

Daisy POLLENNE (She/her)

INSEAD Business School
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EMPLOYMENT

September 2024 – Present	INSEAD Business School (Fontainebleau, France)
	- Postdoctoral Research in Organisational Behaviour

EDUCATION

October 2020 – May 2024	University of Oxford (Oxford, United Kingdom)
	- PhD in Social Anthropology, supervised by Professor Carlos Vargas-Silva
	- Thesis on work and well-being of refugees in the United Kingdom
September 2017 – August 2019	Sciences Po Paris (Paris, France)
	- MSc in social and political sciences
	- Apprentice at the French Ministry of Labour, designing evaluations of refugees' integration employment policies
	- Cum laude distinction
September 2014 – August 2017	Sciences Po Paris (Paris, France)
	- BA in social and political sciences
	- Cum laude distinction

RESEARCH

Publications	Pollenne, D. (2025). The place of safety in refugees' subjective well-being. <i>Refugee Survey Quarterly</i> , (Forthcoming).
	Pollenne, D. (2024). Understandings of happiness and life satisfaction among refugees in the UK. <i>Journal of Refugee Studies</i> , 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. <i>Comparative Migration Studies</i> , 12(1), 11.
Manuscripts Under Review	Pollenne, D. & Vargas-Silva, C. Work your way to remain: Well-being and employment of migrants in the UK. (Under Review at International Migration Journal).
Working Papers	Guadalupe, M., Pollenne, D. , Snellman, K. Norms at work. Masculinity, performance and well-being in academia. (Working Paper August 2025).
	Koebel K., Pollenne, D. On penalties and premiums. The impact of childbirth on work and well-being of parents. (Working Paper August 2025)

Ongoing Projects	<p>Abi-Esber N., Bresman H., Pollenne, D. Team psychological safety, performance and well-being.</p> <p>Koebel K., Pollenne, D. Well-being and flexible work arrangements.</p> <p>Pollenne, D. Climate for well-being and academic performance.</p> <p>Leão P., Pollenne, D. Racial inequalities in family-leave penalties.</p> <p>Koebel K., Pollenne, D. De Stefano F. Career trajectories of the working poor.</p>
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TEACHING

Fall 2024, Fall 2025	<p>Power & Politics (INSEAD Business School)</p> <ul style="list-style-type: none"> - Teaching Assistant to Professor Kaisa Snellman - EMBA elective course
Spring 2025	<p>Wealth and Income Inequality and the Future of Business (INSEAD Business School)</p> <ul style="list-style-type: none"> - Teaching Assistant to Kaisa Snellman & Professors Mark Stabile - MBA elective course
Fall 2023, Spring 2024	<p>Economics of Migration (University of Oxford)</p> <ul style="list-style-type: none"> - Teaching Assistant to Professor Carlos Vargas-Silva - Instructor and small group tutorial design - MSc elective course

CONFERENCES

<p>“On penalties and premiums. The impact of childbirth on work and well-being of parents.”</p> <ul style="list-style-type: none"> – September 2025 – People & Organizations (Wharton, Pennsylvania, US) – May 2025 – Conference on Mothers' Return to Work After Childbirth (University of Ottawa, Ottawa, Canada) – May 2025 – Canadian Research Data Centre Network, Annual Conference (University of Ottawa, Ottawa, Canada) – May 2025 – Relationship Across Differences Conference (Harvard Business School, Boston, US)
<p>“Norms at Work. Masculinity, performance and well-being in academia.”</p> <ul style="list-style-type: none"> – 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 Conference (Wharton, Pennsylvania, US) – December 2022 – Diversity, Equity and Inclusion in Economics, Finance and Central Banking (Bank of Canada, Canada)
<p>“Work and Well-being of Refugees in the United Kingdom.”</p>

- 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)

REVIEW ACTIVITIES & PROFESSIONAL AFFILIATIONS

Ad-Hoc Reviewer	Academy of Management Journal Applied Research in Quality of Life European Societies Journal Journal of Business Venturing Journal of Management Studies
Affiliations	Academy of Management (OB, HR divisions)

ACADEMIC SERVICE ACTIVITIES

June 2020 – Present	Research Fellow at the INSEAD Gender Initiative (INSEAD Business School , Fontainebleau, France) <ul style="list-style-type: none"> – 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 – Co-organised the Gender Initiative Guest Speaker seminar series
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PRACTITIONER-ORIENTED PUBLICATIONS

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

OTHER PROFESSIONAL ACTIVITIES

October 2020 – October 2021	Home Office (London, United Kingdom) <ul style="list-style-type: none"> - Research Assistant - Research on refugee arrivals in the UK and how to measure refugee integration and well-being
August 2018 – August 2019	Ministry of Labour (Paris, France) <ul style="list-style-type: none"> - Research Assistant & Apprentice - Research evaluating refugee integration programmes across France
December 2017 – August 2018	Learning Avenue (Paris, France) <ul style="list-style-type: none"> - Research Assistant - Research on access to education commissioned by the World Bank
June 2016 – August 2017	Amel Association International (Beirut, Lebanon) <ul style="list-style-type: none"> - Research Assistant - Research on human rights and gender equality in the Middle East

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*)

SPORTS ENGAGEMENT

- October 2023 – October 2024 – University Welfare Representative (Oxford University Sports)
- October 2021 – October 2023 – Women's Boxing Captain (Oxford University Boxing Club)
- January 2021 – March 2021 – Boxing Project Founder & Teacher (Jericho, Palestine)
- September 2017 – September 2017 – Boxing Project Founder & Teacher (La Chapelle Refugee Camp, Paris France)
- September 2017 – September 2017 – Boxing Project Founder & Teacher (Amel Association International, Beirut, Lebanon)

REFERENCES

Professor Kaisa Snellman

Collaborator

INSEAD business school

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Professor Carlos Vargas-Silva

PhD Supervisor

University of Oxford

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Professor Maria Guadalupe

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Professor Henning Piezunka

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Wharton, University of Pennsylvania

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