Francesco CASTELLANETA

Professor

Academy: Innovation

Research center: Knowledge, Technology and Organization

Campus: Sophia Antipolis

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Research interests

Entrepreneurship, Machine learning, Private equity, Strategy

Education

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

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	Head professorship, SKEMA Business School, France
Since 2017	Director of the Skema PhD - Management Specialization, SKEMA Business School, France
2023 - 2026	Chair, Strategic Management Society, United States of America
2014	International Faculty Fellow, MIT Sloan School of Management, United States of America

Publications

Peer-reviewed journal articles

CASTELLANETA, F., CONTI, R. and KACPERCZYK, A. (2026). Gender Gap in Startup Recruiting: Evidence from Changes in Termination Costs. *Management Science*, 72(4), pp. 2681-3628, iv-vi.

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.

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

Editorial board member

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

Organization of a conference or a seminar

Since 2025	Track chair Artificial Intelligence (AI) and Strategy

Affiliations

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

PhD supervision

2025	W. MATTHEWS, SKEMA Business School, PhD thesis, Thesis director
2025	A. YEPREMYAN, SKEMA Business School, PhD thesis, Thesis director

Other academic activities

2015	Grant evaluation for Luxembourg National Research Fund (FNR)