Jane Hsieh ✉ janeon@cmu.edu 🐦 @Jane_Hsieh32 🎓 Scholar 🌐 janeon.github.io

Education

2020 – present	**Ph.D. Software Engineering, Carngie Mellon University** Thesis: *Empowering & Collectivizing Gig Workers: Integrative Design of Technology & Policy to Support Platform-based Labor* Committee: Haiyi Zhu (chair), Min Kyung Lee, Sarah Scheffler, Jodi Forlizzi
2020 – 2024	**M.Sc. Software Engineering, Carnegie Mellon University**
2016 – 2020	**B.A. in Computer Science, Oberlin College** Magna Cum Laude Honors Thesis: Constructing Effective Stack Overflow Questions.

Professional Experiences

2020-present	**Carnegie Mellon University** Research Assistant *Advised by Haiyi Zhu* Understanding Successful Communication Strategies in Freelancing [4] Multi-Stakeholder Codesign of Individualized Policy & Tech Interventions [1, 2] Data-sharing for Cross-Platform Peer Support & Policy Formulations [7, 8]
2021-2022	**Upwork** Data Science Consultant *Supervised by Sibo Lu* Internal Fairness Auditing
2020	**IBM** Software Engineer Intern. *Managed by Ross Grady* Slack and GitHub drivers for a Self-Guided Support Portal
2019	**IBM** Extreme Blue Technical Intern. *Managed by Ross Grady* Terminal-based Multicloud Manager
2018 – 2019	**Carnegie Mellon University** Undergraduate Research Assistant *Mentored by Michael Xieyang Liu, Brad Myers, Aniket Kittur* Tool to Support Developers in Tabulated Decision-making [6, 10, 11]

Research Publications

Conference Proceedings & Journal Articles

1. **Jane Hsieh**, Oluwatobi Adisa, Sachi Bafna, and Haiyi Zhu (Aug. 2023). "Designing Individualized Policy and Technology Interventions to Improve Gig Work Conditions". In: *Proceedings of the 2nd Annual Meeting of the Symposium on Human-Computer Interaction for Work*. CHIWORK '23. 🏆 Best Paper Award. Oldenburg, Germany: Association for Computing Machinery. ISBN: 9798400708077. 🔗 DOI: 10.1145/3596671.3598576.

2. **Jane Hsieh**, Miranda Karger, Lucas Zagal, and Haiyi Zhu (July 2023). "Co-Designing Alternatives for the Future of Gig Worker Well-Being: Navigating Multi-Stakeholder Incentives and Preferences". In: *Proceedings of the 2023 ACM Designing Interactive Systems Conference*. DIS '23. Pittsburgh, PA, USA: Association for Computing Machinery, pp. 664–687. ISBN: 9781450398930. 🔗 DOI: 10.1145/3563657.3595982.

3. **Jane Hsieh**, Joselyn Kim, Laura Dabbish, and Haiyi Zhu (Oct. 2023). "'Nip it in the Bud': Moderation Strategies in Open Source Software Projects and the Role of Bots". In: *Proc. ACM Hum.-Comput. Interact.* 7.CSCW2. 🔗 DOI: 10.1145/3610092.

4   **Jane Hsieh**, Yili Hong, Gordon Burtch, and Haiyi Zhu (Apr. 2022). "A Little Too Personal: Effects of Standardization versus Personalization on Job Acquisition, Work Completion, and Revenue for Online Freelancers". In: *Proceedings of the 2022 CHI Conference on Human Factors in Computing Systems*. CHI '22. New Orleans, LA, USA: Association for Computing Machinery. ISBN: 9781450391573. 🔗 DOI: 10.1145/3491102.3517546.

5   Yumi Ijiri, Kathryn L. Krycka, Ian Hunt-Isaak, Hillary Pan, **Jane Hsieh**, Julie A. Borchers, James Jennings Rhyne, Samuel D. Oberdick, Ahmed Abdelgawad, and Sarah A. Majetich (2019). "Correlated spin canting in ordered core-shell $Fe_3O_4/Mn_xFe_{3-x}O_4$ nanoparticle polycrystalline assemblies". In: *Physical Review B* 99.9, p. 094421. 🔗 DOI: 10.1103/PhysRevB.99.094421.

6   Michael Xieyang Liu, **Jane Hsieh**, Nathan Hahn, Angelina Zhou, Emily Deng, Shaun Burley, Cynthia Taylor, Aniket Kittur, and Brad A. Myers (2019). "Unakite: Scaffolding Developers' Decision-Making Using the Web". In: *Proceedings of the 32nd Annual ACM Symposium on User Interface Software and Technology*. UIST '19. 🏅 Best Paper Honorable Mention Award. New Orleans, LA, USA: Association for Computing Machinery, pp. 67–80. ISBN: 9781450368162. 🔗 DOI: 10.1145/3332165.3347908.

