Kaisa Snellman is an Associate Professor of Organisational Behaviour at INSEAD where she teaches courses in organizational behavior and organizational theory, she is the Academic Director of the INSEAD Gender Initiative.

Kaisa's work examines inequality based on gender, race, and class in the domains of education, employment, and health. She is interested in both the structural and the cultural-cognitive processes that contribute to inequality. More specifically, she studies how cultural beliefs about gender and race shape outcomes for individuals as well as organizations, and how organizations contribute to economic inequality through their employment practices.

Kaisa's research has been featured in a variety of news outlets, such as the Atlantic, Businessweek, Chicago Tribune, The Economist, Forbes, Los Angeles Times, and the New York Times. Her research on the diffusion of the shareholder model in Finland received the Louis R. Pondy Best Dissertation Award from the Organization and Management Theory Division of the Academy of Management in 2012. She was also a finalist for the William H. Newman Award from the Academy of Management.

Kaisa earned PhD and MA degrees in Sociology from Stanford University, and an MSc degree in Economics from Swedish School of Economics in Helsinki, Finland. Prior to joining INSEAD, Kaisa was a postdoctoral fellow at Harvard Kennedy School of Government.

**Research Areas**

Economic Sociology, Organisations, Social Capital, Inequality, Social Networks

**Teaching Areas**

Organisational Theory, Power and Politics