VCU
L. Douglas Wilder School of
Government and Public Affairs

February 5, 2024

Dr. Danielle Dickens, Spelman College

Dr. James Porteba, Massachusetts Institute of Technology and NBER

Dr. Angelino Viceisza, Spelman College and NBER

Dear Dr. Dickens, Dr. Porteba, and Dr. Viceisza,

I am writing to apply to the National Bureau of Economic Research (NBER) Mentoring Program to Support NSF Grant Proposal Development by Faculty Members at Minority-Serving Institutions. I am an Assistant Professor at Virginia Commonwealth University (VCU) L. Douglas Wilder School of Government and Public Affairs, where I am jointly appointed to the Ph.D. Program in Public Policy and the Research Institute for Social Equity. I am also affiliated with the Governance and Responsible of AI at Purdue University and the Project for Middle-Class Renewal at the University of Illinois at Urbana-Champaign.

My primary research interests cover labor-related topics, including the implications of emerging technologies and employment arrangements, such as artificial intelligence and platform work, on workers and their job quality more broadly. Other fields of interest include topics associated with development economics, such as cash transfer programs, remittances, and income inequality. My work is policy-focused and interdisciplinary, although it draws heavily on Economics, reflecting my background and research partnerships.

I completed my Ph.D. in Public Policy at Georgia State University in May 2023 and joined VCU in August 2023 – both minority-serving institutions. Being a first-year Assistant Professor, my experience applying for grants is still limited, and I am confident I would benefit immensely from the mentoring program. So far, I have applied for two external grants – the 2023 Google Research Scholar Program and the 2024 Early Career Research Awards by the Upjohn Institute for Employment Research – and I am still waiting to hear from both.

I plan on applying for an NSF grant soon. In this regard, I would greatly benefit from your mentoring in identifying opportunities and developing proposals targeted at Labor Economics and the Future of Work. Applying for an NSF grant is not only a personal goal but one that is strongly encouraged by my home institution. Indeed, you will receive a support letter from Dr. Elsie Harper-Anderson, who is the program Chair of the Doctoral Program in Public Policy at VCU (email: elharperande@vcu.edu, phone: 804.828.7390).

Thank you for considering my application.

Sincerely,

Luisa Nazareno Aguiar, Ph.D.

Assistant Professor

Public Policy and Administration Ph.D. Program and Research Institute for Social Equity (RISE)

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LUÍSA NAZARENO

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ACADEMIC POSITIONS

August 2023 -	Assistant Professor, Public Policy and Administration Program and Research Institute for Social Equity, L. Douglas Wilder School of Government and Public Affairs, Virginia Commonwealth University.
August 2023 -	Faculty Affiliate, Governance and Responsible AI Lab, Purdue University.
July 2023 -	Affiliated Researcher, Project for Middle Class Renewal, School of Labor and Employment Relations, University of Illinois Urbana-Champaign

EDUCATION

2023	Ph.D. in Public Policy, Georgia State University Dissertation: "Essays on Platform Work and Changing Workplaces"
2016	M.A. in Development, University of Brasilia
2014	B.A. in Economics, University of Brasilia
2011	B.A. in International Relations, University of Brasilia

RESEARCH INTEREST

Labor Markets; Technology, Innovation and Development; Social Policy and Equity; Inequality.

PUBLICATIONS

Refereed Journal Articles

Churkina, Olga, Luísa Nazareno, and Matteo Zullo. 2023. "The Labor Market Outcomes of Bilinguals in the United States: Accumulation and Returns Effects." *PLOS ONE* (https://doi.org/10.1371/journal.pone.0287711)

Nazareno, Luísa, and Juliana de Castro Galvao. 2023. "The Impact of Conditional Cash Transfers on Poverty, Inequality, and Employment During COVID-19: A Case Study from Brazil." *Population Research and Policy Review* (https://doi.org/10.1007/s11113-023-09749-3)

Nazareno, Luísa, Ellen Zegura, and Cathy Yang Liu. 2022. "Changes in Mobile Broadband Infrastructure in Georgia During the COVID-19 Pandemic." *Journal of Information Policy* (https://doi.org/10.5325/jinfopoli.12.2022.0007)

