

Motahhare Eslami
(Motahareh Eslamimehdiabadi)

Carnegie Mellon University, School of Computer Science
Human-Computer Interaction Institute

meslami@andrew.cmu.edu
<http://motahhare.com>

APPOINTMENTS

- Assistant Professor, Carnegie Mellon University, School of Computer Science
Human-Computer Interaction Institute (HCII) & Software and Societal Systems Department (S3D) 2020-Present
 - UX Researcher, Meta 2019-2021
 - Graduate Research Assistant, Computer Science Department,
University of Illinois at Urbana-Champaign 2012-2019
 - Research Intern, Adobe Research, San Francisco, CA Spring & Summer 2017
 - Research Intern, Max Planck Institute for Software Systems Fall 2015
 - Graduate Research Assistant, Computer Engineering Department,
Sharif University of Technology 2009-2012
 - Undergraduate Research Assistant, Computer Engineering Department,
Sharif University of Technology 2007-2009
-

EDUCATION

Ph.D., Computer Science, University of Illinois at Urbana-Champaign, Illinois, U.S. 2019
Thesis: “Participating and Designing around Algorithmic Sociotechnical Systems”
Committee: Karrie Karahalios, Christian Sandvig, Brian Bailey, Hari Sundaram, Kevin Hamilton

M.Sc., Computer Engineering, Sharif University of Technology, Tehran, Iran 2011

B.Sc., Computer Engineering, Sharif University of Technology, Tehran, Iran 2009

RESEARCH INTERESTS

My work draws on *Human-Computer Interaction*, *Social Computing* and *Data Mining* techniques to empower the users of algorithmic systems, particularly those who belong to marginalized communities or those whose decisions impact those communities, make transparent, fair, and informed decisions in interaction with algorithmic systems.

HONORS AND AWARDS

- **Microsoft AI & Society Fellow** 2023
with Wesley Deng, Ken Holstein, and Jason Hong
- **Recognition Award for Contribution to Diversity and Inclusion**, ACM CSCW 2023
- **Teaching Innovation Award**, Carnegie Mellon University 2023
- **Honorable Mention Award for Best Paper**, CHI 2023
- **Named one of “100 Brilliant Women in AI Ethics”** 2023
- **Honorable Mention Award for Best Paper**, CSCW 2021
- **Google PhD Fellowship** 2017-2020
- **Best Reviewer Award**, International Conference on Web & Social Media (ICWSM) 2018
Awarded to the top 20 reviewers

- **Heidelberg Laureate Forum Young Researcher** 2018
A prestigious international mathematics and computer science Forum (11% acceptance rate)
 - **C.W. Gear Outstanding Graduate Student Award** 2017
Awarded annually to a graduate student who has demonstrated excellence in research, Department of Computer Science at University of Illinois at Urbana-Champaign
 - **Adobe PhD Fellowship Finalist** 2017
 - **Saburo Muroga Endowed Fellowship** 2016
Awarded to outstanding graduate students in Computer Science, University of Illinois at Urbana-Champaign
 - **Feng Chen Memorial Award** 2016
Awarded to students who are first authors on a paper that has won a best paper award, Department of Computer Science, University of Illinois at Urbana-Champaign
 - **Facebook PhD Fellowship Finalist** 2016
 - **Selected for Rising Stars in EECS Workshop** 2015, 2016
 - **Best Paper Award, ACM CHI** 2015
 - **CS Grace Hopper Conference Scholarship, University of Illinois at Urbana-Champaign** 2014
 - **Honorable Mention in Facebook Midwest Regional Hackathon** 2013
 - **Exceptional Talent Award, M.S., Computer Engineering (IT), Sharif University of Technology** 2011
 - **3rd Rank in GPA, M.S., Computer Engineering (IT), Sharif University of Technology** 2011
 - **Exceptional Talent Award, B.S., Computer Engineering (IT), Sharif University of Technology** 2009
 - **1st rank in GPA, B.S., Computer Engineering (IT), Sharif University of Technology** 2009
-

GRANTS

- **Regulating AI in Light of the Challenges of Doing Responsible AI in Practice** \$45,000
Microsoft AI & Society Fellowship Co-PI
With Wesley Deng, Ken Holstein, and Jason Hong 2024-2025
- **Procuring AI in Municipal Government** \$48,000
Block Center, CMU Co-PI
with Hoda Heidari, Ravit Dotan, Beth Schwanke, Nari Johnson 2024-2025
- **Scaffolding Responsible AI Practice at the Earliest Stages of Ideation, Problem Formulation and Project Selection** \$350,193
PwC Co-PI
with Ken Holstein, John Zimmerman, Jodi Forlizzi, Haiyi Zhu, Hoda Heidari, and Christian Kaestner 2022-2023
- **Bridging Policy Gaps in the Life Cycle of Public Algorithmic Systems** \$80,000
Block Center, CMU PI
with Ken Holstein & Sarah Fox 2022-2023
- **Developing Community-Led & Equity-Focused Public Interest Technology Curriculum** \$89,457
The Public Interest Technology University Network (PIT-UN) Challenge Co-PI
with Sarah Fox, Michael Skirpan, Hong Shen, Rayid Ghani 2022-2023

