

Emma Harvey

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RESEARCH INTERESTS

Practical, interdisciplinary methods for assessing and improving the fairness of sociotechnical systems

EDUCATION

Cornell University

Aug. 2023 - present

PhD student in Information Science

Committee: [Allison Koenecke](#) (co-chair), [Rene Kizilcec](#) (co-chair), [Karen Levy](#), [Nikhil Garg](#)

University of Pennsylvania

Aug. 2013 - Dec. 2017

BA in Computer Science and Philosophy, Politics, & Economics

HONORS AND AWARDS

Best Paper Honorable Mention, ACM CHI for [P2] (<i>top 5%</i>)	2024
Honorable Mention, National Science Foundation Graduate Research Fellowship (NSF GRFP)	2024
Summa Cum Laude, University of Pennsylvania (<i>GPA 3.84 / 4.00</i>)	2017

RESEARCH

* denotes equal contribution

CONFERENCE AND JOURNAL PUBLICATIONS

stringently peer-reviewed

- P4. Jinsook Lee*, **Emma Harvey***, Joyce Zhou, Nikhil Garg, Thorsten Joachims, and Rene Kizilcec. *Ending Affirmative Action Harms Diversity Without Improving Academic Merit*. 2024. Forthcoming at the ACM Conference on Equity and Access in Algorithms, Mechanisms, and Optimization (EAAMO'24). [pdf](#).
- P3. **Emma Harvey**, Michelle Seng Ah Lee, and Jatinder Singh. *Improving Group Fairness Assessments with Proxies*. 2024. ACM Journal on Responsible Computing (ACM JRC). [pdf](#).
- P2. **Emma Harvey**, Hauke Sandhaus, Abigail Z. Jacobs*, Emanuel Moss*, and Mona Sloane*. 2024. *The Cadaver in the Machine: The Social Practices of Measurement and Validation in Motion Capture Technology*. ACM CHI Conference on Human Factors in Computing Systems (CHI'24). [pdf](#). **Best Paper Honorable Mention.**
- P1. Sasha Costanza-Chock, **Emma Harvey**,¹ Inioluwa Deborah Raji, Martha Czernuszenko, and Joy Buolamwini. 2022. *Who Audits the Auditors? Recommendations from a field scan of the algorithmic auditing ecosystem*. ACM Conference on Fairness, Accountability, and Transparency (FAccT'22). [pdf](#).

WORKSHOP PUBLICATIONS AND PRESENTATIONS

lightly peer-reviewed

- W4. **Emma Harvey**, Allison Koenecke, and Rene Kizilcec. *Towards an Educator-Centered Method for Measuring Bias in Large Language Models*. AAAI 2024 Workshop on AI for Education. [presentation](#). [pdf](#). **Spotlight Presentation.**
- W3. Elena Gray, **Emma Harvey**, Kevin Coltin, and Greg Schwartz. 2022. *Creating a Covid-19 risk decision metric with an agent-based simulation model*. In 2022 American Public Health Association Annual Meeting and Expo (APHA'22). [abstract](#).

¹Due a request from my former employer, my name is not on the version of record. The authors' version is available on [arXiv](#).

- W2. Rhodri Dierst-Davies, Sarah Godby Vail, Sarah Ayton, Greg Lidrbauch, Jennifer Vargas, Nik Andric, **Emma Harvey**, Greg Schwartz, Miguel Garza, Javier Lozano, Alexandro Arias, Paulina Sosa, Paola Martinez and Jose Reyes. 2019. *A Mixed-Methods Approach Integrating Behavioral Insights and Data Analytics to Address Retention at Diabetes Clinics in Mexico: A Guide for Program Development*. In 2019 American Public Health Association Annual Meeting and Expo (APHA'19). [abstract](#).
- W1. **Emma Harvey**, Nik Andric, Rhodri Dierst-Davies, Sarah Godby Vail, Greg Schwartz, Alexandro Arias, Kevin Coltin, Javier Lozano, Miguel Garza, Sarah Ayton, Greg Lidrbauch, Jose Reyes, Paulina Sosa, and Paola Martinez. *Pathway Analysis for Care Adherence Modeling*. In 2019 American Public Health Association Annual Meeting and Expo (APHA'19). [abstract](#).

WORK EXPERIENCE

Microsoft Research

May 2024 - present

Research Intern, FATE (Fairness, Accountability, Transparency, Ethics in AI)

Bridging the gap between research and practice in measuring representational harms from large language models under the supervision of [Emily Sheng](#), [Su Lin Blodgett](#), [Alex Chouldechova](#), [Jean Garcia-Gathright](#), [Alexandra Olteanu](#), and [Hanna Wallach](#)

New York University

Mar. 2023 - present

Research Assistant, Expanding AI Audits

Auditing the assumptions upon which motion capture systems are based under the supervision of [Abigail Jacobs](#), [Emanuel Moss](#), and [Mona Sloane](#)

University of Cambridge

Jul. 2021 - Aug. 2024

Research Assistant, Compliant and Accountable Systems

Explored practical methods for conducting fairness assessments of decision-making algorithms without access to demographic data under the supervision of [Jatinder Singh](#)

Deloitte Consulting

Feb. 2018 - Aug. 2023

Data Scientist, AI & Advanced Analytics

Created Deloitte's first ethical AI toolkit to detect bias in decision-making systems; used to audit algorithms in education, healthcare, and hiring

TEACHING

Cornell University

Teaching Assistant, Introduction to Data Science (INFO 2950)

Aug. 2024 - Jan. 2025

University of California San Diego

Co-Instructor, [Responsible AI Data Science Capstone](#), Prof. [David Danks](#)

Aug. 2022 - Mar. 2023

Carnegie Mellon University

Guest Lecturer, Designing Smart and Healthy Systems, Prof. [David Steier](#)

Sep. 2019 - Dec. 2021

University of Pennsylvania

Teaching Assistant, [Penn in Washington](#), Prof. [Deirdre Martinez](#)

May 2014 - Dec. 2017

SERVICE

ACADEMIC

Ethics Reviewer, NeurIPS	2024
Scheduling Co-Chair, ACM FAccT	2024
Program Committee Member, ACM FAccT	2024
Student Volunteer, ACM FAccT	2024
Student Volunteer, ACM FAccT	2022

COMMUNITY

Student Reviewer and Interviewer, Cornell Information Science PhD Admissions	2024
Mentor, Cornell IS Student-Applicant Reading Program (SARP)	2023
Pro Bono Researcher, Algorithmic Justice League	2020 - 2023