Nazareno, Luísa, and Cathy Yang Liu. 2022. "The Geography of Nonstandard Employment across U.S. Metropolitan Areas." *Journal of Urban Affairs* (https://doi.org/10.1080/07352166.2022.2053331)

Nazareno, Luísa, and Daniel Schiff. 2021. "The Impact of Automation and Artificial Intelligence on Worker Well-Being." *Technology in Society*, 67 (https://doi.org/10.1016/j.techsoc.2021.101679)

Liu, Cathy Yang, and Luísa Nazareno. 2019. "The Changing Quality of Nonstandard Work Arrangements: Does Skill Matter?" *RSF: The Russell Sage Foundation Journal of the Social Sciences* 5 (4). 104:128. (https://doi.org/10.7758/RSF.2019.5.4.04)

Medeiros, Marcelo, Juliana De Castro Galvao, and Luísa Nazareno. 2018. "Correcting the Underestimation of Top Incomes: Combining Data from Income Tax Reports and the Brazilian 2010 Census." *Social Indicators Research* 135 (1): 233-44. Springer, Netherlands. (https://doi.org/10.1007/s11205-016-1498-8)

Nazareno, Luísa. 2016. "Bolsa Familia Program and the Informal Labor Market: An Impact Analysis of Brazil Carinhoso Policy." *Economia Aplicada* 20 (a): 457-71. The University of Sao Paulo. (In Portuguese) (https://doi.org/10.11606/1413-8050/ea153891)

Nazareno, Luísa, and Ana Maria Nogales Vasconcelos. 2015. "Conditional Cash Transfers: Origins, Theoretical Foundations, and Recent Trends in Sub-Saharan Africa." *Boletim de Economia e Política International.* No. 19: 75-86. Institute for Applied Economic Research. (In Portuguese) (ISSN: 2176-9915)

Under Review

Nazareno, Luísa. "The Impacts of Ridesharing on Drivers and Job Quality: Evidence from Brazil"

Nazareno, Luísa. "Assessing the Gendered Impacts of Ridesharing: The Case of Brazil."

Liu, Cathy, and Luísa Nazareno. "State Responses During COVID-19 Pandemic and their Impacts on Small Businesses." (**R&R** Small Business Economics)

Policy Reports & Books

Nazareno, Luísa and Robert Bruno. 2023. AI and the Future of Work in Illinois: An Assessment of Workers at Risk by Automated Technologies. Project for Middle Class Renewal, University of Illinois at Urbana-Champaign. (https://lep.illinois.edu/publications/ai-and-the-future-of-work-in-illinois-an-assessment-of-workers-at-risk-by-automated-technologies/)

Bezerra Lima, João Brigido, Fernanda Patricia Fuentes Muñoz, Luísa Nazareno, and Nemo Amaral. 2017. *The Sociodemographic Profile of the Refugees in Brazil (1998-2014)*. 1st ed. Brasilia: Institute for Applied Economic Research (Ipea). (In Portuguese).

Bezerra Lima, João Brigido et. al. 2017. *Brazilian Cooperation for International Development 2011-2013.* 1st ed. Brasilia: Institute for Applied Economic Research and Brazilian Cooperation Agency.

Arruda, Pedro, Luísa Nazareno, Manoel Salles, Juliana Alves, and Amelie Courau. 2016. "Overview of Chilean and Peruvian Social Policies" *Working Paper 148*. International Policy Center for Inclusive Growth and Development. (https://ipcig.org/publication/28026?language_content_entity=en)

Working Papers

Nazareno, Luisa. 2022. "Marginalized Populations and Technological Change: A Literature Review." (https://aysps.gsu.edu/download/marginalized-populations-technological-change-a-literature-review/)

Nazareno, Luísa, and Justina Jose. 2021. "The Effects of Broadband on Employment in Rural Areas: Evaluating the Connect America Fund Program." (http://dx.doi.org/10.2139/ssrn.3897867)

In Preparation

Nazareno, Luísa. "Preferences for Flexibility of Workers in Online Platforms: An Experimental Exploration."

