

NATALIA LUKA

(NATALIYA NEDZHVETSKAYA)

410 Social Sciences Building
Berkeley, CA 94720

+1 732-616-4909
hello@natalialuka.com

EDUCATION

In Progress Ph.D. in Sociology, University of California, Berkeley

Designated Emphasis in Organizations and Markets, Haas School of Business
Certificate in Applied Data Science, School of Information

Dissertation: “Worker Voice: Responding to Social and Technological Change in the Workplace”.
Committee: Heather Haveman (chair), Neil Fligstein, Mathijs de Vaan

2021 M.A. in Sociology, University of California, Berkeley
Qualifying Exams in Theory, Economic Sociology, and Organizations

2018 M.A. in Sociology, Columbia University in the City of New York

2014 A.B. in Social Studies, Harvard College

FELLOWSHIPS & AWARDS

2025-2026 Research Fellowship, Berkeley AI Research (BAIR) Lab, Responsible AI Initiative, UC Berkeley
2024-2025 Discovery Initiative Teaching Innovation Grant, UC Berkeley
2024-2025 Dissertation Completion Fellowship, UC Berkeley
2023-2024 Dissertation Fellowship, Institute for Research on Labor and Employment, UC Berkeley
2023-2024 Dissertation Scholarship, Washington Center for Equitable Growth, Washington D.C.
2023-2024 Law, Economics, & Politics Center Research Fellowship, UC Berkeley, School of Law
2023-2024 Berkeley Connect Fellowship, UC Berkeley
2023 MIT Open Data Prize, Massachusetts Institute of Technology (*with J.S. Tan*)
2023 Equity, Gender & Leadership Conference Grant, UC Berkeley, Haas School of Business
2023 Outstanding Graduate Student Instructor Award, UC Berkeley
2022 Leo Lowenthal Dissertation Fellowship, UC Berkeley
2022-2023 Social Science Communications Fellowship. Social Science Matrix, UC Berkeley
2022-2023 Berkeley Haas Culture Initiative Research Grant. UC Berkeley, Haas School of Business
2020-2022 Fellowship in Digital Ethics & Governance. Jain Family Institute. New York City, NY
2019-2020 Project Fellowship. Center for Technology, Society, and Policy, UC Berkeley
2017-2018 Graduate School of Arts and Sciences Scholarship. Columbia University
2013 Weatherhead Center for International Affairs Senior Thesis Grant. Harvard University
2013 David Rockefeller International Experience Grant. Harvard University
2012 Director’s Internship Grant. Institute of Politics, Harvard University

PEER-REVIEWED PUBLICATIONS (* denotes equal authorship) (*italics* denote graduate student authors)

- 2025 Tan, J.S, Luka, Natalia, and Emily Mazo.* “Unlikely Organizers: The Rise of Labor Activism Among Professionals in the U.S. Technology Industry”. *Industrial & Labor Relations (ILR) Review*. <https://journals.sagepub.com/doi/10.1177/00197939251375319>
- 2024 Nedzhvetskaya, Nataliya and J.S. Tan.* “No Simple Fix: How AI Harms Reflect Power and Jurisdiction in the Workplace.” *ACM Conference on Fairness, Accountability, and Transparency (FACCT ’24)*. <https://doi.org/10.1145/3630106.3658915>
- 2023 Hoppe, Alexander and Nataliya Nedzhvetskaya.* “Americana without America: Rhetorical Geography as a Source of Competitive Advantage.” *Regional Studies*. <https://www.tandfonline.com/doi/full/10.1080/00343404.2023.2197454>
- 2022 Nedzhvetskaya, Nataliya and J.S. Tan.* “The Role of Workers in AI Ethics and Governance.” *The Oxford Handbook for AI Governance*. Oxford: Oxford University Press. <https://doi.org/10.1093/oxfordhb/9780197579329.013.68>
- 2022 Haveman, Heather A. and Nataliya Nedzhvetskaya. “Community, enterprise, and self-help: The coevolution of capitalism and non-profit and for-profit businesses in Britain and Germany.” in *Research in the Sociology of Organizations*. 78: 121-141. <https://doi.org/10.1108/So733-558X20220000078007>
- 2019 Nedzhvetskaya, Nataliya and Neil Fligstein. “The Evolving Role of Organizational Theory within Economic Sociology.” *Sociology Compass* 14 (3). <https://doi.org/10.1111/soc4.12747>

WORKING PAPERS (* denotes equal authorship) (*italics* denote graduate student authors)

Smith, Genevieve, Luka, Natalia, Osborne, Merrick, Lattimore, Brian, Newman, Jessica, Nonnecke, Brandie, and Brent Mittelstadt. “Responsible Generative AI Use by Product Managers: Recoupling Ethical Principles and Practices”. *Under Review*. <https://arxiv.org/abs/2501.16531>

