

Aida Pacheco-Applegate

PhD Candidate, The University of Chicago Crown Family School of Social Work, Policy and Practice
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EDUCATION

The University of Chicago

Chicago, IL

PhD Candidate, Social Work and Policy

Spring 2027 (expected)

Dissertation: Adapting to Policy Changes: Private Early Care
and Education Providers' Responses to Chicago's Public Preschool
Expansion and Illinois' Smart Start Workforce Grants

Committee: Julia Henly (Chair), Jennifer Mosley, Elizabeth Davis, David Alexander

Master's in Public Policy with honors

2015

Thesis: evaluated the impact of the Integrated Nutrition Program
on school attendance in Peru

Universidad del Pacifico

Lima, Peru

Master of Science, Economics

2010

Bachelor of Science, Economics

2008

RESEARCH AREAS

Organizational adaptation and decision-making; organizational responses to policy and institutional change; organizations in social and human service sectors; child care policy, markets, and organizations; workforce and organizational dynamics; policy implementation and program evaluation; quantitative, qualitative, and mixed-methods research; and data visualization.

RESEARCH EXPERIENCE

The University of Chicago Crown Family School of Social
Work, Policy and Practice

Chicago, IL

Research Assistant

2023 – present

Chapin Hall at The University of Chicago

Chicago, IL

Researcher

2019 – 2022

Associate Researcher

2015 – 2019

The University of Chicago Harris School of Public Policy

Chicago, IL

Research Assistant

2014

Research Center, Universidad del Pacifico

Lima, Peru

Head of Research Assistants

2010 – 2011

Research Assistant

2009 – 2010

PUBLICATIONS

PEER-REVIEWED ARTICLES

Pacheco-Applegate, A. L., Carreon, E. D., Henly, J. R., Thomas, W., Zarate, E., Spielberger, J., & Ybarra, M. (2026). Encontrando cuidado infantil: Childcare decision-making and search strategies among Latina mothers. [Manuscript submitted for publication].

Burkhardt, T., Huang, L. A., Herriott, A., **Pacheco-Applegate, A.**, & Spielberger, J. (2023). Strengthening Home Visitor Practice Through an Embedded Model of Infant and Early Childhood Mental Health Consultation. *Prevention Science*, 24(1), 105-114.

BOOK CHAPTERS

Kakuyama-Villaber, R., **Pacheco-Applegate A.**, & Huang, L. (in press). Advancing a Methodology to Assess Datasets for Racial Bias. In C. Daniel, G. Ramseyer Winter & N. E. Walls (Eds.) *Decolonizing Quantitative Methods: Anti-Oppressive Approaches to Social Work Research*. (Chapter 19). Cambridge University Press.

TECHNICAL REPORTS, RESEARCH BRIEFS, WORKING PAPERS

Burkhardt, T., Huang, L. A., Kakuyama-Villaber, R., & **Pacheco-Applegate, A.** (2021). *Racial Bias in Data Assessment Tool*. Chicago, IL: Chapin Hall at the University of Chicago.

Spielberger, J., Burkhardt, T., Winje, C., **Pacheco-Applegate, A.**, Gitlow, E., Carreon, E., Huang, L. A., Herriott, A., & Kakuyama-Villaber, R. (2021). *Evaluation of the Illinois Model of Infant and Early Childhood Mental Health Consultation Pilot*. Chicago, IL: Chapin Hall at the University of Chicago.

Spain, A. K., **Pacheco-Applegate, A.**, Carreon, E., Wiegand, E. R., & Schlecht, C. (2021). *Applying to Chicago's public early learning programs: Parent experiences in Little Village*. Chicago, IL: Chapin Hall at the University of Chicago.

Pacheco-Applegate, A., Carreon, E. D., Ellis, E., Thomas, W. C., Henly, J. R., Spielberger, J., & Ybarra, M. (2020). *Finding Child Care in Two Chicago Communities: The Voices of Latina Mothers*. Chicago, IL: Chapin Hall at the University of Chicago and the University of Chicago's School of Social Service Administration.

