

Anna Kawakami

annakawakami.com • akawakam@andrew.cmu.edu

EDUCATION

Carnegie Mellon University

School of Computer Science

Pittsburgh, PA

PhD student in Human-Computer Interaction

Advisors: Ken Holstein and Haiyi Zhu

09/2021 – 05/2026 (Expected)

Wellesley College

Wellesley, MA

Bachelor of Arts in Computer Science (Honors), Minor in Economics

Advisor: Eni Mustafaraj

09/2017 – 06/2021

University of Oxford

Oxford, England

Visiting student in Computer Science and Mathematics

09/2019 – 06/2020

RESEARCH POSITIONS

Carnegie Mellon University, Human-Computer Interaction Institute

Graduate Researcher advised by Drs. Ken Holstein and Haiyi Zhu

Fall 2021 –

Microsoft Research, FATE Team in New York City

Fairness, Accountability, Transparency, and Ethics in AI (FATE) group

PhD Research Intern mentored by Dr. Alex Chouldechova

Summer 2023

Microsoft Research, FATE Team in Montreal

PhD Research Intern mentored by Drs. Koustuv Saha, Vera Liao, Jina Suh, Alexandra Olteanu, and Shamsi Iqbal

Summer 2022

Wellesley College, Computer Science Department

Undergraduate Research Assistant advised by Dr. Eni Mustafaraj

2018 – 2021

Microsoft Research, Aether and Adaptive Systems & Interactions Group in Redmond

Research Intern advised by Drs. Mihaela Vorvoreanu, Ece Kamar, and Ben Zorn

Undergraduate Research Internship in Computing Program

Summer 2020

University of Oxford, Centre for Technology and Global Affairs

Undergraduate Research Assistant advised by Dr. Takis Metaxas

2019 – 2020

Carnegie Mellon University, Software, Systems, and Society Department


Undergraduate Researcher advised by Drs. Lujo Bauer and Limin Jia


NSF REU in Software Engineering Program

Summer 2019

CONFERENCE & JOURNAL PUBLICATIONS

An asterisk (*) indicates co-first authorship. A tilde (~) indicates co-senior authorship.

- P17 **Kawakami, A.**, Zhu, H., Holstein, K. “AI Measurement as a Participatory Design Practice: A Multidisciplinary Framework and Research Agenda.” *Under review*. 2026
- P16 Lin, H. **Kawakami, A.**, D'Ignazio, C., Holstein, K., Gajos, K. “Funding AI For Good: A Call for Meaningful Engagement” Forthcoming at *ACM CHI Conference on Human Factors in Computing Systems*, CHI '26. 2026
- P15 **Kawakami, A.**, Taylor, J., Fox, S., Zhu, H., Holstein, K. “*AI Failure Loops* in Devalued Work: The Confluence of Overconfidence in AI and Underconfidence in Worker Expertise.” Forthcoming at *Big Data & Society*. 2026
- P14 **Kawakami, A.**, Wilkinson, D., Chouldechova, A. “Do Responsible AI Artifacts Help Advance Stakeholder Goals? Four Key Barriers Perceived by Legal and Civil Stakeholders.” In *AAAI/ACM Conference on Artificial Intelligence, Ethics, and Society*, AIES '24. 2024
- P13 **Kawakami, A.**, Coston, A., Heidari, H. ~, Holstein, K.~, Zhu, H.~. “Studying Up Public Sector AI: How Networks of Power Relations Shape Agency Decisions on AI Design and Use” In *ACM SIGCHI Conference on Computer-Supported Cooperative Work & Social Computing*, CSCW '24. 2024
- P12 **Kawakami, A.**, Coston, A., Zhu, H.~, Heidari, H. ~, Holstein, K.~. “The *Situate AI* Guidebook: Co-designing a Toolkit to Support Multi-stakeholder, Early-stage Deliberations Around Public Sector AI Proposals” In *ACM CHI Conference on Human Factors in Computing Systems*, CHI '24. 2024
- P11 **Kawakami, A.**, Guerdan, L., Cheng, Y., Lee, M., Carter, S., Arechiga, N., Glazko, K., Zhu, H.~, Holstein, K.~. “Training Towards *Critical Use*: Learning to Situate AI Predictions Relative to Human Knowledge.” In *ACM Collective Intelligence*, CI '23. 2023
- P10 **Kawakami, A.**, Chowdhary S., Iqbal S., Liao V., Olteanu A., Suh J., and Saha, J. “Sensing Wellbeing in the Workplace, Why and For Whom? Envisioning Impacts with Organizational Stakeholders.” In *ACM SIGCHI Conference on Computer-Supported Cooperative Work & Social Computing*, CSCW '23. 2023
- P09 Chowdhary, S., **Kawakami, A.**, Gray, M. L., Suh, J., Olteanu A., and Saha, J. “Can Workers Meaningfully Consent to Workplace Wellbeing Technologies?” In *Proceedings of the ACM Conference on Fairness, Accountability, and Transparency*, FAccT '23. 2023
- P08  Coston, A., **Kawakami, A.**, Zhu, H., Holstein, K. and Heidari, H. “A Validity Perspective on Evaluating the Justified Use of Data-driven Decision-making Algorithms.” In *IEEE Conference on Secure and Trustworthy Machine Learning*, IEEE SaTML '23. **Best Paper Award (top 1% of submissions)** 2023