- **The AI Institute for Collaborative Assistance and Responsive Interaction for Networked Groups (AI-CARING)** \$20,000,000
 NSF AI Institute (NSF, Amazon and Google) Senior Personnel
 2021-2026
With Georgia Institute of Technology, Carnegie Mellon University, Oregon State University, University of Massachusetts Lowell, and Oregon Health & Science University
- **Combining Human and Machine Intelligence to Improve Equity and Fairness in the Work of Municipal, Public Sector Decision Making** \$150,000
 NSF Program on Future of Work PI
 2021-2022
with John Zimmerman
- **Organizing Crowd Audits to Detect Bias in Machine Learning** \$1,000,000
 NSF Program on Fairness in Artificial Intelligence (FAI) Co-PI
 2021-2024
with Jason Hong, Ken Holstein, Hong Shen, Adam Perer, and Nihar Shah
- **Human-AI Collaborative Intelligence: The Roles and Interactions of Human & AI in Content Enforcement Systems** \$50,000
 Facebook Research *(with Heidi Soedarmo)* PI
 2021
- **Harnessing Everyday Users' Collective Power to Audit Algorithmic Bias in AI Systems** \$100,000
 Cisco Research, Ethics in AI PI
 2021-2022
with Jason Hong, Ken Holstein, Hong Shen, Adam Perer, and Nihar Shah

PUBLICATIONS

Refereed Conference and Journal Publications

- [41] S. Kim, B. Fan, W. Yang, J. Ramey, S. Fox, H. Zhu, J. Zimmerman and **M. Eslami**. *Public Technologies Transforming Work of the Public and the Public Sector*, CHIWork, *Under Review*, 2024.
- [40] S. Kingsley, C. Wang, R. Lambeth, M.S. Silberman, **M. Eslami**, B. Li, J. Bigham. *Information Quality Challenges of Text Data in Low-Wage Job Search: An exploratory survey of U.S. job-seeker perspectives*, CHIWork, *Under Review*, 2024.
- [39] S. Kim, Y. Bai, H. Zhu, and **M. Eslami**. *Systematic Literature Review on Equity and Technology: Navigating the Complexities and Nuances of Equity Research*. Proceedings of ACM in Human Computer Interaction (CSCW), *Under Review*, 2024.
- [38] C. Sum, J. Zhi, A. Cook, Dr P. J. Cooper, A. Lozano, TJ Johnson, J. Perez, R. Ghani, M. Skirpan, **M. Eslami**, H. Shen, S. Fox. *"You're in a Ferrari. I'm Waiting for the Bus": Confronting Tensions in Community-University Partnerships*. Proceedings of ACM in Human Computer Interaction (CSCW), *Under Review*, 2024.
- [37] N. Johnson, S. Moharana, C. Harrington, N. Andalibi, H. Heidari⁺, **M. Eslami**⁺. *The Rise and Fall of an Algorithm: Characterizing the Dynamics of Algorithm Abandonment*. ACM Conference on Fairness, Accountability, and Transparency (FAcCT), *Under Review*, 2024.

