

**Daisy POLLENNE**

INSEAD

Boulevard de Constance, 77 300 Fontainebleau, France

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

Phone: 07 87 72 02 50

**EMPLOYMENT**

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<b>INSEAD</b> (France) Postdoctoral Research Fellow Department of Organisational Behaviour	2024 – Present
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**EDUCATION**

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<b>University of Oxford</b> (United Kingdom) DPhil in Social Anthropology	2020 – 2024
<b>Sciences Po Paris</b> (France) MSc in Social and Political Sciences Cum Laude	2017 – 2019
<b>Sciences Po Paris</b> (France) BA in Political Sciences Cum Laude	2014 – 2017

**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 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).

**SELECTED WORKS IN PROGRESS**

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**Pollenne\*, D.**, Koebel\* K., Well-being and flexible work arrangements.

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

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

*\*denotes equal authorship*

*†denotes alphabetical authorship*

## OTHER PUBLICATIONS

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**Pollenne, D.** (2025). The place of safety in refugees' subjective well-being. *Refugee Survey Quarterly*, (Forthcoming).

**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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<b>Economics of Migration</b> (University of Oxford) MSc Elective Course	2023
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## TEACHING ASSISTANCE

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<b>Power &amp; Politics</b> (INSEAD) Assistant to Prof. Kaisa Snellman GEMBA Elective Course	2024, 2025
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<b>Wealth and Income Inequality and the Future of Business</b> (INSEAD) Assistant to Prof. Kaisa Snellman & Prof. Mark Stabile MBA Elective Course	2025
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## PRESENTATIONS

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

- September 2025 – People & Organizations (Plenary session, Wharton, Philadelphia, 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 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
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## PRACTITIONER-ORIENTED PUBLICATIONS & CASES

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

## INDUSTRY EXPERIENCE

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<b>Home Office</b> (United Kingdom) Data Analyst	2020 – 2021
<b>Ministry of Labour</b> (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 Kaisa Snellman  
INSEAD  
[kaisa.snellman@insead.edu](mailto:kaisa.snellman@insead.edu)

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

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

Professor Mark Stabile  
INSEAD  
[mark.stabile@insead.edu](mailto:mark.stabile@insead.edu)