- P07 **Kawakami, A.**, *, Sivaraman, V.*, Cheng, H.F., Stapleton, L., Perer, A., Wu, Z.S., Zhu, H. and Holstein, K. “Why Do I Care What's Similar?' Probing Challenges in AI-Assisted Child Welfare Decision-Making through Worker-AI Interface Design Concepts.” In *ACM SIGCHI Conference on Designing Interactive Systems*, DIS '22. 2022
- P06  **Kawakami, A.**, Sivaraman, V., Cheng, H.F., Stapleton, L., Cheng, Y., Qing, D., Perer, A., Wu, Z.S., Zhu, H. and Holstein, K. “Improving Human-AI Partnerships in Child Welfare: Understanding Worker Practices, Challenges, and Desires for Algorithmic Decision Support.” In *ACM CHI Conference on Human Factors in Computing Systems*, CHI '22. **Best Paper Honorable Mention Award (top 5% of submissions)** 2022
- P05 Cheng, H.F.*, Stapleton, L.*, **Kawakami, A.**, Sivaraman, V., Cheng, Y., Qing, D., Perer, A., Holstein, K., Wu, Z.S. and Zhu, H. “How Child Welfare Workers Reduce Racial Disparities in Algorithmic Decisions.” In *ACM CHI Conference on Human Factors in Computing Systems*, CHI '22. 2022
- P04 **Kawakami, A.**, Umarova, K., Huang, D. and Mustafaraj, E. “The 'Fairness Doctrine' lives on? Theorizing about the Algorithmic News Curation of Google's Top Stories” In *ACM Conference on Hypertext and Social Media*, HT '20. 2020
- P03 **Kawakami, A.**, Umarova, K., and Mustafaraj, E. “The Media Coverage of the 2020 US Presidential Election Candidates through the Lens of Google’s Top Stories.” In *AAAI Conference on Web and Social Media*, ICWSM '20. 2020
- P02 Lerner A., He H., **Kawakami, A.**, Zeamer, S., Hoyle, R. “Privacy and Activism in the Transgender Community.” In *ACM CHI Conference on Human Factors in Computing Systems*, CHI '20. 2020
- P01 Cobb, C., Surbatovich, M., **Kawakami, A.**, Sharif, M., Bauer, L., Das, A. and Jia, L. “How Risky are Real Users’ IFTTT Applets?” In *Sixteenth Symposium on Usable Security and Privacy*, SOUPS '20. 2020

TUTORIALS ORGANIZED

- T01 **Kawakami, A.**, Blodgett, S. L., Barocas, S., Chouldechova, A., Jacobs, A., Sheng, E., Vaughan, J. W., Wallach, H., Winecoff, A., Wang, A., Zhu, H., Holstein, K. “Translation Tutorial: AI Measurement as a Stakeholder-Engaged Design Practice.” *ACM Conference on Fairness, Accountability, and Transparency*, FAccT '25. 2025

