

Isabelle SOLAL

Professeur assistant
Département: Management
ESSEC Business School
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INTERETS DE RECHERCHE

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

FORMATION

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| 2019 | Ph.D. in Management, Organisational Behaviour Area, INSEAD, France

<i>Gendered Capital: How Similarity, Stereotypes, and Signaling Structure the Market for Entrepreneurial Capital</i> |
| 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

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

Autres expériences professionnelles

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| 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

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| 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 |
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Academy of Management 2023, Academy of Management, États-Unis

2017 Vannesa Fraiberger MBA'05J PhD Award for outstanding scholarly promise, INSEAD, France

Bourses

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