

Isha Bhallamudi

ishab@stanford.edu

ACADEMIC POSITIONS

Postdoctoral Fellow, Digital Civil Society Lab, Stanford University
(Advised by Prof. Angèle Christin).

2024 – 2025

EDUCATION

2024 Ph.D. Sociology. University of California Irvine.

Dissertation: “It’s Always Been Women’s Work: Tracing Gender, Technology, and Work in India Through an Account of AI-Mediated Beauty Work”

Committee: Swethaa Ballakrishnen (co-chair), Rachel Goldberg (co-chair), Francesca Polletta, Tom Boellstorff, Paul Dourish

2021 M.A. Demographic and Social Analysis. University of California Irvine.

2017 Integrated M.A. Development Studies. Indian Institute of Technology Madras.

AREAS OF SPECIALIZATION

AI Platforms, Organizations, Work, Management, Gender, Wellbeing, Development, Culture

SKILLS

- **Methods:** Interviews, ethnography, surveys, focus group discussions, literature reviews, participatory approaches, community-based research, working with adolescents.
- **Analysis:** Survey data analysis (proficient), qualitative analysis (proficient), regression analysis (proficient), statistical inference & hypothesis testing (basic), demographic analysis (basic), networks analysis (basic), policy analysis (basic) & content analysis (basic).
- **Software:** STATA, R, Dedoose, Atlas.ti, Excel, LaTeX, Zotero.
- **Languages:** English (native), Hindi (native), Telugu (proficient), Tamil (basic).

PEER-REVIEWED JOURNAL PUBLICATIONS

1. Forthcoming. **Bhallamudi, I.** “New Dimensions of Platform Management: An Analysis of Caste Patriarchy in Beauty Platform Organizations in India”. In Cameron, L. (ed), ‘Thinking with and Beyond Labor and Tech: An Empirical Investigation of How the Ghost Variables of Race, Caste, Gender, Citizenship, and Class Shape Gig Work’ special issue, *Journal of Management Inquiry*.
2. [2023. Kitojo, W., Kalisa, M., Bray, R. & Bhallamudi, I. “Applying ‘Merging of Knowledge’ in Tanzania: What Can we Learn About Interrupting Patterned Relationships to Reveal New Dimensions of Poverty?”. *Action Research*.](#)
3. [2022. Bhallamudi, I. ‘Daughters, Devices and Doorkeepers: How Gender and Class Shape Inequalities in Adolescents’ Access to Technology in Mumbai, India’. *Information, Communication and Society*, 25\(6\), pp. 851-867.](#)
4. [2019. Bhallamudi, I. & Lingam, L. “Swaying between saving the Environment and Mitigating Women’s Domestic Drudgery: India’s Efforts at Addressing Clean Cooking Fuels”. *Gender, Technology and Development*, 23\(1\), pp. 36-54.](#)

BOOK CHAPTERS, CONFERENCE PUBLICATIONS, AND REPORTS

1. Forthcoming. Černušáková, B. and **Bhallamudi, I.** “Technology and Labour” in Gillan, K. & May, V (eds). *Global Social Challenges*. Bristol University Press.
2. Forthcoming. Alladi, H. and **Bhallamudi, I***. “Dreaming of Home: Female Friendships and Collaborative Sense-Making of the Home and Self” in Phadke, S., Kanagasabai, N., & Mohanty, H. (eds). *Friendships in South Asia*. Routledge.