WORKSHOPS ORGANIZED

- W04 Saxena, D., Moon, E., **Kawakami, A.**, Jackson, C., Lee, M., Fox, S., Guha, S., Erete, S., Hardy, J. “Participation, Procurement, & Proof of Impact in Public Sector AI Innovation.” Forthcoming workshop at the *ACM CHI Conference on Human Factors in Computing Systems*, CHI '26. 2026

- W03 Ming, J., Pei, L., Varansai, R., **Kawakami, A.**, Verdezoto, N., Cheon, E. “Labor, Visibility, and Technology: Weaving Together Academic Insights and On-Ground Realities.” Workshop at the *ACM Conference on Computer-Supported Cooperative Work and Social Computing*, CSCW ’24. 2024
- W02 Wan, R., Alvarado Garcia, A., Saxena, D., Vajiac, C., **Kawakami, A.**, Stapleton, L., Zhu, H., Holstein, K., Candello, H., Badillo-Urquiola, K. “Community-driven AI: Empowering people through responsible data-driven decision-making.” Workshop at the *ACM Conference on Computer-Supported Cooperative Work and Social Computing*, CSCW ’23. 2023
- W01 Stapleton, L., Saxena, D., **Kawakami, A.**, Nguyen, T., Flügge, A., Eslami, M., Møller, N., Lee, M. K., Guha, S., Holstein, K. “Who has an interest in ‘Public Interest Technology’? Critical questions for working with local government & impacted communities.” Workshop at the *ACM Conference on Computer-Supported Cooperative Work and Social Computing*, CSCW ’22. 2022

WORKSHOP PAPERS & POSTERS

- S05 **Kawakami, A.**, Taylor, J., Fox, S., Zhu, H., Holstein, K. “*AI Failure Loops* in Feminized Labor: Understanding the Interplay of Workplace AI and Occupational Devaluation.” In *AAAI/ACM Conference on Artificial Intelligence, Ethics, and Society*, AIES ’24 (non-archival). 2024
- S04 **Kawakami, A.**, Coston, A., Heidari, H., Holstein, K., Zhu, H. “Studying Up Public Sector AI: How Networks of Power Relations Shape Agency Decisions Around AI Design and Use.” In *ACM Conference on Equity and Access in Algorithms, Mechanisms, and Optimization*, EAAMO ’23 (non-archival). 2023
- S03 **Kawakami, A.**, Coston, A., Heidari, H., Zhu, H., Holstein, K. “Recentring Validity Considerations through Early-stage Deliberations around AI and Policy Design.” In Workshop on Designing Technology and Policy Simultaneously at *ACM Conference on Human Factors in Computing Systems*, CHI ’23. 2023
- S02 Coston, A., **Kawakami, A.**, Zhu, H., Holstein, K., Heidari, H. “A validity perspective on the justified use of data-driven decision-making algorithms.” In *ACM Conference on Equity and Access in Algorithms, Mechanisms, and Optimization*, EAAMO ’22 (non-archival). 2022
- S01 **Kawakami, A.**, Guerdan, L., Cheng, Y., Sun, A., Hu, A., Glazko, K., Arechiga, N., Lee, M., Carter, S., Zhu, H., Holstein, K. “Towards a Learner-centered Explainable AI: Lessons from the Learning Sciences.” In Workshop on Human-Centered Explainable AI (HCXAI) at *ACM Conference on Human Factors in Computing Systems*, CHI ’22. 2022

POLICY WRITING

- Po01 **Kawakami, A.,** Zhu, H., Holstein, K. “Expanding State and Local Government Capacity for AI Procurement and Use via a Federal Center of Excellence.” *Policy memo with Federation of American Scientists.* 2025

OTHER WRITING & REPORTS

- R02 **Kawakami, A.,** Vorvoreanu, M., Zorn, B., Liles, N., Kamar, E. “AI Reliability & Safety: Practices and Challenges at Microsoft.” *Microsoft-internal technical report.* 2021
- R01 **Kawakami, A.** “The News We See When Searching: Exploring Users’ Mental Models of Google’s Top Stories.” *Honors senior thesis.* 2021

