

Isabelle SOLAL

Assistant Professor

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Department: Management
Campus de Cergy

DIPLOMAS

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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 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) |

CAREER

PROFESSIONAL APPOINTMENTS

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|-------------------|--|
| 2010 - 2012-08-31 | Head of Integrity & Compliance (FIFA T.M.S., GmbH Switzerland) |
| 2008 - 2009-11-30 | Associate (McKinsey & Company France) |
| 2004 - 2006-12-31 | Senior Associate, International Dispute Resolution (Baker Botts LLP United Kingdom) |
| 2000 - 2004-12-31 | Associate, International Dispute Resolution (Shearman & Sterling LLP United States of America) |

FULL-TIME ACADEMIC APPOINTMENTS

2019 - 2020-08-31 Post-Doctoral Research Fellow (INSEAD France)

2020 - Now Assistant Professor (ESSEC Business School France)

PUBLICATIONS

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. 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.](#)

PRESENTATIONS AT AN ACADEMIC OR PROFESSIONAL CONFERENCE

[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: 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.](#)

PRESS ARTICLE, VIDEO OR OTHER POPULAR MEDIA

[SOLAL, I. \(2019\). 'Pink Silos' in Start-up Funding and How to Avoid Them. *INSEAD Knowledge*.](#)

[SOLAL, I. et SNELLMAN, K. \(2020\). Why women \(and firms\) lose out when we celebrate diversity. *Work In Progress*.](#)

CONFERENCE 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.](#)

[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.](#)

JOURNAL 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.](#)

SERVICES

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

RESEARCH ACTIVITIES

Organization of a conference or a seminar

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

Reviewer for a journal

- Reviewer for Academy of Management
- Administrative Science Quarterly
- Organization Science
- Organizational Behavior and Human Decision Processes
- Strategic Organization

Member of an academic association

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

Editorial Board Membership

2025 - Now: Editorial Board Membership - Organization Science

PROFESSIONAL ACTIVITIES

Member of a professional association, of an expert group or of a board of directors

2002 - Now: Member of New York State Bar