

Francesco Castellaneta

Full Professor in Strategy and Entrepreneurship

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SKEMA Business School – Université Côte d’Azur (GREDEG)

Academic Positions

SKEMA Business School – Université Côte d’Azur (GREDEG)

Full Professor in Strategy and Entrepreneurship	2017–present
UCA JEDI Chair of Excellence	2017–present
Director of the PhD – Management Specialization	2017–2023
HDR (Accreditation to Direct Research), UCA Nice – ED GREDEG	2019

Strategic Management Society

Leadership, Competitive Strategy Interest Group	2023–2026
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Católica Lisbon School of Business & Economics

Assistant Professor in Strategy and Entrepreneurship	2011–2017
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MIT Sloan School of Management

International Faculty Fellow	2014
<i>Visiting:</i> Sapienza Rome (8 weeks)	2024
<i>Steering committee:</i> PhD Program, LUMSA & Italian National Research Council	2020–present

Education

Bocconi University

PhD in Business Administration and Management	2006–2011
<i>Dissertation:</i> The double-edged sword of experience in strategic decisions	
<i>Committee:</i> M. Zollo (Chair), O. Gottschalg, R. Grant, C. Salvato	
Laurea (B.A. + M.Sc.) in Management of Public Administration	2000–2004

Publications

1. **Castellaneta, F.**, Conti, R., Kacperczyk, A. (2025). Gender Gap in Startup Recruiting: Evidence from Changes in Termination Costs. *Management Science*.
2. **Castellaneta, F.**, Conti, R., Kacperczyk, A., 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): 452–476.
3. Ramus, T., **Castellaneta, F.**, Giordano, F., 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(3): 465–487.
4. Savio, R., **Castellaneta, F.**, Vismara, S., 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): 1886–1900.
5. Ayerbe, C., Boulos, C., **Castellaneta, F.** (2024). Navigating Protection Mechanisms and Innovation Models: A Literature-Based Configurational Framework of Intellectual Property Strategies. *Technovation*, 137, 103101.

6. Zunino, D., **Castellaneta, F.**, Dibiaggio, L. (2024). Tension between Digital Distance and Physical Presence in Hybrid Teaching: Evidence from Two Natural Experiments during the COVID-19 Pandemic in a French Business School. *M@n@gement*, 38–56.
7. **Castellaneta, F.**, Gottschalg, O., Kacperczyk, A., Wright, M. (2022). Experience as Dr. Jekyll and Mr. Hyde: Performance Outcome Delays in the Private Equity Context. *Journal of Management Studies*, 59(6): 1359–1385.
8. **Castellaneta, F.**, Conti, R., Kacperczyk, A. (2020). The (Un) Intended Consequences of Institutions Lowering Barriers to Entrepreneurship: The Impact on Female Workers. *Strategic Management Journal*, 41(7): 1274–1304.
9. **Castellaneta, F.**, Wright, M., Hannus, S. (2019). A Framework for Examining the Heterogeneous Opportunities of Value Creation in Private Equity Buyouts. *Annals of Corporate Governance*, 4(2): 87–146.
10. **Castellaneta, F.**, Valentini, G., Zollo, M. (2018). Learning or Inertia? The Impact of Experience and Knowledge Codification on Post-Acquisition Integration. *Industrial and Corporate Change*, 27(3): 577–593.
11. **Castellaneta, F.**, Salvato, C. (2018). Culminating Events and Time Working Together in Top Management Teams: Insights from Private Equity. *Long Range Planning*, 51(6): 865–880.
12. **Castellaneta, F.**, Conti, R., Kacperczyk, A. (2017). Money Secrets: How Does Trade Secret Legal Protection Affect Firm Market Value? Evidence from the Uniform Trade Secret Act. *Strategic Management Journal*, 38(4): 834–853.
13. **Castellaneta, F.**, Conti, R. (2017). How Does Acquisition Experience Create Value? Evidence from a Regulatory Change Affecting the Information Environment. *European Management Journal*, 35(1): 60–68.
14. **Castellaneta, F.**, Conti, R., Veloso, F.M., Kemeny, C.A. (2016). The Effect of Trade Secret Protection on Venture Capital Investments: Evidence from the Inevitable Disclosure Doctrine. *Journal of Business Venturing*, 31(5): 524–541.
15. **Castellaneta, F.** (2016). Building Firm Capability: Managerial Incentives for Top Performance. *Journal of Business Strategy*, 37(4): 41–46.
16. **Castellaneta, F.**, Gottschalg, O. (2016). Does Ownership Matter in Private Equity? The Sources of Variance in Buyouts' Performance. *Strategic Management Journal*, 37(2): 330–348.
17. **Castellaneta, F.**, Zollo, M. (2015). The Dimensions of Experiential Learning in the Management of Activity Load. *Organization Science*, 26(1): 140–157.
18. **Castellaneta, F.** (2013). Comment on “Resource Acquisition in Family Firms: The Role of Family-Influenced Human and Social Capital.” *Entrepreneurship Research Journal*, 3(1): 127–129.

