

Ludmila Bogdan

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- Ph.D.** University of Vienna, (Vienna, Austria), 2015-2017
Doctor of Philosophy in Migration Studies, Department of Political Sciences
- M.A.** Diplomatic Academy of Vienna, (Vienna, Austria), 2013-2015
Master of Advanced International Studies, Department of International Studies
- B.A.** St Norbert College, (De Pere WI, USA), 2010-2013
Bachelor of Arts in Political Science, Department of Political Sciences

RESEARCH EXPERIENCE

Postdoc Researcher – Copenhagen Business School (CBS)

Copenhagen, Denmark (01 Mar 2026 –) | Full-time (40 hrs/week)

- Conduct qualitative research using participatory action methods, working with migrants to examine and challenge dominant narratives of migration, “crisis,” and deservingness.
- Analyze co-produced data (workshops, narratives, creative outputs) to foreground migrant perspectives and experiences within human rights and migration governance debates.
- Contribute to academic publications, conference presentations, and the development of a co-created Migration Lexicon and Toolkit for Action in collaboration with international partners.

Impact: Advance participatory and rights-based approaches to migration research by centring migrant voices in knowledge production and contributing to more equitable and inclusive policy and public discourse.

Researcher – Max Planck Institute for the Study of Crime, Security and Law

Freiburg, Germany (01 Jan 2026 – 28 Feb 2026) | Full-time (40 hrs/week)

- Conducted qualitative research on human trafficking based on 15 in-depth interviews with women involved in trafficking networks.
- Analyzed findings and translated them into academic outputs, including publications, conference presentations, and a research-based video.
- Presented research at an international conference and engaged with interdisciplinary scholarship through workshops and seminars in law and criminology.

Impact: Contributed empirically grounded insights to interdisciplinary debates on trafficking, strengthening the integration of qualitative research into criminology and policy-oriented discussions.

Visiting Researcher – Max Planck Institute for the Study of Religious and Ethnic Diversity,

Göttingen, Germany (01 Jan 2025 – 30 June 2025) | Full-time (40 hrs/week)

- Conducted policy-focused research on human trafficking drawing insights from 50 interviews with traffickers.
- Interviewed 24 criminal justice experts in Eastern Europe aiming at improving anti-trafficking strategies.

Impact: Provided evidence-based recommendations to improve criminal justice reforms and strengthen policy responses. The findings are being integrated into a book to further inform global policy and practice.

Postdoc Researcher – Department of Psychology, University of Copenhagen

Copenhagen, Denmark (15 Jul 2022 – 29 Oct 2024) | Full-time (40 hrs/week)

- Conducted 136 qualitative interviews and used NVivo to analyze integration challenges among migrant groups.
- Co-authored 2 academic papers; authored another 7 papers.
- Designed and taught a course, *Human Trafficking in the Modern World*, to student groups ranging from 10 to 30.

Impact: Findings from my research led to invitations to brief policymakers in Moldova, Romania, and at the EU level on issues related to migration and integration. My course on *Human Trafficking in the Modern World* inspired several students to pursue internships and research opportunities in anti-trafficking organizations and related fields.

Visiting Researcher – Immigration Policy Lab, Stanford University

Palo Alto, CA, USA (01 Mar 2023 – 01 Jun 2023) | Part-time (20 hrs/week) - during postdoctoral appointment

- Contributed to 12 high-level policy dialogues focused on migrant integration.
- Conducted research that guided the development of 6 evidence-based policies improving migrant integration.

Impact: Influenced policy recommendations adopted by stakeholders to enhance migrant inclusion and support.

Immigration Fellow – University of Pennsylvania

Philadelphia, PA, USA (01 June 2021 – Feb 2022) | Full-time (40 hrs/week)

- Examined how economic deprivation has shaped migration aspirations and mobility patterns in Eastern Europe.
- Analyzed the longer-term social and political consequences of these migration dynamics across the region.

Postdoc Researcher – Department of Sociology, Harvard University

Cambridge, MA, USA (01 Jan 2018 – 30 May 2021) | Full-time (40 hrs/week)

- Designed and led a study surveying 1,000+ Moldovan citizens and conducting 64 in-depth interviews with trafficked and exploited individuals, generating a comprehensive 1,000+ data points for analysis.
- Coordinated a team of 10 researchers, producing 5 peer-reviewed academic papers on human trafficking, resulting in 5 policy briefs disseminated to governmental agencies and NGOs.
- Co-organized the annual migration conference at Harvard, which included 16 expert speakers, 313 attendees, and 32 academic, government, and NGO representatives.

Impact: The study's findings helped raise awareness by 30% of human trafficking issues; the research papers have been read by 10K of professionals in the field and referenced in 17 discussions with policymakers.

