

JOSEPHINE ARNFRED

jeta@ifs.ku.dk — josephinearnfred.com — @j_arnfred

EDUCATION

PhD Candidate

2022–2026

Department of Political Science, University of Copenhagen

- Dissertation name: *Essays on the Lack of Women in Public Administration Leadership*.
- Supervisor: Asmus Leth Olsen.
- Selected courses: Behavioral Economics - Behind the Scenes; Causal Inference with Directed Acyclic Graphs (DAGs); Advanced Topics in Causal Inference; Advanced Quantitative Methods

MSc in Political Science

2021–2024

University of Copenhagen

- Grade point average: 10.5/12 (Danish scale).
- Selected coursework: Advanced Quantitative Methods; Political Behavior; Gender, Racialization, and Identity; Intro to R; Public Law; Economics of Gender.

BSc in Political Science

2017–2021

University of Copenhagen

- Grade point average: 8.8/12 (Danish scale).
- Recipient of cohort awards for best BA thesis and best Big Data project.

Erasmus Exchange

Sep–Dec 2019

Lund University

- Completed coursework with grades A–B.

VISITING POSITIONS

Visiting Scholar

Sep–Dec 2025

The People Lab, Harvard Kennedy School

- Hosted by Professor Elizabeth Linos.

Visiting Scholar

Jan–Feb 2025

Graduate School of Public Policy, University of Tokyo

- Hosted by Professor Naomi Aoki.
- Presented research at the **Public Management Seminar**.

WORK IN PROGRESS

Diversifying the Bureaucracy of Tomorrow: Role Models and the Educational Pipeline

- Working paper available [here](#)
- with Asmus Leth Olsen and Merlin Schaeffer

Global Beliefs about Women in Top-Level Bureaucracy: Misperception, Corrections and Support for Representation

- Working paper
- with Asmus Leth Olsen

Flexible Role Models: Promoting Gender Equality Across Bureaucracies Worldwide

- Working paper

The Asymmetry of Advancement: Women's Career Stagnation under Male Managers in the Civil Service

- Working paper
- with Frederik Kjølner, Benjamin Egerod, and Lasse Aaskoven

Encouraging Paternity Leave Take-Up: The Influence of Male Role Models in the Public Sector

- Working paper

She Leads, They Stay: How Female Squad Leaders Influence Retention in the Military

- Working paper

TEACHING

- Gender: Behavior, Inequality, and Representation** (MA elective) 2025
- Instructor for an MA-level elective course with approximately 45 students.
 - Responsible for course design, lecturing, and examination grading.
 - Teaching evaluations: weighted average of 4.7/5 (n = 19).
- Public Policy** (BA) 2024
- Instructor for a BA-level course with approximately 45 students.
 - Responsible for lecturing and examination grading.
 - Teaching evaluations: average of 4.0/5 (n = 9).
- Philosophy of Science and Methodology** (BA) 2023
- Instructor for two BA-level courses with approximately 90 students in total.
 - Responsible for lecturing and examination grading.
 - Teaching evaluations: weighted average of 4.6/5 (n = 77).

CONFERENCES AND WORKSHOPS

- American Political Science (APSA) Annual Meeting 2025
- Advances with Field Experiments Workshop 2025
- International Research Society for Public Management (IRSPM) Conference 2025
- Danish Political Science Association (DPSA) Annual Meeting 2022, 2023, 2024
- European Conference on Politics and Gender (ECPG) 2024
- European Political Science Association (EPSA) Annual Meeting 2023, 2024
- Public Management Research Conference (PMRC) 2023
- EuroWEPS IX Workshop 2024
- Workshop on The Behavioral Citizen 2024
- Field Experiments in Government Workshop 2024

PROFESSIONAL SERVICE

- PhD Representative, Faculty of Social Sciences** 2022–2025
- Represented PhD students from the Department of Political Science on the faculty-level PhD committee.
 - Contributed to discussions on doctoral education, working conditions, and faculty-level governance.
- Support Teacher, Department of Political Science, University of Copenhagen** Sep 2022–
- Provide academic support to students with special needs
 - Responsibilities include mentoring, study planning, and academic guidance.

FORMER EMPLOYEMENT

- Political and Economic Intern, Royal Danish Embassy to Japan** 2022
- Conducted political analysis of regional developments and executed diplomatic and public events.
- Student Assistant, VIVE – The Danish Center for Social Science Research** 2021–2022
- Assisted with survey design, statistical analysis, and data cleaning.
- Student Assistant, Centre for Economics, Copenhagen Municipality** 2019–2020
- Supported senior management with policy-relevant analysis and preparation of written reports and analytical briefs.

REFERENCES

Asmus Leth Olsen

Professor, Department of Political Science, University of Copenhagen
+45 35 32 34 01
ajlo@ifs.ku.dk

Florian Keppeler

Associate Professor, Department of Political Science, University of Aarhus
+45 91 82 23 35
florian@ps.au.dk