- [36] S. Kingsley, J. Zhi, W. Deng, J. Lee, S. Zhang, **M. Eslami**, K. Holstein, J. Hong., T. Li, & H. Shen. *Investigating what factors influence users' detection of harmful algorithmic bias and discrimination*. ACM Conference on Fairness, Accountability, and Transparency (FAcCT), *Under Review*, 2024.
- [35] A. DeVrio, **M. Eslami**⁺, K. Holstein⁺, *Building, Shifting, & Employing Power: A Framework for Understanding & Empowering Public Responses to Algorithmic Harm*, ACM Conference on Fairness, Accountability, and Transparency (FAcCT), *Under Review*, 2024.
- [p34] B. Fan, H. Shen, W. Yang, Beth. Schwanke⁺, Y. Li⁺, R. Farzan⁺, S. Fox⁺, **M. Eslami**⁺. “Algorithms are used on us and we don’t even know it”: *Local Community Awareness, Concerns and Asks of Public Sector Algorithms*, (+: equal contribution), Journal of Responsible Computing, *Under Submission* , 2024.
- [p33] S. Kim, B. Fan, W. Yang, Y. Li, J. Ho, S. Fox, J. Ramey, H. Zhu, J. Zimmerman, **M. Eslami**. *Designing for Equity in Public Sector Data-Driven Innovations: Exploring the Desired Futures of Underserved Stakeholders*, Proceedings of ACM in Human Computer Interaction (PACM), CSCW, *Under Revision*, 2024.
- [p32] F. Alizadeh, D. Lawo, J. Kruger, G. Stevens, **M. Eslami**. *When the “Matchmaker” Does Not Have Your Interest at Heart: Understanding Algorithmic Damages to Relationship-Building and Users’ Power Struggles on Tinder Platform*, Proceedings of ACM in Human Computer Interaction (PACM), CSCW, *Under Revision*, 2024.
- [p31] J. Solyst, E. Yang, S. Xie, , J. Hammer, A. Ogan, **M. Eslami**, *Children’s Overtrust and Shifting Perspectives of Generative AI*, The International Conference of the Learning Sciences (ICLS), 2024.
- [P30] J. Solyst, E. Yang, S. Xie, A. Ogan, J. Hammer, **M. Eslami**, *The Potential of Diverse Youth as Stakeholders in Identifying and Mitigating Algorithmic Bias for a Future of Fair AI*, Proceedings of ACM in Human Computer Interaction (PACM), 2023, CSCW. **Recognition for Contribution to Diversity and Inclusion**
- [p29] W. Deng, N. Yildirim, M. Chang, **M. Eslami**, K. Holstein and M. Madaio, *Exploring Opportunities to Support Cross-functional Collaboration for AI Fairness in Industry Practice*, ACM Conference on Fairness, Accountability, and Transparency (ACM FAcCT), 2023.
- [p28] R. Li, S. Kingsley, C. Fan, P. Sinha, N. Wai, J. Lee, H. Shen, **M. Eslami**, J. Hong. *Participation and Division of Labor in User-Driven Algorithm Audits: How Do Everyday Users Work Together to Surface Algorithmic Harms?*, ACM Conference on Human Factors in Computing Systems (CHI), 2023.
- [p27] J. Solyst, S. Xie, E. Yang, A. Stewart, **M. Eslami**, J. Hammer, A. Ogan. “*I Would Like to Design*”: *Black Girls Analyzing and Ideating Fair and Accountable AI*. ACM Conference on Human Factors in Computing Systems (CHI), 2023. **Honorable Mention Award for Best Paper**
- [p26] W. Deng, B. Guo, A. DeVrio, H. Shen, **M. Eslami** ⁺, K. Holstein ⁺, *Understanding Practices, Challenges, and Opportunities for User-Engaged Algorithm Auditing in Industry Practice*, (+: equal contribution), ACM Conference on Human Factors in Computing Systems (CHI), 2023.
- [p25] S. Singlaa, **M. Eslami**, B. Pollackc, S. Wallaced, K. Batmanghelich, “*Explaining the Black-box Smoothly - A Counterfactual Approach*”, Medical Image Analysis, Elsevier Journal, 2023.
- [p24] A. London, Y. Razin, J. Borenstein, **M. Eslami**, R. Perkins, and P. Robinette *Ethical Issues in Near-Future Socially Supportive Smart Assistants for Older Adults*, IEEE Transactions on Technology and Society, 2023.
- [p23] S. Kingsley, P. Sinha, C. Wang, **M. Eslami**, and J. Hong; “*Give everybody [...] a little bit more equity*”: *Content Creator Perspectives and Responses to Algorithmic Demonetization of Content Associated with Marginalized Communities*, Proceedings of ACM in Human Computer Interaction (CSCW), 2022.

