# Isabelle SOLAL

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ESSEC Business School
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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<br><br>*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

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| 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

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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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| 2025 | Organization Science Outstanding Reviewer Award |
| 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 |
| 2023 | ESSEC Foundation Best Research Award, Fondation ESSEC |
| 2017 | Vannesa Fraiberger MBA'05J PhD Award for outstanding scholarly promise, INSEAD, France |

### Bourses

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| 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