3. [2024. Lingam, L. & Bhallamudi, I. ““Good Girls” and “Bad Boys”: Smartphones and the Social Reproduction of Gender” in Lingam, L. and Mkhwanazi, N. \(eds\). Digital Technologies and Gendered Realities. Routledge.](#)
4. [2023. Bhallamudi, I¹ & Malik, L. “Influence as Method and Method as Influence: Collaborative Platform Work in Mumbai and Delhi”. In Proceedings of the Social Media & Society in India Conference, University of Michigan.](#)
5. [2023. Bhallamudi, I. “Gig Workers and HCXAI in the Global South: An Evaluative Typology”. In Proceedings of the 2023 CHI Conference on Human-Centered Explainable AI \(CHI '23\), Association for Computing Machinery, New York, NY, USA.](#)
6. [2019. Bhaskaran, J. & Bhallamudi, I. “Good Secretaries, Bad Truck Drivers? Occupational Gender Stereotypes in Sentiment Analysis”. In Proceedings of the First Workshop on Gender Bias in Natural Language Processing, Association for Computational Linguistics 2019, Florence, Italy.](#)
7. [2019. Lingam, L., Bhallamudi, I & Rao, N. “Gender Mainstreaming Across Agriculture, Urban Planning and Governance: Lessons for India”. UN Women: Mumbai.](#)
8. [2018. Lingam, L., Bhallamudi, I & Rao, N. “Adolescent Sub-cultures and Smartphones: Exploring Implications for Gender, Sexuality and Rights”. UNICEF: Mumbai.](#)
9. [2018. Rao, N. and Bhallamudi, I. “Collaborative Knowledge Creation: Interrogating Processes and Patterns”. Workshop Report for the Tata Institute of Social Sciences and Committee of Resource Organizations \(CORO\).](#)
10. [2015. Bray, R., & Bhallamudi, I. \(with Ugarte, A\). “Doing Participative Research: What is Needed to Make it Work?”. 3-part Working Paper Series presented at the Collaborative Research Design Workshop between ATD Fourth World and the University of Oxford.](#)

MANUSCRIPTS UNDER REVIEW/PREPARATION

1. **Bhallamudi, I.** “Inside the Beauty Platform Organization: New Forms of Gendered Algorithmic Management”. Under preparation for submission at *Work & Organizations*.
2. **Bhallamudi, I.** “Navigating the Algorithmic Maze: How Women Access Gig Work”. Under preparation for submission at *Gender & Society*.
3. **Bhallamudi, I. & Ballakrishnen, S.** “How Organizational and Legal Environments Shape the Feminization of Platform Work”. For the *Research Handbook on the Sociology of Professions*. SAGE.
4. Turney, K., Schmidt, S., **Bhallamudi, I.**, Torres, A. and Liu, A.G. “Carceral Brokering: How Families Manage the Strains of Incarceration”. R&R at the *American Journal of Sociology*.
5. Turney, K., Schmidt, S., Torres, A., **Bhallamudi, I.** and Liu, A.G. “Cognitive Labor During Family Member Incarceration”. R&R at *Social Forces*.
6. **Bhallamudi, I. & Raval, N.** “How Indian Immigrant Tech Workers Shape Organizational Cultures in Silicon Valley”. Under preparation.
7. **Bhallamudi, I.**, Hapke, H., Ponciano, L., Wagner-Huang, W., & Walker, B. “Individual-level and Institutional-level Bias in Grant Proposal Review”. Report for the California Alliance of Hispanic-Serving Social Science Institutions, under preparation for journal submission.

SELECTED PUBLIC MEDIA

1. 2024. “[Since When?](#)”. *Femwork Podcast*. hosted by Shruti Singhania.
2. 2021. “[Gender Parity in India: What a Case of ‘Accidental Feminism’ Can Offer](#)”. *Oxford Human Rights Hub Blog*.
3. 2021. “[Girls, Gadgets, and Gatekeepers: What is Ethical Feminist Fieldwork When Working with Children?](#)”. *Platypus*, the CASTAC blog.
4. 2020. “[Bespoke but not Woke](#)”: A commentary on the show Indian Matchmaking. *Economic and Political Weekly*. Vol 55, Issue 31.

¹ Equal authorship.

5. 2020. "[Outrage and Othering: 'Bois Locker Room'](#)": A commentary on online gender-based violence in India. *Economic and Political Weekly*. Vol 55. Issue 20.
6. 2020. "[Rowdy Without a Cause?](#)": A commentary on misogyny in South Indian films. *Economic and Political Weekly*. Vol. 55. Issue 6.
7. 2018. "[Positive Approaches to Adolescents and Sexuality Education: A Case for Expanding Regional Vocabularies](#)". Family Planning Association of India (blog post).
8. 2016. "[Gender-Based Harassment: a Reality on Campus?](#)" The Fifth Estate, IIT Madras. (2-part article based on a survey of 800 students that I designed, conducted & analysed).

