

# Anna Kawakami

annakawakami.com • akawakam@andrew.cmu.edu

## EDUCATION

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|---|------------------------------|
| <b>Carnegie Mellon University</b><br>School of Computer Science<br>Pittsburgh, PA<br><i>PhD student in Human-Computer Interaction</i><br>Advisors: Ken Holstein and Haiyi Zhu | 09/2021 – 05/2026 (Expected) |
| <b>Wellesley College</b><br>Wellesley, MA<br><i>Bachelor of Arts in Computer Science (Honors), Minor in Economics</i><br>Advisor: Eni Mustafaraj                              | 09/2017 – 06/2021            |
| <b>University of Oxford</b><br>Oxford, England<br><i>Visiting student in Computer Science and Mathematics</i>   | 09/2019 – 06/2020            |

## RESEARCH POSITIONS

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| <b>Carnegie Mellon University</b> , Human-Computer Interaction Institute<br><i>Graduate Researcher</i> advised by Drs. Ken Holstein and Haiyi Zhu  | Fall 2021 – |
| <b>Microsoft Research</b> , FATE Team in New York City<br>Fairness, Accountability, Transparency, and Ethics in AI (FATE) group<br><i>PhD Research Intern</i> mentored by Dr. Alex Chouldechova  | Summer 2023 |
| <b>Microsoft Research</b> , FATE Team in Montreal<br><i>PhD Research Intern</i> mentored by Drs. Koustuv Saha, Vera Liao, Jina Suh, Alexandra Olteanu, and Shamsi Iqbal  | Summer 2022 |
| <b>Wellesley College</b> , Computer Science Department<br><i>Undergraduate Research Assistant</i> advised by Dr. Eni Mustafaraj  | 2018 – 2021 |
| <b>Microsoft Research</b> , Aether and Adaptive Systems & Interactions Group in Redmond<br><i>Research Intern</i> advised by Drs. Mihaela Vorvoreanu, Ece Kamar, and Ben Zorn<br><i>Undergraduate Research Internship in Computing Program</i> | Summer 2020 |
| <b>University of Oxford</b> , Centre for Technology and Global Affairs<br><i>Undergraduate Research Assistant</i> advised by Dr. Takis Metaxas   | 2019 – 2020 |
| <b>Carnegie Mellon University</b> , Software, Systems, and Society Department<br><i>Undergraduate Researcher</i> advised by Drs. Lujo Bauer and Limin Jia<br><i>NSF REU in Software Engineering Program</i>                                    | 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

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| P07 | <b>Kawakami, A.</b> , *, 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 <i>ACM SIGCHI Conference on Designing Interactive Systems</i> , DIS '22.   | 2022 |
| P06 | <b>Kawakami, A.</b> , 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 <i>ACM CHI Conference on Human Factors in Computing Systems</i> , CHI '22. <b>Best Paper Honorable Mention Award (top 5% of submissions)</b> | 2022 |
| P05 | Cheng, H.F.*, Stapleton, L.* <b>Kawakami, A.</b> , 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 <i>ACM CHI Conference on Human Factors in Computing Systems</i> , CHI '22.  | 2022 |
| P04 | <b>Kawakami, A.</b> , Umarova, K., Huang, D. and Mustafaraj, E. “The 'Fairness Doctrine' lives on? Theorizing about the Algorithmic News Curation of Google's Top Stories” In <i>ACM Conference on Hypertext and Social Media</i> , HT '20.   | 2020 |
| P03 | <b>Kawakami, A.</b> , Umarova, K., and Mustafaraj, E. “The Media Coverage of the 2020 US Presidential Election Candidates through the Lens of Google's Top Stories.” In <i>AAAI Conference on Web and Social Media</i> , ICWSM '20.   | 2020 |
| P02 | Lerner A., He H., <b>Kawakami, A.</b> , Zeamer, S., Hoyle, R. “Privacy and Activism in the Transgender Community.” In <i>ACM CHI Conference on Human Factors in Computing Systems</i> , CHI '20.  | 2020 |
| P01 | Cobb, C., Surbatovich, M., <b>Kawakami, A.</b> , Sharif, M., Bauer, L., Das, A. and Jia, L. “How Risky are Real Users' IFTTT Applets?” In <i>Sixteenth Symposium on Usable Security and Privacy</i> , SOUPS '20.  | 2020 |

## TUTORIALS ORGANIZED

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| T01 | <b>Kawakami, A.</b> , 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.” <i>ACM Conference on Fairness, Accountability, and Transparency</i> , FAccT '25. | 2025 |
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## WORKSHOPS ORGANIZED

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| W04 | Saxena, D., Moon, E., <b>Kawakami, A.</b> , 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 <i>ACM CHI Conference on Human Factors in Computing Systems</i> , CHI '26. | 2026 |
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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. “Recentering 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 \$75,000  
Google Academic Research Award 2024  
Co-written with Ken Holstein and Haiyi Zhu

## 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

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

## OTHER RECOGNITION

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

## INVITED TALKS & EVENTS

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

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| <b>Invited Expert</b> , Workshop on AI and the Future of Work for Young People, hosted by Microsoft AI Futures.   | 2025 |
| <b>Invited Speaker</b> , 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 |
| <b>Invited Speaker</b> , hosted by Wellesley College, Computer Science Department. <i>Designing Positive Futures for AI in Socially Complex Work With and For Workers.</i>  | 2025 |
| <b>Invited Speaker</b> , 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 |
| <b>Invited Speaker</b> , Engineering Design, hosted by The Ellis Upper School.  | 2025 |
| <b>Guest Lecturer</b> , 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 |
| <b>Invited Speaker</b> , AI and the Future of Work Conference, hosted by The Wharton School of the University of Pennsylvania.  | 2025 |
| <b>Invited Expert</b> , Expert Convening on Predictive Analytics in Child Welfare, hosted by University of Bristol.   | 2025 |
| <b>Invited Expert</b> , Policy Summit, hosted by Federation of American Scientists.   | 2024 |
| <b>Invited Expert</b> , Expert Convening on Public Sector AI, hosted by Roosevelt Institute.  | 2024 |
| <b>Guest Lecturer</b> , Automation and AI in the Workplace, hosted by Carnegie Mellon University, Human Factors Course.   | 2024 |
| <b>Invited Speaker</b> , Open Science Community Event, hosted by Cohere for AI.   | 2024 |
| <b>Guest Lecturer</b> , 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 |
| <b>Guest Lecturer</b> , 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 |
| <b>Invited Speaker</b> , Computer Science Colloquium, hosted by Wellesley College. <i>Supporting Responsible AI Practices in Public Sector Contexts.</i>  | 2023 |
| <b>Invited Speaker</b> , Human-AI Interaction Session, hosted by Carnegie Mellon University, User Experience Association.   | 2022 |
| <b>Invited Speaker</b> , 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 |

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

## POLICY CITATIONS

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

## SELECTED PRESS

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

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

## RESEARCH MENTORSHIP

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

## TEACHING POSITIONS

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|---|-------------|
| <b>Human Factors</b> , Carnegie Mellon University, Teaching Assistant               | Spring 2024 |
| <b>Programming User Interfaces</b> , Carnegie Mellon University, Teaching Assistant | Fall 2024   |

## SELECTED ACADEMIC & COMMUNITY SERVICE

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