

## **Curriculum Vitae: Eduardo Melero**

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Universidad Carlos III de Madrid  
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### **Professional Experience and Training**

Present	<b>Universidad Carlos III de Madrid, Spain</b> <i>Associate Professor (since 2012)</i> <i>Master in Management, Director (since 2015)</i>
2005- 2011	<b>Universidad Carlos III de Madrid, Spain</b> <i>Assistant Professor</i>
Jan. – Jun. 2005	<b>IZA: Institute for the Study of Labor, Bonn, Germany</b> <i>Research Visitor</i>

### **Education**

1999- 2004	<b>Universitat Pompeu Fabra, Barcelona, Spain</b> <i>PhD in Management</i>
1998 – 1999	<b>Universitat Pompeu Fabra, Barcelona, Spain</b> <i>MSc in Management</i>
1994 – 1998	<b>Universidad de Salamanca</b> <i>B.A. in Economics</i>

### **Major Fields of Interest**

Innovation Studies, Organizational Economics, Human Resources, Applied Microeconometrics.

### **Publications: Journal Articles**

**“The Effect of Coordination Requirements on Sourcing Decisions: Evidence from Patent Prosecution Services”** with George Chondrakis and Mari Sako. *Strategic Management Journal*, Forthcoming. (video abstract: [https://youtu.be/nh-Yz\\_JMpMQ](https://youtu.be/nh-Yz_JMpMQ))

**“The Effect of Patent Protection on Inventor Mobility”** with Neus Palomeras and David Werheim. *Management Science*, Vol. 66 (12). December 2020, 5485-5504.

**“Promotion Signals, Experience and Education,”** with Michael Bognanno. *Journal of Economics and Management Strategy*, Vol 25(1), Spring 2016, pp. 111-132.

**“The Renaissance Man Is not Dead! The Role of Generalists in Teams of Inventors,”** with Neus Palomeras. *Research Policy*, Vol 44 (1), February 2015, pp. 154-167.

**“Are Workplaces with Many Women in Management Run Differently?,”** *Journal of Business Research*. Vol. 64 (4), April 2011, pp. 385- 393.

**“Training and Promotion: Allocation of Skills or Incentives?,”** *Industrial Relations*. Vol. 49 (4), October 2010, pp. 640-667.

**“Markets for Inventors: Learning-by-Hiring as a Driver of Mobility,”** with Neus Palomeras. *Management Science*. Vol. 56 (5), May 2010, pp. 881-895.

### **Publications: Book Chapters**

**“Job-Related Training and Education Sponsorship: An Analysis Based on Market Concentration,”** in Ortega, Jaime (Ed.): *Advances in the Economic Analysis of Participatory and Labor-Managed Firms: International Perspectives on Participation*, Vol. 15 (2014) pp. 185-223. Emerald Group Publishing Limited.

### **Unpublished Papers and Work in Progress**

**“Employee Protection, Inventor Human Capital, and Innovation Trajectories,”** with David Wehrheim and Neus Palomeras (paper available upon request).

**“Board Independence and Acquisition of External Knowledge: Overcoming the Not-Invented-Here Syndrome,”** with Araksya Ayvazyan and Kurt Desender (paper available upon request).

**“The Effect of Patent Enforcement Strength on Inter-Firm R&D Collaborations.”**

With Said Matr and David Wehrheim (paper available upon request).

**Research Visits**

Feb. – Aug. 2011	<b>Temple University, Philadelphia U.S.</b>
Aug. – Sep. 2007	<b>Katholieke Universiteit Leuven, Belgium</b>
Aug. – Dec. 2003	<b>Institute of Social and Economic Research, U. of Essex, UK</b> <i>Ph D Visiting Student, ECASS Fellow</i>