RESEARCH FEATURED IN MEDIA

- [What Will Protect People from Hate Crimes in the Metaverse?](#), The Swaddle, Jan 2022
- [TISS-UNICEF Study on Smartphone Use by Adolescents](#), DNA India, Jun 2018
- [Fathima Lateef: Death on the Campus](#), Open Magazine, Nov 2018

SELECTED WORK EXPERIENCE

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| UX Research Intern, Fitbit, Google (San Francisco, CA) | 06/22 – 09/22 |
| <ul style="list-style-type: none"> • Researched 1) cognitive and emotional trust drivers and 2) unmet health needs of Black+ user communities using literature reviews and in-depth interviews, to help drive long-term trust-building efforts at Fitbit. | |
| Graduate Student Researcher, Jail & Family Life Project, UC Irvine | 06/20 – 03/22 |
| <ul style="list-style-type: none"> • PI: Kristin Turney
Carried out collaborative qualitative coding and analysis of 625 interviews with incarcerated men and their family members, to study how families distribute and manage the burdens and cognitive labor associated with incarceration. | |
| Graduate Student Researcher, California Alliance for Hispanic-serving Social Science Advancement, UC Irvine | 06/20 – present |
| <ul style="list-style-type: none"> • PI (UCI): Holly Hapke
Assisted in conducting faculty development webinars, and conducted a literature review and interview project, to examine individual and institutional-level bias in the grant review process. | |
| Graduate Student Researcher, Diversity and Networking in Law School: Are Students From Diverse Backgrounds Disadvantaged?, UC Irvine | 06/20 – 03/22 |
| <ul style="list-style-type: none"> • PI (UCI): Swethaa Ballakrishnen
Carried out regression analysis of law student survey data across 3 universities, to examine how students' social networks and diversity traits shape their belongingness in law school. | |
| Research Assistant, Tata Institute of Social Sciences, Mumbai | 06/17 – 08/18 |
| <ul style="list-style-type: none"> • PI: Lakshmi Lingam
Carried out 3 research and consultancy projects (for UN Women, UNICEF and the Telangana State Police Academy), using pilot studies, primary research, organizational strategy and policy analyses. | |
| Research Intern, Dept. of Social Policy and Intervention, University of Oxford | 06/15 – 07/15 |
| <ul style="list-style-type: none"> • PI: Robert Walker
Helped adapt a novel participatory methodology and develop the research design for an international 6-country study of multidimensional poverty, later presented at UN and OECD in 2020. | |

HONORS, PRIZES AND GRANTS

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- 2023. **Graduate Dean's Dissertation Fellowship**, UC Irvine.
 - 2023. **Graduate Student Grant**, Center for Asian Studies, UC Irvine.
 - 2023. **Honorable Mention**, Outstanding Graduate Research Award, Dept. Sociology, UC Irvine.
 - 2022. **Outstanding Graduate Research Award**, Dept. of Sociology, UC Irvine.
 - 2022. **Small Grant**, Center for Organizational Research, UC Irvine.

- 2022. **Noyce Fellowship in AI, Law and Society**, UC Irvine (with Swethaa Ballakrishnen).
- 2022. **Finalist**, SSRC International Dissertation Research Fellowship.
- 2022. **Summer Research Fellowship**, Dept. of Sociology, UC Irvine.
- 2021. **Graduate Fellow**, Center for Networks and Relational Analysis, UC Irvine.
- 2021. **Conference Grant**, Associated Graduate Students, UC Irvine.
- 2019-2023. **Summer Research Grant**, Dept. of Sociology, UC Irvine.
- 2019. **Summer Research Fellowship**, Dept. of Sociology, UC Irvine.
- 2018. **Graduate Dean's Recruitment Fellowship**, UC Irvine.
- 2015. **Research Travel Grant**, IIT Madras, India.
- 2015 & 2014. **Institute Merit Prize** for academic excellence. IIT Madras, India.
- 2012. **DST-INSPIRE scholarship**, awarded to top 1% of STEM high school students in India. Ministry of Science & Technology, Government of India.

