

# Francesco CASTELLANETA

Professor

Academy: Innovation

Research center: Knowledge, Technology and Organization

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## Research interests

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Entrepreneurship, Machine learning, Private equity, Strategy

## Teaching interests

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Machine learning

## Education

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2019	HDR en sciences de gestion, Université Côte d'Azur, France
2011	PhD in Business Administration and Management, Bocconi University, Italy
2004	BSc, Bocconi University, Italy

## Experience

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### Full-time academic positions

Since 2017	Skema Professor in Strategy and Entrepreneurship, SKEMA Business School, France
2011 - 2017	Assistant Professor in Strategy and Entrepreneurship, Católica Lisbon School of Business & Economics, Portugal

### Other academic affiliations and appointments

Since 2020	PhD Program at LUMSA and Italian National Research Council, SKEMA Business School, France
Since 2017	Director of the Skema PhD - Management Specialization, SKEMA Business School, France
Since 2017	Head professorship, SKEMA Business School, France
2014	International Faculty Fellow, MIT Sloan School of Management, United States of America

## Publications

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### Peer-reviewed journal articles

- CASTELLANETA, F., CONTI, R., KACPERCZYK, A.J. and MAMADEHUSSENE, S. (2025). The Indirect Effect of Entrepreneurship on Pay Dispersion: Entry Cost Reduction, Mobility Threat, and Wage Redistribution Within Incumbent Firms. *Organization Science*, 36(1), pp. 452-476.
- CASTELLANETA, F., CONTI, R. and KACPERCZYK, A. (2025). Gender Gap in Startup Recruiting: Evidence from Changes in Termination Costs. *Management Science*.
- RAMUS, T., CASTELLANETA, F., GIORDANO, F. and PERRINI, F. (2025). When Social Innovations Foster Integral Human Development: Evidence from the Impact of Theatrical Activities on Prison Inmates' Social Skills. *Journal of Business Ethics*, 197, pp. 465-487.

- ZUNINO, D., CASTELLANETA, F. and DI BIAGGIO, L. (2024). Tension between digital distance and bodily presence in hybrid teaching: evidence from two natural experiments during the COVID-19 pandemic in a French Business School. *M@n@gement*, 27(1), pp. 38-56.
- SAVIO, R., CASTELLANETA, F., VISMARA, S. and ZATTONI, A. (2024). Exploring the Third Type of Agency Problem: An Empirical Study of the Impact of Debt Suspension Programmes on SMEs' Resource Allocations. *British Journal of Management*, 35(4), pp. 1886-1900.
- AYERBE, C., BOULOS, C. and CASTELLANETA, F. (2024). Navigating protection mechanisms and innovation models: A literature-based configurational framework of intellectual property strategies. *Technovation*, 137(103101).
- CASTELLANETA, F., GOTTSCHALG, O., KACPERCZYK, A. and WRIGHT, M. (2022). Experience as Dr. Jekyll and Mr. Hyde: Performance Outcome Delays in the Private Equity Context. *Journal of Management Studies*, 59(6), pp. 1359-1385.
- CASTELLANETA, F., CONTI, R. and KACPERCZYK, A. (2020). The (Un) intended consequences of institutions lowering barriers to entrepreneurship: The impact on female workers. *Strategic Management Journal*, 41(7), pp. 1274-1304.
- CASTELLANETA, F., HANNUS, S. and WRIGHT, M. (2019). A Framework for Examining the Heterogeneous Opportunities of Value Creation in Private Equity Buyouts. *Annals of Corporate Governance*, 4(2), pp. 87-146.
- CASTELLANETA, F. and SALVATO, C. (2018). Culminating events and time working together in top management teams: insights from private equity. *Long Range Planning*, 51(6), pp. 865-880.
- CASTELLANETA, F., VALENTINI, G. and ZOLLO, M. (2017). Learning of Inertia? The impact of experience and knowledge codification on post-acquisition integration. *Industrial and Corporate Change*, 27(3), pp. 577-593.
- CASTELLANETA, F. and CONTI, R. (2017). How does acquisition experience create value? Evidence from a regulatory change affecting the information environment. *European Management Journal*, 35(1), pp. 60-68.
- CASTELLANETA, F. (2016). Building firm capability: Managerial incentives for top performance. *Journal of Business Strategy*, 37(4), pp. 41-46.
- CASTELLANETA, F. and GOTTSCHALG, O. (2016). Does ownership matter in private equity? The sources of variance in buyouts' performance. *Strategic Management Journal*, 37(2), pp. 330-348.
- CASTELLANETA, F., CONTI, R. and KACPERCZYK, A. (2016). Money secrets: How does trade secret legal protection affect firm market value? Evidence from the Uniform Trade Secret Act. *Strategic Management Journal*, 38(4), pp. 834-853.
- CASTELLANETA, F., CONTI, R., VELOSO, F.M. and KEMENY, C. (2016). The Effect of Trade Secret Protection on Venture Capital Investments: Evidence From the Inevitable Disclosure Doctrine. *Journal of Business Venturing*, 31(5), pp. 524-541.
- CASTELLANETA, F. and ZOLLO, M. (2015). The Dimensions of Experiential Learning in the Management of Activity Load. *Organization Science*, 26(1), pp. 140-157.

