

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 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, entrepreneurship, financial markets, labor 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

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: 1-20*

SELECTED WORK IN PROGRESS

Solal, I. *The gender of money: Investor gender effects on early-stage venture financing.* (2nd round 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? Gender homophily and the stigma of incompetence in entrepreneurial finance.* (revise & resubmit)

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.* (manuscript in preparation)

Brenner, S., Wernicke, G. and Solal, I. *The war on diversity? Employee attitudes towards female CEOs and the gender approval gap.* (manuscript in preparation)

Solal, I. and Snellman, K. *The B-Team: Stereotypes and Success for Gender-Diverse Teams.* (additional data collection 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)

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, T2 and T3 20-21)
- *People and organizations* (MiM core course, T3 20-21)

INSEAD:

- *Prices & Markets tutorial*, Instructor (in support of MBA core course, 2016) – recipient of INSEAD Outstanding Tutor Award
- *Organisational Behaviour I*, 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 -)
- Organizational Behavior Recruitment Search Committee (2020)

INSEAD:

- IRB Committee (2015 – 2019)
- Area representative to 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*, *Industry and Innovation*, *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