

# Isabelle SOLAL

Assistant Professor  
Department: Management  
ESSEC Business School  
3 avenue Bernard Hirsch  
95021 Cergy-Pontoise  
France

Email: [solal@essec.edu](mailto:solal@essec.edu)

## RESEARCH INTERESTS

---

female leadership, Organizations, Gender, Discrimination, Labor Markets, Inequality, Diversity

## EDUCATION

---

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), College of Europe, Belgium
1999	Master of Private Laws (with distinction), Université Paris 1 Panthéon-Sorbonne, France
1999	LLB – Law with French law (upper second class honors), King's College University, United Kingdom

## EMPLOYMENT

---

### Full-time academic positions

2020 - Present	Assistant Professor, ESSEC Business School, France
2019 - 2020	Post-Doctoral Research Fellow, INSEAD, France

### Other professional experiences

2010 - 2012	Head of Integrity & Compliance, FIFA T.M.S., GmbH, Switzerland
2008 - 2009	Associate, McKinsey & Company, France
2004 - 2006	Senior Associate, International Dispute Resolution, Baker Botts LLP, United Kingdom
2000 - 2004	Associate, International Dispute Resolution, Shearman & Sterling LLP, United States of America

## GRANTS AND HONORS

---

### Awards and Honors

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, United States of America

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

### Grants

2014 INSEAD Alumni Association Fund, INSEAD, France

2014 INSEAD-Wharton Alliance, PhD student exchange grant, INSEAD, France

## PUBLICATIONS

---

### Journal Articles

SNELLMAN, K.E. and 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. and 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. and 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. and SNELLMAN, K. (2019). Women don't mean business? Gender penalty in board composition. *Organization Science*, 30(6), pp. 1270-1288.

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

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

### Conference proceedings

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

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

### Conferences

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

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

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

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

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

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

### Working Papers

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

### Published Cases

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

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

### Press

SOLAL, I. and 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*.

## OTHER RESEARCH ACTIVITIES

---

### Editorial Board Membership

Since 2025      Organization Science

### Ad-hoc reviewer for :

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

### Organisation of a conference

2015              Organizing Committee, Wharton-INSEAD Doctoral Consortium

### Affiliations

Since 2013      Academy of Management

Since 2013      American Sociological Association

## PROFESSIONAL ACTIVITIES

---

### Other professional activities

2002 - Present Member of New York State Bar

## SERVICE

---

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

2015 - 2019      INSEAD IRB Committee, INSEAD, France