

Dr. Cassidy Pyle

cpyle@umich.edu – cassidypyle.com

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. *Proceedings of the ACM on Human-Computer Interaction*. <https://doi.org/10.1145/3757550>. **Special Recognition for Outstanding Contributions to Diversity, Equity, and Inclusion.**
- [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

- [C4] Pyle, C. & Andalibi, N. (2025). U.S.-Based Recruiters' Perceptions of Emotion AI in Hiring: Emotion Inferences, Deception Detection, and Job Performance Prediction. Under Review at the *ACM CHI 2026 Conference on Human Factors in Computing Systems*.

Manuscripts in Preparation

- [J9] Pyle, C. & Gibson, A. (2025). Affordances Against the Neoliberal University: College Students' Use of Anonymous, Hyperlocal Campus-Based Apps.
- [J10] Kim, J. & Pyle, C. (2025). Misunderstood Minorities: How Social Media Discourse on Affirmative Action Reinforces the Model Minority Myth and Misrepresents Asian Americans. .

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	2025
<i>[J1]Awarded to papers that make outstanding contributions to diversity, equity, and inclusion</i>	
Special Recognition, ACM CSCW Conference	2023
<i>[J5]Awarded to papers that make outstanding contributions to diversity, equity, and inclusion</i>	
Best Paper Award, ACM CHI Conference	2021
<i>[C3]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

[Under Review] Spencer Foundation Racial Equity Grant, AI in Education	2026-2027
<i>Supports research projects investigating AI and racial inequality in education</i>	
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>	

GUEST LECTURES AND INVITED TALKS

Guest Lectures

Social Comparison in Online Communities	2022, 2023, 2024
<i>University of Michigan, Ann Arbor, MI; SI 529: Online Communities</i>	
Privacy on Social Media	2021
<i>University of Michigan, Ann Arbor, MI; SI 110: Introduction to Information</i>	
LGBTQ Communities' Use of Social Media	2021
<i>Pleasant Grove High School, Elk Grove, CA; Queer Studies 101</i>	

Invited Talks

Investigating Affirmative Action Discussions on Social Media	2025
<i>University of Michigan, Ann Arbor, MI; 2025 Anti-Racism Graduate Research Showcase</i>	
AI as an Invisible Gatekeeper: Technology, Stigma, and Social Mobility	2025
<i>University of Notre Dame, Human-Centered Responsible AI Lab, Virtual</i>	
Dual Implications of New Media Technologies for Minoritized Students	2025
<i>Northwestern University School of Communication, Evanston, IL</i>	

CONFERENCE PAPER & POSTER PRESENTATIONS

- [P1] **Pyle, C.** (October 2025). Algorithmic College Admissions in the U.S.: Distances Between Vendors' Claims and Applicants' Perceptions. Computer-Supported Cooperative Work (CSCW) Conference, Bergen, Norway.
- [P2] **Pyle, C.** (November 2024). U.S. Job-Seekers' Organizational Justice Perceptions of Emotion AI-Enabled Interviews. Computer-Supported Cooperative Work (CSCW) Conference, San José, Costa Rica.
- [P3] **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.
- [P4] **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.
- [P5] **Pyle, C.** (October 2023). Toward a Feminist Social Media Vulnerability Taxonomy. Computer-Supported Cooperative Work (CSCW) Conference, Minneapolis, Minnesota, USA.
- [P6] **Pyle, C.** (June 2023). Debating Affirmative Action Online: The Role of Social Media Algorithms, Features, and Affordances. Human-Computer Interaction Consortium, Delavan, Wisconsin, USA.
- [P7] **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.
- [P8] **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.

- [P9] **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.
- [P10] **Pyle, C.** (May, 2021). LGBTQ Persons' Pregnancy Loss Disclosures to Known Ties on Social Media. ACM CHI Conference on Human Factors in Computing Systems, Virtual.
- [P11] **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.
- [P12] **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

University of Michigan

2024 - 2025

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

ENGAGED & PUBLIC SCHOLARSHIP

Central Coast First-Gen Thrive Summit Co-Organizer

2025 - Present

Central Coast First-Gen Thrive Initiative

Santa Maria, CA

- Co-organizing a first-of-its-kind initiative designed to support first-generation college students from the Central Coast of California in articulating and reaching their educational and career goals

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

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

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

Managing Editor

2025 - Present

Journal of Computer-Mediated Communication

Virtual

- Evaluating 100+ incoming manuscript submissions; coordinated with journal's Associate Editors to facilitate doubly-anonymized peer review
- Copy-editing and proofing publications in collaboration with Oxford University Press team

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, writing meta-reviews, and participating 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

Student Organizer

2024 - 2025

Michigan Interactive and Social Computing Group

Ann Arbor, MI

- Collaborated 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 asset-based approach guiding efforts to study and build positive social technologies that seek to disrupt and improve systems
- Developed and hosted workshop at CSCW 2024 dedicated to introducing and scoping the PosiTech paradigm

- Organized and hosted workshop at CSCW 2025 dedicated to exploring how to leverage design methods for hopeful research and practice

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

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

PROFESSIONAL MEMBERSHIPS

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