Under Review

- **Castellaneta, F.**, Rocha, V., Tong, D., Tzabbar, D. *Strategic Management Journal*. (Revise & Resubmit)
- Mazzelli, A., Foley, A., Nason, R., **Castellaneta, F.** *Management Science*. (Revise & Resubmit)
- **Castellaneta, F.**, Zattoni, A., Savio, R. *Research Policy*.
- **Castellaneta, F.**, Dal Lago, F., La Torre, D., Murtinu, S. *Strategic Management Journal*.
- Yepremyan, A., Matthews, W., **Castellaneta, F.** *British Journal of Management*.

Working Papers

- Yepremyan, A., **Castellaneta, F.**, Cirillo, B. The Role of Humans in Machine Learning: Evidence from Business Analysts.

- Ibn Brahim, M., **Castellaneta, F.**, Zunino, D. Are Startups Better Employers for Immigrants? Evidence from Portugal.
- **Castellaneta, F.**, Lumetta, R., Minà, A., Ramus, T. AI Risk Framing & Competitive Dynamics.

Early-Stage Ideas

- Agarwal, R., Arora, A., **Castellaneta, F.**, Zhang, L. Privileging the Tool over the Question: Rethinking DID in Strategy Research.
- Alves, M., Chambers, C., **Castellaneta, F.** Right to Disconnect and Knowledge Sharing: Do Disconnection Laws Free Time for Voluntary Learning?
- Matthews, W., **Castellaneta, F.** The State of SPACs: Observations and Propositions from an Integrative Review of the Literature.

Awards & Scholarships

Awards & Recognitions

SMS Research Methods Paper Prize (nomination)	2025
SMS Best Proposal for Rigor (two nominations)	2025
SMS Best Proposal for Creativity (nomination)	2025
SMS Palermo – Track Chair, AI and Strategy	2025
AOM TIM Best Conference Paper Award (nomination)	2024
Strategic Entrepreneurship Journal, Outstanding Reviewer Award	2024
Research Award, SKEMA Business School	2020, 2022, 2025
Award for Research in Education, SKEMA Business School	2021
QS Academic Survey Contributor; THE World Rankings Influencer	2020
Teaching Award, SKEMA Business School	2020
Teacher of the Year, Junior Achievement Portugal	2016
Best Master’s Thesis in Management, Milan Chamber of Commerce	2005

Scholarships: Merit-based fifth-year PhD scholarship (2011); PhD School scholarship, Bocconi University (2006–2011).

Teaching

Course	Institution	Years
Strategic Management (PhD)	SKEMA & GREDEG	2017–present
Strategic Management (Master of Research)	SKEMA & GREDEG	2017–present
Principles of Modern Management (UG)	SKEMA	2017–present
Strategic Management (PhD)	Università della Svizzera italiana	2021
Organizational Learning (PhD)	Católica Lisbon	2016
Business Strategy (MSc)	Católica Lisbon	2012, 2014
Lean Entrepreneurship Project (MSc)	Católica Lisbon	2012–2015
Entrepreneurship (MSc)	KIC InnoEnergy	2013–2015
Business Plan (Exec)	Católica Lisbon	2013–2016
Private Equity & Venture Capital (Exec)	University of Pisa	2009
Private Equity: Corporate Strategy for Growth (MSc)	SKEMA, Paris	2023–present
Entrepreneurship and New Business Start Up	LUMSA, Rome	2019–2021
International Management	LUMSA, Rome	2021–2023
Business Strategy (UG)	Bocconi	2009–2010
M&A / Buyouts Simulation (MBA)	Bocconi	2010

Editorial & Reviewing

Editorial Boards

Strategic Management Journal	2022–present
Strategic Entrepreneurship Journal (Outstanding Reviewer Award 2024)	2024–2025
European Management Journal (Best Reviewer Award 2013)	