**Selected participation in seminars and conferences (last four years only)**

September 2021	<b>SMS 41st Annual Conference (virtual Toronto)</b> <i>“Patent Enforcement and Inter-Firm R&amp;D Collaborations”</i>
September 2021	<b>EPIP Conference, Madrid</b> <i>“Board Independence and Acquisition of External Knowledge”</i>
August 2021	<b>Annual Meeting of the Academy of Management (virtual)</b> <i>“Board Independence and Acquisition of External Knowledge”</i>
June 2019	<b>19th DRUID Conference, Copenhagen</b> <i>“Plural Sourcing and the Returns to Intra-firm Coordination”</i>
August 2017	<b>Annual Meeting of the Academy of Management, Atlanta</b> <i>“The Effect of Patenting on Inventor Mobility”</i>
June 2017	<b>SEARLE Conference on Innovation Economics, Chicago</b> <i>“The Effect of Patenting on Inventor Mobility”</i>
June 2017	<b>17th DRUID Conference, New York</b> <i>“The Effect of Patenting on Inventor Mobility”</i>
March 2017	<b>SMS Special Conference on Strategic Human Capital, Milan</b> <i>“The Effect of Patenting on Inventor Mobility”</i>

**Participation in Grants and Funded Research Projects (Last 5 years only)**

- As Principal Investigator:

*“The Increasing Flexibility of Employment Relationships: Consequences for Workers and Organizations”*, funded by the Spanish Ministry for Science, Innovation and Universities, 2019-2021. Budget: 30,371€. Number of researchers: 3.

*“Talent Management in a Digital Era,”* funded by the Spanish Ministry for the Economy and Competitiveness, 2016-2018. Budget: 7,500€. Number of researchers: 5.

- As Collaborator:

*“Crowdfunding: New Ways of Financing Innovation,”* funded by the Madrid Regional Government. Lead Researcher: Josep Tribó, 2016-2018.

*“Organizational Practices and Talent Management,”* funded by the Spanish Ministry of Economy and Competitiveness (grant ECO2012-33308). Lead Researcher: Jaime Ortega, 2013-2015.

### **Other Research Merits**

Organizer of the annual events: *“Madrid Work and Organizations Workshop”* and *“Madrid Work and Organizations Symposium”* since 2011 (collaboration between Universidad Carlos III de Madrid, IE Business School and IESE)

Referee for the following journals (in alphabetical order): *British Journal of Industrial Relations, Empirical Economics, European Management Journal, European Management Review, Investigaciones Económicas, Journal of Labor Economics, Labour Economics, Management Research, Management Science, Research in Labour Economics, Scottish Journal of Political Economy and Strategic Management Journal.*

“Profesor Titular de Organización de Empresas” (Spanish civil servant) since 2018.

### **Teaching Experience (main instructor only):**

#### **Graduate Level:**

*Research Methods.* “Master in Business and Finance” (leading to PhD) course and at Universidad Carlos III de Madrid, Spain: 2014-2021.

*Firms and Industries.* “Master in Management” course at Universidad Carlos III de Madrid, Spain: 2018-2019.

*Organizational Behavior* MBA course and at Universidad Carlos III de Madrid: 2006-2021.

*Managing People*. “Master in Management” course at Universidad Carlos III de Madrid. 2011-2013.

*Human Resource Management*. “Master in Management” course at ESCP Business School (Madrid): 2007-2009.

### **Undergraduate Level:**

*Organizational Economics* (3<sup>rd</sup> year undergraduate course) at Universidad Carlos III de Madrid: 2013-2021

*Organizational Behavior* (2<sup>nd</sup> year undergraduate course) at Universidad Carlos III de Madrid: 2005-2012

*Business Economics* (1<sup>st</sup> year undergraduate course) at Universidad Carlos III de Madrid: 2006-2008.

*Organizations & Markets* (3<sup>rd</sup> year undergraduate course) at Universitat Pompeu Fabra (Barcelona): 2000-2004

### **Previous Administrative Experience**

Deputy director of the MBA from 2011 to 2015

Information Technology Resources Management at the Department of Business Economics of Universidad Carlos III de Madrid (since 2006).

Elected member of the Social Sciences School Board (2010-2016), the University’s Faculty Board (2011-2018 and 2020-) and Governing Council (2013-2018).