

Dr. Cassidy Pyle

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EDUCATION

University of Michigan

Ph.D. in Information

Ann Arbor, MI, USA

August 2025

- Advisors: Dr. Nicole Ellison & Dr. Nazanin Andalibi
- Dissertation: Investigating Affirmative Action Discussions on Social Media

University of California, Santa Barbara

B.A. in Communication, Film and Media Studies; Minor in Feminist Studies

Santa Barbara, CA, USA

- Dean's List, Highest Honors, Distinction in the Major of Communication, Lambda Pi Eta Board Member

PROFESSIONAL APPOINTMENTS

Postdoctoral Research Fellowship, University of Michigan

School of Information, Advisor: Dr. Nicole Ellison, Topic: AI-Mediated Communication

Ann Arbor, MI, USA

2025-2026

PUBLICATIONS (* denotes co-first authorship)

Refereed Journal Articles

Heavily Peer-Reviewed

- [J1] Pyle, C. & Andalibi, N. (2025). Algorithmic College Admissions in the U.S.: Distances Between Vendors' Claims and Applicants' Perceptions. Accepted in *Proceedings of the ACM on Human-Computer Interaction*. <https://doi.org/10.1145/3757550>. To be presented at CSCW 2025 in Bergen, Norway.
- [J2] Pyle, C., Roemmich, K., & Andalibi, N. (2024). U.S. Job-Seekers' Organizational Justice Perceptions of Emotion AI-Enabled Asynchronous Interviews. *Proceedings of the ACM on Human-Computer Interaction*. <https://doi.org/10.1145/3686993>
- [J3] Roemmich, K., Corvite, S., Pyle, C., Karizat, N., & Andalibi, N. (2024). Emotion AI Use in U.S. Mental Health Care: Potentially Unjust and Techno-Solutionist. *Proceedings of the ACM on Human-Computer Interaction*. <https://doi.org/10.1145/3637324>
- [J4] Pyle, C.*, Zhang, B. F.*, Haimson, O. L., & Andalibi, N. (2024). "I'm Constantly in This Dilemma": How Migrant Technology Professionals Perceive Social Media Recommendation Algorithms. *Proceedings of the ACM on Human-Computer Interaction*. <https://doi.org/10.1145/3637342>
- [J5] Pyle, C., Ellison, N., & Andalibi, N. (2023). Social Media and College-Related Social Support Exchange for First-Generation, Low-Income Students: The Role of Identity Disclosures. *Proceedings of the ACM on Human-Computer Interaction* 7(CSCW2), 1-36. <https://doi.org/10.1145/3610087> **Special Recognition for Outstanding Contributions to Diversity, Equity, and Inclusion.**
- [J6] Barta, K.*, Pyle, C.*, & Andalibi, N. (2023). Toward a Feminist Social Media Vulnerability Taxonomy. In *Proceedings of the ACM on Human-Computer Interaction*, 7(CSCW1), 1-37. <https://doi.org/10.1145/3579533>.
- [J7] Brown, M., Pyle, C., & Ellison, N.B. (2022). "On My Head About It": College Aspirations, Social Media Participation, and Community Cultural Wealth. *Social Media + Society*. <https://doi.org/10.1177/20563051221091545>

Lightly Peer-Reviewed

- [J8] Ellison, N.B., Pyle, C., & Vitak, J. (2022). Scholarship on Well-Being and Social Media: A Sociotechnical Perspective. *Current Opinion in Psychology*. <https://doi.org/10.1016/j.copsyc.2022.101340>.

Conference Proceedings

Heavily Peer-Reviewed

- [C1] **Pyle, C.**, Ellison, N., & Andalibi, N. (2025). Designing for Discourse: Social Media, Socio-Technical Rhetorical Strategies, and Affirmative Action Discussions. *ACM Designing Interactive Systems (DIS)* 2025. <https://doi.org/10.1145/3715336.3735698>
- [C2] Andalibi, N., **Pyle, C.**, Barta, K., Xian, L., Jacobs, A., & Ackerman, M. (2023). Conceptualizing Algorithmic Stigma. In *Proceedings of the 2023 CHI Conference on Human Factors in Computing Systems* (pp. 1-18). <https://doi.org/10.1145/3544548.3580970>.
- [C3] **Pyle, C.**, Roosevelt, L., Lacombe-Duncan, A., & Andalibi, N. (2021). LGBTQ Persons' Pregnancy Loss Disclosures to Known Ties on Social Media. *Proceedings of the ACM SIGCHI Conference on Human Factors in Computing Systems (CHI) 2021*. <https://doi.org/10.1145/3411764.3445331>. **Best Paper Award.**

