

Isabelle SOLAL

Professeur assistant

Département: Management
ESSEC Business School
3 avenue Bernard Hirsch
95021 Cergy-Pontoise
France

Email: solal@essec.edu

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 Maîtrise 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

- 2020 - Présent 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

- 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

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

Bourses

2014 INSEAD-Wharton Alliance, PhD student exchange grant, INSEAD, France
2014 INSEAD Alumni Association Fund, 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

Selecteur 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