

# Dr. Cassidy Pyle

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## EDUCATION

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### 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

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### 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)

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### 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

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<b>Special Recognition, ACM CSCW Conference</b>	2025
<i>[J1]Awarded to papers that make outstanding contributions to diversity, equity, and inclusion</i>	
<b>Special Recognition, ACM CSCW Conference</b>	2023
<i>[J5]Awarded to papers that make outstanding contributions to diversity, equity, and inclusion</i>	
<b>Best Paper Award, ACM CHI Conference</b>	2021
<i>[C3]Awarded to top 1% of conference submissions</i>	
<b>Luis Leal Social Science Undergraduate Award, UC Santa Barbara</b>	2019
<i>Awarded to a graduating student for outstanding achievement in the social sciences</i>	
<b>Steven H. Chaffee Award, UC Santa Barbara</b>	2019
<i>Awarded to a graduating Communication major who demonstrated excellence in research</i>	

## GRANTS & FELLOWSHIPS

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<b>[Under Review, Finalist] Spencer Foundation Racial Equity Grant, AI in Education</b>	2026-2027
<i>Supports research projects investigating AI and racial inequality in education</i>	
<b>Anti-Racism Graduate Research Grant, University of Michigan</b>	2024-2025
<i>Awarded to graduate students for research projects focused on racism, racial equity, and racial justice</i>	
<b>Undergraduate Research Opportunity Program, University of Michigan</b>	2023-2024
<i>Awarded to mentors supporting undergraduate students assisting with research projects</i>	
<b>Rackham Merit Fellowship, University of Michigan Rackham Graduate School</b>	2020-2025
<i>Awarded for achievement, underrepresentation in higher education, and commitment to diversity</i>	
<b>Donald A. Strauss Public Service Grant, Donald A. Strauss Foundation</b>	2018-2019
<i>Awarded to college sophomores and juniors for community-based public service projects</i>	
<b>Undergraduate Research &amp; Creative Activities Grant, UC Santa Barbara</b>	2018-2019
<i>Awarded to undergraduates to fund independent research and creative activities</i>	

## GUEST LECTURES AND INVITED TALKS

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### *Guest Lectures*

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

### *Invited Talks*

<b>AI as an Invisible Gatekeeper in College Admissions and Hiring</b>	2026
<i>University of Texas, Austin Department of Communication Studies, Austin, TX</i>	
<b>Investigating Affirmative Action Discussions on Social Media</b>	2025
<i>University of Michigan, Ann Arbor, MI; 2025 Anti-Racism Graduate Research Showcase</i>	
<b>AI as an Invisible Gatekeeper: Technology, Stigma, and Social Mobility</b>	2025
<i>University of Notre Dame, Human-Centered Responsible AI Lab, Virtual</i>	
<b>Dual Implications of New Media Technologies for Minoritized Students</b>	2025
<i>Northwestern University School of Communication, Evanston, IL</i>	

## CONFERENCE PAPER & POSTER PRESENTATIONS

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- [P1] **Pyle, C.** & Ellison, N. B. (June 2026). Am I Cooked? Reddit Discussions of ChatGPT Use for U.S. College Essays Reveal Uncertainty and Self-Presentational Shifts. International Communication Association Conference, Cape Town, South Africa.
- [P2] **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.
- [P3] **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.
- [P4] **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.
- [P5] **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.
- [P6] **Pyle, C.** (October 2023). Toward a Feminist Social Media Vulnerability Taxonomy. Computer-Supported Cooperative Work (CSCW) Conference, Minneapolis, Minnesota, USA.
- [P7] **Pyle, C.** (June 2023). Debating Affirmative Action Online: The Role of Social Media Algorithms, Features, and Affordances. Human-Computer Interaction Consortium, Delavan, Wisconsin, USA.

- [P8] **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.
- [P9] **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.
- [P10] **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.
- [P11] **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.
- [P12] **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.
- [P13] **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

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- [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

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### 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

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### 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

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### Central Coast First-Gen Thrive Summit Co-Organizer

2025 - Present

*Central Coast First-Gen Thrive Initiative, First-Gen Resilience*

*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

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### 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 Conference on Fairness, Accountability, and Transparency (FAccT)** 2026
- **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, 2025

### 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**

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