

# Hana Frluckaj

Website: [hfrlucka.github.io](https://hfrlucka.github.io)

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## Profile

**PhD Student at University of Texas at Austin and  
Research Associate at Carnegie Mellon University.**

Interested in researching social aspects of modern technology to create a better future,  
specifically in the context of open source software communities and diverse participation.

## Education

**University of Texas at Austin; Austin, TX**

*08/2021 - Present*

Pursuing a doctoral degree in Information Studies at the Information School

- Faculty Advisor: Professor James Howison

**Carnegie Mellon University; Pittsburgh, PA**

*08/2016 - 05/2020*

B.Sc. Electrical and Computer Engineering

- Minor in Human-Computer Interaction, advised by Professor Laura Dabbish

## Research Experience

**PhD Student and Research Associate; UT-Austin & CMU**

*05/2020 - Present*

- Current work under professors Dr. Howison and Dr. Dabbish.

- Designing bot interventions on GitHub seeking to aid first-time contributors
- Analyzing the unique experiences of BIPOC and trans, non-binary, and genderqueer folk in open source communities
- Studying the maintainer and organizational influence on project diversity and newcomer retention
- Analyzing GitHub conversations regarding codes of conduct and governance
- Designing a panel study to understand OSS work-life balance in order to understand and encourage diverse participation

**Research Assistant; Human-Computer Interaction Institute, CMU**

*09/2019 - 05/2020*

- Empirical qualitative study analyzing diversity and inclusion in open source.
- Screened 4000+ users, recruited and interviewed 21 participants, created a coding scheme following grounded theory, and first-authored a paper currently under review.

**Research Assistant; Institute for Software Research, CMU**

*09/2018 - 05/2019*

Project validated a new fault-injection framework by retrofitting existing open source applications, developing models of expected application results, and creating a general server in Erlang within Partisan protocol to accomplish hierarchical clustering.

**Research Assistant; Electrical and Computer Engineering, CMU**

*05/2018 - 08/2018*

Project involved building and programming a wireless system for neural recording, capable of streaming digitized data to a remote machine for analysis. Project required

system design, PCB sketching and milling, and embedded systems application.

## Publications

Li, Renee, Pavithra Pandurangan, **Hana Frluckaj**, and Laura Dabbish. "Code of Conduct Conversations in Open Source Software Projects on Github." *Proceedings of the ACM on Human-Computer Interaction* 5, no. CSCW1 (2021): 1-31.

- Contribution: Helped analyze and categorize sample of conversations to develop typology on code of conduct conversations

**Hana Frluckaj**, Laura Dabbish, David Gray Widder, James D. Herbsleb "Gender and Participation in Open Source Software Development" In: *Conference on Computer-supported Cooperative Work and Social Computing (CSCW 2022)*

- Contribution: Interviewed half of participants, transcribed and coded all transcripts, employed grounded theory to compare men and women's career trajectories.

## Works in progress

**Hana Frluckaj**, Huilian Qiu, Laura Dabbish, Bogdan Vasilescu, "Trickle Down Diversity: Company Influence on open source project diversity"

**Hana Frluckaj**, James Howison, Laura Dabbish, "Cracking the Egg: Understanding Trans Experiences in Open Source Software"

## Working Experience

**IT Assistant, Institute for Software Research; Pittsburgh, PA**

09/2016 - 05/2020

Performed diagnostics and initial troubleshooting tasks, investigated hardware and software issues, and assisted 120+ students, staff, and faculty with technological needs.

**Technology Analyst, Deutsche Bank; New York, NY**

06/2019 - 08/2019

Built a simulator for messages sent between international credit/debit tracking systems in Java using Spring environment. In parallel, built and presented a sentiment analysis application focusing on public traded companies, their stocks, and media bias in Python using ML and NLP. Advocated for increased diversity in presentations and discussions.

**Engineering Aide, Consolidated Edison, Inc.; New York, NY**

07/2015 - 08/2017

- 05/2017 - 08/2017: Built test scripts and aided IT programmers in identifying algorithmic fallacies in OBIEE Performance Manager within Public Engineering.

- 09/2015 - 07/2016: Reviewed data filing for over 4000 work requests, organized data lists of employee review calls, and maintained documentation of ConEd facilities.

- 07/2015 - 09/2015: Reviewed conflicts of the energy grid, worked with external agencies, and compiled estimate cost data in Excel.

## Skills

**Programming Languages:** Python, C/C++, Processing, Verilog, Java, Erlang, Go, and Matlab

**Technical:** Unix/Linux, Computer Security, Computer Systems, Sentiment Analysis, Digital Signal Processing, Test-Driven Development, User Experience Design, Human-Robot Interaction, and Computer Graphics

**Research:** GitHub repository mining, qualitative analysis, Grounded Theory, recruitment, interviewing, affinity diagrams, and literature reviews

**Spoken Languages:** English (*Native*), Serbo-Croatian (*Native*), French (*Working*)

<b>Service</b>	UT-Austin iSchool Diversity and Inclusion Committee	08/2021 - Present
	UT-Austin iSchool Undergraduate Studies Committee	08/2022 - Present
	Hawaii International Conference on Systems Sciences (HICSS) 2022 - Reviewer	
	SIGBOVIK 2021 - Moderation Chair	
	Women in Cybersecurity (WiCyS) 2019 - Student Volunteer	
<b>Students Mentored</b>	<b>Magali Astride Ngouabou Noubissi</b> , graduated Pomona University	06/2020 - Present
	<b>Raaka Mukhopadhyay</b> , student at Carnegie Mellon University.	01/2021 - 05/2021
<b>Organizations</b>	<b>iPride; UT-Austin</b>	01/2022 - Present
	<b>International Student Union; CMU</b>	02/2017 - 05/2020
	Held the positions of President, Treasurer, and Secretary.	
	<b>Women in ECE; CMU</b>	09/2016 - 05/2020
	<b>Society of Women Engineers; CMU</b>	09/2016 - 05/2020
	<b>Girls Who Code; Brooklyn Technical High School</b>	09/2015 - 08/2016
<b>Travel Awards</b>		<i>Amount Awarded:</i>
	<b>International Conference of Software Engineering (ICSE) 2022</b>	\$1200
	<i>Pittsburgh, PA, USA 2022</i>	
	<b>Vive la Différence Workshop 2022 - Research Software Engineers</b>	€1550
<b>References</b>	Associate Professor James Howison: <a href="mailto:howison@ischool.utexas.edu">howison@ischool.utexas.edu</a>	
	Associate Professor Laura Dabbish: <a href="mailto:dabbish@cmu.edu">dabbish@cmu.edu</a>	