Lightly Peer-Reviewed

- [W1] **Pyle, C.** (2023). The Trauma-Informed Approach as a Unifying Lens for Understanding Affirmative Action Microaggressions on Social Media and Their Impacts. Lightly Peer-Reviewed Workshop Paper. *ACM Conference on Computer-Supported Cooperative Work (CSCW)* 2023.
- [W2] **Pyle, C.** & Andalibi, N. (2021). First-Generation, Low-Income Students as Data Subjects in Higher Education Profiling and Prediction AI/ML Applications. Lightly Peer-Reviewed Workshop Paper. *ACM SIGCHI Conference on Human Factors in Computing Systems (CHI)* 2021.

Manuscripts in Submission

- [J9] Kim, J. & **Pyle, C.** (2025). Misunderstood Minorities: How Social Media Discourse on Affirmative Action Reinforces the Model Minority Myth and Misrepresents Asian Americans. Under Review at *Race, Ethnicity, and Education*.
- [J10] **Pyle, C.** & Ellison, N. (2025). Exploring AI-Mediated Communication, Identity, and the College Admissions Essay. Extended Abstract Under Review at *Journal of Language and Social Psychology*.

Manuscripts in Preparation

- [J11] **Pyle, C.** & Gibson, A. (2025). Affordances Against the Neoliberal University: College Students' Use of Anonymous, Hyperlocal Campus-Based Apps.
- [J12] Brewster, K., Mayworm, S. M., **Pyle, C.**, Andalibi, N., & Haimson, O. L. (2025). The Social Construction of AI.
- [J13] **Pyle, C.** & Andalibi, N. (2025). U.S.-Based Recruiters' Perceptions of Human versus Emotion AI's Detection and Prediction Abilities in the Hiring Process.

Other Publications

- [O1] **Pyle, C.** (2025). Investigating Affirmative Action Discussions on Social Media. *ACM Conference on Supporting Group Work (GROUP) Doctoral Consortium*. Hilton Head, South Carolina, USA, 2025. <https://doi.org/10.1145/3688828.3699650>

HONORS & AWARDS

Special Recognition, ACM CSCW Conference	2023
<i>[J4] Awarded to papers that make outstanding contributions to diversity, equity, and inclusion</i>	
Best Paper Award, ACM CHI Conference	2021
<i>[C2] Awarded to top 1% of conference submissions</i>	
Luis Leal Social Science Undergraduate Award, UC Santa Barbara	2019
<i>Awarded to a graduating student for outstanding achievement in the social sciences</i>	
Steven H. Chaffee Award, UC Santa Barbara	2019
<i>Awarded to a graduating Communication major who demonstrated excellence in research</i>	

GRANTS & FELLOWSHIPS

Anti-Racism Graduate Research Grant, University of Michigan <i>Awarded to graduate students for research projects focused on racism, racial equity, and racial justice</i>	2024-2025
Undergraduate Research Opportunity Program, University of Michigan <i>Awarded to mentors supporting undergraduate students assisting with research projects</i>	2023-2024
Rackham Merit Fellowship, University of Michigan Rackham Graduate School <i>Awarded for achievement, underrepresentation in higher education, and commitment to diversity</i>	2020-2025
Donald A. Strauss Public Service Grant, Donald A. Strauss Foundation <i>Awarded to college sophomores and juniors for community-based public service projects</i>	2018-2019
Undergraduate Research & Creative Activities Grant, UC Santa Barbara <i>Awarded to undergraduates to fund independent research and creative activities</i>	2018-2019

SELECTED TALKS AND GUEST LECTURES

AI as an Invisible Gatekeeper: Technology, Stigma, and Social Mobility <i>University of Notre Dame, Human-Centered Responsible AI Lab, Virtual</i>	2025
Dual Implications of New Media Technologies for Minoritized Students <i>Northwestern University School of Communication, Evanston, IL</i>	2025