Spielberger, J.S., Gallagher, A., **Pacheco-Applegate, A.**, Carreon, E.D, Klein, J., Zanoni, W., Miller, N., & Farrell, A.F. (2019). *Chicago, Ready to Learn: An analysis of the early care and education workforce*. Chicago, IL: Chapin Hall at the University of Chicago.

Burkhardt, T., Dasgupta, D., Schlecht, C., Carreon, E., & **Pacheco-Applegate, A.** (2018). *Chicago Young Parents Program Evaluation: Implementation Evaluation and Follow-Up Study*. Chicago, IL: Chapin Hall at the University of Chicago.

Spielberger, J., Gouvêa, M., Winje, C., Burkhardt, T., Gitlow, E., & **Pacheco-Applegate, A.** (2018). *Evaluation of the Fussy Baby Network Condensed Cross-Model Training: Final Report*. Chicago, IL: Chapin Hall at the University of Chicago.

Rich, L., Mader, N., **Pacheco-Applegate, A.**, & Winje, C. (2018). *Elev8 Baltimore outcomes study*. Chicago, IL: Chapin Hall at the University of Chicago.

Rich, L., Mader, N., & **Pacheco-Applegate, A.** (2017, November). *Restorative justice programming and student behavioral and disciplinary outcomes*. Chicago, IL: Chapin Hall at the University of Chicago.

SELECTED ACADEMIC PRESENTATIONS

Pacheco-Applegate, A. (to be presented in January, 2027). *Adapting to Wage Policy: Organizational Responses to the Smart Start Workforce Grants*. [Flash Talk]. Society for Social Work and Research 31st Annual Conference, San Francisco, CA, United States.

Pacheco-Applegate, A.; Henly, J. R. & Alexander, D. (to be presented in November, 2026). Supporting Illinois' ECE Workforce: Implications of a Workforce Compensation Grant on Staffing and Financial Health. In J. Henly (Chair), *ECE Workforce Compensation Initiatives to Enhance Wages, Improve Retention, and Stabilize Businesses*. [Panel Presentation]. Association for Public Policy Analysis & Management 48th Annual Fall Research Conference, Boston, MA, United States.

Pacheco-Applegate, A. (2026, June 25). *Smart Start Workforce Compensation Grants and Child Care Provider Stability in Chicago*. [Poster Session]. Early Childhood Research Alliance of Chicago at Northwestern University, Chicago Early Childhood Research Conference, Chicago, IL, United States.

Henly, J. R.; Pacheco-Applegate, A.; Geoghegan, R., Hawley, T. & Alexander, D. (2026, June). Raising ECE Wages in Illinois: Early Implementation of the Smart Start Workforce Grants. In T. Hawley (Chair), *Building a Stable and Supported ECE Workforce: Evidence from State and Local Initiatives*. [Poster Symposium]. Administration for Children and Families' National Research Conference of Early Childhood, Arlington, VA, United States.

Pacheco-Applegate, A. (2026, April 23). *Do Workforce Grants Support Provider Stability? Descriptive Evidence from Chicago's ECE Market* [Poster Session]. The University of Chicago Committee on Education Student Research Showcase, Chicago, IL, United States.

Gehring, K.; Pacheco-Applegate, A.; Henly, J. R. (2025, November). Stakeholder engagement in policy design: The case of Illinois' Smart Start Workforce Grants (SSWG). In P. Caronongan (Chair), *State and Local Strategies for Supporting the Financial Well-Being of the Early Care and Education Workforce*. [Panel Presentation]. Association for Public Policy Analysis & Management 47th Annual Fall Research Conference, Seattle, WA, United States.

Pacheco-Applegate, A. (2024, January 8 – 12). Understanding the Factors of Staff Turnover in Early Care and Education Settings. In L. Caragata (Chair), *Social Changes, Life Courses and Social Policy*. [Symposium]. International Doctoral Symposium: Global Perspectives on Social Problems, Policy and Practice, Hong Kong Baptist University, Hong Kong.