GRANTS

- G01 **Participatory AI Measurement Design: Supporting Early Stakeholder Engagement in the Design of AI Measurements** **Awarded**
Google Academic Research Award **\$75,000**
Co-written with Ken Holstein and Haiyi Zhu 2024

OTHER GRANT WRITING EXPERIENCE

Defining Pro-Worker AI for Workers, by Workers: Participatory Design of Worker-Centered Measurements for AI and Policy
Block Center for Technology and Society, Co-written with Ken Holstein and Haiyi Zhu

Defining Pro-Worker AI for Workers, by Workers: Participatory Design of Worker-Centered Measurements for AI and Policy
The Washington Center for Equitable Growth, Co-written with Ken Holstein and Haiyi Zhu

SELECTED AWARDS & HONORS

- NSF Graduate Research Fellow** (\$147,000), National Science Foundation 2023
- Best Paper Award Recipient** (\$1,000), IEEE Conference on Secure and Trustworthy Machine – *awarded to the top 1% of submissions* 2023
- K&L Gates Ethics and AI Presidential Fellow** (\$60,000), K&L Gates Endowment for Ethics and Computational Technologies at Carnegie Mellon University – *awarded annually to 3 – 4 doctoral students at Carnegie Mellon University whose studies relate to the field of ethics and computational science and technology* 2023
- CASMI PhD Fellow**, Center for Advancing Safety of Machine Intelligence at Northwestern University – *awarded to PhD students researching topics around the design, development, deployment, and evaluation of safe AI technologies* 2022
- Best Paper Honorable Mention Award Recipient**, ACM CHI Conference on Human Factors in Computing Systems (CHI ’22) – *awarded to the top 5% of submissions* 2022

Trustee Scholar , Wellesley College Board of Trustees – <i>awarded to four graduating seniors at Wellesley College by the Wellesley Board of Trustees</i>	2021
Academic Excellence in Computer Science Award , Wellesley College Computer Science Department – <i>awarded to two graduating Computer Science majors by the Wellesley Computer Science Department</i>	2021

OTHER RECOGNITION

Travel Award , GeorgiaTech Summit on Responsible Computing, AI, and Society	2025
Travel Award , Human-Computer Interaction Consortium (HCIC) Annual Meeting	2025
Two Special Recognitions for Outstanding Reviews , ACM CHI Conference on Human Factors in Computing Systems (CHI '25)	2024
Travel Award (\$900), AAAI HCOMP Conference on Human Computation and Crowdsourcing	2024
Travel Award (\$1,000), AAAI/ACM Conference on AI, Ethics, and Society	2024
Day One Project (\$500), Federation of American Scientists – <i>policy idea for supporting AI governance was selected for further development into a policy memo</i>	2024
Summer School on Designing Technology for Social Impact Participant (\$1,000), Cornell University (<i>deferred to 2025</i>)	2024
Travel Award (\$1,700), AAAI HCOMP Conference on Human Computation and Crowdsourcing and ACM CI Conference on Collective Intelligence	2023
Special Recognition for Outstanding Review , ACM Conference on Computer-Supported Cooperative Work and Social Computing (CSCW '23)	2022
Invited Participant (€2,500), International Symposium on Augmented Intelligence at Work, hosted by University of Cambridge, the RWTH Aachen University, and the Volkswagen Stiftung – <i>awarded to 50 researchers across the globe, working in the field of augmented intelligence at work</i>	2022
Honors in Computer Science , Wellesley College Computer Science Department – <i>awarded to students who successfully complete an honors undergraduate thesis</i>	2021
Durant Scholar Magna Cum Laude , Wellesley College – <i>awarded to students with an average GPA of 3.75 or higher</i>	2021
Sigma Xi Scientific Research Honor Society Nomination , Wellesley College Sigma Xi Chapter – <i>nominated by a Wellesley College professor</i>	2021

