

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. (2024). Algorithmic College Admissions in the United States: Vendors' Claimed Benefits Versus Applicants' Perceived Harms. Submitted to CSCW 2025.

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.**

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.

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

Social Comparison in Online Communities

2022, 2023, 2024, 2025

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

PUBLIC SCHOLARSHIP & ENGAGEMENT

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

Peer Reviewing

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

Student Organizer*Michigan Interactive and Social Computing Group*

2024-Present

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*PosiTech Research Collective*

2023-Present

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*Journal of Computer-Mediated Communication*

2021-2023

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*Conference on Computer-Supported Cooperative Work (CSCW)*

2023

Minneapolis, MN, USA

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

Assistant, Algorithmic Reparation Workshop*University of Michigan Digital Studies Institute*

2022

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*University of Michigan School of Information*

2022

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*University of Michigan School of Information*

2021-2022

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*University of California, Santa Barbara*

2021-2022

Virtual

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