

<u>ACADEMIC APPOINTMENTS</u>	
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
<u>EDUCATION</u>	
2019	INSEAD (France) Ph.D. in Management, Organisational Behaviour Area Dissertation: <i>Gendered Capital: How Similarity, Stereotypes, and Signaling Structure the Market for Entrepreneurial Capital</i> 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)
<u>RESEARCH INTERESTS</u>	
Organizations, gender, discrimination, entrepreneurship, labor markets, financial markets, inequality, diversity practices, corporate governance	
<u>PUBLICATIONS</u>	
Solal, I. and Snellman, K. (2019) Women don’t mean business? Gender penalty in board composition. <i>Organization Science</i> 30(6):1270-1288. <i>Finalist, OMT Best Paper Award 2015</i> <i>Coverage: HBR.org, Financial Times, Bloomberg, Forbes, Fortune, The Washington Post</i>	
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. <i>Journal of Urban Health: 1-20</i>	
<u>SELECTED WORK IN PROGRESS</u>	
Solal, I. <i>The gender of money: Investor gender effects on early-stage venture financing.</i> (revise & resubmit) <i>Runner-up, OMT Best Student Paper Award 2019</i>	
Snellman, K. and Solal, I. (authors listed alphabetically) <i>Does investor gender matter for the success of female entrepreneurs? The signaling effect of gender homophily in entrepreneurial finance.</i> (under review)	
Hafenbrack, A., Lapalme, M. and Solal, I. <i>Meditating away a guilty conscience: The impact of mindfulness on guilt and reparations</i> (under review) <i>Winner, EURAM Best Paper Award (Meanings, Meaningfulness and Mindfulness) 2019</i>	
Snellman, K., Dahlander, L., Askin, N. and Solal, I. <i>The Negative Effect of Team Diversity on Grant Success.</i> (manuscript in preparation)	
Solal, I. and Snellman, K.. <i>The B-Team: Stereotypes and Success for Gender-Diverse Teams.</i> (manuscript in preparation)	

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)

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

ESSEC:

- *Entrepreneurship* (MiM elective, 2021)
- *People and organizations* (MiM core course, 2021)

INSEAD:

- *Prices & Markets tutorial*, Instructor (in support of MBA core course, 2016) – recipient of INSEAD Outstanding Tutor Award
- *Organisational Behaviour 1*, TA (MBA core course, 2019)
- *Power & Politics*, TA (MBA elective, 2014, 2015, 2016 (Spring and Fall), 2017, 2018)
- *Negotiations*, TA (MBA elective, 2014)

INSTITUTIONAL SERVICE & PROFESSIONAL MEMBERSHIPS

ESSEC External Speaker Seminar Series Coordinator (2020 -)

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: *Administrative Science Quarterly, 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