

## **Daisy POLLENNE (She/her)**

Email: [daisy.pollenne@insead.edu](mailto:daisy.pollenne@insead.edu)

### **EDUCATION**

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#### **UNIVERSITY OF OXFORD, OCT 2020 – OCT 2024, PHD IN SOCIAL ANTHROPOLOGY**

- Used large scale administrative data, qualitative interviews with refugees, and field observations
- Thesis on Subjective well-being and employment of migrants in the United Kingdom

#### **SCIENCES PO PARIS, SEP 2017 - AUG 2019, MASTER'S DEGREE (Cum laude, Top 10% of students)**

- Specialised in Political Sciences, Social Policy & Social Innovation
- Worked as an apprentice at the French Ministry of Labour, designing evaluations of policies for refugees' integration and employment

#### **SCIENCES PO PARIS, SEP 2014 - AUG 2017, BACHELOR'S DEGREE (Cum laude, Top 10% of students)**

- Specialised in Social and Political Sciences
- Received the KSP Academic Excellence mobility grant for research year in Beirut, Lebanon, conducting research on refugees' integration (3000€)

### **ACADEMIC EMPLOYMENT**

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#### **INSEAD, SEPT 2024 – Ongoing, POSTDOCTORAL RESEARCHER & TEACHING ASSISTANT**

- Assisted Power & Politics Global Executive MBA class (40+ Executive students per session)
- Assisted Wealth and Income Inequality and the Future of Business MBA class
- Used novel survey data, web-scraped and administrative data to advance 4 research projects on workplace culture, DEI, well-being and performance

#### **UNIVERSITY OF OXFORD, SEPT 2023 – DEC 2023 TEACHING ASSISTANT**

- Lead 3 seminar groups of 20 Master students in Economics of Migration
- Developed the Master curriculum, blending economic theory and contemporary migration issues

### **PUBLICATIONS**

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- Pollenne, D. *Understandings of happiness and life satisfaction among refugees in the United Kingdom*. (Journal of Refugee Studies, JAN 2024).
- Pollenne, D. & Vargas-Silva, C. *Differences in Migrants' Reason for Migration and Subjective Well-being: Not So Different After All*. (Comparative Migration Studies, FEB 2024).

### **WORKING PAPERS**

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- Pollenne, D. & Vargas-Silva, C. *Work your way to remain: Well-being and employment of migrants in the UK*. (Submitted to the International Migration Journal, JAN 2025).
- Guadalupe, M., Pollenne, D., Snellman, K. *Norms at work. Hyper-competition, performance and well-being in academia*. (Working Paper, FEB 2025).
- Pollenne, D. *Competition and collaboration: climate for well-being and research performance in top business schools*. (Data analysis, FEB 2025)

### **CONFERENCE PRESENTATIONS**

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- Connections and Disconnections in the Workplace, Wharton May 2024 Conference – *Norms at work. Hyper-competition, performance and well-being in academia*

- International Society for Quality-of-Life Studies (ISQOLS), 2024 Annual Conference – *Special Session on Happiness Economics*
- Oxford University, Centre on Migration, Policy and Society (COMPAS), 2024 Internal Conference – *Migration, Well-being and Discrimination*
- Sorbonne-Alliance 2024 Conference – *Well-Being, Public Policies and Sustainable Human Development*
- Oxford Refugee Health Initiative, 2023 Talk on *Life Satisfaction and Happiness of Refugees in the UK*
- International Society for Quality-of-Life Studies (ISQOLS) 2023 Conference – *Annual Conference Towards a People-First Economy*
- Bank of Canada 2022 Conference - *Diversity, Equity and Inclusion in Economics, Finance and Central Banking*
- Migration Mobility Network & Nuffield College 2022 Conference – *Measuring Migration: How? When? Why?*

## **PROFESSIONAL ACTIVITIES**

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### **REVIEWER**

- Academy of Management (2025 Annual Conference)
- European Societies (2025 – Onwards)
- Journal of Business Venturing (2024 – Onwards)
- Journal of Management Studies (2024 – Onwards)

### **INSEAD GENDER INITIATIVE, JUN 2020 – Ongoing, ASSISTANT TO ASSOCIATE DEAN OF DIVERSITY, EQUITY AND INCLUSION**

- Conducted school wide survey on well-being, career progression and harassment at INSEAD
- Reported results to INSEAD Dean of Diversity, Equity and Inclusion and INSEAD Leadership
- Disseminated research and insights on DEI through the INSEAD Gender Initiative LinkedIn page
- Managed the Gender Initiative Guest Speaker seminar series

## **OTHER EMPLOYMENT**

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### **LEARNING AVENUE, DEC 2017 - AUG 2018, ASSISTANT CONSULTANT**

- Conducted research on tertiary education networks, through interviews and stakeholder mapping
- Led international consulting activities with World Bank offices in Dakar and Luxembourg

### **AMEL INTERNATIONAL LEBANON, JUN 2016 - JUL 2017, RESEARCHER & PROJECT LEAD**

- Conducted research on Human Rights and Gender Equality in the Middle East
- Founded and taught kickboxing program for Syrian and Palestinian female refugees (fundraised \$1000)

## **LANGUAGES**

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

## **SKILLS & ACTIVITIES**

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- Coding languages: STATA (Advanced), Python (Advanced), R (Beginner)
- Microsoft Package (Advanced), NVivo 12 (Advanced), Qualtrics (Advanced), Tableau (Beginner)
- Non-academic service activities: Volunteering in international NGOS. Fundraising and leading kickboxing projects for young female refugees. Consulting for local city councils working with migrant populations

- Other activities: Conference & seminar speaking (Over 20 local and international presentations since 2020). Cooking (Chef work experience in restaurants in Palestine and France). International travelling (e.g., India, Peru, Lebanon, US)

## SPORTS

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- Welfare representative - Oxford University Sports (OCT 23- OCT 24)
- Women's Captain - Oxford University Amateur Boxing Club (OCT 21- OCT 23)
- Project Founder and Teacher – Jericho, Palestine (JAN 21-MARCH 21), La Chapelle Refugee Camp, Paris France (SEPT 2017 – SEPT 18), AMEL, Lebanon (JUN 2016 - AUG 2017)
- Other regular sports: RUNNING, TENNIS, YOGA, GYM – Anywhere (ANYTIME)

## REFERENCES

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Professor Kaisa Snellman  
 Collaborator  
 INSEAD business school  
[kaisa.snellman@insead.edu](mailto:kaisa.snellman@insead.edu)

Professor Carlos Vargas-Silva  
 PhD Supervisor  
 University of Oxford  
[carlos.vargas-silva@compas.ox.ac.uk](mailto:carlos.vargas-silva@compas.ox.ac.uk)

Professor Maria Guadalupe  
 Collaborator  
 INSEAD business school  
[maria.guadalupe@insead.edu](mailto:maria.guadalupe@insead.edu)

Professor Henning Piezunka  
 Mentor  
 Wharton, University of Pennsylvania  
[piezunka@wharton.upenn.edu](mailto:piezunka@wharton.upenn.edu)