Nazareno, Luísa and Angelino Viceisza. "Do Cash Transfers Crowd-out Remittances?"

de Castro Galvao, Juliana, Luísa Nazareno, and Luis Monroy-Gómez-Franco. "Missing Mothers: The Impact of Excluding Mothers' Socioeconomic Standing on Estimates of Intergenerational Mobility."

Nazareno, Luísa, Victor Amuzu, and Daniel Schiff. Variations in Predictions: A Comparison of Workers at Technological Risk Based on Various AI Risk Measures.

HONORS, GRANTS, AND FELLOWSHIPS

2022	Andrew Young School of Policy Studies Dissertation Fellowship
2022	The Outstanding Doctoral Student in Public Policy Award, Andrew Young School of Policy Studies, Georgia State University
2022	Economics Research Fellow, Gender Equity Policy Institute
2021	Roe L. Johns Grant, Association for Education Finance and Policy (AEFP)
2020	Public Interest Technology Fellowship – Georgia State University & Georgia Institute of Technology
2018	Second Century Initiative (2CI) Doctoral Fellowship, Andrew Young School of Policy Studies, Georgia State University

INVITED TALKS

2024	Preference for Flexibility for Workers in Online Platforms. Experimental Economics Workshop, Georgia State University (April)
2022	Do Public Transfers Crowd-out Private Transfers? American Society of Hispanic Economists (ASHE) Research Seminar (December)
2022	The Impact of Automation and Artificial Intelligence on Worker Well-being. The National Institute for Occupational Safety and Health (NIOSH), Artificial Intelligence Interest Group (AIIG), Center for Disease Control and Prevention (May)

2022 Analyzing the Impact of Conditional Cash Transfers on Poverty, Inequality, and Employment During COVID-19. Stone Center on Socio-Economic Inequality, City University of New York. Multidisciplinary Seminar Series (April)

2021 The Labor Outcomes of Bilinguals in the United States. APPAM Student Research Series. (May)

CONFERENCE ACTIVITY

Panels Organized

2023 Improving Lives of Workers and Families: AI, Income Policies, and Workers' Perceptions. Association for Public Policy Analysis and Management (APPAM) 2023 Fall Research Conference (November)

2022 Broadband Infrastructure in Pandemic Times: Challenges, Opportunities, and Constraints. Association for Public Policy Analysis and Management (APPAM) 2021 Fall Research Conference (March)

Papers Presented

2024 Preference for Flexibility of Workers in Online Platforms. Labor and Employment Relations Association (LERA) Annual Meeting (June)

2024 AI and the Future of Work in Illinois. American Society of Public Administration (ASPA) Section on Personnel Administration and Labor Relations (SPALR) (April)

2024 Do Public Transfers Crowd-Out Private Transfers in Migrant Remittances? American Society of Public Administration (ASPA) Annual Conference (April)

2023 Preference for Flexibility of Workers in Online Platforms. APPAM 2023 Fall Research Conference (November)

2023 Do Public Transfers Crowd-Out Private Transfers? (with Angelino Viceisza). Annual Meeting of the American Economic Association (AEA/ASSA) (January)

2022 Disruption or opportunity: How has Ridesharing Transformed the Brazilian Labor Market. APPAM 2022 Fall Research Conference (November)

2022 Complementaries of Language and Non-Language Skills: Accumulation and Returns Effects (with Churkina and Zullo). 94th Intl Atlantic Economic Conference (October)

2022 Analyzing Poverty, Inequality, and Employment Trends amidst the COVID-19 Pandemic in Brazil (with De Castro Galvao). APPAM 2021 Fall Research Conference (March)

2022 State Responses during COVID-19 Pandemic and their Impacts on Small Business (with Liu). APPAM 2021 Fall Research Conference (March)

2022 Changes in Broadband Infrastructure in Rural Georgia during the COVID-19 Pandemic (with Zegura and Liu). APPAM 2021 Fall Research Conference (March)

2021 Changes in Mobile Broadband Infrastructure in Rural Georgia During the Covid-19 Pandemic (with Zegura and Liu). Policy Research Conference on Communications, Information and the Internet (TPRC 49). (September)