Pacheco-Applegate, A. (2023, May 4-5). *Finding Child Care in Two Chicago Communities: The Voices of Latina Mothers*. [Conference presentation]. Moving The Field Forward: Understanding Latinx Populations In Communities With Low-Income, Bethesda, MD, United States.

Goerge, R.; Gjertson, L.; Pacheco-Applegate, A.; Lui, A. (2022, June). Examining Provider Participation in the Illinois Child Care Assistance Program. In L. Houston (Chair), *Program Stability of Subsidized Child Care: Influential Policies and Factors*. [Poster Symposium]. Administration for Children and Families' National Research Conference of Early Childhood. Arlington, VA, United States.

Pacheco-Applegate, A. (2021, January). Understanding the Educational and Professional Development Needs of the Early Care and Education Workforce. In J. Henly (Chair), *The Changing Context of Early Care and Education for Latinx Families*. [Symposium]. Society for Social Work and Research 25th Virtual Annual Conference, Washington, DC, United States.

MEDIA

Pacheco-Applegate, A. L. Interviewed and quoted in *Chicago Tribune* (2020, December 8), "[Article on childcare barriers in Chicago's Latino communities](#)". [Article]

Carreon, E.D; Pacheco-Applegate, A.L. & Coffman, V. (2021, February 8). ["Article on COVID-19 and childcare"](#). *Chicago Sun-Times*. [Op-ed]

GRANTS, FELLOWSHIPS AND AWARDS

Minority Dissertation Fellowship Program in Education Research, American Education Research Association (\$25,000)	2026 - 2027
Dissertation Research Grants, Russell Sage Foundation, additional grant support provided by Washington Center for Equitable Growth [<i>Declined per AERA Minority Dissertation Fellowship terms</i>] (\$15,000)	2026 - 2027
Professional Development Grant for Emerging Scholars Studying Poverty, Economic Well-Being, and Early Care and Education, The National Research Center on Hispanic Children & Families (\$1,976)	2025
Pre-Doctoral Training Program in Education Sciences, U.S. Department of Education's Institute of Education Sciences	2023 - 2027

TEACHING EXPERIENCE

The University of Chicago Crown Family School of Social Work, Policy and Practice	Chicago, IL
<i>Instructor of Record</i>	2025 - 2026
Data for Policy Analysis and Management (level: graduate) Political Processes in Policy Formulation and Implementation (level: graduate)	
<i>Teaching Assistant</i>	2023
The Social Meaning of Race (level: graduate), with Professor Matilda Stubbs	
Universidad del Pacifico	Lima, Peru
<i>Instructor of Record</i>	2010 - 2011
Social Projects Assessment (level: undergraduate) Introduction to Microeconomics (level: undergraduate)	
<i>Teaching Assistant</i>	2007 - 2009
Social Projects Assessment (level: undergraduate), with Professor Joanna Kamiche Macroeconomics II (level: undergraduate) with Professor Michel Canta Introduction to Microeconomics (level: undergraduate) with Professor Joanna Kamiche International Trade Theory (level: undergraduate) with Professor Martha Rodríguez	

PROFESSIONAL AFFILIATIONS AND SERVICE

Member

Society for Social Work and Research (SSWR), Association for Public Policy Analysis & Management (APPAM), American Educational Research Association (AERA)

Referee

Social Service Review, (as needed)	2024 – Present
Early Childhood Research Quarterly, (as needed)	2023 – Present
Journal of Child and Family Services, (as needed)	2021 – 2023

University Service

Member of the Crown Family School of Social Work, Policy, and Practice and Chapin Hall Institutional Review Board (Crown-CH IRB)

2021 – 2022

OTHER EMPLOYMENT

Private Investment Promotion Agency (PROINVERSION)

Lima, Peru

Deputy Director of Decentralized Investment Division

2013

Manager of the Coordination Offices

2012 - 2013

Ministry of Development and Social Inclusion

Lima, Peru

Consultant

2012

COMPUTER SKILLS AND LANGUAGES

Computer Skills

R, Stata, SAS, basic knowledge of Python and SQL, Dedoose, and ATLAS.ti

Language

Spanish: Native. English: Fluent. French: Proficient.