




# JANE HSIEH

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## EDUCATION

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**Carnegie Mellon University** PhD in Software Engineering, advised by Haiyi Zhu August 2020 - Present  
**Oberlin College** BA in Computer Science (w/ High Honors) & Math (3.77 GPA) August 2016 - May 2020

My research studies societal impacts of AI-powered systems on professional online communities. Specifically, I explore ways of improving gig workers well-being and working conditions by advancing policy and co-designing & implementing data-sharing tools. Leveraging empirical, design and system-building techniques, I integrate perspectives of multiple stakeholder groups to facilitate gig worker collectivism and empowerment.

## CONFERENCE & JOURNAL ARTICLES

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- **Jane Hsieh**, Joselyn Kim, Laura Dabbish, Haiyi Zhu, “*Nip it in the Bud: Moderation Strategies in Open Source Software Projects and the Role of Bots*”, *ACM Conference On Computer-Supported Cooperative Work And Social Computing, CSCW '23*, Minneapolis, MN. [ACM DL](#).
- **Jane Hsieh**, Miranda Karger, Lucas Zagal, Haiyi Zhu, “Co-Designing Alternatives for the Future of Gig Worker Well-Being: Navigating Multi-Stakeholder Incentives and Preferences”, *Designing Interactive Systems Conference, DIS '23*, Pittsburgh, PA, [ACM DL](#).
- **Jane Hsieh**, Oluwatobi Adisa, Sachi Bafna, Haiyi Zhu, “Designing Individualized Policy and Technology Interventions to Improve Gig Work Conditions”, **Best Paper Award** (1 of 13) from the *Annual Symposium on Human-Computer Interaction for Work 2023, CHIWORK '23*, Oldenburg, DE. [ACM DL](#).
- **Jane Hsieh**, Yili Hong, Gordon Burtch, Haiyi Zhu, “A Little Too Personal: Effects of Standardization versus Personalization on Job Acquisition, Work Completion, and Revenue for Online Freelancers”, *CHI Conference on Human Factors in Computing Systems, CHI '22*, New Orleans, LA, [ACM DL](#).
- Michael Xieyang Liu, **Jane Hsieh**, Nathan Hahn, Angelina Zhou, Emily Deng, Shaun Burley, Cynthia Taylor, Aniket Kittur, Brad A. Myers, “Unakite: Scaffolding Developers’ Decision Making About Trade-offs through Capturing and Organizing Web Resources”, **Best Paper Honorable Mention Award** (top 6 of 93) from the *ACM Symposium on User Interface Software and Technology, UIST'19*, New Orleans, LA. [ACM DL](#) and [local pdf](#).
- Yumi Ijiri, Kathryn L. Krycka, Ian Hunt-Isaak, Hillary Pan, **Jane Hsieh**, Julie A. Borchers, James J. Rhyne, Samuel D. Oberdick, Ahmed Abdelgawad, Sarah A. Majetich, “Correlated spin canting in ordered core-shell  $\text{Fe}_3\text{O}_4/\text{Mn}_x\text{Fe}_{3-x}\text{O}_4$  nanoparticle polycrystalline assemblies,” *Physical Review B*. [APS DL](#) and [local pdf](#).

## LIGHTLY-REVIEWED PUBLICATIONS

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- **Jane Hsieh**, Angie Zhang, Seyun Kim, Varun Nagaraj Rao, Samantha Dalal, Alexandra Mateescu, Rafael Do Nascimento Grohmann, Motahhare Eslami, Min Kyung Lee, Haiyi Zhu, “Worker Data Collectives as a means to Improve Accountability, Combat Surveillance and Reduce Inequalities”, Accepted at the *ACM Conference On Computer-Supported Cooperative Work And Social Computing, CSCW '24*, San Jose, Costa Rica. [arxiv](#).
- Michael Xieyang Liu, Nathan Hahn, Angelina Zhou, Shaun Burley, Emily Deng, **Jane Hsieh**, Aniket Kittur and Brad A. Myers, “UNAKITE: Support Developers for Capturing and Persisting Design Rationales When Solving Problems Using Web Resources”, *DTSHPS'18 Workshop on Designing Technologies to Support Human Problem Solving (DTSHPS'18)* at VL/HCC'2018. [extended abstract](#) or [full proceedings](#).

- **Jane Hsieh**, Michael Xieyang Liu, Brad A. Myers, Aniket Kittur, “Poster: An Exploratory Study of Web Foraging to Understand and Support Programming Decisions,” *2018 IEEE Symposium on Visual Languages and Human-Centric Computing (VL/HCC’18)* Lisbon, Portugal. [IEEE DL](#) and [local pdf](#).