- [p22] J. Solyst, A. Axon, A.E.B. Stewart, **M. Eslami**, and A. Ogan. Investigating Girls' Perspectives and Knowledge Gaps on Ethics and Fairness in Artificial Intelligence in a Lightweight Workshop. The International Conference of the Learning Sciences (ICLS), 2022.
- [p21] A. DeVos, A. Dhabalia, H. Shen, K. Holstein⁺, and **M. Eslami**⁺. *Toward User-Driven Algorithm Auditing: Investigating Users' Strategies for Uncovering Harmful Algorithmic Behavior*. CHI 2022. (+: equal contribution) **Graduate Student Poster Grand Prize at Grefenstette Tech Ethics Symposium**
- [p20] J. Park, K. Karahalios, N. Salehi, and **M. Eslami**. *Power Dynamics and Value Conflicts in Designing and Maintaining Socio-Technical Algorithmic Processes*, Proceedings of ACM in Human Computer Interaction (CSCW), 2022.
- [p19] H. Shen* and A. DeVos*, **M. Eslami**⁺ and K. Holstein⁺. *Everyday Algorithm Auditing: Understanding the Power of Everyday Users in Surfacing Harmful Algorithmic Behaviors*. Proceedings of ACM in Human Computer Interaction (CSCW), 2021. (+: equal contribution)
- [p18] N. Karizat, D. Delmonaco, **M. Eslami**, N. Andalibi. *Algorithmic Folk Theories and Identity: How TikTok Users Engage in Algorithmic Resistance and Identity Co-Production*. Proceedings of ACM in Human Computer Interaction (CSCW), 2021. **Honorable Mention Award for Best Paper**
- [p17] J. Asplund, **M. Eslami**, H. Sundaram, C. Sandvig and K. Karahalios. *Auditing Race and Gender Discrimination in Online Housing Markets*. AAAI International Conference of Weblogs and Social Media (ICWSM), 2020.
- [p16] **M. Eslami**, K. Vaccaro, M. K. Lee, A. Elazari Bar On, E. Gilbert, and K. Karahalios. *User Attitudes towards Algorithmic Opacity and Transparency in Online Reviewing Platforms*. ACM Conference on Human Factors in Computing Systems (CHI), 2019. [Acceptance Rate: 23.8%]
- [p15] J. Salminen, J. M. Santos, S. Jung, **M. Eslami**, and B. J. Jansen. *Persona Transparency: Analyzing the Impact of Explanations on Perceptions of Data-Driven Personas*, International Journal of Human-Computer Interaction, 2019.
- [p14] **M. Eslami**, S. R. Krishna Kumaran, C. Sandvig, K. Karahalios. *Communicating Algorithmic Process in Online Behavioral Advertising*. Proceedings of the ACM Conference on Human Factors in Computing Systems Conference (CHI), 2018. [Acceptance Rate: 26%]
- [p13] K. Vaccaro, D. Huang, **M. Eslami**, C. Sandvig, K. Hamilton, and K. Karahalios. *The Illusion of Control: Placebo Effects of Control Settings*. Proceedings of the ACM Conference on Human Factors in Computing Systems Conference (CHI), 2018. [Acceptance Rate: 26%]
- [p12] J. Kulshrestha, **M. Eslami**, J. Messias, M. B. Zafar, S. Ghosh, K. P. Gummadi, and K. Karahalios. *Search bias quantification: investigating political bias in social media and web search*. Information Retrieval Journal, 1-40, 2018.
- [p11] **M. Eslami**, K. Vaccaro, K. Karahalios, and K. Hamilton. *"Be careful; things can be worse than they appear": Understanding Biased Algorithms and Users' Behavior around Them in Rating Platforms*. The AAAI International Conference of Weblogs and Social Media (ICWSM), 2017. [Acceptance Rate: 14%]
- [p10] J. Kulshrestha, **M. Eslami**, J. Messias, M. B. Zafar, S. Ghosh, K. Gummadi, and K. Karahalios. *Quantifying Search Bias: Investigating Sources of Bias for Political Searches in Social Media*. Proceedings of the ACM Conference on Computer Supported Cooperative Work (CSCW), 2017. [Acceptance Rate: 34.5%]
- [p9] **M. Eslami**, K. Karahalios, C. Sandvig, K. Vaccaro, A. Rickman, K. Hamilton, and A. Kirlik. *First I "like" it, then I hide it: Folk Theories of Social Feeds*. Proceedings of the ACM Conference on Human

Factors in Computing Systems (CHI), 2016. [Acceptance Rate: 23.5%]

[p8] **M. Eslami**, A. Rickman, K. Vaccaro, A. Aleyasen, A. Voung, K. Karahalios, K. Hamilton, and C. Sandvig. “*I always assumed that I wasn’t really that close to [her]*”: Reasoning about Invisible Algorithms in News Feeds. Proceedings of the ACM Conference on Human Factors in Computing Systems (CHI), 2015. [Acceptance Rate: 23%] **Best Paper Award**

[p7] **M. Eslami**, A. Aleyasen, R. Zilouchian Moghadam and K. Karahalios. *Friend Grouping Algorithms for Online Social Networks: preference, bias, and implications*. International Conference on Social Informatics (SocInfo), 2014. [Acceptance Rate: 23%]

[p6] E. S. Hosseini, V. Esmaelzadeh, and **M. Eslami**. *A Hierarchical Sub-Chromosome Genetic Algorithm (HSC-GA) to Optimize Power Consumption and Data Communications Reliability in Wireless Sensor Networks*. Wireless Personal Communications (Springer). Vol. 80, no. 4, pp. 1579-1605, Oct. 2014.

[p5] **M. Eslami**, H. R. Rabiee, and M. Salehi. *Sampling from Diffusion Networks*. ASE and IEEE International Conference on Social Informatics, 2012. [Acceptance Rate: 11.5%]

[p4] P. Siyari, H. R. Rabiee, M. Salehi, and **M. Eslami**. *Network Reconstruction under Compressive Sensing*. ASE Human Journal. Vol.1, issue 3, pp. 130-143, 2012.

