

# Isabelle SOLAL

Professeur assistant

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Département: Management

Campus de Cergy

## DIPLÔMES

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

## CARRIÈRE

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### POSITIONS PROFESSIONNELLES

2010 - 2012-08-31	Head of Integrity & Compliance (FIFA T.M.S., GmbH Suisse)
2008 - 2009-11-30	Associate (McKinsey & Company France)
2004 - 2006-12-31	Senior Associate, International Dispute Resolution (Baker Botts LLP Royaume-Uni)
2000 - 2004-12-31	Associate, International Dispute Resolution (Shearman & Sterling LLP États-Unis)

## POSITIONS ACADÉMIQUES PRINCIPALES

2019 - 2020-08-31 Post-Doctorant (INSEAD France)

2020 - Présent Professeur assistant (ESSEC Business School France)

## PUBLICATIONS

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### COMMUNICATIONS DANS UNE CONFÉRENCE

[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.](#)

[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.](#)

[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.](#)

### DOCUMENTS DE TRAVAIL

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

### ETUDES DE CAS DÉPOSÉES

[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.](#)

## **ACTES D'UNE CONFÉRENCE**

[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.](#)

[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.](#)

## **ARTICLES**

[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 \(France\)\*.](#)

[SOLAL, I. et SNELLMAN, K. \(2019\). Women don't mean business? Gender penalty in board composition. \*Organization Science\*, 30\(6\), pp. 1270-1288.](#)

[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.](#)

[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.](#)

[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.](#)

## **ARTICLES OU VIDÉOS DE VULGARISATION**

[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\*.](#)

## **SERVICES**

2015 - 2019: INSEAD IRB Committee (INSEAD France)  
2017 - 2019: Area representative to INSEAD's PhD Contact Group (INSEAD France)

## **ACTIVITÉS DE RECHERCHE**

### **Organisation d'une conférence ou d'un séminaire**

2015 - 2015: Organizing Committee, Wharton-INSEAD Doctoral Consortium

### **Reviewer pour un journal**

- Relecteur pour Academy of Management
- Administrative Science Quarterly
- Organization Science
- Organizational Behavior and Human Decision Processes
- Strategic Organization

### **Membre d'une association académique**

2013 - Présent: Academy of Management  
2013 - Présent: American Sociological Association

### **Membre d'un comité de lecture**

2025 - Présent: Editorial Board Membership - Organization Science

## **ACTIVITÉS PROFESSIONNELLES**

### **Membre d'une association professionnelle, d'un groupe d'experts ou d'un conseil d'administration**

2002 - Présent: Membre du barreau de l'état de New York