

Isabelle Solal
(updated : August 2022)
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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.* (2022) Does investor gender matter for the success of female entrepreneurs? Gender homophily and the stigma of incompetence in entrepreneurial finance. In press at *Organization Science*. *Denotes equal authorship

- Selected coverage: *Forbes, Boston Globe*

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*

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: Gender effects in employee evaluations of the Chief Executive. (preparing for submission)

- Nominated for SMS Best Paper in Responsible Research 2022

Solal, I. The gender of money: Investor gender effects on early-stage venture financing. (preparing for submission)

- Runner-up, OMT Best Student Paper Award 2019

Gutierrez, C., Li, C. and Solal, I. How ambiguity reinforces gender inequality. (preparing for submission)

Solal, I. and Snellman, K. The B-Team: Stereotypes and success for gender-diverse teams. (collecting additional data)

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

OTHER WORK IN PROGRESS (SELECTED)

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. (manuscript in preparation)

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

Jiang, W. and Solal, I. Purpose-driven work and the motherhood penalty. (research design stage)

AWARDS & GRANTS

ESSEC Research Award 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

Not my CEO: The impact of organizational context on the CEO gender approval gap

- 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"*)

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:

- HEC S&O Research Days, Jouy-en-Josas, 2022
- ESMT External seminar series, Berlin, 2022
- Medici Summer School in Management Studies, HEC, 2016

TEACHING

ESSEC:

- *Entrepreneurship*, MiM elective
- *Entrepreneurship*, MBA elective
- *People and Organizations (OB)*, MiM core course
- Doctoral seminars: 'Gender and Entrepreneurship', 'Quantitative research using archival data'
- '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)

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 –)
- Entrepreneurship / Organizational Behavior Recruitment Search Committee (2022)
- Organizational Behavior Recruitment Search Committee (2020)

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*, Academy of Management OMT and OB divisions

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), 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