BOOK REVIEWS & OTHER PUBLICATIONS (* denotes equal authorship) (*italics* denote graduate student authors)

- 2023 Lauterwasser, Steven and Nataliya Nedzhvetskaya.* “Privacy in Public? The Ethics of Academic Research with Publicly Available Social Media Data.” *The Berkeley Journal of Sociology*. <https://berkeleyjournal.org/2023/09/20/privacy-in-public-the-ethics-of-academic-research-with-publicly-available-social-media-data/>
- 2021 Sheth, Sudev., Nedzhvetskaya, Nataliya, and Alexander Hoppe.* “Forging the International Brand: How Local Mills Leverage History to Build Global Brands.” *Academia Letters*, Article 121. <https://doi.org/10.20935/AL121>

- 2020 Nedzhvetskaya, Nataliya. "Brave New (Digital) World: Translating Knowledge into Collective Action. Review of Shoshana Zuboff's *The Age of Surveillance Capitalism*." *European Journal of Sociology* 60 (3): 528-533. <https://doi.org/10.1017/S0003975619000444>
- 2019 Nedzhvetskaya, Nataliya. 2019. "Interview with retired workers in a Pennsylvania company town" in *Dispatches From the Field: The American Dream* (Ed. Denise Milstein). New York, NY: INCITE Press (Columbia University).

ACADEMIC CONFERENCES & PRESENTATIONS

- 2025 Society for the Social Studies of Science (4S). Reclaiming the Future of Work. Seattle, WA.
- 2025 American Sociological Association (ASA). Emerging Work Practices in the Age of AI: Organizations, Occupations, and Work Section. Chicago, IL.
- 2025 Academy of Management (AOM). Emerging Dynamics of AI Innovation and Open Practices. Copenhagen, Denmark *with Genevieve Smith*
- 2025 What is Work Worth? Exploring What Generative AI Means for Workers' Lives and Labor. Data & Society. Online.
- 2025 San José State University. Department of Sociology. San José, CA.
- 2024 LaborTech End-of-Year Showcase. Online.
- 2024 American Sociological Association (ASA). The Changing Nature of Work: Organizations, Occupations, and Work Section. Montreal, Canada.
- 2024 Washington Center for Equitable Growth. The Economic Impacts of Artificial Intelligence and Emerging Technology. Panel Discussion on "AI and Workers". Boston, MA
- 2024 ACM Conference on Fairness, Accountability, & Transparency (FAccT). Rio de Janeiro, Brazil.
- 2024 Center for Culture, Organizations, and Politics (CCOP). UC Berkeley. Berkeley, CA.
- 2024 Law, Economics, & Politics Center (LEAP). UC Berkeley, School of Law. Berkeley, CA.
- 2023 Center for Equity, Gender, and Leadership (EGAL) Advisory Council. Haas School of Business. Berkeley, CA.
- 2023 American Sociological Association (ASA). Social Movements Regular Session. Philadelphia, PA.
- 2023 ACM Special Interest Group in Computers and Society (SIGCAS): Works in Progress. Online.
- 2022 ACM Conference on Fairness, Accountability, & Transparency (FAccT). Seoul, South Korea.
- 2021 Society for the Social Studies of Science (4S). Online.
- 2021 Genealogies of Data Workshop. U. of California, San Diego. Online.
- 2021 Ethics & Governance Works in Progress Workshop. Jain Family Institute. Online.
- 2021 American Political Science Association (APSA). Seattle, WA.
- 2021 On the Political Economy of Digitality: Workshop. University of Lucerne, Switzerland.
- 2021 Center for Culture, Organizations, and Politics (CCOP). UC Berkeley. Berkeley, CA.
- 2021 European Sociological Association (ESA). Online.
- 2021 Society for the Advancement of Socio-Economics (SASE). Online.
- 2020 American Sociological Association (ASA). Economic Sociology Regular Session. Online.
- 2020 Labor Tech Research Network. Online.
- 2020 Eastern Sociological Society (ESS). Philadelphia, PA. *with Alex Hoppe*
- 2019 Society for the Advancement of Socio-Economics (SASE). New York, NY.
- 2019 Berkeley-Stanford Doctoral Conference. Haas School of Business, UC Berkeley. Berkeley, CA.
- 2019 Panel Discussion for *Dispatches From the Field: The American Dream*. INCITE/Columbia University, Department of Sociology. New York, NY.

