

Cassidy Pyle

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EDUCATION

University of Michigan

Ann Arbor, MI, USA

Ph.D. in Information

Expected May 2025

- Advisors: Dr. Nicole Ellison & Dr. Nazanin Andalibi
- Committee: Dr. Rob Eschmann, Columbia University; Dr. W. Carson Byrd, University of Michigan; Dr. Patricia Garcia, University of Michigan
- Professional Development Certificate in Diversity, Equity, and Inclusion
- Affiliated Researcher, Center for Ethics, Society, and Computing (ESC), Marginality in Sociotechnical Systems Lab (MiSTS), Social Computing Research Lab (SCRL)
- Dissertation: *Investigating Affirmative Action Discussions on Social Media*

University of California, Santa Barbara

Santa Barbara, CA, USA

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

- Dean's List, Highest Honors, Distinction in the Major of Communication
- Thesis: *College Students' Use of Facebook: Examining College Generational Status, Social Capital, and Academic Implications*

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

Heavily Peer-Reviewed Journal Articles

- [J1] **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>
- [J2] 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>
- [J3] **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>
- [J4] **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.**
- [J5] 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>.
- [J6] 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 Journal Articles

- [J7] 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>.

Under-Review Journal Articles

- [J8] **Pyle, C.** & Andalibi, N. (2025). Algorithmic College Admissions in the United States: Vendors' Claimed Benefits Versus Applicants' Perceived Harms. Under Major Revision.
- [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.

Heavily Peer-Reviewed Conference Proceedings

- [C1] 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>.
- [C2] **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.**

Under-Review Conference Proceedings

- [C3] **Pyle, C.**, Ellison, N., & Andalibi, N. (2025). Designing for Discourse: Social Media, Socio-Technical Rhetorical Strategies, and Affirmative Action Discussions. Under Review.

Lightly Peer-Reviewed Workshop Papers

- [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*.

Doctoral Consortia

- [DC1] **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>
- [DC2] **Pyle, C.** (2024). The Landscape and Impact of Affirmative Action Discussions on Social Media. Northeast HCI Meeting Doctoral Consortium. *Pittsburgh, Pennsylvania, USA, 2024*.

CONFERENCE PAPERS AND POSTER PRESENTATIONS

- [P1] **Pyle, C.** (November 2024). US Job-Seekers' Organizational Justice Perceptions of Emotion AI-Enabled Interviews. *Computer-Supported Cooperative Work (CSCW) Conference, San José, Costa Rica.*
- [P2] **Pyle, C.** (November 2024). "I'm Constantly in This Dilemma": How Migrant Technology Professionals Perceive Social Media Recommendation Algorithms. *Computer-Supported Cooperative Work (CSCW) Conference, San José, Costa Rica.*
- [P3] **Pyle, C.** (October 2023). Social Media and College-Related Social Support Exchange for First-Generation, Low-Income Students: The Role of Identity Disclosures. *Computer-Supported Cooperative Work (CSCW) Conference, Minneapolis, Minnesota, USA.*
- [P4] **Pyle, C.** (October 2023). Toward a Feminist Social Media Vulnerability Taxonomy. *Computer-Supported Cooperative Work (CSCW) Conference, Minneapolis, Minnesota, USA.*
- [P5] **Pyle, C.** (June 2023). Debating Affirmative Action Online: The Role of Social Media Algorithms, Features, and Affordances. *Human-Computer Interaction Consortium, Delavan, Wisconsin, USA.*
- [P6] **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.*
- [P7] **Pyle, C.** (March 2023). U.S. Applicants' Perceptions of College Admissions Algorithms. *Presented at the Computing Research Association - Widening Participation's Grad Cohort for IDEALS Conference, Honolulu, HI, USA.*
- [P8] **Pyle, C.** (April, 2022). Social Media Identity Disclosures and First-Generation, Low-Income Students' College-Related Support Seeking. *Presented at the Computing Research Association - Widening Participation's Grad Cohort for Women Conference, New Orleans, LA, USA.*
- [P9] **Pyle, C.** (May, 2021). LGBTQ Persons' Pregnancy Loss Disclosures to Known Ties on Social Media. *Presented at ACM CHI Conference on Human Factors in Computing Systems, Virtual.*
- [P10] **Pyle, C.** (April, 2021). LGBTQ Persons' Pregnancy Loss Disclosures to Known Ties on Social Media. *Presented at University of Michigan School of Information iDEI Lightning Talks, Virtual.*
- [P11] **Pyle, C.** (June, 2019). College Students' Use of Facebook: Examining College Generational Status, Social Capital, and Academic Implications. *Presented to the Department of Communication at University of California, Santa Barbara, CA, USA.*

WORKSHOPS AND 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: Reimagining Futures for Seemingly Doomed Problems. Workshop submitted to ACM Conference on Designing Interactive Systems (DIS), 2025. Under Review.