[p3] P. Siyari, H. R. Rabiee, M. Salehi and **M. Eslami**. *Network Reconstruction under Compressive Sensing*. ASE and IEEE International Conference on Social Informatics, 2012. [Acceptance Rate: 11.5%]

[p2] **M. Eslami**, H. R. Rabiee, and M. Salehi. *Diffusion-Aware Sampling and Estimation in Information Diffusion Networks*. IEEE International Conference on Social Computing, 2012. [Acceptance Rate < 10%]

[p1] **M. Eslami**, H. R. Rabiee, and M. Salehi. *DNE: A Method for Extracting Cascaded Diffusion Networks from Social Networks*. IEEE International Conference on Social Computing, 2011. [Acceptance rate: 9.8%]

Organized Workshops & Events

[w4] M. Eslami, E. Gilbert, S. Schoenebeck, *The Future of Research on Social Technologies*, Computing Community Consortium (CCC), A workshop gathering a group of pioneers of the field of social computing to discuss the future of the field, 2023.

[w3] WH. Deng, MS. Lam, AA. Cabrera, D. Metaxa, **M Eslami**, K Holstein. *Supporting User Engagement in Testing, Auditing, and Contesting AI*. Workshop at Computer Supported Cooperative Work and Social Computing (CSCW), 556-559, 2023.

[w2] W. Deng , S. Kapania, K Holstein, **M. Eslami**, L. Wilcox, Su Lin Blodgett , D. Metaxa, N. Diakopoulos, K.e Karahalios , S. Mishra, C. Wilson. *User Engagement in Algorithm Testing and Auditing: Exploring Opportunities and Tensions between Practitioners and End Users*. CRAFT (Critiquing and Rethinking Fairness, Accountability, and Transparency) Session, ACM Conference on Fairness, Accountability, and Transparency (ACM FAccT), 2023.

[w1] L. Stapleton, D. Saxena, A. Kawakami, T. Nguyen, A. Ammitzbøll Flügge, **M. Eslami**, N. Holten Møller, M. Lee, S. Guha, K. Holstein, H. Zhu. *Who Has an Interest in “Public Interest Technology”?: Critical Questions for Working with Local Governments & Impacted Communities*. Companion Publication of the 2022 Conference on Computer Supported Cooperative Work and Social Computing (CSCW), 2022.

Extended Abstracts & Work-in-Progress Papers

[e16] Eric Gilbert, S. Schoenebeck, **M. Eslami**, C. Goray, *Sociotechnical Perspectives on Social Media Reg-*

ulation, CHI, Workshop on Designing Technology and Policy Simultaneously: Towards A Research Agenda and New Practice, 2023.

[e15] **M. Eslami**, K. Holstein, S. Fox, A. Huq, *Bridging Policy Gaps between Technocratic and Democratic Approaches to Accountability Across the Lifecycle of Public Sector Algorithmic Systems*, CHI, Workshop on Designing Technology and Policy Simultaneously: Towards A Research Agenda and New Practice, 2023.

[e14] S. Kim, B. Fan, W. Yang, Y. Li, J. Ho, S. Fox, J. Ramey, H. Zhu, J. Zimmerman, **M. Eslami**, *Designing for Equity in Public Sector Data-Driven Innovations and Implications for Policy*, CHI, Workshop on Designing Technology and Policy Simultaneously: Towards A Research Agenda and New Practice, 2023.

[e13] W. Deng, **M. Eslami**, K. Holstein. *Towards “Anytime, Anywhere” Community Learning and Engagement around the Design of Public Sector AI*, CHI, AI Literacy Workshop, 2023.

[e12] J. Solyst, E. Yang, S. Xie, A. Ogan, J. Hammer, **M. Eslami**, *Investigating Children’s Possible Role in Recognizing Algorithmic Bias and Defining Fairness in AI*, CHI, Workshop on Child-centred AI Design: Definition, Operation and Considerations (CCAI), 2023.

[e11] **M. Eslami** and K. Karahalios. *Communicating the Algorithmic Self to Users*. The AAAI International Conference of Weblogs and Social Media (ICWSM), Workshop on Data Driven Persona and Human-Driven Analytics, 2018.

[e10] **M. Eslami** and K. Karahalios. *Embracing Seamfulness and Uncertainty in Designing around Hidden Algorithms*. ACM Conference on Human Factors in Computing Systems (CHI), Workshop on Designing for Uncertainty in HCI: When Does Uncertainty Help?, 2017.

[e9] **M. Eslami** and K. Karahalios. *Investigating Users’ Understanding of Invisible Algorithms and Designing around It*. The AAAI International Conference of Weblogs and Social Media (ICWSM), Workshop on Studying User Perceptions and Experiences with Algorithms, 2017.

[e8] **M. Eslami**. *Understanding and Designing around Users’ Interaction with Hidden Algorithms in Socio-technical Systems*. ACM Conference on Computer Supported Cooperative Work (CSCW) Doctoral Colloquium, 2017.

[e7] **M. Eslami**, A. Aleyasen, K. Karahalios, K. Hamilton and C. Sandvig. *FeedVis: A Path for Exploring News Feed Curation Algorithms*. ACM Conference on Computer Supported Cooperative Work (CSCW), Demonstration Paper, 2015.

