Curriculum Vitae: Eduardo Melero

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Universidad Carlos III de Madrid
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Professional Experience and Training

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

Education

1999- 2004	**Universitat Pompeu Fabra, Barcelona, Spain** *PhD in Management*
1998 – 1999	**Universitat Pompeu Fabra, Barcelona, Spain** *MSc in Management*
1994 – 1998	**Universidad de Salamanca** *B.A. in Economics*

Major Fields of Interest

Innovation Studies, Organizational Economics, Human Resources and Strategic Human Capital.

Publications: Journal Articles

"The Paradox of Inventor Job Security" with Neus Palomeras and David Wherheim. *Organization Science*, forthcoming, July 2026.
(video abstract: https://youtu.be/StitVTbIc4g)

"The Effect of Coordination Requirements on Sourcing Decisions: Evidence from Patent Prosecution Services" with George Chondrakis and Mari Sako. *Strategic Management Journal*, Vol. 43(6), June 2022, 1141-1169.
(video abstract**:** 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.

Working Papers

"Does Firms' Digital Transformation Lead to Mass Layoffs?" with Jesús García-Romanos and Ester Martínez-Ros.

"From Invention to Innovation: The Role of Corporate Inventors in Bringing their Technologies to Market" with Neus Palomearas and Markus Simeth.

"Why Firms Make when They can Buy? Resource Redeployability and Firm Vertical Boundaries," with Raana Bagheri and George Chondrakis.

"**The Appeal of Ownership: IP Contracts and the Recruitment of Entrepreneurial Talent at Established Firms",** with Sergio Rodríguez-Garnica, Ali Mohammadi and Pooyan Khashabi.

"Balancing on the Ledge: How Chief Sustainability Officers Align Philanthropy Donations and Strategic Investments," with Zhaoyi Yan, Rocío Bonet and Marco Giarratana.

"The Effect of Inventor Collaboration on Mobility: The Role of Technological Complexity and Obsolescence Rate," with Li Liu and Neus Palomeras

"It's all Personal! The Influence of Entrepreneurs' Locus of Control on Leveraging Past Experiences for New Start-ups," with Sergio Rodríguez-Garnica and Adrián Mérida.

"Board Independence and Markets for Technology," with Araks Ayvazyan, Kurt Desender and Markus Simeth.

Research Visits

Aug. 2023 – Jan. 2024	**Copenhagen Business School, Denmark**
Aug. – Sep. 2015	**Aalto University, Helsinki (Finland)**
Feb. – Aug. 2011	**Temple University, Philadelphia U.S.**
Aug. – Sep. 2007	**Katholieke Universiteit Leuven, Belgium**
Aug. – Dec. 2003	**University of of Essex, UK (***Ph D Visiting Student)*

Participation in workshops and conferences (last 5 years)

June 2026	**DRUID26 Conference, Copenhagen, Denmark** *"Rethinking People in Innovation, Entrepreneurship, and Strategy"*
December 2025	**Chile Strategy Conference, Santiago De Chile** *"Balancing on the Ledge: How Chief Sustainability Officers Align Philanthropy Donations and Strategic Investments"*
August 2025	**Annual Meeting of the Academy of Management, Chicago, USA** *"From Invention to Innovation: The Role of Corporate Inventors in Bringing their Technologies to the Market"*

June 2025	**Annual Strategy Science Conference, Barcelona** *"From Invention to Innovation: The Role of Corporate Inventors in Bringing their Technologies to the Market"*
June 2025	**BSE Summer Forum "Economics of Science and Innovation" 2025 Workshop, Barcelona** *"From Invention to Innovation: The Role of Corporate Inventors in Bringing their Technologies to the Market"*
September 2024	**EPIP Conference, Pisa, Italy** *"From Invention to Innovation: The Role of Corporate Inventors in Bringing their Technologies to the Market"*
August 2024	**Annual Meeting of the Academy of Management, Chicago, USA** *"The Effect of Inventor Collaboration on Mobility"*
June 2024	**DRUID24 Conference, Nice, France** *"Rethinking People in Innovation, Entrepreneurship, and Strategy"*
September 2023	**SMS 43rd Annual Conference, Toronto, Canada** *"Does Location Matter?"*
August 2023	**Annual Meeting of the Academy of Management, Boston, USA** *"The Effect of Job Security on Inventor Behavior"*
June 2023	**DRUID23 Conference, U. Nova de Lisboa, Portugal** *"Digitalization and Workforce Restructuring"*
June 2023	**Annual Strategy Science Conference, Munich, Germany** *"The Effect of Job Security on Inventor Behavior"*
March 2023	**ESADE Entrepreneurship Institute Research Workshop on Entrepreneurship & Strategy, Barcelona** *"Job Protection and Inventor Behavior"*
January 2023	**Workshop "Organizing Innovation for the Global Talent Race," Amsterdam** *"Job Protection and Inventor Behavior"*
August 2022	**XXXVI Jornadas de Economía Industrial, Las Palmas de Gran Canaria** *"Employee Protection, Inventor Human Capital, and Innovation Trajectories"*

June 2022 **LEED Workshop 2022, University of Porto, Portugal**
"Employee Protection, Inventor Human Capital, and Innovation Trajectories"

June 2022 **BSE Summer Forum "Economics of Science and Innovation" 2022 Workshop, Barcelona**
"Employee Protection, Inventor Human Capital, and Innovation Trajectories"

Participation in Grants and Funded Research Projects (Last 10 years only)

- As Principal Investigator:

"Addressing Post-Pandemic Workplace Challenges: Digitalization, Company Restructuring, Employee Mobility and Autonomy," funded by the Agencia Estatal de Investigación, Ministry for Science and Innovation, 2025-2028. Budget: 75,000€. Number of researchers: 4. (Coordinating P.I. of a Coordinated Project)

"*Human Resource Mobility in Changing Labor Markets*", funded by the Spanish Ministry for Science, Innovation and Universities, 2022-2025. Budget: 60,742€. Number of researchers: 4. (Coordinating P.I. of a Coordinated Project)

"*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 Financeing Innovation," funded by the Madrid Regional Government. Lead Researcher: Josep Tribó, 2016-2018.

Other Research Merits

PhD Thesis supervised: Said Matr (Groningen University), Araksya Ayvazyan (Groningen University), Li Liu (Warwick University), Sergio Rodríguez-Garnica (IE Business School).

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, Industry and Innovation, Journal of Economic Behavior and Organization, Journal of Labor Economics, Labour Economics, Management Research, Management Science, Research in Labour Economics, Research Policy, Scottish Journal of Political Economy and Strategic Management Journal.*

Teaching Experience (main instructor only):

Graduate Level:

Research Methods. "Master in in Business and Finance" (leading to PhD) course and at Universidad Carlos III de Madrid, Spain: 2014-2026.

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: 2006-2026.

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 (3rd year undergraduate course) at Universidad Carlos III de Madrid: 2013-2026.

Organizational Behavior (2nd year undergraduate course) at Universidad Carlos III de Madrid: 2005-2012.

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

Organizations & Markets (3rd 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).