2021 The Effects of Broadband Deployment in Rural Areas: Evaluating the Connect American Fund Program (with Jose). TPRC 49. (September)

2021 Analyzing the Impact of Conditional Cash Transfers on Poverty, Inequality, and Employment Amidst the COVID-19 Pandemic (with De Castro Galvao). Sociology of Development Section Conference by the American Sociology Association (ASA). (June)

2021 The Labor Outcomes of Bilinguals in the United States (with Churkina and Zullo). 46th Annual Conference of the Association for Education Finance and Policy (AEFP), poster. (March)

2021 State Responses during COVID-19 Pandemic and their Impacts on Small Business (with Liu). Association of Collegiate Schools of Planning Annual Conference (ACSP) Annual Conference. (March)

2020 The Effects of Broadband Deployment in Rural Areas (with Jose) (November). APPAM 2020 Fall Research Conference. (November)

2019 How Automation and AI Affect Worker Well-Being (with Schiff). APPAM 2019 Fall Research Conference, poster. (November)

2019 Understanding the Spatial Distribution of Nonstandard Workers in US Metropolitan Areas (with Liu). ACSP Annual Conference. (October)

2019 Workers' Perceptions of Automation in Daily Life and Effects on Well-Being (with Schiff). APPAM DC Regional Student Conference. (March)

2018 The Changing Quality of Nonstandard Work Arrangements (with Liu). Changing Job Quality: Causes, Consequences, and Challenges Conference by the Russell Sage Foundation and W. K. Kellogg Foundation. (June)

2018 The Changing Quality of Nonstandard Work Arrangements: Does Skill Matter? (with Liu). Research Workshop on Expanding Opportunities Through Economic Development and Workforce Development Initiatives. Federal Reserve Bank of Atlanta, Economic Development Quarterly, and W. E. Upjohn Institute for Employment Research. (May)

Campus talks

2024 VCU Economics Seminar Series. (April)

2021 Mobile Connectivity and Broadband Infrastructure. Andrew Young School of Policy Studies' Tech Tuesdays Brownbag Series. (January)

Service

2023 L Douglas Wilder School AI Taskforce

2023 APPAM 2023. Job Market Roundtable (Panelist) (November)

2023 APPAM 2022 Employment and Training Review Subcommittee

2022 Panel Chair of APPAM 2022 Fall Research Conference's (November) sessions:
"Effects of Policy Interventions on Firms and Workers."
"Ethics Training and Practices in Data Science and STEM: Overview, Outlook, and Policy Implications."

2022 APPAM 2022 Poverty Income Policy Review Subcommittee

TEACHING EXPERIENCE

Spring 2024 Economics and Public Policy, Virginia Commonwealth University.
Graduate [Face-to-Face]

Survey of Data Analysis Techniques in Public Policy, Virginia Commonwealth University.
Graduate [Face-to-Face]

Fall 2023 Seminar in Urban Policy, Virginia Commonwealth University.
Graduate [Face-to-Face]

Spring 2020-23 Urban Demography and Analysis, Georgia State University
2023. Graduate and Undergraduate [Asynchronous]
2021. Graduate [Hybrid] (canceled due to COVID-19)
2020, 2022. Teaching Assistant for Dr. Cathy Liu. Graduate and undergraduate [Face-to-face]

Spring 2022 Workshop Series on Data Coding (monthly), Spelman College
Part of GSU's assistantship. Undergraduate [Online]

Summer 2021 Policy Data Analysis, Georgia State University
Instructor of record. Undergraduate [Online]

MENTORING

2021-2023 Mentoring and supervising undergraduate students on research projects at Spelman College (as part of the GSU assistantship). The project aims at increasing the participation of black female students in graduate Economics programs through early exposure to research (NSF award #1832144)

Spring 2019 Andrew Young School of Policy Studies Pipeline Mentoring Program. The program paired graduate students with undergraduate students interested in pursuing graduate degrees.