Postdoctoral Visiting Scholar – Walsh School of Foreign Service, Georgetown University

Washington, DC, USA (01 Sep 2017 – 31 Dec 2017) | Full-time (40 hrs/week)

- Conducted systematic data verification, triangulation, and validation using multiple primary and secondary sources, including media monitoring, federal and local authorities, and networks of key informants in the migration field.
- Led and supported desk-based research and carried out extensive, in-depth analysis of migration datasets to ensure analytical rigor and data reliability.

Impact: The work strengthened the quality and credibility of migration datasets used for research and policy-relevant analysis.

POLICY & CONSULTANCY EXPERIENCE

Research Consultant – United Nations on Drugs and Crime (UNODC)

Vienna, Austria (01 Oct 2024 – 01 Feb 2025) | Part-time (20 hrs/week)

- Conducted 2 field missions to Maldives and Nepal assessing human trafficking and migrant smuggling situations.
- Produced 2 comprehensive country reports, documenting key challenges related to trafficking and smuggling, and offered actionable policy recommendations for improving local and international responses.

Impact: The country reports and findings have been used to shape policy discussions and contribute to improving anti-trafficking initiatives and criminal justice reforms in affected regions.

Researcher – Austrian Institute for International Affairs

Vienna, Austria (01 Mar 2022 – 14 Jul 2022) | Full-time (40 hrs/week)

- Directed a study on human trafficking networks, conducting 73 interviews with traffickers, smugglers, and government officials from 5 Eastern European countries.

Impact: The study's findings informed policy recommendations that strengthen cross-border cooperation.

Data Analyst – Millennium Challenge Corporation (MCC)

Chisinau, Moldova (01 Sept 2014 – 30 Oct 2014) | Part-time (20 hrs/week) summer job

- Designed and administered a comprehensive questionnaire with 400+ returned migrants.

Impact: Key findings contributing to the development of a new migrant reintegration program.

Policy Analyst – Ministry of Foreign Affairs of Moldova

Chisinau, Moldova (01 Jun 2014 – 30 Oct 2014) | Part-time (20 hrs/week) summer job

- Collaborated with a team of 6 researchers to produce 5 data-driven policy reports presented to the government.

Impact: Enhanced regional coordination by organizing 3 cross-border workshops attended by policymakers.

Policy Analyst – Citizens Network for Foreign Affairs

Chisinau, Moldova (01 Jun 2012 – 30 Aug 2012) | Full-time (40 hrs/week) summer job

- Collected and analyzed data from 200+ original surveys and interviews on migration policy.

Impact: Developed and cleaned a comprehensive database with over 500 data points.

MANAGEMENT EXPERIENCE

President – Women in International Security (WIIS) Austria

Vienna, Austria (01 Jun 2016 – 30 Aug 2017) | Part-time (30 hrs/week)

- Facilitated the creation of a strategic partnership with 5 international NGOs to enhance advocacy for gender equality in international security.

Impact: Organized 18 discussions, including conferences with 300 attendees from 14 countries.

Coordinator and Manager – St Norbert College

De Pere, WI, USA (01 Aug 2012 – 30 May 2013) | Part-time (30 hrs/week)

- Coordinated 100+ students, creating 70+ activities and 15 events enhancing campus engagement and satisfaction.

Impact: Awarded "Best Manager" in my cohort for excellence in leadership and policy development on campus.

Manager – Association for Diplomatic Studies and Training

Washington DC, USA (01 Jan 2012 – 30 May 2012) | Part-time (20 hrs/week)

- Edited 18 manuscripts related to U.S. diplomatic history before submission to the Library of Congress.

Impact: Contributing to the preservation of 100+ historical documents related to U.S. foreign policy.

Data Analyst – American University

Washington, DC, USA (01 Jan 2011 – 30 May 2011) | Part-time (20 hrs/week)

- Analyzed student enrollment, retention, and engagement data to support evidence-based marketing and recruitment strategies.

- Conducted quantitative and qualitative analysis of internal datasets to identify trends affecting student acquisition and retention outcomes.

- Developed data visualizations and performance dashboards to communicate insights to academic and administrative stakeholders.

- Supported database development and maintenance, contributing to data-driven planning and targeted outreach initiatives.

- Applied statistical and econometric methods using PowerBI, ArcGIS, Stata, SPSS, R, and Tableau to inform marketing effectiveness and audience segmentation.

Impact: The analysis supported data-informed marketing and retention strategies aimed at improving student engagement and enrollment outcomes.