SELECTED CONFERENCES AND TALKS

1. 2025. "Gig Work and Algorithmic Decisions: What Happens When Things Go Wrong". Guest lecture for **Politics of Algorithms course, Stanford University**.
2. 2025. "Rethinking AI Explainability". Guest lecture for **Ethics and Activism in Tech and Design, UC Santa Cruz**.
3. 2023. "Organizing Against Precarity: Learning from Women Gig Workers in India". Paper presentation, **ASA Annual Conference**.
4. 2023. "How Women Platform Workers Fight Back – Gendered Modes of Resistance Among Beauty Gig Workers in Mumbai, India". Paper presentation, **AoIR Annual Meeting**.
5. 2023. "What Gig Work Can Tell Us About Women's Employment Futures". Paper presentation, **Annual Conference on South Asia, University of Wisconsin-Madison**.
6. 2023. "It's Always Been Women's Work": The Gender Dynamics of App-Based Work in Mumbai". Research Talk, Department of Communication, **University of Hyderabad**.
7. 2022. "Daughters, Devices and Doorkeeping: How Gender and Class Shape Adolescent Mobile Phone Access in Mumbai". Guest Lecture for the Feminist Economic & Policy Initiative at **OP Jindal Global University**.
8. 2021. "Ethical Dilemmas During Fieldwork with Adolescents in India: Complicating and Questioning Ideas of Feminist Fieldwork in the Global South". **Society for Social Studies of Science (4S) Annual Meeting**.
9. 2021. "Girls, Gadgets and Gatekeepers: Gendered Modes of Access to Mobile Phones in Mumbai, India". **AoIR Annual Meeting | SSSP Annual Meeting**.
10. 2019. "Smartphones and Gender Fault Lines: How are Adolescent Girls and Young women Navigating?" **Imagine a Feminist Internet: Research, Practice and Policy in South Asia conference**. Internet Democracy Project, Sri Lanka.
11. 2018. "Why Loiter? Women Claiming Online Public Space". **National Conference on Gender-Based Cyber Violence**, Tata Institute of Social Sciences, Mumbai, India.

CONFERENCE ORGANIZING

1. 2022. **Co-Workshop Organizer**. "Context Convergence in Mobile Phone Use: Mapping Multiplicities of Presence, Digital Inequalities and Wellbeing Across the Global North and South". **ICA Mobile Pre-Conference**.
2. 2021. **Co-Panel Organizer**, 'Transgenerational Listening: Telling Stories about Global STS Programs and Formations' Open Panel, **4S Annual Meeting**.
3. 2021. **Co-Panel Organizer**, 'Celebrating and Critiquing Feminist Inclusion Strategies in Technoscience Communities', Open Panel, **4S Annual Meeting**.

TRAINING AND WORKSHOPS

- 2024. AIIS Dissertation-to-Book Workshop, University of Wisconsin-Madison.
- 2021. Summer Institute in Computational Social Science, UCLA.
- 2020. Summer Institute on 'AI and Governance', Berkman Klein Center for Internet and Society, Harvard University.
- 2020. NSF Problem-Solving Sociology Dissertation Proposal Development Workshop, Northwestern University.

SERVICE, LEADERSHIP AND POSITIONS OF RESPONSIBILITY

- **Reviewer**, New Media and Society; Information, Communication and Society; Journal of Consumer Culture; Gender, Development and Technology 2022-pres
- **Co-Chair**, Transnational STS Working Group, Student Section of 4S 2021-22
- **Student Member**, Diversity and Inclusion Committee, CITAMS, ASA 2021
- **Student Member**, Graduate Admissions Committee, Sociology, UC Irvine 2021-23
- **Executive Editor**, The Fifth Estate, IIT Madras. (Campus News Body) 2016-17
- **Founder and Member**, Committee to Prepare Guidelines for Sexual Harassment Policy, Student Legislative Council, IIT Madras. 2016-17

TEACHING EXPERIENCE AND RELEVANT TRAINING

- **Course Instructor**, 'Platforms, Inequality & Participatory Cultures', Stanford University 2025
- **Suicide Prevention Gatekeep Training**, UCI Counselling Center 2021
- **Inclusive Instruction Working Group**, UC Irvine 2019
 - Created teaching resources including [Inclusive Teaching Practices: A Practical Guide](#) and the [Accessible Teaching Habits Checklist](#)
- **Teaching Assistantships (selected)**
 - 'Sociology Majors Seminar', UC Irvine. 2021
 - 'People and Society', UC Irvine. 2018
 - 'Law and Society', UC Irvine. 2018
 - 'Introduction to Psychology', UC Irvine 2020

REFERENCES

- Prof. Rachel Goldberg, Dept. of Sociology, UC Irvine
- Prof. Swethaa Ballakrishnen, School of Law, UC Irvine
- Prof. Francesca Polletta, Dept. of Sociology, UC Irvine
- Prof. Angèle Christin, Dept. of Communication, Stanford University