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## Employment

2021- Associate Professor, Political Science, University of Southern Denmark  
2018-2021 Assistant Professor, Political Science Aarhus University

## Education

2018 PhD, Political Science, Aarhus University  
2014 MSc, Political Science, Aarhus University

## Research interests

Discrimination

Cream Skimming

Social Equity in Public Administration

Education Policy

Labor Market Policy

I primarily conduct quantitative research using experimental designs (field- and survey experiments) as well as observational designs (e.g. difference-in-difference designs and fixed effects estimation).

## Research outputs

### **Political Solutions to Discriminatory Behavior**

Guul, T. S., May 2023, In: American Political Science Review. 117, 2, p. 719-733

### **Liberté, Égalité, Crédibilité: An experimental study of citizens' perceptions of government responses to COVID-19 in eight countries**

Amirkhanyan, A. A., Meier, K. J., Song, M., Roberts, F. W., Park, J., Vogel, D., Bellé, N., Molina Jr., A. L. & Guul, T. S., 1. Mar 2023, In: Public Administration Review. 83, 2, p. 401-418

How first-language instruction transfers to majority-language skills

Andersen, S. C., Guul, T. S. & Humlum, M. K., Feb 2022, In: Nature Human Behavior. 6, 2, p. 229-235

Modersmålsundervisning kan styrke tosprogede elevers læsekompetencer og trivsel i skolen

Andersen, S. C., Guul, T. S. & Humlum, M. K., 23. Oct 2021, In: Politiken. p. 6

Quasi-market competition in public service provision: User sorting and cream-skimming

Guul, T. S., Hvidman, U. & Sievertsen, H. H., Oct 2021, In: Journal of Public Administration Research and Theory. 31, 4, p. 740-755

Creaming among Caseworkers: Effects of Client Competence and Client Motivation on Caseworkers' Willingness to Help

Guul, T. S., Pedersen, M. J. & Petersen, N. B. G., 2021, In: Public Administration Review. 81, 1, p. 12-22 11 p.

### **Reducing minority discrimination at the front line-combined survey and field experimental evidence**

Andersen, S. C. & Guul, T. S., 7. Jun 2019, In: Journal of Public Administration Research and Theory. 29, 3, p. 429-444 16 p.

**Does Good Performance Reduce Bad Behavior? Antecedents of Ethnic Employment Discrimination in Public Organizations**

Gul, T. S., Villadsen, A. R. & Wulff, J. N., 2019, In: Public Administration Review. 79, 5, p. 666-674 9 p.

**The Individual-Level Effect of Gender Matching in Representative Bureaucracy**

Gul, T. S., 1. May 2018, In: Public Administration Review. 78, 3, p. 398-408 11 p.