

Daisy POLLENNE

INSEAD

Boulevard de Constance, 77 300 Fontainebleau, France

Email: daisy.pollenne@insead.edu

Phone: + 33 7 87 72 02 50

EMPLOYMENT

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

EDUCATION

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

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

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

UNDER REVIEW

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

WORKING PAPERS

Guadalupe[†], M., **Pollenne**[†], D., Snellman[†], 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

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.

**denotes equal authorship*

[†]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

Pollenne, D. (2025). The Place of Safety in Refugees' Subjective Well-Being. *Refugee Survey Quarterly*, hda019.

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

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

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

“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)

*denotes equal authorship

†denotes alphabetical authorship

- 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

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
-----------------	--

Human Resource Management Early Career Researcher Reviewer

PRACTIONER-ORIENTED PUBLICATIONS & CASES

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

Home Office (United Kingdom)
Data Analyst

2020 – 2021

Ministry of Labour (France)
Policy Evaluation Apprentice

2018 – 2019

SOFTWARE SKILLS

Coding languages: STATA (Advanced), Python (Advanced), R (Beginner)

Microsoft Package (Advanced), NVivo 12 (Advanced), Qualtrics (Advanced), Tableau (Beginner)

LANGUAGES

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

REFERENCES

Professor Maria Guadalupe
INSEAD
maria.guadalupe@insead.edu

Professor Henning Piezunka
Wharton
piezunka@wharton.upenn.edu

Professor Kaisa Snellman
INSEAD
kaisa.snellman@insead.edu

Professor Mark Stabile
INSEAD
mark.stabile@insead.edu

Professor Carlos Vargas-Silva
University of Oxford
carlos.vargas-silva@compas.ox.ac.uk