SELECTED CONFERENCE PAPER & POSTER PRESENTATIONS

- [P1] **Pyle, C.** (June 2023). Debating Affirmative Action Online: The Role of Social Media Algorithms, Features, and Affordances. Human-Computer Interaction Consortium, Delavan, Wisconsin, USA.
- [P2] **Pyle, C.**, Ellison, N., & Andalibi, N. (May 2023). Organizational (In)Authenticity and College Choice: How First-Generation, Low-Income Students Perceive University Social Media Accounts. International Communication Association Conference, Toronto, Ontario, CA.
- [P3] **Pyle, C.** (March 2023). U.S. Applicants' Perceptions of College Admissions Algorithms. Computing Research Association Widening Participation's Grad Cohort for IDEALS Conference, Honolulu, HI, USA.
- [P4] **Pyle, C.** (April, 2022). Social Media Identity Disclosures and First-Generation, Low-Income Students' College-Related Support Seeking. Computing Research Association Widening Participation's Grad Cohort for Women Conference, New Orleans, LA, USA.
- [P5] **Pyle, C.** (April, 2021). LGBTQ Persons' Pregnancy Loss Disclosures to Known Ties on Social Media. University of Michigan School of Information iDEI Lightning Talks, Virtual.
- [P6] **Pyle, C.** (June, 2019). College Students' Use of Facebook: Examining College Generational Status, Social Capital, and Academic Implications. University of California, Santa Barbara Department of Communication, Santa Barbara, CA, USA.

WORKSHOPS & PANELS CO-ORGANIZED

- [WP1] Kim, J., Popowski, L., Fang, A., **Pyle, C.**, Freeman, G., Kelly, R. M., Lee, A. Y., Liu, F., Smith, A. D. R., To, A., Zhang, A. X. Envisioning New Futures of Positive Social Technology: Beyond Paradigms of Fixing, Protecting, and Preventing. Workshop organized at the ACM Conference on Computer Supported Cooperative Work and Social Computing (CSCW), 2024.
- [WP2] Kim, J., Liu, J., **Pyle, C.**, Somanath, S., Popowski, L., Shen, H., Fiesler, C., Hayes, G. R., Hiniker, A., Ju, W., Mueller, F., Arif, A., & Kotturi, Y. Design as Hope: Reframing Complex Societal Challenges Through Collaborative Reflection. Workshop organized at the ACM Conference on Computer-Supported Cooperative Work (CSCW), 2025.

TEACHING EXPERIENCE

Ph.D. Teaching Fellow

2023

iSchool Inclusion Institute (i3) - University of Texas, Austin

- Designed and revised syllabus and lesson plans for an undergraduate research design course, in consultation with program leadership
- Facilitated over twenty students' proficiency with qualitative, quantitative, and mixed-methods research designs and associated ethics considerations

Graduate Student Instructor (GSI)

2022

University of Michigan SI 529: Online Communities

Nominated for GSI of the Year Award

- Led weekly lab sessions with 30 master's students covering topics related to online communities (e.g., identity, social support, harm, algorithms/AI)
- Scaffolded students' user experience (UX) research and design group projects by providing weekly written and verbal feedback on work-in-progress
- Coordinated five guest speakers from academia and industry with relevant experience in online communities to provide students with professional development advice

Graduate Student Instructor (GSI)

2021

University of Michigan SI 110: Introduction to Information

- Led weekly discussion sections with 50 undergraduate students, introducing them to a variety of information-related topics, including social media, information economics, and information visualization
- Scaffolded 50 students' project and paper progress by providing weekly written and verbal feedback on work-in-progress
- Taught approximately 30 students paper-writing and project-management skills during weekly office hours

MENTORING EXPERIENCE

Research Scholars Program Mentor

2024 - 2025

University of Michigan

Ann Arbor, MI, USA

- Continued working with UROP mentee to advance project on affirmative action discussions on social media, with a focus on guiding the mentee in drafting a first-author or co-first-author conference or journal paper