Manuscripts in Submission

7   **Jane Hsieh**, Angie Zhang, Mialy Rasetarinera, Erik Chou, Daniel Ngo, Karen Lightman, Min Kyung Lee, and Haiyi Zhu (CSCW 2025). *Supporting Gig Worker Needs and Advancing Policy Through Worker-Centered Data-Sharing*. 🔗 DOI: 10.48550/arXiv.2412.02973.

8   **Jane Hsieh**, Angie Zhang, Sajel Surati, Sijia Xie, Yeshua Ayala, Nithila Sathiya, Karen Lightman, Tzu-sheng Kuo, Min Kyung Lee, and Haiyi Zhu (CHI 2025). *Gig2Gether: Datasharing to Empower, Unify and Demystify Gig Work*.

Lightly Reviewed Publications

9   **Jane Hsieh**, Angie Zhang, Seyun Kim, Varun Nagaraj Rao, Samantha Dalal, Alexandra Mateescu, Rafael Do Nascimento Grohmann, Motahhare Eslami, and Haiyi Zhu (2024). *Worker Data Collectives as a means to Improve Accountability, Combat Surveillance and Reduce Inequalities*. San Jose, Costa Rica. 🔗 DOI: 10.1145/3678884.3681829.

10   **Jane Hsieh**, Michael Xieyang Liu, Brad A. Myers, and Aniket Kittur (2018). *An Exploratory Study of Web Foraging to Understand and Support Programming Decisions*. 🔗 DOI: 10.1109/VLHCC.2018.8506517.

11   Michael Xieyang Liu, Nathan Hahn, Angelina Zhou, Shaun Burley, Emily Deng, **Jane Hsieh**, Aniket Kittur, and Brad A Myers (2018). *UNAKITE: Support Developers for Capturing and Persisting Design Rationales When Solving Problems Using Web Resources*. 🔗 URL: https://par.nsf.gov/servlets/purl/10152060.

Grants, Awards & Honors

2024	**Block Center for Technology and Society**, $65,000 grant awarded for *PolicyCraft: Supporting Better Collaborative Policy Design through Case-Grounded Deliberation*. with Ken Holstein, Tzu-Sheng Kuo & Haiyi Zhu,
2022	**National Science Foundation Graduate Research Fellowship**, 3 years support.
2020	**R.J. Thomas Award**, $500 awarded annually to an outstanding graduating Oberlin CS student
	Defensive Publication for *System and Mechanism to Detect Anomalies Across Multiple Disparate Kubernetes Clusters and Hosted in Heterogeneous Clouds*
2018-2019	**Clare Boothe Luce Tuition Scholarship**, 1 year tuition support

Teaching & Mentoring

Teaching Assistantships

2024	**07-120 Intro to Software Construction**, undergraduate course *Software and Societal Systems Department, Carnegie Mellon University* Primary grader, held office hours, refined homework and project instructions
2022-2023	**05-310 Intro to Human-AI Interactions**, Mixed undergraduate-and-graduate-level course *Human Computer Interaction Institute, Carnegie Mellon University*, Held office hours, prepared & lectured 2-3 per semester, redesigned curriculum, developed homework rubrics for grader
2018-2020	**CS280 Intro to Algorithms**, undergraduate course at Oberlin College Held OWLS workshops and office hours, graded and tutored several students 1-on-1

Mentored (Research) Students

2024	**Sijia (Scarlett) Xie**, Master of Integrated Innovation for Products & Services
	Sajel Surati & Yeshua Ayala, CMU REUSE students All 3 students collaborated to iteratively develop Gig2Gether, tool for cross-platform gig work datasharing [8]
2023	**Mialy Rasetarinera & Erik Chou**, HCII REU students Recruited 4 domains of gig workers to codesign for collective data-sharing, and subsequently coded, analyzed and reported workshop sessions [7]
2022	**Oluwatobi Adisa & Sachi Bafna**, undergrad & Masters CMU students (respectively) Review and synthesize policy & HCI literature on gig work conditions [1]
	Miranda Karger & Lucas Zagal, HCII REU students Recruited for, conducted, analyzed and reported on multi-stakeholder co-design sessions [2]
2021	**Joselyn Kim**, undergraduate at CMU Code, analyzed and wrote up interview findings on open source moderation [3]

Service

Spring 2025	**Committee Member** of Tenure Faculty Search and PhD Admissions *Software and Societal Systems, Carnegie Mellon University*
2023	**Subcommittee Chair Assistant** for CHI Interaction Beyond the Individual Subcommittee
2021-2023	**Organizer** for Graduate Application Support Program *with Tzu-Sheng Kuo*
2023-2024	**Organizer** for Women & Non-binary Graduate Student Lunch Series
2021-2023	**Organizer** for DPAC Undergrad Research Engagement Working Group
	REUSE Admissions Panel
2020-2024	**Reviewer** for ACM CHI, DIS, CHIWORK, CSCW
2023	**Student Volunteer** for ACM CHI, DIS & UIST

References

Available on Request