Isabelle SOLAL

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RESEARCH INTERESTS

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

EDUCATION

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), 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

2026 - Present	Associate Professor, ESSEC Business School, France
2020 - 2026	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

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, United States of America

2023 ESSEC Foundation Best Research Award, ESSEC Foundation

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

Grants

2026 CY Initiative Emergence Grant, 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

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