

JOSEPHINE ARNFRED

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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 Kjøller, 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	
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Florian Keppeler	
Associate Professor, Department of Political Science, University of Aarhus	
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