

Raffaele CONTI

Professor

Department: Management

ESSEC Business School

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RESEARCH INTERESTS

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

EDUCATION

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| 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

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|----------------|---|
| 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

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

Journal Articles

- 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.
- CASTELLANETA, F., CONTI, R. and KACPERCZYK, A. (2025). Gender Gap in Startup Recruiting: Evidence from Changes in Termination Costs. *Management Science*, In press.
- 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 Parties? 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 Cacaís 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