INVITED TALKS & EVENTS

Invited Speaker , AI Transformation in Government Panel, hosted by European Political Science Society.	2026
Invited Speaker , Annual VU Women in Tech Conference, hosted by Villanova University. <i>Impacts of AI on Feminized Labor.</i>	2026

Invited Expert , Workshop on AI and the Future of Work for Young People, hosted by Microsoft AI Futures.	2025
Invited Speaker , hosted by Harvard University, Center for Human-centered AI Research and Methods. <i>Designing Positive Futures for AI in Socially Complex Work With and For Workers.</i>	2025
Invited Speaker , hosted by Wellesley College, Computer Science Department. <i>Designing Positive Futures for AI in Socially Complex Work With and For Workers.</i>	2025
Invited Speaker , Trust in the Times of Generative AI, Academic Fringe Festival, hosted by TU Delft. <i>Designing Positive Futures for AI in Socially Complex Work With and For Workers.</i>	2025
Invited Speaker , Engineering Design, hosted by The Ellis Upper School.	2025
Guest Lecturer , AI-Assisted Decision-Making, hosted by Brown University, Introduction to Socio-technical Systems and HCI. <i>AI-Assisted Social Decision-Making in the Workplace.</i>	2025
Invited Speaker , AI and the Future of Work Conference, hosted by The Wharton School of the University of Pennsylvania.	2025
Invited Expert , Expert Convening on Predictive Analytics in Child Welfare, hosted by University of Bristol.	2025
Invited Expert , Policy Summit, hosted by Federation of American Scientists.	2024
Invited Expert , Expert Convening on Public Sector AI, hosted by Roosevelt Institute.	2024
Guest Lecturer , Automation and AI in the Workplace, hosted by Carnegie Mellon University, Human Factors Course.	2024
Invited Speaker , Open Science Community Event, hosted by Cohere for AI.	2024
Guest Lecturer , AI in Social Decision-Making, hosted by Carnegie Mellon University, Human-AI Interaction Course. <i>Understanding and Designing for AI-Assisted Social Decision-Making in the Workplace.</i>	2024
Guest Lecturer , Automation and AI in the Workplace Session, hosted by Carnegie Mellon University, Human Factors Course. <i>Supporting Worker-AI Complementarity for Complex Decision-Making in the Real-World.</i>	2023
Invited Speaker , Computer Science Colloquium, hosted by Wellesley College. <i>Supporting Responsible AI Practices in Public Sector Contexts.</i>	2023
Invited Speaker , Human-AI Interaction Session, hosted by Carnegie Mellon University, User Experience Association.	2022
Invited Speaker , Human-AI Teams Session, hosted by Institute for Operations Research and Management Sciences (INFORMS) Annual Meeting. <i>Understanding human-AI decision-making in the real-world: From observational studies to theoretical models.</i>	2022

Invited Participant , International Symposium on Augmented Intelligence at Work, hosted by University of Cambridge, the RWTH Aachen University, the Volkswagen Stiftung.	2022
Invited Panelist , “Future of HCI” Panel, hosted by Carnegie Mellon University, Introduction to Human-Computer Interaction Course.	2022
Invited Panelist , Graduate Student Panel, hosted by Carnegie Mellon University, REU in Software Engineering Program.	2022
Invited Panelist , Academia Tech Talk Series, hosted by Wellesley College, Developer Student Club.	2021

POLICY CITATIONS

Center for Democracy and Technology , A framework for assessing AI transparency in the public sector.	12/2025
Center for Democracy and Technology , Fostering responsible tech use: Balancing the benefits and risks among public child welfare agencies.	05/2024
Office of Human Services Policy , Avoiding racial bias in child welfare agencies’ use of predictive risk modeling.	10/2022

