

**Isabelle Solal**  
(updated: July 2023)  
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### **ACADEMIC APPOINTMENTS**

- 2020 – **ESSEC Business School** (France), Assistant Professor of Management
- 2019 – 2020 **INSEAD** (France), Post-doctoral Research Fellow, The James M. and Cathleen D. Stone Centre for the Study of Wealth Inequality

### **EDUCATION**

- 2019 **INSEAD** (France) Ph.D. in Management (Organisational Behaviour)  
Dissertation: Gendered Capital: How Similarity, Stereotypes, and Signaling Structure the Market for Entrepreneurial Capital  
Committee: Kaisa Snellman (chair), Noah Askin, Charles Galunic, Roderick Swaab
- 2008 **INSEAD** (France) Masters in Business Administration (with distinction)
- 2000 **College of Europe** (Belgium) LLM in European Law (with distinction)
- 1999 **Université de Paris I – Sorbonne** (France) Maitrise de droit privé (with distinction)
- 1999 **King's College London** (UK) LLB – Law with French law (upper second class honors)

### **RESEARCH INTERESTS**

Organizations, gender, entrepreneurship, careers, labor markets, inequality, diversity practices, employee well-being, corporate governance

### **PUBLICATIONS**

Snellman, K.\* 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):680-699. \*Denotes equal authorship

- Selected coverage: *Forbes*, *Newsweek*, *Financial Times*

Hafenbrack, A., Lapalme, M. and Solal, I. (2022) Mindfulness meditation reduces guilt and prosocial reparation. *Journal of Personality and Social Psychology* 123(1): 28-54.

- Winner, EURAM Best Paper Award (Meanings, Meaningfulness and Mindfulness) 2019
- Selected coverage: *The Washington Post*, *BBC*, *Financial Times*, *HBR*

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(6):776-795

Solal, I. and Snellman, K. (2019) Women don't mean business? Gender penalty in board composition. *Organization Science* 30(6):1270-1288.

- Finalist, OMT Best Paper Award 2015
- Selected coverage: *Financial Times*, *Bloomberg*, *Forbes*, *Fortune*, *The Washington Post*

### **WORKING PAPERS**

Brenner, S., Solal, I. and Wernicke, G. Not my CEO: Employee reactions to the threat of female leadership (*revise & resubmit*)

- Finalist, OMT Responsible Research Award 2023
- Nominated, Israel Strategy Conference Best Paper 2022
- Nominated, SMS Best Paper in Responsible Research 2022

Gutierrez, C., Li, C. and Solal, I. How ambiguity reinforces occupational segregation by gender.

Solal, I. The gender of money: Investor gender effects on early-stage venture financing.

- Runner-up, OMT Best Student Paper Award 2019

Solal, I. and Snellman, K. The B-Team: Stereotypes and success for gender-diverse teams.

- Earlier (abridged) version published in *Academy of Management Proceedings* 2020(1): 607-612

### **OTHER WORK IN PROGRESS (SELECTED)**

Conti, R., Solal, I. and Castellaneta, F. Female leadership and corporate inequality: Evidence from archival and experimental data.

Solal, I. and Snellman, K. Gender and perceptions of objectivity in science.

Snellman, K., Dahlander, L., Askin, N. and Solal, I. The promise and peril of (intellectual) diversity in academic collaboration: The impact of team composition on research funding.

Snellman, K., Solal, I. and Uhlmann, E.L. Who pays the price for a box office bomb? Gender and career trajectories after team successes and failures.

### **AWARDS & GRANTS**

ESSEC Foundation Best Research Award (2023)

ESSEC Research Grant (2021-2023)

Vannesa Fraiberger MBA'05J PhD Award for outstanding scholarly promise (2017-2018)

INSEAD-Wharton Alliance, PhD student exchange grant (2014)

INSEAD Alumni Association Fund, research grant (2014)

### **CONFERENCES**

Female leadership and corporate inequality: Evidence from archival and experimental data

- Academy of Management, Boston 2023
- HEC S&O Research Days, Jouy-en-Josas, 2023

Not my CEO: Employee reactions to the threat of female leadership

- Academy of Management, Boston 2023
- Junior Faculty Organization Theory Conference, London 2023
- SMS Annual Conference, London 2022
- EURAM Annual Conference, Zurich 2022 (co-author)
- European Group for Organizational Studies, Vienna 2022 (*sub-theme: "The Impact of Organizational Practices on Career Outcomes"*)
- HEC S&O Research Days, Jouy-en-Josas, 2022

Gender and the interpretation of endorsement ties: Evidence from entrepreneurial financing

- Wharton People & Organizations Conference, Philadelphia 2019 (co-author)
- INSEAD Doriot Entrepreneurship Conference, Fontainebleau 2018

The gender of money: How gender structures the market for entrepreneurial capital