## MANUSCRIPTS IN SUBMISSION

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- **Jane Hsieh**, Angie Zhang, Sajel Surati, Sijia Xie, Yeshua Ayala, Nithila Sathiya, Tzu-Sheng Kuo, Min Kyung Lee, Haiyi Zhu “Gig2Gether: Datasharing to Empower, Unify and Demystify Gig Workers”, *CHI Conference on Human Factors in Computing Systems, CHI ’25*.
- **Jane Hsieh**, Angie Zhang, Mialy Rasetarinera, Erik Chou, Daniel Ngo, Jason Carpenter, Karen Lightman, Min Kyung Lee, Haiyi Zhu “Supporting Gig Worker Needs and Advancing Policy Through Worker-Centered Data-Sharing” *ACM Conference On Computer-Supported Cooperative Work And Social Computing, CSCW ’25*.

## PROFESSIONAL EXPERIENCES

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<b>Data Science Consultant at Upwork Inc.</b> , supervised by Sibor Lu Fairness Auditing	<i>Summer 2021 - Spring 2022</i> Remote
<b>Software Engineer Intern on IBM’s Toolbox Team</b> , managed by Ross Grady <i>Developed Slack and Github drivers for IBM’s Support Portal</i>	<i>Summer 2020</i> Raleigh, NC
<b>Computer Science Honors Thesis</b> , advised by <a href="#">Cynthia Taylor</a> <a href="#">Constructing Effective Stack Overflow Questions</a>	<i>Fall 2019-Spring 2020</i> Oberlin, OH
<b>Extreme Blue Technical Intern</b> , managed by Ross Grady <a href="#">Open-sourced terminal application for IBM’s Multicloud Manager</a> , <a href="#">defense patent application</a>	<i>Summer 2019</i> Raleigh, NC
<b>REUSE Research Assistant</b> , advised by <a href="#">Brad Myers</a> & <a href="#">Niki Kittur</a> <a href="#">UNAKITE Tool for Tabulated Decision Making</a> , mentored by <a href="#">Michael Liu</a>	<i>Summer 2018-2019</i> Pittsburgh, PA
<b>STRONG Research Program</b> advised by <a href="#">Yumi Ijiri</a> Characterizing, Modeling and Separating Magnetic Nanoparticles	<i>2016 - 2018</i> Oberlin, OH

## TEACHING

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<a href="#">TA for 05318: Human AI Interaction</a>	<i>Fall 2022 &amp; Fall 2023</i>
Algorithms Office hours holder, OWLS lecturer, Tutor, Grader	<i>Fall 2018 - 2019</i>

## MENTORING

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<a href="#">Sajel Surati</a> & <a href="#">Yeshua Ayala</a> & <a href="#">Scarlett Xie</a> : develop gig work datasharing portal	<i>Summer 2024</i>
<a href="#">Mialy Rasetarinera</a> (now CIS PhD @ UPenn) & <a href="#">Erik Chou</a> : design collective data-exchange portal	<i>2023</i>
<a href="#">Oluwatobi Adisa</a> & <a href="#">Sachi Bafna</a> : review policy & HCI literature on gig work conditions	<i>Spring 2023</i>
<a href="#">Miranda Karger</a> & <a href="#">Lucas Zagal</a> : conduct multi-stakeholder co-design sessions	<i>2022</i>
<a href="#">Joselyn Kim</a> : code, analyze and write up about open source moderation	<i>2021</i>

## HONORS/AWARDS

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National Science Foundation Graduate Research Fellowship	<i>2022</i>
Annual R.J. Thomas Award (\$500 monetary award)	<i>2020</i>
Clare Boothe Luce Tuition Scholarship (1 year tuition)	<i>Fall 2018 - Spring 2019</i>

## SERVICE & VOLUNTEERING

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Organizer for <a href="#">Graduate Application Support Program</a> at CMU	<i>2024</i>
Reviewer for ACM CHI, DIS, CHIWORK, CSCW	<i>2020-2024</i>
Subcommittee Chair Assistant to CHI <a href="#">Interaction Beyond the Individual Subcommittee</a>	<i>2023</i>
Member of the <a href="#">DPAC Undergrad Research Engagement Working Group</a>	<i>Fall 2021 - 2023</i>
REUSE (Software Engineering REU at CMU) Admissions Panel	<i>2021-2023</i>
Student Volunteer for ACM CHI, DIS & UIST	<i>2023</i>