### **Book chapters**

- CASTELLANETA, F. (2013). Metropolitan areas, entrepreneurial communities and the diffusion of venture capital investments: some descriptive statistics. In: C. Pacente (ed.). *La città metropolitana nell'Unione europea*. 1st ed. EGEA.

### **Conference proceedings**

- ZUNINO, D., IBN BRAHIM, M. and CASTELLANETA, F. (2025). Are Startups Better Employers for Immigrants? Evidence from Portugal. *Academy of Management Proceedings*, 2025(1).

### **Conference presentations**

- CASTELLANETA, F. (2019). Entrepreneurship and gender gap pay. In: Global University Network - LUM Bari. Bari.
- CASTELLANETA, F. (2019). Entrepreneurship and gender pay-gap. In: LUMSA Rome. Rome.

CASTELLANETA, F. (2019). Entrepreneurship and gender pay gap. In: Università della Svizzera italiana. Lugano.

CASTELLANETA, F. (2018). Entrepreneurship and gender pay gap. In: Copenhagen Business School. Copenhagen.

CASTELLANETA, F. (2018). Entrepreneurship and gender gap pay. In: Family Business and Corporate Control Workshop (Bocconi). Milan.

CASTELLANETA, F. (2018). Entrepreneurship and gender gap pay. In: IDEA workshop. Valbonne.

CASTELLANETA, F. (2017). The disadvantage of incomplete feedback: evidence from private equity-backed buyouts. In: LUISS Business School. Rome.

CASTELLANETA, F. (2016). The disadvantage of incomplete feedback: evidence from private equity-backed buyouts. In: University of Groningen. Groningen.

CASTELLANETA, F. (2016). The disadvantage of incomplete feedback: evidence from private equity-backed buyouts. In: Politecnico di Milano. Milan.

CASTELLANETA, F. (2015). Trade Secret Protection and the Geography of Venture Capital Investments: Evidence from the Inevitable Disclosure Doctrine. In: DRUID Conference. Rome.

CASTELLANETA, F. (2014). The dimensions of experiential learning in the management of activity load. In: MIT (IFF Seminars). Boston.

CASTELLANETA, F. (2014). Money secrets: How does trade secret legal protection affect firm market value? Evidence from the Uniform Trade Secret Act. In: AOM American Academy of Management Conference. Philadelphia.

CASTELLANETA, F. (2014). The effect of trade secret protection on venture capital investments: Evidence from the inevitable disclosure doctrine. In: Darden & Cambridge Judge Conference. Cambridge.

CASTELLANETA, F. (2013). The dimensions of experiential learning in the management of activity load. In: ETH. Zurich.

## Other research activities

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### **Editorial board member**

Since 2024	Journal of Management Studies
2022 - 2025	Strategic Management Journal

### **Affiliations**

Since 2023	Chair of the "Competitive Strategy Group" - Strategic Management Society (SMS)
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### **PhD supervision**

Since 2020	W. MATTHEWS, SKEMA Business School, PhD thesis, Thesis director
Since 2019	A. YEPREMYAN, SKEMA Business School, PhD thesis, Thesis director

### **Other academic activities**

2015	Grant evaluation for Luxembourg National Research Fund (FNR)
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