

**Motahhare Eslami**  
(Motahareh Eslamimehdiabadi)

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**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
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**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

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**RESEARCH INTERESTS**

My work draws on *Human-Computer Interaction*, *Social Computing* and *Data Mining* and *Artificial Intelligence* to empower those who are most affected by AI systems but often excluded from their design and governance to participate in shaping these technologies and to make transparent, fair, and informed decisions when interacting with them.

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**HONORS AND AWARDS**

- **Best Paper Award**, AAAI HCOMP 2024
- **Google Academic Research Award** 2024
- **Best Paper Award**, ACM CHIWork 2024
- **Inaugural Member of the Steering Council on Knight-Georgetown Institute** 2024  
one of 14 selected scholars and policy experts to advise the institute connect independent research with technology policy and design
- **Microsoft AI & Society Fellow** 2024
- **Google Research Scholar Award** 2024
- **Recognition for Contribution to Diversity and Inclusion**, ACM CSCW 2023
- **Teaching Innovation Award**, Carnegie Mellon University 2023

- **Honorable Mention Award for Best Paper, ACM CHI** 2023
  - **Named one of “100 Brilliant Women in AI Ethics”** 2023
  - **Honorable Mention Award for Best Paper, ACM 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
  - **3<sup>rd</sup> 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
  - **1<sup>st</sup> rank in GPA**, B.S., Computer Engineering (IT), Sharif University of Technology 2009
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#### GRANTS

- **Block Center, CMU** \$65,000  
Generative AI Meets Responsible AI: Supporting Participatory AI Auditing of Generative AI Systems PI  
with Wesley Deng, Ken Holstein, Jason Hong 2025-2026
- **Google Academic Research Award** \$75,000  
Bias Awareness and Mitigation in Breast Cancer Risk Prediction for Marginalized Groups through Participatory AI PI  
with Kayhan Batmanghelich 2024-2025
- **Notre Dame-IBM Technology Ethics Lab** \$60,000  
Engaging End Users in Surfacing Harmful Algorithmic Behaviors in Large-scale AI Models Co-PI  
with Wesley Deng, Ken Holstein, Jason Hong 2024-2025
- **Microsoft AI & Society Fellowship** \$45,000  
Regulating AI in Light of the Challenges of Doing Responsible AI in Practice Co-PI  
with Wesley Deng, Ken Holstein, Jason Hong 2024-2025

- **Google Research Scholar Award** \$60,000  
 Generative AI Meets Responsible AI: Supporting User-Driven Auditing of Generative AI Systems PI  
 with Ken Holstein 2024-2025
  - **Block Center, CMU** \$48,000  
 Procuring AI in Municipal Government Co-PI  
 with Hoda Heidari, Ravit Dotan, Beth Schwanke, Nari Johnson 2024-2025
  - **PwC** \$350,193  
 Scaffolding Responsible AI Practice at the Earliest Stages of Ideation,  
 Problem Formulation and Project Selection Co-PI  
 with Ken Holstein, John Zimmerman, Jodi Forlizzi, Haiyi Zhu, Hoda Heidari, Christian Kaestner 2022-2023
  - **Block Center, CMU** \$80,000  
 Bridging Policy Gaps in the Life Cycle of Public Algorithmic Systems PI  
 with Ken Holstein, Sarah Fox 2022-2023
  - **The Public Interest Technology University Network (PIT-UN) Challenge** \$89,457  
 Developing Community-Led & Equity-Focused Public Interest Technology Curriculum Co-PI  
 with Sarah Fox, Michael Skirpan, Hong Shen, Rayid Ghani 2022-2023
  - **NSF AI Institute (with Amazon and Google)** \$20,000,000  
 The AI Institute for Collaborative Assistance and Responsive Interaction Senior Personnel  
 for Networked Groups (AI-CARING) 2021-2026  
 with Georgia Institute of Technology, Oregon State University, University of Massachusetts Lowell,  
 and Oregon Health & Science University
  - **NSF Program on Future of Work** \$150,000  
 Combining Human and Machine Intelligence to Improve Equity and Fairness PI  
 in the Work of Municipal, Public Sector Decision Making 2021-2022  
 with John Zimmerman
  - **NSF Program on Fairness in Artificial Intelligence (FAI)** \$1,000,000  
 Organizing Crowd Audits to Detect Bias in Machine Learning Co-PI  
 with Jason Hong, Ken Holstein, Hong Shen, Adam Perer, and Nihar Shah 2021-2024
  - **Facebook Research** \$50,000  
 Human-AI Collaborative Intelligence: The Roles and Interactions of Human & AI PI  
 in Content Enforcement Systems 2021  
 with Heidi Soedarmo
  - **Cisco Research, Ethics in AI** \$100,000  
 Harnessing Everyday Users' Collective Power to Audit Algorithmic Bias in AI Systems PI  
 with Jason Hong, Ken Holstein, Hong Shen, Adam Perer, and Nihar Shah 2021-2022
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## PUBLICATIONS