SELECTED PRESS

Tectonic Justice , Inescapable AI: The ways AI decides how low-income people work, live, learn, and survive.	11/2024
Logic(s) Magazine , The Allegheny Family Screening Tool’s overestimation of utility and risk.	12/2023
Center for Advancing Safety of Machine Intelligence , Empowering Human Knowledge for More Effective AI-Assisted Decision-Making	11/2023
Center for Advancing Safety of Machine Intelligence , Award-winning research highlights challenges and opportunities for more reliable human-AI decision-making.	09/2023
Data & Society , How recidivism risk assessments impede judgments.	04/2023
ACLU , The devil is in the details: Interrogating values embedded in the Allegheny Family Screening Tool.	03/2023
Children’s Bureau Express , Use of artificial intelligence-based decision tools in child welfare.	11/2022
Associated Press News , White House unveils artificial intelligence ‘Bill of Rights.’	10/2022
The Gavel , A Look at Child Welfare in the Digital Age.	07/2022
The Takeaway , The biases behind predictive algorithms for child welfare tracking.	06/2022
Marketplace Tech , Should an algorithm play a role in child welfare decisions?	06/2022

The Imprint , Oregon officials phase out use of artificial intelligence tool in child welfare cases.	06/2022
Techdirt , Oregon state officials dump AI tool used to initiate child welfare investigations.	06/2022
PBS News Hour , Oregon dropping AI tool used to help decide child abuse cases.	06/2022
Engadget , Oregon is shutting down its controversial child welfare AI in June.	06/2022
Associated Press (AP News) , Oregon dropping AI tool used in child abuse cases.	06/2022
Pittsburgh Tribune-Review , Editorial: Can algorithms help or hurt child protective services?	05/2022
Open Minds , The power & problems of algorithm-driven decision-making in child welfare.	05/2022
Scary Mommy , Data isn't objective: An algorithm is flagging black homes for child welfare investigations.	05/2022
InnovateLI , The slippery slope of child abuse algorithms.	05/2022
PBS News Hour , How an algorithm that screens for child neglect could harm racial disparities.	04/2022
Associated Press News , An algorithm that screens for child neglect raises concerns.	04/2022

RESEARCH MENTORSHIP

Ashveen Banga , Carnegie Mellon University, HCI Independent Study	06/2025–
Chloe Qianhui Zhao , Carnegie Mellon University, Research Assistant	06/2025–
Adrian Shin , Carnegie Mellon University, HCI Independent Study	05/2024–05/2025
Harrison Leon , Carnegie Mellon University, MSPPM Capstone Project	01–05/2024
Jonathan Ho , Carnegie Mellon University, HCI Independent Study	02–05/2023
Shreya Chowdhary , Olin College, Microsoft Undergrad Research Intern	06–09/2023
Yang Cheng , Carnegie Mellon University, MHCI Independent Study	02–10/2022
Diana Qing , UC Berkeley, Research Assistant	09/2021–04/2022
Anita Sun , Carnegie Mellon University, MHCI Independent Study	09–12/2021
Alison Hu , Carnegie Mellon University, HCI Independent Study	09–12/2021
Matthew Ok , Carnegie Mellon University, HCI Independent Study	09–12/2021
Mia Tang , Carnegie Mellon University, HCI Independent Study	09–12/2021

TEACHING POSITIONS

Human Factors , Carnegie Mellon University, Teaching Assistant	Spring 2024
Programming User Interfaces , Carnegie Mellon University, Teaching Assistant	Fall 2024

SELECTED ACADEMIC & COMMUNITY SERVICE

CHI , Associate Chair	2025 –
CHI , CSCW , FAccT , DIS , Reviewer	2022 –
Graduate Application Support Program , Carnegie Mellon University, Mentor	2022–2024
AI Fairness, Equity, Accountability, Transparency Reading Group , Carnegie Mellon University, Co-Organizer	2024
REU in HCI , Carnegie Mellon University, Admissions Committee	2024
Northeast HCI Meeting , Local Logistics Volunteer	2024
HCI Women and Non-binary Weekly Lunch , Carnegie Mellon University, Co-Organizer	2022–2024
REU in Software Engineering , Carnegie Mellon University, Admissions Committee	2022–2024
HCI Four-Minute Madness , Carnegie Mellon University, Student Co-Organizer	2022–2023
OurCS Conference , Carnegie Mellon University, Co-Mentor	2022
HCI Open House , Carnegie Mellon University, Student Co-Leader	2022
Computer Science Club , Wellesley College, Executive Board Member	2018–2019