Academic Tutor – Social Sciences and Humanities

St Norbert College, De Pere, WI, USA (15 Aug 2010 – 30 May 2012) | Part-time (15 hrs/week)

- Provided individualized academic support to undergraduate students with learning difficulties across social sciences, international relations, political science, philosophy, and literature.

- Assisted students in developing study strategies, critical reading skills, and structured writing approaches tailored to diverse learning needs.

- Supported comprehension of core concepts, exam preparation, and essay development, contributing to improved academic performance and retention.

Impact: Helped students strengthen foundational skills in analysis and writing, supporting successful course completion across multiple disciplines.

AWARDS

\$160K Austrian Academy of Sciences; \$50K Austrian Development Agency, \$40K Settenberg

LANGUAGES

English, Romanian, Russian, Ukrainian, Italian, German, French.

PEER-REVIEWED PUBLICATIONS

Monographs

- *Bogdan, Ludmila* (finished & forthcoming, 2026). *Psychology of Traffickers: Ethnographic Insights from Romanian and Moldovan Prisons*. Routledge.

Articles in Journals

- *Bogdan, Ludmila* (Under review, 2025). "Raising Awareness or Raising Fear? An Analysis of Migration Campaigns in Europe 2019-2025."
- *Bogdan, Ludmila* (Under review, 2025). "The Things We Don't Write: Fieldwork, Failure, and the Politics of Positionality in Migration Research."
- *Bogdan, Ludmila* (Under review, 2025). "Constructing the "Ideal Victim": Gender, Blame, and Public Perceptions of Human Trafficking in Post-Soviet Moldova"
- *Bogdan, Ludmila* (Under review, 2025). "Intersecting Inequalities: How Social Class Shapes Immigrant Integration and Identity."
- *Bogdan, Ludmila* (2026). "Strings Attached: How Donor Agendas Shape Anti-Trafficking Policy and Practice in Moldova." *International Migration*.
- *Bogdan, Ludmila* (2025). "Who Are Human Traffickers? Evidence from Romanian Prisons." *Comparative Migration Studies*.
- *Bogdan, Ludmila* (2025). "Undocumented and Queer Adults." *Emerging Adulthood*.
- *Bogdan, Ludmila* (2025). "Transnational Mobility in Moldova: Socioeconomic Triggers for Migration Aspirations." *International Migration*.
- *Bogdan, Ludmila* (2024). "The Exodus of Moldova: Understanding the Migration Dilemma." *International Migration Review*.
- *Bogdan, Ludmila, Botelho, Flora, & Power, Séamus A.* (2024). "Analyzing Anti-Polygamy Legislation in the 19th Century United States." *Law, Society, and Humanities*.
- *Botelho, Flora, Bogdan, Ludmila, & Power, Séamus A.* (2024). "Polygyny in Denmark: A Study of the Instrumentalization of Cultural Differences in Immigration Policies." *Journal of Ethnic and Migration Studies*.
- *Bogdan, Ludmila* (2024). "Immobility in Moldova: Beyond the Migration Paradigm." *International Migration*.
- *Bogdan, Ludmila* (2023). "Navigating Migration Risks: The Role of Risk Perception and Information Engagement Among Moldovans." *Journal on Migration and Human Security*.
- *Bogdan, Ludmila* (2021). "Human Trafficking, Information Campaigns, and Public Awareness in Moldova: Why Do Anti-Trafficking Organizations Operate Under Inaccurate Assumptions?" *International Migration*.
- *Bogdan, Ludmila* (2020). "Public Perception of Human Trafficking: A Case Study of Moldova." *Comparative Migration Studies*.
- *Bogdan, Ludmila* (2018). "Who Wants to Leave? Migration Motivations in Moldova." *Journal of Identity and Migration Studies*.

- *Bogdan, Ludmila* (2018). "Human Trafficking in Moldova: A Literature Review." *Journal of Human Trafficking*.

Policy Publications

- *Bogdan, Ludmila* (2025). *Human Trafficking and Smuggling of Migrants in Nepal*. UNODC Policy Report.
- *Bogdan, Ludmila* (2025). *Human Trafficking and Smuggling of Migrants in the Maldives*. UNODC Policy Report.
- *Bogdan, Ludmila* (2021). "The Role of Bias in the Identification of Victims of Trafficking in Human Beings in the EU." Policy Report, ICMPD, November Issue.
- *Bogdan, Ludmila* (2019). "Ausbeutung und Menschenhandel: Es geht nicht immer um Sexarbeit." *Wissenschaft: Geschichte Österreichs, Der Standard* newspaper.
- *Bogdan, Ludmila* (2013). "Human Trafficking." *Conference of Undergraduate Research Proceedings*, University of North Carolina at Asheville Press.