### Refereed Conference and Journal Publications

- [p51] K. Morrison, A. Mathur, A. Bradshaw, T. M. Wartmann, W. Dai, S. Lundi, A. Zandifar, K. Batmanghelich, **M. Eslami**<sup>+</sup>, A. Perer<sup>+</sup>. *Opportunities & Challenges in Designing Text-to-Image Generative AI for Medical Education, Training, & Practice*, (+: equal contribution), *Under Review*, 2025.
- [p50] **M. Eslami**<sup>+</sup>, S. Fox<sup>+</sup>, B. Fan, H. Shen, Y. Li<sup>\*</sup>, R. Farzan<sup>\*</sup>, Beth. Schwanke<sup>\*</sup>. “Algorithms are used on us and we don’t even know it”: *Local Community Awareness, Concerns and Asks of Public Sector Algorithms*, (+: equal contribution, \*: equal contribution), *Under Review*, 2025.
- [p49] I. Mattsson, M. L. Cheng, N. Nikookar, J. Kim, **M. Eslami**, A. London. *The Ethics of AI Systems that Emulate Identifiable Individuals: Challenges for Value Aligned Development*. *Under Review*, 2025.
- [p48] J. Solyst, C. Peng, W. Deng, P. Pratapa, A. Ogan, J. Hammer, J. Hong, **M. Eslami**. *Investigating Youth AI Auditing*. *Under Review*, 2025.
- [p47] N. Johnson, E. Silva, H. Leon, **M. Eslami**, B. Schwanke, R. Dotan, H. Heidari. *Public Procurement for Responsible AI? Understanding U.S. Cities’ Practices, Challenges, and Needs*. *Under Review*, 2025.
- [P46] W. H. Deng, C. Wang, H. Han, J. Hong, K. Holstein<sup>+</sup>, **M. Eslami**<sup>+</sup>. *WeAudit: Scaffolding User Auditors and AI Practitioners in Auditing Generative AI*. *Under Review*, 2025.
- [p45] Q. Xiao, X. Fan, F. Simon, B. Zhang, **M. Eslami**. “It Might be Technically Impressive, But It’s Practically Useless to us”: *Practices, Challenges, and Opportunities for Cross-Functional Collaboration around AI within the News Industry*, ACM Conference on Human Factors in Computing Systems (CHI), 2025.
- [p44] S. Xie, J. Zimmerman, **M. Eslami**. *Exploring What People Need to Know to be AI Literate: Tailoring for a Diversity of AI Roles and Responsibilities*, ACM Conference on Human Factors in Computing Systems (CHI), 2025.
- [p43] S. Kapania, W. Agnew, M. Eslami<sup>+</sup>, H. Heidari<sup>+</sup>, S. Fox<sup>+</sup>. *Simulacrum of stories: Examining Large Language Models as Qualitative Research Participants*, ACM Conference on Human Factors in Computing Systems (CHI), 2025.
- [p42] J. Solyst, E. Amspoker, E. Yang, **M. Eslami**, J. Hammer and A. Ogan. *RAD: A Framework to Support Youth in Critiquing AI*. Computer Science Education (SIGCSE), 2025.
- [p41] 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), 2025.
- [p40] 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), 2025.
- [p39] 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*. The AAAI Conference on Human Computation and Crowdsourcing (HCOMP), 2024. **Best Paper Award**
- [p38] 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, 2024.

