Francesca MELILLO

Associate Professor

Academy: Innovation

Research center: Knowledge, Technology and Organization

Campus: Lille

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Research interests

Employee entrepreneurship, strategic human capital, the labor market consequences of an entrepreneurial experience, employee mobility, start-ups hiring & retention strategies, policy and entrepreneurship

Education

2012	Ph.D. in Management, Luiss Guido Carli University, Italy
2008	MSc, Luiss Guido Carli University, Italy
2005	BA, Luiss Guido Carli University, Italy

Experience

Full-time academic positions

Since 2022	Associate Professor, SKEMA Business School, France
Since 2019	Assistant Professor, SKEMA Business School, France
2014 - 2019	Assistant Professor, KU Leuven, Belgium

Other academic affiliations and appointments

2012 - 2014	Post-doc, Copenhagen Business School, Denmark

Research grants, Awards and Honors

Awards and Honors

2022	What Makes Entrepreneurship Countercyclical? Evidence from the Shutdown of Start-Up Subsidies in Denmark, Academy of Management (AOM)
2018	Best Paper Proceedings for the paper: "Prior Wage & the Returns to Entrepreneurial Experience", with T. Reichstein and J. Mahieu, Academy of Management (AOM)
2016	The returns to entrepreneurial experience, Flemish Research Council Grant (FWO)
2014	Best Paper Proceedings for the paper: "Unpredictably Stable. An Investigation into the Stayer-Mover Tendencies among Entrepreneurs", with T. Reichstein and V. Failla, Academy of Management (AOM)
2013	NORC Enclave Sponsored Seat for the restricted-access of the Kauffman Firm Survey data, Kauffman Firm
2012	Best Paper Proceedings for the paper: "Endogeneity in Start-up Size. Selection Effects

among Types of Entrants", Academy of Management (AOM)

Research Grants

2019 An in-depth examination of founding team formation, SKEMA Business School, France

Publications

Peer-reviewed journal articles

FAILLA, V., FOSS, N., MELILLO, F. and REICHSTEIN, T. (2025). When inequality means equity: horizontal wage dispersion and the propensity to leave current employment across different organizational settings. *Industrial and Corporate Change*, 34(1), pp. 118-143.

HALBINGER, M., REICHSTEIN, T. and MELILLO, F. (2025). The entrepreneurial edge: evidence of social identity and other-orientation in communities of interest. *Industrial and Corporate Change*, 34(3), pp. 425–457.

MARINO, M., MELILLO, F., PARROTTA, P. and SMITH, N. (2024). What makes entrepreneurship counter-cyclical? Evidence from a shutdown of start-up subsidies in Denmark. *Entrepreneurship and Regional Development*, 36(9-10), pp. 1232-1256.

MAHIEU, J., MELILLO, F. and THOMPSON, P. (2022). The Long-Term Consequences of Entrepreneurship: Earnings Trajectories of Former Entrepreneurs. *Strategic Management Journal*, 43(2), pp. 213-236.

MAHIEU, J., MELILLO, F., REICHSTEIN, T. and THOMPSON, P. (2021). Shooting Stars? Prior wage and the returns to Entrepreneurship. *Strategic Entrepreneurship Journal*, 15(4), pp. 526-567.

FAILLA, V., MELILLO, F. and REICHSTEIN, T. (2017). Entrepreneurship and employment stability--Job matching, labour market value, and personal commitment. *Journal of Business Venturing*, 32(2), pp. 162-177.

Working papers

MELILLO, F., DAHL, M., GJERLØV-JUE, P. and REICHSTEIN, T. (2022). *The Boomerang Entrepreneur*. SKEMA working papers series.

MELILLO, F., MARINO, M. and BREA SOLIS, H. (2022). *Going from entrepreneur back to employee. Employer type, task variety, and job satisfaction*. SKEMA working papers series.

MELILLO, F. and KELCHTERMANS, S. (2022). *Shared affiliation effects on co-founding*. SKEMA working papers series.

MELILLO, F., FOSS, N., REICHSTEIN, T. and FAILLA, V. (2022). *When Inequality Means Equity: Horizontal Wage Dispersion and Employee Mobility*. SKEMA working papers series.