[e6] **M. Eslami**, A. Rickman, K. Vaccaro, A. Aleyasen, K. Karahalios, K. Hamilton, and C.Sandvig. *Exposure to the Invisible: Reasoning about Hidden Algorithms in the News Feed*, International Conference on Computational Social Science (IC^2S^2), 2015.

[e5] **M. Eslami**. *Exposure to the Invisible: Algorithm Awareness from the Individual to the Collective*. CSL Student Conference, University of Illinois at Urbana-Champaign, 2015.

[e4] K. Hamilton, K. Karahalios, C. Sandvig and **M. Eslami**. *A Path to Understanding the Effects of Algorithm Awareness*. Alt.Chi: Extended Abstracts of the ACM Conference on Human Factors in Computing Systems (CHI), 2014.

[e3] N. Spirin, **M. Eslami**, J. Ding, P. Jain, B. Bailey and K. Karahalios. *Searching for Design Examples with Crowdsourcing*. International World Wide Web Conference (WWW) Poster, 2014.

[e2] **M. Eslami**, A. Aleyasen, R. Zilouchian Moghadam and K. Karahalios. *Evaluation of Automated Friend Grouping in Online Social Networks*. Extended Abstracts of the ACM Conference on Human Factors in Computing Systems (CHI), 2014.

[e1] M. Eslami, A. Aleyasen and K. Karahalios. *Make Community Detection More Human*. The Human Computer Interaction Consortium (HCIC) Boaster, 2013.

Book Chapters

[b1] M. Eslami and H. Hendrik Heuer *Revisiting Transparency Efforts in Algorithmic Regimes*. Invited Chapter in “Algorithmic Regimes: Methods, Interactions, and Politics”, Editors: J. Jarke, B. Prietl, S. Egbert. Y. Boeva, H. Heuer, M. Arnold, 2024.

TEACHING EXPERIENCE

Instructor

- Human-AI Interaction (HAI) Spring 2024
- Fairness, Accountability, Transparency, and Ethics (FATE) in Sociotechnical Systems Spring & Fall 2022
- User-Centered Research and Evaluation (UCRE) Spring & Fall 2021, Spring & Fall 2023

Invited Guest Lectures

- “(Ir)responsible AI: Fairness and Bias in Algorithmic Systems ” Spring 2022
Social Web taught by Hiro Shirado, HCII, CMU
- “(Ir)responsible AI: Algorithmic Fairness and Bias in Criminal Justice” Fall 2021
AI, Ethics and Society, taught by Alex London, Department of Philosophy, CMU
- “Responsible AI: Supporting (Enough) Transparency and Bias-Awareness in AI Systems” Spring 2021
Fairness in Machine Learning, taught by Yu-Ru Lin, School of Computing and Information, University of Pittsburgh
- “Responsible AI: Supporting (Enough) Transparency and Bias-Awareness in AI Systems” Fall 2020
Software Engineering for AI-Enabled Systems, taught by Christian Kastner & Eunsuk Kang, ISR, CMU
- “User Attitudes towards Algorithmic Opacity and Transparency” Fall 2020
Designing Artificial Intelligence for the Long-term, taught by Chinmay Kulkarni, HCII, CMU
- “Participating and Designing around Algorithmic Sociotechnical Systems” Fall 2019
HCI for ML, taught by Ranjitha Kumar, CS Department, UIUC
- “Participating and Designing around Algorithmic Sociotechnical Systems” Fall 2019
Social Computing, taught by Catherine Grevet Delcourt, CS Department, Wellesley College
- “Communicating Algorithmic Process in Online Behavioral Advertising” Fall 2018
Computational Advertising, taught by Hari Sundaram, CS Department, UIUC

Teaching Assistant

- Introduction to Data Mining, CS Department, UIUC Spring 2018
 - Stochastic Processes, Sharif University of Technology Fall 2011
 - Multimedia Networks, Sharif University of Technology Spring 2010
 - Software Engineering, Sharif University of Technology Spring 2009
 - Advanced Programming (Java), Sharif University of Technology Fall 2008
 - Introduction to Programming (C++), Sharif University of Technology Fall 2007, Spring 2008
-

ADVISING EXPERIENCE

Ph.D. Students/Collaborators

- *Shixian Xie*, HCII, CMU Fall 2023-present
Redefining AI literacy via a stakeholder-centred approach
- *Wesley Deng*, HCII, CMU Summer 2021-present
Co-designing crowd audit services with industry AI/ML Practitioners
- *Seyun Kim*, HCII, CMU Fall 2021-present
Combining Human and Machine Intelligence to Improve Equity and Fairness in the Work of Municipal, Public Sector Decision Making
- *Jaemarie Solyst*, HCII, CMU Fall 2021-present
Positioning people as technosocial change agents through working with a diverse range of stakeholders to investigate and (co-)design empowering, playful, and informative experiences with and about technology.
- *Alicia DeVrio*, HCII, CMU Fall 2020-2023
Organizing crowd audits to detect bias in machine learning systems
- *Sara Kingsley*, HCII, CMU Fall 2020-2023
Investigating and Auditing algorithmic harms
- *Bonnie Fan*, HCII, CMU Fall 2020-2022
Community's participation and intervention in designing and developing public-sector AI systems