- [p37] 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, 2024.
- [p36] Y. Xu, Li., W. Peng, S. Jia, K. Morrison, A. Perer, A. Zandifar, S. Visweswaran, **M. Eslami**, and K. Batmanghelich. *MedSyn: Text-guided Anatomy-aware Synthesis of High-Fidelity 3D CT Images*. IEEE Transactions on Medical Imaging, 2024.
- [p35] N. Johnson, S. Moharana, C. Harrington, N. Andalibi, H. Heidari<sup>+</sup>, **M. Eslami**<sup>+</sup>. *The Fall of an Algorithm: Characterizing the Dynamics Toward Abandonment*. ACM Conference on Fairness, Accountability, and Transparency (FAccT), 2024.
- [p34] A. DeVrio, **M. Eslami**<sup>+</sup>, K. Holstein<sup>+</sup>, *Building, Shifting, & Employing Power: A Taxonomy of Responses From Below to Algorithmic Harm*, (+: equal contribution), ACM Conference on Fairness, Accountability, and Transparency (FAccT), 2024.
- [p33] 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, 2024. **Best Paper Award**
- [p32] S. Kingsley, C. Wang, R. Lambeth, M.S. Silberman, **M. Eslami**, B. Li, J. Bigham. *“Your Duties Are To Sweep A Floor Remotely”: Low Information Quality in Job Advertisements is a Barrier to Low-Income Job-Seekers’ Successful Use of Digital Platforms*, CHIWork, 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**<sup>+</sup>, K. Holstein<sup>+</sup>, *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<sup>+</sup>, and **M. Eslami**<sup>+</sup>. *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**<sup>+</sup> and K. Holstein<sup>+</sup>. *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%]

## 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.

## Organized Events (e.g. Workshops, Tutorials, Panels)

[e13] Y. Liu, W. Deng, M. Lam, **M. Eslami**, J. Kim, Q.V. Liao, W. Xu, J. Novikova, Z. Xiao. *Human-Centered Evaluation and Auditing of Language Models*, CHI workshop, 2025.

[e12] D. Saxena, Z. Kahn, E. Seh-Young Moon, L. M. Chambers, C. Jackson, M. K. Lee, **M. Eslami**, S. Guha, S. Erete, L. Irani, D. Mulligan, J. Zimmerman. *Emerging Practices in Participatory AI Design in Public Sector Innovation*, CHI workshop, 2025.

[e11] S. Schoenebeck, H. Griffin, **M. Eslami**, B. Newfold, A. Monroy-Hernandez, L. Terveen. *Social Technologies: Why we can’t live with them and can’t live without them* American Association for the Advancement of Science (AAAS), 2025.

[e10] S. Schoenebeck, **M. Eslami**, E. Gilbert, K. Karahalios, D. Karger. *The Future of Research on Social Technologies*, CSCW Panel, 2024.

[e9] J. Hsieh, A. Zhang, S. Kim, VN. Rao, S. Dalal, A. Mateescu, R.D. Nascimento Grohmann, **M. Eslami**, M.K. Lee, H. Zhu. *Worker Data Collectives as a means to Improve Accountability, Combat Surveillance and Reduce Inequalities*, CSCW Workshop, 2024.

[e8] W. Deng, G. Berman, H. Kaur, R. Schwartz, M. A. A. Ibrahim, **M. Eslami**, K. Holstein, M. Madaio. *Collaboratively Designing and Evaluating Responsible AI Interventions*. Special Interest Groups (SIG) at CSCW, 2024.

[e7] S. Hassan, S. M. Noor Asad, **M. Eslami**, N. Mattei, A. Culotta, J. Zimmerman. *PACE: Participatory AI for Community Engagement*, Workshop at AAAI Conference on Human Computation and Crowdsourcing (HCOMP), 2024.