Undergraduate Research Opportunities Program (UROP) Mentor

2023 - 2024

University of Michigan

Ann Arbor, MI, USA

- Guided one undergraduate student over one year in learning and applying research design, data collection, and data analysis skills for a project that qualitatively analyzed over 30,000 social media posts about affirmative action
- Supported one undergraduate student in preparing a research poster presented at annual UROP symposium, providing tips and best practices about poster design and communicating research findings verbally

Master's Thesis Option Program Committee Member

2022 - 2023

University of Michigan School of Information

Ann Arbor, MI, USA

- Provided weekly written and verbal feedback on research design, ethics, data collection, data analysis, and writing for one master student's project on trauma-informed design and well-being interventions on social media

Ph.D. Peer Mentor

2022 - Present

University of Michigan School of Information

Ann Arbor, MI, USA

- Mentored 3 junior Ph.D. students at UMSI by helping them become oriented to campus and departmental resources and by offering social support

SELECTED PUBLIC SCHOLARSHIP & WORKSHOP PARTICIPATION

Podcast Appearance

2025

Misplaced Blame: Asian Americans, Affirmative Action & True Sources of College Admissions Discrimination Virtual

- Appeared on a podcast discussing the implications of social media discourse's conflation of affirmative action with personality scores shown to be discriminatory against Asian American applicants

Academic Careers Workshop

2025

Center for Minorities and People with Disabilities in IT

Virtual

- Attended a virtual workshop designed to support early-career researchers seeking academic careers through mock grant proposal review sessions

Researcher Well-Being Best Practices in Emotionally Demanding Research

2022

ACM CHI Conference on Human Factors in Computing Systems

Virtual

- Attended a workshop at the ACM CHI 2022 conference to discuss strategies and contribute to a document of best practices for maintaining researcher well-being in the context of sensitive or emotionally demanding research

SELECTED ACADEMIC SERVICE

Peer Reviewing

Journals

- Journal of Gender Studies 2025
- Social Media + Society 2024
- Information and Learning Sciences 2024
- Computer-Supported Cooperative Work (Springer Journal) 2024

Conferences

- ACM Computer-Supported Cooperative Work (CSCW) 2022 - 2025; 4 Special Recognitions
- ACM Human Factors in Computing (CHI) 2021 - 2025; 3 Special Recognitions
- ACM Designing Interactive Systems (DIS) 2025
- European Conference on Information Systems 2024
- International Communication Association 2022

Program Committee Member, CSCW 2026

2025 - Present

ACM Conference on Computer-Supported Cooperative Work and Social Computing

North America

- Reviewing 5-8 papers and engaging in decision-making alongside Senior Program Committee members

Associate Chair, CHI 2026

2025 - Present

ACM Conference on Human Factors in Computing (CHI) 2026

Barcelona, Spain

- Facilitating 10 papers through peer review in the Critical Computing subcommittee
- Coordinating external reviews, wrote meta-reviews, and participated in Program Committee meetings

Student Volunteer

2025

International Communication Association Conference

Denver, CO

- Supported conference attendees on-site with registration, wayfinding, accessibility needs, and attendance monitoring

Editorial Assistant

2021 - 2023

*Journal of Computer-Mediated Communication**Virtual*

- Read and evaluated 250+ manuscript submissions and collaborated with over 10 of the journal's Associate Editors to facilitate peer review
- Collaborated with 2 external Guest Editors to support a Special Issue on Gender Gaps in Communication
- Built out the journal's online presence on X and Facebook, amassing nearly 1,700 followers

Assistant, Algorithmic Reparation Workshop

2022

*University of Michigan Digital Studies Institute**Ann Arbor, MI, USA*

- Supported Dr. Apryl Williams and Dr. Jenny L. Davis by marketing the workshop, reviewing submissions, coordinating accommodations and conference logistics, and providing on-site support during the workshop

Alumni Panelist, Communication Career Day

2021 - 2022

*University of California, Santa Barbara**Virtual*

- Exposed 10+ undergraduate Communication students to career paths in academia and the technology industry

PROFESSIONAL MEMBERSHIPS

- **International Communication Association**
- **Association for Computing Machinery**
- **AccessComputing**
- **Sigma Xi Scientific Research Honors Society**