Ad-hoc Reviewer

Academy of Management Discoveries	M@n@gement
Academy of Management Journal	Organization & Environment
Administrative Science Quarterly	Organization Science
California Management Review	Organization Studies
European Management Journal	Research Policy
European Management Review	Strategic Entrepreneurship Journal
Industrial and Corporate Change	Strategic Management Journal
Journal of Business Ethics	Strategic Organization
Journal of Business Venturing	Strategy Science
Journal of Management Studies	Technology Analysis & Strategic Management
Journal of Strategy and Management	Technovation
Long Range Planning	Venture Capital
Management Science	

External Evaluator

Ministry of Science and Technology
University of Trento
Italian Research and University Evaluation Agency

Selected Presentations

Conferences

Academy of Management (2010–2025), Strategic Management Society (2009–2024), DRUID (2015, 2025), Association Internationale de Management Stratégique (2025).

Managerial & Service Talks

Speaker, “IA générative et Sciences de gestion,” IAE Nice / GREDEG-CNRS, Université Côte d’Azur (2026); Speaker, World AI Cannes Festival (WAICF) 2026, with 3IA Côte d’Azur and SKEMA (2026); Panelist, “Nurturing Research Excellence on the French Riviera,” IRMBAM (2025); Panelist, Junior Faculty PDW “Navigating Department Politics and Strategic Service,” SMS Annual Conference, San Francisco (2025).

Invited Seminars (selection)

Universitat Pompeu Fabra / Barcelona School of Economics (2025), EM Lyon (2024), University of Geneva (2022), Bocconi (2018, 2022), Barcelona GSE (2020), Frankfurt School of Finance & Management (2020), Università della Svizzera italiana (2010, 2019), LUMSA Rome (2019), Copenhagen Business School (2018), MIT Sloan IFF Seminars (2014), London Business School (2012).

PhD Supervision & Committees

Doctoral Students Supervised

Student	Institution	Years
Mehdi Ibn Brahim (in progress)	SKEMA / UCA	2022–present
Artyom Yepremyan (now Asst. Prof., Univ. of Monaco)	SKEMA / UCA	2019–2025
Woodrow Matthews (completed)	SKEMA / UCA	2020–2025
Caroline Boulos	SKEMA / UCA	2020–2023
Riccardo Savio (now Assoc. Prof., Sapienza)	LUISS	2017–2020
Carlos Kemeny (founder)	CMU Portugal / Católica	2011–2015

External Referee for PhD Defences

P. M. Smith, Bocconi (2026); E. Montori, Università Ca’ Foscari / SKEMA (2026); N. P. Ngongo, Univ. of Pretoria (2025); T. I. Viashima, IESE (2022); S. Hannus, Tampere Univ. of Technology (2015).

PhD Advisory Committees (Suivi de Thèse), UniCA–GREDEG

A. Pizzutti, A. Sheikh Samani, L. Foerster, E. Mirzayev, E. B. Delicik, T. Tran Thai, S. Bassite, J. Deperi (2018–2025).

President of PhD Defenses, SKEMA–UCA–GREDEG

S. Bassite (2023); T. Tran Thai (2020).

Service & Industry Experience

Conference Organizing

Co-organizer, Global Strategy Journal Idea & Paper Development Workshop, SKEMA, Sophia Antipolis *April 2026*
Co-organizer, Strategic Entrepreneurship Initiative (SEI) Conference, SKEMA *September 2026*

Institutional Service

Member, SKEMA PhD Scientific Committee *2020–2022*
OPAL Distributed Computer Center, DHLab, MSI Center, Université Côte d’Azur *2018–2020*
Co-organizer, SEI Faculty Workshop *2015*
Scientific council, hiring committee, entrepreneurship coordination, Católica Lisbon *2011–2017*

Industry and Policy

Generali SME EnterPRIZE White Papers *2021–2024*
JP Morgan Chase Foundation, Business Resilience Project *2018–2020*
McKinsey & Company, Private Equity in Emerging Markets *2010*
Ministry of Research and Education, coordinated activities (€6M) *2005*
Valle d’Aosta Region; Cremona Province *2004–2005*

Media Coverage

Il Sole 24 Ore (2020), *Corriere della Sera* (2016), *Observador* (2016), *Analyse Financière* (2015), *Knowledge@HEC* (2015), *Via Sarfatti 25* (2009, 2010, 2020).

Professional affiliations: Academy of Management; Strategic Management Society.

Skills & Languages

Software: Stata, R, Python, L^AT_EX.

Languages: Italian, English, French, Portuguese.