

JENNIFER MICKEL

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EDUCATION

The University of Texas at Austin

Bachelor of Science, **Computer Science Honors (Turing Scholars)**
Bachelor of Science and Arts, **Mathematics Honors (Polymathic Scholars)**
GPA: 3.75/4.00

May 2024

PUBLICATIONS, PRE-PRINTS, & BOOK CHAPTERS

- [1] J. Mickel, M. De-Arteaga, L. Liu, K. Tian. “More of the Same: Persistent Representational Harms Under Increased Representation.” *NeurIPS*. 2025. [[pdf](#)]
- [2] A. Reuel, A. Ghosh, J. Chim, A. Tran, Y. Long, J. Mickel, ..., S. Koyejo, & I. Solaiman. “Who Evaluates AI’s Social Impacts? Mapping Coverage and Gaps in First and Third Party Evaluations.” In Submission. 2025. [[pdf](#)]
- [3] J. Mickel, C. Buckner, W. Agnew, Y. Long, M. Lin, B. Alaka, A. Wang, S. Arora, N. Swaminathan, A. Subramonian, & Organizers of Queer in AI. “Challenges Faced in Engaging with AI Policy by Grassroots Organizations.” *Algorithmic Collective Action Workshop NeurIPS* (Oral Presentation). 2025. [[pdf](#)]
- [4] S. Biderman, J. Mickel, B. Abbasi. “Write Code that People Want to Use.” *Code ML Workshop ICML*. 2025. [[pdf](#)]
- [5] I Solaiman*, Z. Talat*, W. Agnew, L. Ahmad, D. Baker, S. L. Blodgett, C. Chen, H. Daumé III, J. Dodge, I. Duan, E. Evans, F. Friedrich, A. Ghosh, U. Gohar, S. Hooker, Y. Jernite, R. Kalluri, A. Lusoli, A. Leidinger, M. Lin, X. Lin, S. Lucioni, J. Mickel, M. Mitchell, J. Newman, A. Ovalle, M. Png, S. Singh, A. Strait, L. Struppek, & A. Subramonian. “Assessing the Social Impact of Generative AI Systems” *The Oxford Handbook of the Foundations and Regulation of Generative AI*. 2025. Eds. P. Hacker, A. Engel, S. Hammer, B. Mittelstadt. Oxford University Press [[pdf](#) | [preprint](#)]
- [6] S. Weber, ..., J. Mickel, ... “Queer NLP: A Critical Survey on Literature.” In Submission TACL. 2025.
- [7] T. Chang, C. Arnett, ..., J. Mickel, ... “Global PIQA: Evaluating Physical Commonsense Reasoning Across 100+ Languages and Cultures” *Preprint*. 2025. [[pdf](#)]
- [8] J. Mickel. “Racial/Ethnic Categories in AI and Algorithmic Fairness: Why They Matter and What They Represent.” *FAccT*. 2024. [[pdf](#)]

THESES

- [1] J. Mickel. “Intersectional Insights for Robust Models: Introducing FOG 🤖 for Improving Worst Case Performance Without Group Information.” *Turing Scholars Honors Thesis*. Department of Computer Science, University of Texas at Austin, 2024. [[pdf](#)]
- [2] J. Mickel. “The Importance of Multi-Dimensional Intersectionality in Algorithmic Fairness and AI Model Development.” *Polymathic Scholars Honors Thesis*. Department of Computer Science, University of Texas at Austin, 2023. [[pdf](#)]
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RESEARCH EXPERIENCE

EleutherAI - Researcher; New York, NY

May 2025 - present

- Advised by Stella Biderman

Evaluating Evaluations Coalition - Working Group Lead; New York, NY

April 2025 - present

- Led subgroups of 5-10 researchers for the Benchmark Saturation, Eval Cards, and Evaluation Science research streams
- Working Group Lead for the Next Eval Eval Workshop and Research Community Engagement streams
- Organized the Evaluating Evaluations 2025 workshop with UCSD and UK AISI in San Diego and the Evaluating Evaluations 2026 workshop at the Association for Computational Linguistics (ACL)

UT Austin - Researcher; Austin, TX

January 2023 - present

- Advised by Professors Kevin Tian, Maria De-Arteaga, and Leqi Liu

INDUSTRY EXPERIENCE

Datadog - Software Engineer; New York, NY

February 2025 - present

- Improved the toxicity evaluation and added the ability for users to configure evaluations and adjust sampling and filtering parameters for the LLM Observability product
- Mentored an intern in improving the prompt injection evaluation to allow users to configure for specific types of prompt injection
- Implemented the tool argument correctness evaluation and conducted development work to allow analysis of multiple tool calls within one LLM call

Datadog - Software Engineering Intern; New York, NY

May 2024 - August 2024

- Developed outlier detection evaluation for real-time identification of anomalous LLM responses for LLM Observability product

Cruise - Software Engineering Intern; San Francisco, CA

May 2023 - August 2023

- Increased autonomous vehicle (AV) trip controls by 100% enabling 100+ agents to remotely cancel and end AV trips for 10,000+ ridehail users in 400+ AVs by developing and deploying cancel trip and end ride early functionality using React and Node.js
 - Coordinated development across engineering, product, and design and tested using unit and E2E testing with the react-testing library and in prod with operations using driverless AVs to perform user acceptance testing and product functional testing
- Indeed - Software Developer Intern;** Austin, TX May 2022 - August 2022
- Engineered Right to Work onboarding process accessed by 180,000+ users yearly using React, Django, Typescript, and Python, which records and saves user information and personal identification to improve user security and maintain sole data ownership
- Co-Founder and President - White Matter LLC;** Dallas, TX July 2020 - May 2022
- Created mobile application using Python to provide users with working memory capacity for professional and individual use
- Plexon Inc - Software Development Intern;** Dallas, TX June 2019 - August 2019, June 2020 - August 2020
- Devised proprietary API in Python to read neural spike data and devised example programs to demonstrate API functions
 - Designed and developed neural data visualization applications using Python showcasing the integration of the PyOPXClient API
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TALKS, PRESENTATIONS, AND PANELS