- Wharton People & Organizations Conference, Philadelphia 2019
- Academy of Management, Boston 2019

Venture like a woman: The influence of gender and venture type on investment decisions

- Academy of Management, Chicago 2018
- European Group for Organizational Studies, Tallinn 2018 (*sub-theme: "The Impact of Organizational Practices on Career Outcomes"*)
- Trans-Atlantic Doctoral Conference, London 2018
- Israel Strategy Conference, Haifa, 2017

Women don't mean business? Gender penalty in board composition

- Trans-Atlantic Doctoral Conference, London 2016
- Wharton People & Organizations Conference, Philadelphia 2015 (co-author)
- American Sociological Association, Chicago 2015

- Academy of Management, Vancouver 2015
- ESMT Business and Policy Conference, Berlin 2015 (co-author)

Invited participant:

- ESMT External seminar series, Berlin, 2022
- Medici Summer School in Management Studies, HEC, 2016

## **TEACHING**

ESSEC:

- *People and Organizations (OB)*, MiM core course
- *Entrepreneurship*, MiM elective
- *Entrepreneurship*, MBA elective
- Doctoral seminars: '*Gender and Entrepreneurship*' (Entrepreneurship), '*Quantitative research using archival data*' (Research Design), '*Categorization, Evaluation & Status*' (Disciplinary Foundations of Management)
- '*Women in Entrepreneurship*', Executive Education Masterclass
- '*Closing the Gender Wage Gap*' Faculty coach in Pre-Masters seminar

INSEAD:

- *Prices & Markets tutorial*, Instructor (in support of MBA core course; recipient of INSEAD Outstanding Tutor Award)
- *Organisational Behaviour 1*, TA (MBA core course)
- *Power & Politics*, TA (MBA elective)
- *Negotiations*, TA (MBA elective)

## **CASE STUDIES**

Solal, I., Snellman, K. and Petriglieri, G. *Benjamin Millepied at the Paris Opera Ballet*. INSEAD Case and Teaching Note, 07/2019-6499.

Solal, I., Askin, N., and Petriglieri, G. Teaching Note for *Tony Hsieh at Zappos: Structure, Culture, and Change*. INSEAD Case 08/2016-6181

## **OTHER WRITING (SELECTED)**

Des investisseuses pour soutenir les entrepreneures ? Les Echos. February 13, 2023.

For female founders, fundraising only from female VCs comes at a cost. HBR.org. February 1, 2023.

Meditating away a guilty conscience. INSEAD Knowledge. January 31, 2022.

Women helping women: Does investor gender matter for female entrepreneur success? ESSEC Knowledge. December 10, 2021.

Why women (and firms) lose out when we celebrate diversity. WIPsociology.org. January 9, 2020.

Why investors react negatively to companies that put women on their boards. HBR.org. November 25, 2019.

'Pink silos' in start-up funding and how to avoid them. INSEAD Knowledge. September 25, 2019.

## **INSTITUTIONAL SERVICE & PROFESSIONAL MEMBERSHIPS**

ESSEC:

- External Speaker Seminar Series Coordinator (2020 – present)
- Entrepreneurship and Organizational Behavior Recruitment Search Committees (2022)
- Organizational Behavior Recruitment Search Committee (2020, 2023)

INSEAD:

- IRB Committee (2015 – 2019)
- OB Area representative to PhD Contact Group (2017 – 2019)
- Organizing Committee, Wharton-INSEAD Doctoral Consortium (2015)

Ad hoc reviewer: *Administrative Science Quarterly, Management Science, Organization Science, Organizational Behavior and Human Decision Processes, Industry and Innovation, Strategic Organizations, Strategic Entrepreneurship Journal*, Academy of Management OMT and OB divisions, Strategic Management Society Strategic Leadership and Governance Track

Student advising / mentoring: Francesca Nannetti (committee member; Ph.D. candidate, ESSEC), Nora von Ingersleben-Seip (dissertation mentor; Ph.D. candidate, TUM School of Governance), Evgeny Niva (first year mentor; Ph.D. student, ESSEC), Nelberto Nicholas (Sam) Quinto (RAM supervisor; Ph.D. student, ESSEC) Axelle Matray (masters thesis supervisor; Executive Masters student, ESSEC)

Memberships: Academy of Management, American Sociological Association, European Group for Organizational Studies, Strategic Management Society, INFORMS, New York State Bar (retired)

#### **PREVIOUS PROFESSIONAL EXPERIENCE**

2010 – 2012	FIFA T.M.S., GmbH (Switzerland) Head of Integrity & Compliance
2008 – 2009	McKinsey & Company (France) Associate
2004 – 2006	Baker Botts LLP (UK) Senior Associate, International Dispute Resolution
2000 – 2004	Shearman & Sterling LLP (USA, France) Associate, Litigation, International Dispute Resolution