M.Sc. Students

- *Yuwen Lu*, HCII, CMU Spring 2021
Breaking political filter bubbles via social comparison
- *Janelle Wen*, HCII, CMU Spring 2021
Auditing and building equitable public-sector AI infrastructures
- *Aditi Dhabalia*, HCII, CMU Fall 2020-present
Organizing crowd audits to detect bias in machine learning systems
- *Joon Park*, CS Department, UIUC 2018-present
Adding transparency into opaque algorithmic systems
(now Ph.D. student at Stanford)
- *Joshua Asplund*, CS Department, UIUC: 2018
Auditing race and gender discrimination in online housing markets
- *Jingning Zhang*, CS Department, UIUC: Fall 2014 & Spring 2015
Fiddler, a visualization prototype interface for making sense of newsfeeds
(now software engineer at Facebook)
- *Payam Siyari*, CE Department, Sharif University: Network reconstruction under compressive sensing Spring 2012
(now senior data scientist, Uber Technologies Inc.)

B.Sc. Students

- *Bill Guo*, HCII, CMU Summer-present 2021
Co-designing crowd audit services with industry AI/ML Practitioners
- *Sarah Chen*, HCII, CMU Spring 2021
Auditing and building equitable public-sector AI infrastructures
- *Jai Sawkar*, HCII, CMU Spring 2021
Auditing and building equitable public-sector AI infrastructures
- *Erica Chiang*, HCII, CMU Fall 2020
Organizing crowd audits to detect bias in machine learning systems

- *Justin Zhang*, HCII, CMU Fall 2020
Organizing crowd audits to detect bias in machine learning systems
- *Andy Vuong*, CS Department, UIUC Spring 2014
Teaching HCI fundamentals (PURE program)
- *Akshat Gupta*, CS Department, UIUC Spring 2014
Teaching HCI fundamentals (PURE program)
- *Akshun Gupta*, CS Department, UIUC Spring 2014
Teaching HCI fundamentals (PURE program)

Interns

- *Nouran Soliman*: Breaking political filter bubbles via social comparison 2018-present
(now Ph.D. student at MIT)

Invited Talks & Panels

- **Algorithms 101: Youth and AI-Driven Tech** 2023
Children and Screens: Institute of Digital Media & Child Development
- **“Is AI Justice Possible?” Symposium** 2023
Humanities Institute Symposium, Ohio State University
“(Ir)responsible AI: Bringing AI to Account through Democratization and Public Voice”
- **Women in Math and Computing Symposium- Research Panel** 2023
Carnegie Mellon University
- **CMU Society of Women Engineers High School Day** 2022
Guided the preparation of a session about youth engagement with responsible AI
- **Reflections|Projections**, University of Illinois at Urbana-Champaign 2022
The largest student run technology conference in the midwest
“(Ir)responsible AI: Reviewing & Revisiting Accountability Efforts in AI Systems”
- **ECSCW** (European Conference on Computer-Supported Cooperative Work) 2022
“Appropriate Trust in Human-AI Interactions” Panel
- **Just Films**, Chatham University 2022
“Coded Bias”
- **Learning at Scale (L@S) Conference, Keynote Speaker** 2021
“Revisiting Algorithmic Transparency and Fairness Through the Lens of Public Education and Engagement”
- **ICLR 2021 Workshop on Responsible AI** 2021
“(Ir)responsible AI: Revisiting Transparency and Fairness in AI Systems”
- **Software Research Seminar**, Institute for Software Research (ISR), CMU 2021
“(Ir)responsible AI: Revisiting Transparency and Fairness in AI Systems”
- **Seamful Design Seminar**, University of Siegen, Germany 2021
“Responsible AI: Supporting (Enough) Transparency and Bias-Awareness in AI Systems”
- **Urbana Champaign Data Science User Group**, UIUC, Champaign, IL 2020
Virtual Computer Science Camp for Refugees, James Madison University
“Responsible AI: Supporting (Enough) Transparency and Bias-Awareness in AI Systems”
- **Facebook Core Data Science Seminar**, Menlo Park, CA 2020
“Participating and Designing around Algorithmic Sociotechnical Systems”
- **Facebook Digital Advertising Workshop**, Menlo Park, CA 2019
“Communicating Algorithmic Process in Online Behavioral Advertising”

- **Stanford HCI Seminar**, Palo Alto, CA 2019
SummerPIT-Understandable AI, Aarhus University, Denmark
Carnegie Mellon University, HCI Institute, Pittsburgh, PA
University of Michigan, School of Information, Ann Arbor, Michigan
Cornell University, Informmation Science Department, Ithaca, NY
University of Maryland, Computer Science Department, College Park, Maryland
University of Southern California, Computer Science Department, Los Angeles, CA
University of Illinois, School of Information Science, Champaign, IL
University of Chicago, Computer Science Department, Chicago, IL
“Participating and Designing around Algorithmic Sociotechnical Systems”