College of Natural Science Advisory Council AI Ethics/Safety Panel	UT Austin 2024
Evaluating the Social Impact of Generative AI Systems in Systems and Society	Datadog 2024
Evaluating the Social Impact of Generative AI Systems in Systems and Society	London Data Week 2024
Racial/Ethnic Categories in AI and Algorithmic Fairness: Why They Matter and What They Represent	ACM FAccT 2024
Evaluating the Social Impact of Generative AI Systems in Systems and Society	Princeton University 2024
Evaluating the Social Impact of Generative AI Systems in Systems and Society	Stanford University 2024
The Importance of Multi-Dimensional Intersectionality in Algorithmic Fairness and AI Model Development	Cruise 2023

TEACHING EXPERIENCE

- University of Texas at Austin - Natural Language Processing Teaching Assistant** August 2023 - December 2023
- Held weekly office hours, graded assignments, and assisted students in learning about word embeddings, FFNNs, transformers, LLMs, and building NLP projects (sentiment analysis NN, feed-forward neural network (FFNN), language model, final project)
- University of Texas at Austin - Originality in the Arts and Sciences Teaching Assistant** August 2021 - December 2023
- Mentored 3 cohorts of 6 undergraduate honors students in writing a grant proposal and developing a scientific experiment
 - Clarified and explained how to read research papers, ask research questions, and develop methods for computer science research
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ACADEMIC SERVICE

- **Organizer** for the ACL 2026 workshop on Evaluating Evaluations: Examining Best Practices for Utilizing and Developing Generative Model Evaluations
 - **Lead organizer** for the 2025 workshop on [Evaluating AI in Practice: Bridging Statistical Rigor, Sociotechnical Insights, and Ethical Boundaries](#) hosted in partnership with UK AISI and UCSD
 - **Core organizer** (one of seven) for the NeurIPS 2024 workshop on [Evaluating Evaluations: Examining Best Practices for Measuring Broader Impacts of Generative AI](#)
 - **Area Chair:** Eval Eval (NeurIPS Workshop 2024)
 - **Reviewer:** NeurIPS 2025 (Ethics Reviewer, Position Paper), FAccT 2025, ACA (NeurIPS Workshop 2025), TrustNLP (NACCL Workshop 2025), Eval Eval (NeurIPS Workshop 2024), Redteaming Gen AI (NeurIPS Workshop 2024)
 - **Student volunteer:** FAccT 2024 (in-person) and FAccT 2023 (online)
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LEADERSHIP & INVOLVEMENT

- Turing Scholars Student Association - Co-President;** Austin, TX March 2022 - May 2024
- Led an 8-person team in providing and facilitating research and recruiting opportunities, mentorship, social events, resources, and support to 200+ students by coordinating with faculty, staff, students, and external organizations
 - Organized marketing, entertainment, and catering for events attended by 40+ students and provided resources to 200+ students
 - Coordinated student volunteer outreach and established workshop to improve program culture for underrepresented students
- Association of Computer Machinery For Change (A4C) - Initiative Lead;** Austin, TX April 2021 - May 2023
- Established a Cultural Competency workshop for teaching assistants in the Computer Science department
 - Launched a monthly talk series discussing various topics within computer science drawing 45+ attendees per talk
 - Designed curriculum to educate 40+ members on enacting successful initiatives and lead various initiatives
- Directed Reading Group - Algorithmic Fairness Mentor;** Austin, TX January 2023 - May 2023
- Introduced undergraduate students to the field of algorithmic fairness
- Convergent - Build Team Tech Lead;** Austin, TX September 2021 - December 2022
- Taught 50+ students the basics of git, React/React Native, and Flask, created presentations to support product development, and

assisted students in developing Reactive Native apps using the Google Cloud API and Google Maps Platform

HONORS & AWARDS

- **NSF CSGrad4US Graduate Fellowship (\$159,000 over 3 years)** Fall 2025
 - Deans Honored Graduate (highest honor awarded to top $\leq 1\%$ of graduating seniors) Spring 2024
 - College of Natural Sciences Research Distinction Award (awarded to top $\leq 5\%$ graduating seniors) Spring 2024
 - Jean Holloway Teaching Award Selection Committee Fall 2023
 - Natural Sciences 21st Century Endowed Presidential Scholarship Fall 2023 - Spring 2024
 - Natural Sciences Council Endowed Service Scholarship Fall 2022 - Spring 2023
 - Bob Williams Endowment for Excellence in Undergraduate Mathematics Fall 2022 - Spring 2023
 - Nettle Bush PWS Scholarship Fall 2021 - Spring 2022
 - University Honors (5 Semesters) Fall 2020 - Spring 2021, Spring - Fall 2022, Spring 2024
 - Chuchu Ma Memorial Endowed Presidential Scholarship in Computer Science Fall 2020 - Spring 2021
 - College of Natural Sciences Merit Scholarship Fall 2020 - Spring 2021
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TECHNICAL SKILLS

Proficient In: Python, PyTorch, Go, Typescript, transformers, Pandas, SKLearn, Javascript, Java, C/C++, and React/React Native, Node.js **Familiar With:** R, SQL, Django, Coq, YAML, C#