INDUSTRY CONFERENCES & PRESENTATIONS

- 2024 Responsible AI Workshop. Berkeley AI Research Lab (BAIR). Berkeley, CA.
- 2024 Circuit Breakers. Tech Workers Coalition. University of San Francisco. San Francisco, CA.
- 2024 Generative AI, Labor, and Upskilling Workshop. Meta. New York, NY.
- 2023 Mozilla Festival. Mozilla Foundation. Online.
- 2022 Tech Worker's Coalition Teach-In. Tech Worker's Coalition. Online.
- 2019 Engage, Design, Examine: 5 Years of the Center for Technology, Society & Policy. Google. San Francisco, CA.

SUMMER SCHOOLS & PROFESSIONAL TRAINING

- 2023–2024 Certificate in Professional Mediation. Scheinman Institute of Conflict Resolution. Cornell University. School of Industrial and Labor Relations. Ithaca, New York.
- 2021 Lucerne Master Class: On the Political Economy of Digitality with Prof. Marion Fourcade. University of Lucerne. Lucerne, Switzerland.

EDITORIALS & PRESS ARTICLES

- 2025 Luka, Natalia. "Weaponizing AGI: How Speculative Futures Undermine Worker Protections." *Tech Policy Press*. June 10, 2025. <https://www.techpolicy.press/weaponizing-agi-how-speculative-futures-undermine-worker-protections/>
- 2025 Smith, Genevieve, Luka, Natalia, Newman, Jessica, Osborne, Merrick, Nonnecke, Brandie, Lattimore, Brian, and Brent Mittelstadt. *Responsible Use of Generative AI: A Playbook for Product Managers & Business Leaders*. Berkeley AI Research Lab: Responsible & Equitable AI Initiative. February 5, 2025. https://re-ai.berkeley.edu/sites/default/files/responsible_use_of_generative_ai_uc_berkeley_2025.pdf
- 2025 Smith, Genevieve and Natalia Luka. "How Do We Use Generative AI Responsibly?" *Berkeley Responsible AI Initiative (Berkeley AI Research Lab)*. February 5, 2025. https://medium.com/@responsibleAI_UCBerkeley/how-do-we-use-generative-ai-responsibly-a802c3603e8d
- 2024 Hanna, Alex, Tamara Kneese, Nataliya Nedzhvetskaya, Clarissa Redwine, Kristen Sheets, and Xiaowei Wang. "Bits in the Machine: A Time Capsule of Workers' Stories in the Age of Generative AI." *Data & Society | Distributed AI Research Institute | Collective Action in Tech*. June 3, 2024. <https://collectiveaction.tech/2024/bits-in-the-machine/>
- 2023 Funahashi, Daena and Nataliya Nedzhvetskaya. "Untimely Sacrifices: An Interview with Daena Funahashi on Worker Burnout." *Social Science Matrix*. September 20, 2023. <https://matrix.berkeley.edu/research-article/untimely-sacrifices-an-interview-with-daena-funahashi/>

- 2021 Tarnoff, Ben and Nataliya Nedzhvetskaya. "The Making of the Tech Worker Movement: A 2021 Update." *Collective Action in Tech*. January 7, 2021. <https://collectiveaction.tech/2021/the-making-of-the-tech-worker-movement-2021/>
- 2020 J.S. Tan and Nataliya Nedzhvetskaya. "2020: A Year of Resistance in Tech." *Progressive International*. March 2, 2021. <https://progressiveinternational.wire/2021-02-03-2020-a-year-of-resistance-in-tech/en>
- 2019 Nedzhvetskaya, Nataliya and J.S. Tan. "What we learned from over a decade of tech activism." *The Guardian*. December 23, 2019. <https://www.theguardian.com/commentisfree/2019/dec/22/tech-worker-activism-2019-what-we-learned>

PRESS MENTIONS

Business Insider (2025); *San Francisco Chronicle* (2024); *Los Angeles Times* (2023, 2022); *WIRED* (2022); *MIT Technology Review* (2022, 2021); *PC Mag* (2022); *On Labor* (2022); *TIME* (2021); *Vice* (2021); *New York Magazine* (2021); *Jacobin* (2021); *Nikkei News* (JP) (2021); *Fast Company* (2021); *MEL* (UK) (2020); *Financieele Dagblad* (NL) (2020); *NPR* (2020); *The Hill* (2020); *NBC News* (2020); *Axios* (2020); *Inc.* (2020); *Protocol* (2020); *SF Weekly* (2019)

TEACHING EXPERIENCE

- 2025 Graduate Student Instructor. *Brilliance of Berkeley*. UC Berkeley. Summer.
- 2025 Graduate Student Instructor/Syllabus Designer. *AI & Society*. UC Berkeley. Spring, Summer, Fall.
- 2023–2024 Graduate Student Instructor. *Berkeley Connect*. UC Berkeley. Fall 2023 & Spring 2024.
- 2023 Reader. *Gender*. UC Berkeley. Spring.
- 2022 Head Graduate Student Instructor. *Virtual Communities*. UC Berkeley. Fall.
- 2021–2022 Graduate Student Instructor. *Writing for Sociology*. UC Berkeley. Fall 2021 & Spring 2022.
- 2020–2021 Graduate Student Instructor. *Economy & Society*. UC Berkeley. Spring 2020 & Spring 2021.
- 2020 Graduate Student Instructor. *Sociological Theory II*. UC Berkeley. Fall.
- 2018 Reader. *Social Theory*. Columbia University. Spring.
- 2017 Reader. *Contemporary Sociological Theory*. Columbia University. Fall.

