Raffaele CONTI

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RESEARCH INTERESTS

Corporate strategy, Entrepreneurship, Innovation, Institutions, R&D organisation, Technology

EDUCATION

2011	Doctor of Philosophy, Business administration, Management, Bocconi University, Italy
2004	Master of Science, Economics, Universitat Pompeu Fabra, Spain
2003	Bachelor, Political science, University of Pisa, Italy

EMPLOYMENT

Full-time academic positions

2021 - Present	Professor, ESSEC Business School, France
2017 - 2021	Associate Professor, Catolica Lisbon School of Business & Economics, Portugal
2011 - 2016	Assistant Professor, Catolica Lisbon School of Business & Economics, Portugal

Other affiliations and appointments

2021 - 2025	Chaired Professor "Strategy & Innovation", ESSEC Business School, France

PUBLICATIONS

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.

MARCHESINI, G., CONTI, R. and VALENTINI, G. (2026). More Light but Less Sight? The Dual Effect of Information Transparency on Firm Innovation. *Journal of Management*, In press.

CASTELLANETA, F., CONTI, R., KACPERCZYK, A. 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.

CONTI, R., GODINHO DE MATOS, M. and VALENTINI, G. (2024). Big Data Analytics, Firm Size, and Performance. *Strategy Science*, 9(2), pp. 135-151.

ZHANG, H., BRANSTETTER, L., CONTI, R. and MAMADEHUSSENE, S. (2023). Who gains and who loses from more information in technology markets? Evidence from the Sunshine Act. *Strategic Management Journal*, 44(10), pp. 2377-2412.

CONTI, R., KACPERCZYK, A. and VALENTINI, G. (2022). Institutional protection of minority employees and entrepreneurship: Evidence from the LGBT Employment Non-Discrimination Acts. *Strategic Management Journal*, 43(4), pp. 758-791.

CONTI, R. and NOVELLI, E. (2022). Not all technologies are created equal for stakeholders: Constituency statutes, firm stakeholder orientation and investments in technology generality. *Research Policy*, 51(3), pp. 104470.

ARANDA, A.M., CONTI, R. and WEZEL, F.C. (2021). Distinct but not Apart? Stigma Reduction and Cross-Industry Evaluative Spillovers: The Case of Medical Marijuana Legalization. *Academy of Management Journal*, 64(6).

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.

CONTI, R., GAMBARDELLA, A. and NOVELLI, E. (2019). Specializing in Generality: Firm Strategies When Intermediate Markets Work. *Organization Science*, 30(1), pp. 126-150.

CONTI, R. and VALENTINI, G. (2018). Super Partes? Assessing the Effect of Judicial Independence on Entry. *Management Science*, 64(8), pp. 3517-3535.

CASTELLANETA, F., CONTI, R. and 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), pp. 834-853.

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., CONTI, R., VELOSO, F.M. and KEMENY, C.A. (2016). The effect of trade secret legal protection on venture capital investments: Evidence from the inevitable disclosure doctrine. *Journal of Business Venturing*, 31(5), pp. 524-541.

PADULA, G., NOVELLI, E. and CONTI, R. (2015). SMEs inventive performance and profitability in the markets for technology. *Technovation*, 41-42, pp. 38-50.

CONTI, R. (2015). Regional R&D Decentralization and Breakthrough Inventions: A Tale of Two Mechanisms. *Industry and Innovation*, 22(1), pp. 59-78.

CONTI, R., GAMBARDELLA, A. and MARIANI, M. (2014). Learning to Be Edison: Inventors, Organizations, and Breakthrough Inventions. *Organization Science*, 25(3), pp. 833-849.

CONTI, R. (2014). Do non-competition agreements lead firms to pursue risky R&D projects? *Strategic Management Journal*, 35(8), pp. 1230-1248.

CONTI, R., GAMBARDELLA, A. and NOVELLI, E. (2013). Research on Markets for Inventions and Implications for R&D Allocation Strategies. *Academy of Management Annals*, 7(1), pp. 717-774.

Book chapters

CONTI, R. and AZEVEDO, S. (2026). Using Open-Source Hardware for Enhancing Lean Entrepreneurship. In: Hugo Plácido da Silva, Patrícia Justo Bota, Ana Sofia Cacais do Carmo eds. *Open Source Biomedical Engineering: Bridging the Gap Between Sensing, Processing, and Visualization*. 1st ed. Cham: Springer Nature Switzerland, pp. 157-171.

Conferences

CONTI, R. (2024). Institutional Pressure & green innovation. In: 84th Annual Meeting of the Academy of Management (AOM 2024). Chicago.

CONTI, R. (2023). The Methodological Frontier of Empirical Identification. In: 83rd Annual Meeting of the Academy of Management. Boston.

CONTI, R. (2022). Who Gains and Loses from More Information in Technology Markets? Evidence from the Sunshine Act. In: 2022 Academy of Management Annual Meeting. Seattle.

OTHER RESEARCH ACTIVITIES

Associate Editor

Since 2020 Strategic Management Journal

Since 2020 Management Science