Chicago Law School</b>	2024
Guest Lecture, Business and Public Policy, BBA Program, <b>University of Michigan, Ross School of Business</b>	2023
Guest Lecture, International and Comparative Labor Law, <b>University of Milan, Faculty of Political Science</b>	2022
Occasional Lectures, Comparative Labor Law and Employment Law, <b>University of Trento, Faculty of Law</b>	2018-22

#### PRESENTATIONS, PANELS, & WORKSHOPS

<i>From Antitrust to Human Labor Rights and Back</i> (keynote), The Intersection of Antitrust, Labor and Human Rights Law: American and European Perspectives Conference, University of Bialystok (Poland)	2025
<i>Shaping Corporate Behavior Through Enforcement: Evidence from the No-Poach Initiative</i> , Cleveland State University College of Law	

- Shaping Corporate Behavior Through Enforcement: Evidence from the No-Poach Initiative*, Annual Conference on Empirical Legal Studies, Emory University School of Law 2024
- (Discussion of:) *The Promise and Perils of Empathy in Contracts: Theoretical and Empirical Analysis* (Ori Katz and Yuval Feldman), Annual Conference on Empirical Legal Studies, Emory University School of Law
- Shaping Corporate Behavior Through Enforcement: Evidence from the No-Poach Initiative*, University of Georgia, Terry School of Business
- Shaping Corporate Behavior Through Enforcement: Evidence from the No-Poach Initiative*, Regulating Labor Across the Atlantic: Old and New Trajectories Conference, University of Michigan Law School
- Shaping Corporate Behavior Through Enforcement: Evidence from the No-Poach Initiative*, BYU Future of Antitrust Conference
- Shaping Corporate Behavior Through Enforcement: Evidence from the No-Poach Initiative*, University of Houston Law Center
- Shaping Corporate Behavior Through Enforcement: Evidence from the No-Poach Initiative*, SJD Colloquium, University of Michigan Law School
- Mobility-Restricting Covenants in Business Contracts: The Case of Franchising*, Ribstein Law and Economics Seminar, George Mason Antonin Scalia Law School
- Mobility-Restricting Covenants in Business Contracts: The Case of Franchising*, Annual Society for Institutional & Organizational Economics Conference, University of Chicago Harris School of Public Policy
- Mobility-Restricting Covenants in Business Contracts: The Case of Franchising*, Annual International Society of Franchising Conference, Babson College
- Mobility-Restricting Covenants in Business Contracts: The Case of Franchising*, 8th Annual Penn-NYU Empirical Contracts Workshop, University of Pennsylvania Carey Law School
- Mobility-Restricting Covenants in Business Contracts: The Case of Franchising*, Munich Summer Institute, Munich
- Mobility-Restricting Covenants in Business Contracts: The Case of Franchising*, Annual American Law & Economics Conference, University of Michigan Law School
- Mobility-Restricting Covenants in Business Contracts: The Case of Franchising*, Research Colloquium, University of Michigan Law School
- (Discussion of:) *Evidence Reversal in Medicine: Do Legal Standards of Care Affect Phase-out of Ineffective Practices?* (Hannah Bolder), Annual Conference on Empirical Legal Studies, University of Chicago Law School 2023
- Noncompete Agreements in a Rigid Labor Market: The Case of Italy*, Academy of Legal Studies in Business 2023 Annual Conference, San Diego
- Future of Work: Regulatory Revival and Social Change* (invited discussant), Academy of Legal Studies in Business 2023 Annual Conference, San Diego

*Noncompete Agreements in a Rigid Labor Market: The Case of Italy*, FBK-Irvapp Seminar, Trento

*Noncompete Agreements in a Rigid Labor Market: The Case of Italy*, 24th IZA Summer School in Labor Economics, Berlin

*Noncompete Agreements in a Rigid Labor Market: The Case of Italy*, Annual American Law & Economics Conference, Boston University School of Law

*A New Agenda for the U.S. Labor Market: Competition, Monopsony and Antitrust Remedies* (invited discussant), Fondazione Giacomo Brodolini, online

(Discussion of:) *Building Social Citizenship through an Effective European Instrument for the Protection of Social Rights: The Potential of the ESC System* (Giuseppe Palmisano), Jean Monnet Conference Exploring European Social Citizenship, Trento

*An Interdisciplinary Approach to Study Labor Markets* (invited talk), University of Trento, Faculty of Law 2022

*Noncompete Agreements in a Rigid Labor Market: The Case of Italy*, Annual Conference of the Italian Society of Law and Economics, Palermo

*Noncompete Agreements in a Rigid Labor Market: The Case of Italy*, Research Colloquium, University of Michigan Law School

*Monopsony, Wages and Working Conditions* (invited discussant), XXIV European Conference, IRDB, Chioggia

*Life-Time Contracts: New Research Milestone* (invited discussant), University of Trento, Faculty of Law

*Digital Transformation, Mobility, and Competition in the U.S. Labor Market*, Convegno Italo-Brasiliano: il lavoro nell'era digitale, online

*Green Transition and the Role of American Labor's Capital: Legal Challenges and Policy Implications*, Jean Monnet Conference, Employment, Labor and Welfare in the Sustainable Transition, University of Trento, Faculty of Law

*Divided We Stand: Understanding the Effect of Product Market Competition on Employers' Behaviors*, BJIR Symposium The Presence, Role, and Economic Impact of Employers' Associations in Europe, online

*Legal Labor Market Frictions: An Overview*, Research Colloquium, University of Michigan Law School 2021

#### PROFESSIONAL ACTIVITIES

##### Academic Conferences Organized

Regulating Labor Across the Atlantic: Old and New Trajectories Conference, University of Michigan Law School (Organizer) 2024

Michigan Law School Annual Junior Scholars Conference, 7<sup>th</sup>, 9<sup>th</sup>, 10<sup>th</sup>, and 11<sup>th</sup> editions (Law & Economics and Empirical Legal Studies Panels Organizer) 2021-25

##### Affiliations

Member, American Law and Economics Association

Member, Society for Empirical Legal Studies