- **Association of Internet Researchers (AoIR)**, Montreal, Canada 2018
“Kicking the Black Box: The Perils and Promise of Algorithm Auditing”
- **Big Data Summit**, University of Illinois at Urbana-Champaign 2018
“Big Data Summit Data Governance”
- **Adobe Research**, San Francisco, CA 2017
“Communicating Algorithmic Process in Online Behavioral Advertising”
- **CSL Student Conference**, University of Illinois at Urbana-Champaign 2015
“Exposure to the Invisible: Algorithm Awareness from the Individual to the Collective”

SERVICE

Program Committee/Area Chair

- ACM Conference on Fairness, Accountability, and Transparency (FAccT) 2022
- Human Factors in Computing Systems Conference (CHI) 2022, 2024
- International Conference on Web and Social Media (ICWSM) 2016-2019
- International ACM Web Science Conference (WebSci) 2019

Reviewer

- Conference on Neural Information Processing Systems (NeurIPS), Ethics Reviewer 2022
- Human Factors in Computing Systems Conference (CHI) 2016-present
- Computer-Supported Cooperative Work and Social Computing Conference (CSCW) 2016-present
- International Conference on Web and Social Media (ICWSM) 2015-present
- Social Network Analysis and Mining Journal (SNAM) 2020
- Human-Computer Interaction Journal 2019
- SocInfo Conference 2019
- ACM International Management of Management of Data (SIGMOD) 2017
- Semantic Web Journal 2017
- Social Media+Society Journal 2016
- International Journal of Human-Computer Studies 2016
- Behaviour & Information Technology Journal 2015
- Elsevier Computer Communications Journal 2015
- IEEE International Conference on Social Computing (SocialCom) 2011-2012

Student Volunteer

- CSCW SV Chair 2019

SELECTED MEDIA COVERAGE

- “Spotify Doesn’t Know Who You Are” Nov 30, 2023
The Atlantic. Nancy Walecki
- “Google Assistant Finally Gets a Generative AI Glow-Up” Oct 4, 2023
WIRED. Will Knight & Lauren Goode
- “Meet the World’s Least Ambitious AI” Apr 12, 2023
The Atlantic. Jacob Sweet
- “ChatGPT, Galactica, and the Progress Trap: When large language models fall short, the consequences can be serious. Why is it so hard to acknowledge that?” Dec 09, 2022
WIRED. Abebba Birhane and Deborah Raji
- “How the National Science Foundation is taking on fairness in AI” July 22, 2021
Brookings. Alex Engler
- “We Need Bug Bounties for Bad Algorithms” May 3, 2018
Motherboard (Vice). Amit Elazari Bar On
- “Op-ed: What algorithms can learn from Donald Trump’s hair” Jul 23, 2016
Digiday. Elizabeth Lee
- “Facebook’s news feed algorithm is so mysterious, users are developing ‘folk theories’ about how it works” May 14, 2016
Quartz. Joon Ian Wong
- “Is Facebook reinforcing your political bias?” May 11, 2016
The Christian Science Monitor. Max Lewontin
- “Will an artificially intelligent robot steal your job?” Apr 11, 2016
BBC. Graihagh Jackson
- “Search Engine Agendas” Apr 2016
Communications of ACM. Gary Anthes
- “How Facebook and Google’s Algorithms Are Affecting Our Political Viewpoints” Oct 15, 2015
Huffingtonpost. Megan Anderle
- “Here’s How Facebook’s News Feed Actually Works” July 9, 2015
Time. Victor Luckerson
- “Many, many Facebook users still don’t know that their news feeds are filtered by an algorithm” Mar 27, 2015
Splinter. Alexis Madrigal
- “How do you govern a (hidden, fluid and amoral) algorithm?” Mar 18, 2015
Fortune. Stacey Higginbotham
- “How Algorithms Subtly Control What We Read, Hear, Watch And (Ultimately) Think” Mar 16, 2015
International Business Times. Christopher Zara
- “Algorithm Awareness” Oct 21, 2014
MIT Technology Review. Karrie Karahalios and Sam Kerr
- “Algorithm Awareness” Sep 21, 2014
CBC Radio
- “The secret system controlling your Facebook News Feed” Jul 30, 2014
New Scientist. Hal Hodson
- “A Social Science Audit for Facebook’s News Feed?” Jul 30, 2014
Social Science Space. J. Nathan Matias

- “OkCupid reveals it’s been lying to some of its users. Just to see what’ll happen” Jul 28, 2014
Washington Post. Brian Fung
- “Uncovering Algorithms: Looking Inside the Facebook News Feed” Jul 22, 2014
MIT Center for Civic Media. J. Nathan Matias