

ACADEMIC POSITIONS

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 Area
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, discrimination, entrepreneurship, labor markets, financial markets, inequality, diversity practices, corporate governance

PUBLICATIONS

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
Coverage: HBR.org, Financial Times, Bloomberg, Forbes, Fortune, The Washington Post

WORKING PAPERS

Solal, I. *The gender of money: How gender structures the market for entrepreneurial capital.* (revise & resubmit)
Runner-up, OMT Best Student Paper Award 2019

Snellman, K. and Solal, I. (authors listed alphabetically) *Does investor gender matter for the success of female entrepreneurs? The signaling effect of gender homophily in entrepreneurial finance.* (under review)

Hafenbrack, A., Lapalme, M. and Solal, I. *Meditating away a guilty conscience: The impact of mindfulness on guilt and reparations* (revise & resubmit)
Winner, EURAM Best Paper Award (Meanings, Meaningfulness and Mindfulness) 2019

Snellman, K., Dahlander, L., Askin, N. and Solal, I. *The Negative Effect of Team Diversity on Grant Success.* (under review)

Solal, I. and Snellman, K.. *The B-Team: Stereotypes and Success for Gender-Diverse Teams.* (manuscript in preparation for submission)

WORK IN PROGRESS

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.* (data analysis in progress)

Solal, I. and Anderson, T. *Gender differences in entrepreneurial financing strategies.* (pilot testing survey instrument)

Stabile, M., Roulet, A., Apouey B. and Solal, I. *The gig economy and its effects on worker health and wellbeing.* (data collection to begin)

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

CONFERENCES

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:

- Gender At Work Conference, INSEAD, Abu Dhabi, 2020
- Medici Summer School in Management Studies, HEC, France, 2016

TEACHING EXPERIENCE

Instructor:

- *Prices & Markets* (MBA core course, 2016) – teaching evaluation: 4.75/5 – recipient of INSEAD Outstanding Tutor Award

Teaching assistant:

- *Organisational Behaviour 1* (MBA core course, 2019)
- *Power & Politics* (MBA elective, 2014, 2015, 2016 (Spring and Fall), 2017, 2018)
- *Negotiations* (MBA elective, 2014)

INSTITUTIONAL SERVICE & PROFESSIONAL MEMBERSHIPS

INSEAD IRB Committee (2015 – 2019)

Area representative to INSEAD's PhD Contact Group (2017 – 2019)

Organizing Committee, Wharton-INSEAD Doctoral Consortium (2015)

Ad hoc reviewer: *Organization Science*, *Organizational Behavior and Human Decision Processes*, *Strategic Organizations*, Academy of Management OMT division

Memberships: Academy of Management, American Sociological Association, European Group for Organizational Studies, New York State Bar

AWARDS & GRANTS

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)

PREVIOUS EMPLOYMENT

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, International Dispute Resolution

REFEREES

Kaisa Snellman, Assistant Professor of Organisational Behaviour, INSEAD –
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Noah Askin, Assistant Professor of Organisational Behaviour, INSEAD – noah.askin@insead.edu

Charles Galunic, Professor of Organisational Behaviour, The Aviva Chaired Professor of Leadership and Responsibility, INSEAD – charles.galunic@insead.edu

Roderick Swaab, Associate Professor of Organisational Behaviour, INSEAD –
roderick.swaab@insead.edu