RELATED SKILLS

Languages: Portuguese (native), English (expert), and Spanish (expert)

Statistical packages: Stata

Experimental software: oTree (Python)

Geographic Information System (GIS): ArcMap

Qualitative analysis: NVivo

REFEREEING

Applied Economics (2023)

Economic Development Quarterly (2022)

Journal of Happiness Studies (2022)

Journal of Urban Affairs (2018, 2021)

Revista Análise Econômica (2017)

PROFESSIONAL EMPLOYMENT

2016 – 2017	Project Manager, Japan International Cooperation Agency
2012 – 2016	Research Fellow, Institute for Applied Economic Research

RESEARCH PROJECTS DESCRIPTION

Technology, Workers, and The Future of Employment

I am currently engaged in a research area that I plan to continue working on in the future. I believe it aligns well with NSF research programs, particularly those centered on **Economics** and the **Future of Work and Human Technology Frontier**. Below, I provide a summary of my ongoing research and its intellectual merit.

Summary

For the past years, technological developments, particularly associated with artificial intelligence (AI), have led to a proliferation of forecasting studies attempting to estimate the impacts of their adoption in the workplace (Frey and Osborne 2017; Webb 2020; Arntz, Gregory, and Zierahn 2017; Felten, Raj, and Seamans 2018; Brynjolfsson, Mitchell, and Rock 2018). Despite these studies being grounded in rigorous assumptions and methodologies, they inherently include an element of uncertainty due to their predictive nature. Consequently, predictions from various studies may not align in terms of magnitude or direction. For instance, while some studies forecast that low-educated workers will be the most affected by AI (Frey and Osborne 2017), others predict the opposite impact (Webb 2020).

Despite striking variation, not enough emphasis has been placed on explaining and reconciling these differences, with some exceptions (Fossen and Sorgner 2019; Nazareno and Bruno 2023). To address this gap, I have just begun a collaboration with two colleagues to examine several widely cited measures of AI risk, clarify their differences in prediction, and explore the factors contributing to such disparities – thereby expanding my Illinois report (Nazareno and Bruno 2023). I anticipate this work to evolve into multiple directions and larger-scale projects focused on workers who are already feeling the impacts of AI across industries.

I plan on developing an NSF research grant covering the above-described project and/or its future developments.

Given the anticipated profound impacts of AI on society, the intellectual merit of this research project is centered on clarifying how different methodologies impact predicted impacts. From a practical standpoint, this effort will help non-specialized audiences navigate scholarly work more effectively – which is especially relevant due to the topic's salience.

References

Arntz, Melanie, Terry Gregory, and Ulrich Zierahn. 2017. "Revisiting the Risk of Automation." *Economics Letters* 159 (May): 157–60. https://doi.org/10.1016/j.econlet.2017.07.001.

Brynjolfsson, Erik, Tom Mitchell, and Daniel Rock. 2018. "What Can Machines Learn and What Does It Mean for Occupations and the Economy?" *AEA Papers and Proceedings* 108 (May): 43–47. https://doi.org/10.1257/pandp.20181019.

Felten, Edward, Manav Raj, and Robert Seamans. 2018. "A Method to Link Advances in Artificial Intelligence to Occupational Abilities." *AEA Papers and Proceedings* 108: 54–57. https://doi.org/10.1257/pandp.20181021.

Fossen, Frank, and Alina Sorgner. 2019. "Mapping the Future of Occupations: Transformative and Destructive Effects of New Digital Technologies on Jobs." *Foresight and STI Governance* 13 (2): 10–18. https://doi.org/10.17323/2500-2597.2019.2.10.18.10.

Frey, Carl Benedikt, and Michael A Osborne. 2017. "The Future of Employment: How Susceptible

Are Jobs to Computerisation?" *Technological Forecasting and Social Change* 114: 254–80. https://doi.org/https://doi.org/10.1016/j.techfore.2016.08.019.
Nazareno, Luisa, and Robert Bruno. 2023. "AI and the Future of Work in Illinois. An Assessment of Workers at Risk by Automated Technologies."
Webb, Michael. 2020. "The Impact of Artificial Intelligence on the Labor Market." https://doi.org/10.5373/JARDCS/V12SP4/20201518.