TEACHING EXPERIENCE

Ph.D. Teaching Fellow

2023

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

- Collaboratively developed and refined syllabus and lesson plans for an undergraduate-level research design course aimed at undergraduates from multiple majors and universities
- Facilitated over twenty students' proficiency with qualitative, quantitative, and mixed-methods research designs and associated ethics considerations
- Cultivated and maintained mentoring relationships with students through daily office hours and periodic e-mail/Slack check-ins

- Graduate Student Instructor (GSI)** 2022
University of Michigan SI 529: Online Communities *Nominated for GSI of the Year Award*
- Facilitated weekly lab sessions with 30 master’s students covering topics related to online communities (e.g., identity, social support, harm, algorithms/AI)
 - Guided 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
- Facilitated weekly discussion sections with 50 undergraduate students, introducing them to a variety of information-related topics, including social media, information economics, and information visualization
 - Guided 50 students’ projects and papers 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

GUEST LECTURES AND INVITED TALKS

- Investigating Affirmative Action Discussions on Social Media** 2025
University of Michigan, Ann Arbor, MI; 2025 Anti-Racism Graduate Research Showcase
- AI as an Invisible Gatekeeper: Technology, Stigma, and Social Mobility** 2025
University of Notre Dame, Human-Centered Responsible AI Lab, Virtual
- Dual Implications of New Media Technologies for Minoritized Students** 2025
Northwestern University School of Communication, Evanston, IL
- Social Comparison in Online Communities** 2022, 2023, 2024
University of Michigan, Ann Arbor, MI; SI 529: Online Communities
- Privacy on Social Media** 2021
University of Michigan, Ann Arbor, MI; SI 110: Introduction to Information
- LGBTQ Communities’ Use of Social Media** 2021
Pleasant Grove High School, Elk Grove, CA; Queer Studies 101

MENTORING EXPERIENCE

- Research Scholars Program Mentor** 2024 - Present
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 - Present
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

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

Institute for Social Change Summer Program 2021
University of Michigan Virtual

- Attended a two-week program on conducting publicly engaged scholarship with an emphasis on social justice

Community Connections First-Generation Group Leader 2021
University of Michigan School of Information Virtual

- Initiated, grew, and led a virtual support group for first-generation students at the U-M School of Information

ACADEMIC SERVICE

Peer Reviewing

- **ACM Computer-Supported Cooperative Work (CSCW) 2022 - 2025**
4 Special Recognitions for Outstanding Reviews
- **ACM Human Factors in Computing (CHI) 2021 - 2025**
3 Special Recognitions for Outstanding Reviews
- **ACM Designing Interactive Systems (DIS) 2025**
- **Information and Learning Sciences 2024**
- **European Conference on Information Systems 2024**
- **Computer-Supported Cooperative Work (Springer Journal) 2024**
- **Social Media + Society 2024**
- **International Communication Association 2022**

Student Organizer 2024-Present
Michigan Interactive and Social Computing Group Ann Arbor, MI

- Working with four faculty and postdoc organizers and three fellow graduate student organizers to bring diverse speakers to U-M whose research and/or professional experience sits within the domain of social computing

Founding Member 2023-Present
PosiTech Research Collective Virtual

- Regularly meeting with five other Ph.D. students to develop the PosiTech research paradigm, an assets-based approach guiding efforts to study and build positive social technologies that seek to disrupt and improve systems as opposed to trying to fix supposedly deficit or pathologized people
- Developed and hosted workshop at CSCW 2024 dedicated to introducing and scoping the PosiTech paradigm

Editorial Assistant 2021-2023
Journal of Computer-Mediated Communication Virtual

- Read and evaluated over 250 incoming manuscript submissions, collaborated with over 10 of the journal's Associate Editors to facilitate peer review, and collaborated with 2 external Guest Editors to support a Special Issue on Gender Gaps in Communication
- Created and built the journal's online presence on X (formerly Twitter) and Facebook, helped amass nearly 1,700 followers

Student Volunteer 2023
Conference on Computer-Supported Cooperative Work (CSCW) Minneapolis, MN, USA

- Assisted with on-site A/V tasks, aided conference attendees with directions and conference logistics

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

Panelist, Pre-Candidacy Paper Panel

2022

University of Michigan School of Information

Ann Arbor, MI, USA

- Provided 20+ students with best practices for executing the first Ph.D. milestone at the U-M School of Information

Executive Board Member, Doctoral Executive Committee

2021-2022

University of Michigan School of Information

Ann Arbor, MI, USA

- Served as a liaison between over 100 Ph.D. students and 3 program administrators, making administrators aware of student needs and co-designing and executing academic and social programming to meet them

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