[e6] W. Deng, M. Yurrita, M. Diaz, J. Suh, N. Judd, L. Groves, H. Shen, **M. Eslami**, K. Holstein. *Responsible Crowdsourcing for Responsible Generative AI: Engaging Crowds in AI Auditing and Evaluation* Workshop at AAAI Conference on Human Computation and Crowdsourcing (HCOMP), 2024.

[e5] Z. Xiao, WH Deng, MS Lam, **M Eslami**, J Kim, M Lee, QV Liao. *Human-centered Evaluation and Auditing of Language Models*, workshop at CHI, 2024.

[e4] **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.

[e3] W. 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.

[e2] 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.

[e1] 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.

## Workshop & Work-in-Progress Papers

[w17] N. Johnson, E. Silva, H. Leon, **M. Eslami**, B. Schwanke, R. Dotan, H. Heidari. *Public Procurement for Responsible AI? Understanding U.S. Cities’ Practices, Challenges, & Needs*, NeurIPS Workshop on Regulatable ML, 2024.

[w16] Eric Gilbert, S. Schoenebeck, **M. Eslami**, C. Goray, *Sociotechnical Perspectives on Social Media Regulation*, CHI, Workshop on Designing Technology and Policy Simultaneously: Towards A Research Agenda and New Practice, 2023.

[w15] **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.

[w14] 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.



[w13] 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.

[w12] 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.

[w11] **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.

[w10] **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.

[w9] **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.

[w8] **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.

[w7] **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.

[w6] **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<sup>2</sup>S<sup>2</sup>*), 2015.

[w5] **M. Eslami**. *Exposure to the Invisible: Algorithm Awareness from the Individual to the Collective*. CSL Student Conference, University of Illinois at Urbana-Champaign, 2015.

[w4] 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.

[w3] 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.

[w2] **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.

[w1] **M. Eslami**, A. Aleyasen and K. Karahalios. *Make Community Detection More Human*. The Human Computer Interaction Consortium (HCIC) Booster, 2013.

## Policy Briefs

[p3] Nari Johnson, Jessica Kuntz, Ravit Dotan, **Motahhare Eslami**, Hoda Heidari, Harrison Leon, Beth Schwanke, Elise Silva. *RFI for Responsible Procurement of Artificial Intelligence in Government*, 2024.

[p2] Brandy Aven, Justin Deyo, **Motahhare Eslami**, Jodi Forlizzi, Sarah Fox, Rayid Ghani, Hoda Heidari, Ken Holstein, Christian Kaestner, Ramayya Krishnan, Norman Sadeh, Carol J. Smith, Molly Steenson, and

John Zimmerman. *Response to the NTIA's 13 April 2023 Request for Comment On AI Accountability Policy (CMU Block Center)*, 2023.

[p1] Brandy Aven, Justin Deyo, **Motahhare Eslami**, Jodi Forlizzi, Sarah Fox, Rayid Ghani, Hoda Heidari, Ken Holstein, Christian Kaestner, Ramayya Krishnan, Norman Sadeh, Carol J. Smith, Molly Steenson, and John Zimmerman. *Toward AI Accountability: Policy Ideas for Moving Beyond a Self-Regulatory Approach (CMU Block Center)*, 2023.

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## TEACHING EXPERIENCE

### Instructor

- Human-AI Interaction (HAI) Spring & Fall 2024, Spring 2025
- 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

- “*Resisting algorithms, redressing harms, and policy*” Fall 2024  
Algorithms and Societal Implications taught by Naz Andalibi, University of Michigan
- “*(Ir)responsible AI: Revisiting AI Accountability Efforts*” Fall 2024  
Social Good taught by Amin Rahimian, University of Pittsburgh
- “*(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
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## RESEARCH ADVISING

### Doctoral Advising

- *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
- *Jaemarie Solyst*, HCII, CMU Fall 2020-Spring 2025  
thesis title: Empowering Diverse Youth in the Future of Artificial Intelligence  
Now: Postdoc at Univerity of Washington