Guest Lectures

- 2025 *Responsible AI*. (National Cheung Kung University Visiting Scholars Program, Prof. Genevieve Smith). Berkeley AI Research Lab. August 13 & 15.
- 2025 *Unions and Otherwise: Leading an Organized Workforce*. (MBA Elective, Prof. Roy Bahat). UC Berkeley Haas School of Business. February 3.
- 2024 *Data Justice and Algorithmic Accountability*. (Undergraduate Seminar, Prof. Larry Au). City College of New York. December 3.
- 2024 *Experiments in Design, Governing, and Politics*. (Graduate Seminar, Prof. Lilly Irani). University of California, Berkeley. November 4.
- 2023 *Future of Work Design Studios*. Lincoln Center for Applied Ethics. Arizona State University. September 21. November 30.
- 2023 *Pedagogy*. (Graduate Seminar, Prof. Marion Fourcade). University of California, Berkeley. Sept. 19.

2021 *Public and Applied Sociology* (Graduate Seminar, Prof. John Dale). George Mason University. March 9.

MENTORSHIP

- 2025 Course Instructor and Research Mentor. Berkeley Discovery Program. Spring 2025.
(25 students engaged in original mentored research as part of the course)
- 2021–2025 Mentor. Institute for Research on Labor and Employment: Social Science Research Pathways. University of California, Berkeley. (April Mariko Salazar: Spring 2021, Wynn timer Chan: Fall 2021–Spring 2022, Moiz Rauf, Iliana Gonzalez, Izza Ahmed, Olivia Olmedo, Jennifer Neri: Fall 2022–Spring 2023, Genie Sullivan and Rheegan King: Fall 2023, Spring 2024, Summer 2024; Jed Rodriguez and Sophie Young: Fall 2024–Spring 2025)
- 2021–2022 Program Founder. Collective Action in Tech Fellowship. (Srujana Katta; Koketso Moeti; Francis Monyang o; Paola Mosso; Mounika Neerukonda; Shaik Salauddin; Melita Tarisa). Funding: Jain Family Institute.
- 2021–2022 Mentor. NavCal Undergraduate Fellowship Program. University of California, Berkeley. Spring/Summer/Fall 2021. (Hyatt Dirbas).
- 2020 Mentor. Discovery Exchange Program. Division of Computing, Data Science, and Society. University of California, Berkeley. Summer 2020. (Ewen Dai).
- 2019–2020 Mentor. Undergraduate Thesis Mentorship Program. Department of Sociology. Academic Year. University of California, Berkeley. (Jessica Ramos Beltran).

PROFESSIONAL EXPERIENCE

- 2014–2017 Senior Research Associate (Associate Vice President), 2017.
Equity Research Associate, 2014–2016. *Sanford C. Bernstein, LLC.*, New York, NY.
- 2012–2013 Stringer, *Bloomberg News*, Boston, MA.
- 2012 Research Intern. *Personal Democracy Media*. New York, NY.
- 2012 Editorial Intern. *The Washington Post*. Moscow, Russia.

AFFILIATIONS & SERVICE

American Sociological Association (ASA), Society for the Advancement of Socio-Economics (SASE), Labor Tech Research Network (LTRN), Academy of Management (AOM), Association for Computing Machinery (ACM), Society for the Social Studies of Science (4S)

Reviewer: *American Sociological Review*, *Big Data & Society*, *Human Resource Management Journal*, *Socio-Economic*

Review, Journal of Institutional Economics

Advisory Committee: Responsible AI Workshop (2024), Berkeley AI Research Lab, UC Berkeley

Coordinator: Job Market Practice Talks (2024), Department of Sociology, UC Berkeley

Coordinator: Sociology & Political Economy Conference (2023), Berkeley Economy & Society Initiative (BESI)

Coordinator: Social Committee (2019 & 2020), Department of Sociology, UC Berkeley

LANGUAGES & SKILLS

English (native speaker) | Russian (heritage speaker) | French (B1) | Spanish (B1)

Programming: R (tidyverse, dplyr, ggplot, igraph, QCA) , Python (pandas, matplotlib, nltk, scikit-learn, keras)|

LaTeX | SQL | GPT API

Software & Platforms: NVivo | Otter.ai | BigQuery | WordPress