MELILLO, F., HALBINGER, M. and REICHSTEIN, T. (2022). *The Entrepreneurial Edge: Evidence of Impression Management and Group Identity in Makerspaces*. SKEMA working papers series.

MELILLO, F., MARINO, M., PARROTTA, P. and SMITH, N. (2022). *What Makes Entrepreneurship Countercyclical? Evidence from the Shutdown of Start-Up Subsidies in Denmark*. SKEMA working papers series.

Conference proceedings

MELILLO, F., MARINO, M., PARROTTA, P. and SMITH, N. (2022). What Makes Entrepreneurship Countercyclical? Evidence from the Shutdown of Start-Up Subsidies in Denmark. *Academy of Management*.

MAHIEU, J. and MELILLO, F. (2019). A Competitor's Curse? Entrepreneurship, Luck, and Career Concerns.

MAHIEU, J., MELILLO, F. and REICHSTEIN, T. (2018). Prior Wage & the Returns to Entrepreneurial Experience.

FAILLA, V., MELILLO, F. and REICHSTEIN, T. (2014). Unpredictably Stable. An Investigation into the Stayer-Mover Tendencies among Entrepreneurs.

MELILLO, F., FOLTA, T.B. and DELMAR, F. (2012). Endogeneity in Start-up Size. Selection Effects among Types of Entrants.

Conference presentations

MELILLO, F. (2019). Shooting Stars? Uncertainty in hiring entrepreneurs. In: Invited research seminar at EPFL. Lausanne.

MAHIEU, J. and MELILLO, F. (2019). A Competitor's Curse? Entrepreneurship, Luck, and Career Concerns. In: AOM American Academy of Management Conference. Boston.

MAHIEU, J. and MELILLO, F. (2019). Earnings Trajectories of Former Entrepreneurs. In: DRUID Conference. Copenhagen.

MAHIEU, J., MELILLO, F. and REICHSTEIN, T. (2019). Prior Wage & the Returns to Entrepreneurial Experience. In: Strategic Management Society Special Conference. Frankfurt.

MAHIEU, J., MELILLO, F. and REICHSTEIN, T. (2018). Prior Wage & the Returns to Entrepreneurial Experience. In: AOM American Academy of Management Conference. Chicago.

MAHIEU, J., MELILLO, F. and REICHSTEIN, T. (2018). Shooting Stars? Prior Wage & Returns to Entrepreneurship. In: DRUID Conference. Copenhagen.

MELILLO, F. and HALBINGER, M. (2017). Social Identification & Entrepreneurial Action: An Investigation into Hacker-Maker Communities. In: DRUID Conference. New York.

FAILLA, V., MELILLO, F. and REICHSTEIN, T. (2016). Competitive Pressures and Transition to Entrepreneurship. Empirical Evidence from Female Workers. In: DRUID Conference. Copenhagen.

MELILLO, F., FAILLA, V. and REICHSTEIN, T. (2016). Competition in Workplace & Entrepreneurial Entry. In: CEPR. Stockholm.

FAILLA, V., MELILLO, F. and REICHSTEIN, T. (2015). Tournament in Workplace and Entrepreneurial Entry: The Interplay between Selection and Treatment Effects. In: DRUID Conference. Copenhagen.

MELILLO, F., FOLTA, T.B. and DELMAR, F. (2015). Endogeneity in start-up size. Selection Effects among Types of Entrants. In: AOM American Academy of Management Conference. Boston.

Faculty research seminar presentations

MELILLO, F., MAHIEU, J. and THOMPSON, P. (2021). The Long-Term Cost of Entrepreneurship: Earnings Trajectories of Former Entrepreneurs. In: SIE Workshop (Strategy, Innovation & Entrepreneurship). virtual.

Other research activities

Reviewer for:

Journal of Business Venturing, Management Science, European Management Review, Industrial and Corporate Change, Entrepreneurship Theory and Practice, Journal of Business Venturing, Labour Economics, Research Policy, Small Business Economics, Research Policy

Organization of a conference or a seminar

2023	Workshop on Employee Mobility SKEMA - HEC Paris, France
2019	SEI Faculty Workshop

Professional Activities

Other professional activities

Since 2022 EU Tender "Enhancing women & girls ESTEAM competences", Deloitte, France