Isabelle SOLAL

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INTERETS DE RECHERCHE

leadership féminin, Organisations, Genre, Discrimination, Marché du travail, Inégalités, Pratiques de

FORMATION

2019	Ph.D. in Management, Organisational Behaviour Area, INSEAD, France *Gendered Capital: How Similarity, Stereotypes, and Signaling Structure the Market for Entrepreneurial Capital*
2008	Master in Business Administration (with distinction), INSEAD, France
2000	LLM in European Law (with distinction), Collège d'Europe, Belgique
1999	Maitrise de droit privé (with distinction), Université Paris 1 Panthéon-Sorbonne, France
1999	LLB – Law with French law (upper second class honors), King's College University, Royaume-Uni

EXPERIENCE PROFESSIONNELLE

Positions académiques principales

2026 - Présent	Professeur associé, ESSEC Business School, France
2020 - 2026	Professeur assistant, ESSEC Business School, France
2019 - 2020	Post-Doctorant, INSEAD, France

Autres expériences professionnelles

2010 - 2012	Head of Integrity & Compliance, FIFA T.M.S., GmbH, Suisse
2008 - 2009	Associate, McKinsey & Company, France
2004 - 2006	Senior Associate, International Dispute Resolution, Baker Botts LLP, Royaume-Uni
2000 - 2004	Associate, International Dispute Resolution, Shearman & Sterling LLP, États-Unis

BOURSES, PRIX ET DISTINCTIONS

Prix et Distinctions

2025	Organization Science Outstanding Reviewer Award
2023	ESSEC Foundation Best Research Award, Fondation ESSEC
2023	Finalist for OMT Responsible Research Award, for the paper, ‘Not My CEO’: Employee Reactions to the Threat of Female Leadership," with Steffen Brenner, Copenhagen Business School & Georg Wernicke, HEC Paris, awarded by the Academy of Management 2023, Academy of Management, États-Unis
2017	Vannesa Fraiberger MBA'05J PhD Award for outstanding scholarly promise, INSEAD, France

Bourses

2026	CY Initiative, CY Cergy Paris University, ENSEA, CNRS, ESSEC Business School
2014	INSEAD Alumni Association Fund, INSEAD, France
2014	INSEAD-Wharton Alliance, PhD student exchange grant, INSEAD, France

PUBLICATIONS

Articles

SNELLMAN, K.E. et SOLAL, I. (2023). Does Investor Gender Matter for the Success of Female Entrepreneurs? Gender Homophily and the Stigma of Incompetence in Entrepreneurial Finance. *Organization Science*, 34(2), pp. 680-699.

HAFENBRACK, A., LAPALME, M. et SOLAL, I. (2022). Mindfulness meditation reduces guilt and prosocial reparation. *Journal of Personality and Social Psychology*, 123(1), pp. 28-54.

APOUEY, B., ROULET, A., SOLAL, I. et STABILE, M. (2020). Gig Workers during the COVID-19 Crisis in France: Financial Precarity and Mental Well-Being. *Journal of Urban Health*, 97, pp. 776-795.

SOLAL, I. et SNELLMAN, K. (2019). Women don’t mean business? Gender penalty in board composition. *Organization Science*, 30(6), pp. 1270-1288.

SOLAL, I. et SNELLMAN, K. (2019). Why Investors React Negatively to Companies That Put Women on Their Boards. *Harvard Business Review*.

SOLAL, I. et SNELLMAN, K. (2019). Pourquoi nommer une femme au conseil d’administration fait chuter le cours de l’action. *Harvard Business Review (France)*.

Actes d’une conférence

BRENNER, S., SOLAL, I. et WERNICKE, G. (2023). ‘Not My CEO’: Employee Reactions to the Threat of Female Leadership. Dans: *Academy of Management Annual Meeting Proceedings*. Boston: Academy of Management Proceedings.

SOLAL, I. et SNELLMAN, K. (2020). The B-Team: Gender-Diverse Teams and Prototypes of Success. Dans: *Academy of Management*. Academy of Management Proceedings, pp. 21318.

Conférences

BRENNER, S., SOLAL, I. et WERNICKE, G. (2022). Not my CEO: The impact of organizational context on the CEO gender approval gap. Dans: 2022 Strategic Management Society Annual Conference. London.

BRENNER, S., SOLAL, I. et WERNICKE, G. (2022). 'Not My CEO': The impact of organizational context on the CEO gender approval gap. Dans: 38th European Group for Organizational Studies (EGOS) Colloquium 2022. Vienna.

SOLAL, I. (2019). Gender and the Interpretation of Endorsement Ties: Evidence From Entrepreneurial Financing. Dans: Wharton People & Organizations Conference.

SOLAL, I. (2019). The Gender of Money: How Gender Structures the Market for Entrepreneurial Capital. Dans: Wharton People & Organizations Conference.

SOLAL, I. (2018). Venture Like a Woman: The Influence of Gender and Venture Type on Investment Decisions. Dans: Academy of Management.

SOLAL, I. (2016). Women Don't Mean Business? Gender Penalty in Board Composition. Dans: Trans-Atlantic Doctoral Conference.

Documents de travail

SOLAL, I. (2019). *The gender of money: How gender structures the market for entrepreneurial capital*. INSEAD Working Paper.

Etudes de cas publiées

SOLAL, I., PETRIGLIERI, G. et SNELLMAN, K. (2019). Benjamin Millepied at the Paris Opera Ballet. A VoxEU.org Publication.

SOLAL, I., ASKIN, N. et PETRIGLIERI, G. (2016). Tony Hsieh at Zappos: Structure, Culture, and Change. INSEAD Case and Teaching Note.

Presse

SOLAL, I. et SNELLMAN, K. (2020). Why women (and firms) lose out when we celebrate diversity. *Work In Progress*.

SOLAL, I. (2019). 'Pink Silos' in Start-up Funding and How to Avoid Them. *INSEAD Knowledge*.

AUTRES ACTIVITES DE RECHERCHE

Membre d'un comité de lecture

Depuis 2025 Organization Science

Relecteur pour :

Academy of Management, Administrative Science Quarterly, Organization Science, Organizational Behavior and Human Decision Processes, Strategic Organization

Organisation d'une conférence

2015 Organizing Committee, Wharton-INSEAD Doctoral Consortium

Affiliations

Depuis 2013 Academy of Management

Depuis 2013 American Sociological Association

ACTIVITES PROFESSIONNELLES

Autres activités professionnelles

2002 - Présent Membre du barreau de l'état de New York

SERVICE

2017 - 2019 Area representative to INSEAD’s PhD Contact Group, INSEAD, France

2015 - 2019 INSEAD IRB Committee, INSEAD, France