

**Daisy POLLINNE**

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**EMPLOYMENT**

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**INSEAD** (France) 2024 – Present  
Postdoctoral Research Fellow  
Department of Organisational Behaviour

**EDUCATION**

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**University of Oxford** (United Kingdom) 2020 – 2024  
DPhil in Social Anthropology

**Sciences Po Paris** (France) 2017 – 2019  
MSc in Social and Political Sciences  
Cum Laude

**Sciences Po Paris** (France) 2014 – 2017  
BA in Political Sciences  
Cum Laude

**UNDER REVIEW**

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Koebel\*, K., **Pollenne\***, D. On penalties and premiums. The impact of childbirth on work and well-being of parents.

**WORKING PAPERS**

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Guadalupe<sup>†</sup>, M., **Pollenne<sup>†</sup>**, D., Snellman<sup>†</sup>, K. Publish and Perish? Culture, Performance and Well-Being in Academia. (Working Paper October 2025).

**Pollenne, D.**, Well-being and flexible work arrangements. (Working Paper November 2025)

**SELECTED WORKS IN PROGRESS**

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**Pollenne, D.**, Abi-Esber N., Bresman H., Team psychological safety, performance and well-being.

Leão P., **Pollenne, D.**, Snellman, K., Gender and Racial inequalities in family-leave penalties.

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\*denotes equal authorship

<sup>†</sup>denotes alphabetical authorship

**Pollenne, D., & Vargas-Silva, C.** Working Your Way to Remain: Subjective Well-Being and Employment of Migrants in the United Kingdom.

## **OTHER PUBLICATIONS**

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**Pollenne, D.** (2025). The Place of Safety in Refugees' Subjective Well-Being. *Refugee Survey Quarterly*, hdaf019.

**Pollenne, D.** (2024). Understandings of happiness and life satisfaction among refugees in the UK. *Journal of Refugee Studies*, 37(1), 51-71.

**Pollenne, D., & Vargas-Silva, C.** (2024). Differences in migrants' reason for migration and subjective well-being: not so different after all. *Comparative Migration Studies*, 12(1), 11.

## **TEACHING**

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**Wellbeing at Work** (INSEAD) 2025

Session on Rethinking Careers Through the Lens of Wellbeing  
MBA Mini Elective Course

**Economics of Migration** (University of Oxford) 2023  
MSc Elective Course

## **TEACHING ASSISTANCE**

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**Power & Politics** (INSEAD) 2024, 2025  
Assistant to Prof. Kaisa Snellman  
GEMBA Elective Course

**Wealth and Income Inequality and the Future of Business** 2025  
(INSEAD)  
Assistant to Prof. Kaisa Snellman & Prof. Mark Stabile  
MBA Elective Course

## **PRESENTATIONS**

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"On penalties and premiums. The impact of childbirth on work and well-being of parents."

- October 2025 – Cultivating Respect in Organizations Workshop (Haskayne School of Business, Calgary, Canada)
- September 2025 – Centre for Industrial Relations and Human Resources Work-in-Progress Seminar Series (University of Toronto, Toronto, Canada)
- September 2025 – People & Organizations (Plenary session, Wharton, Philadelphia, US)
- May 2025 – Conference on Mothers' Return to Work After Childbirth (University of Ottawa, Ottawa, Canada)

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- May 2025 – Canadian Research Data Centre Network, Annual Conference (University of Ottawa, Ottawa, Canada)
- May 2025 – Relationship Across Differences Roundtable (Harvard Business School, Boston, US)

“Publish and Perish? Culture, Performance and Well-Being in Academia.”

- July 2025 – Academy of Management Annual Conference, Symposium on Sexual Misconduct in the Workplace: Organizational Consequences and the Role of Toxic Culture (Copenhagen, Denmark)
- June 2025 – URPP Conference on Gender Issues in Education and the Labor Market (University of Zurich, Zurich, Switzerland)
- May 2024 – Relationship Across Differences Roundtable (Wharton, Philadelphia, US)
- December 2022 – Diversity, Equity and Inclusion in Economics, Finance and Central Banking (Bank of Canada, Canada)

“Work and Well-being of Refugees in the United Kingdom.”

- June 2024 – International Society for Quality-of-Life Studies Annual Conference, Special Session on Happiness Economics (Remote)
- May 2024 – Conference on Migration, Well-being and Discrimination, Centre on Migration, Policy and Society (University of Oxford, Oxford, UK)
- January 2024 – Wellbeing, Public Policies and Sustainable Development (Université Sorbonne Nouvelle, Paris, France)
- December 2023 – Oxford Refugee Health Initiative (Oxford University, Oxford, UK)
- August 2023 – International Society for Quality-of-Life Studies Annual Conference (Rotterdam, Netherlands)

## **PROFESSIONAL SERVICES & OTHER AFFILIATIONS**

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Ad-Hoc Reviewer	Academy of Management Annual Meeting Applied Research in Quality of Life European Societies Journal Journal of Business Venturing Journal of Management Studies Industrial and Labor Relations Review Management Science
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Human Resource Management Early Career Researcher Reviewer

## **PRACTITIONER-ORIENTED PUBLICATIONS & CASES**

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Li E., Pollenne D., Snellman K. (2026) Rethinking Well-Being at Work. INSEAD Knowledge.

Eng T., Pollenne D., Snellman K., Zhou A. (2025) The Business of Authenticity. INSEAD Knowledge.

Pollenne D., Snellman K. (2024) Connecting across disconnections. INSEAD Knowledge.

## **INDUSTRY EXPERIENCE**

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**Home Office** (United Kingdom)  
Data Analyst

2020 – 2021

**Ministry of Labour** (France)  
Policy Evaluation Apprentice

2018 – 2019

## **SOFTWARE SKILLS**

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Coding languages: STATA (Advanced), Python (Advanced), R (Beginner)  
Microsoft Package (Advanced), NVivo 12 (Advanced), Qualtrics (Advanced), Tableau  
(Beginner)

## **LANGUAGES**

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English (*Mother tongue*), French (*Mother tongue*), Spanish (*Intermediate*), Levantine Arabic dialect (*Beginner*)

## **REFERENCES**

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Professor Maria Guadalupe  
INSEAD  
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Professor Henning Piezunka  
Wharton  
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Professor Kaisa Snellman  
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University of Oxford  
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