### Master's Research Project Advising

- *Sophia Yonus*, HCII, CMU 2023-2024
- *Howard Han*, Computational Design, CMU 2023-2034
- *Yuanchen(Sophie) Bai*, HCII, CMU 2023-2024
- *Jiayin Zhi*, HCII, CMU 2022-2024
- *Yvonne Fang*, HCII, CMU 2023
- *Jieyu Zhou*, Computational Design, CMU 2022-2023
- *Andrew Sim*, HCII, CMU 2022
- *Shixian Xie*, HCII, CMU 2022
- *Willa Yang*, Computational Design, CMU 2021-2022
- *Yuwen Lu*, HCII, CMU 2021
- *Janelle Wen*, HCII, CMU 2021
- *Ankita Kundu*, HCII, CMU 2021
- *Harkiran Kaur*, HCII, CMU 2021
- *Aditi Dhabalia*, HCII, CMU 2020-2021
- *Joon Park*, CS Department, UIUC 2018-2020
- *Joshua Asplund*, CS Department, UIUC 2018-2019
- *Jingning Zhang*, CS Department, UIUC 2014-2015
- *Payam Siyari*, CE Department, Sharif University 2012

### Undergraduate Research Project Advising

- *Brooke Li*, HCII, CMU (REU program)
- *Claire Wang*, HCII, CMU (REU program)
- *Matheus Kunzler Maldaner*, HCII, CMU (REU program)
- *Bill Guo*, HCII, CMU 2021-2022
- *Sarah Chen*, HCII, CMU Spring 2021
- *Jai Sawkar*, HCII, CMU Spring 2021
- *Erica Chiang*, HCII, CMU Fall 2020
- *Justin Zhang*, HCII, CMU Fall 2020
- *Andy Vuong*, CS Department, UIUC (PURE program) Spring 2014
- *Akshat Gupta*, CS Department, UIUC (PURE program) Spring 2014
- *Akshun Gupta*, CS Department, UIUC (PURE program) Spring 2014

- *Nouran Soliman*, UIUC Intern

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## Invited Talks & Panels

- **NeurIPS Workshop, Keynote Speaker** 2024  
“*(Ir)responsible AI: Revisiting AI Accountability Efforts by Centering Stakeholder Voices*”
- **Center for Democracy and Technology (CDT)** 2024  
“*(Ir)responsible AI: Revisiting AI Accountability Efforts*”
- **Family Weekend, CMU** 2024  
Human-Centered Responsible AI
- **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, Information 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”*

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## SERVICE

### Advisory Board

- Knight-Georgetown Institute (KGI) Steering Council 2024

### Program Committee/Area Chair

- ACM Conference on Fairness, Accountability, and Transparency (FAccT) 2023, 2025
- ACM Designing Interactive Systems Conference (DIS) 2025
- 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

- Spencer Foundation 2024
- Workshop on Reliable Evaluation of LLMs for Factual Information (REAL-Info) 2024
- Journal for Computer-Mediated Communication (JCMC) 2022, 2024
- Conference on Neural Information Processing Systems (NeurIPS), Ethics Reviewer 2022
- ACM Conference on Fairness, Accountability, and Transparency (FAccT) 2022
- ACM Transaction on Interactive Intelligent Systems (TiIS) 2022
- Human Factors in Computing Systems Conference (CHI) 2016-present
- Computer-Supported Cooperative Work and Social Computing Conference (CSCW) 2016-2022
- Time-Sharing Experiments for the Social Sciences (TESS) 2021
- International Conference on Web and Social Media (ICWSM) 2015
- Social Network Analysis and Mining Journal (SNAM) 2020
- ACM Designing Interactive Systems Conference (DIS) 2019
- 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
- CSCW SV 2018

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**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”  
*New Scientist*. Hal Hodson Jul 30, 2014
- “A Social Science Audit for Facebook’s News Feed?”  
*Social Science Space*. J. Nathan Matias Jul 30, 2014
- “OkCupid reveals it’s been lying to some of its users. Just to see what’ll happen”  
*Washington Post*. Brian Fung Jul 28, 2014
- “Uncovering Algorithms: Looking Inside the Facebook News Feed”  
*MIT Center for Civic Media*. J. Nathan Matias Jul 22, 2014