Kowe Kadoma

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RESEARCH STATEMENT

My research characterizes new harms in AI systems to inform the development of safe, trustworthy, and inclusive AI. I proposed the concept of *perceptual harms* in AI and developed an AI alignment framework to support users' sense of inclusion and agency when writing with LLMs. I am currently investigating how moral foundations theory can explain differences in acceptable AI use to support frameworks for AI governance. Additionally, I am investigating AI folk theories to design effective AI literacy programs so novice users can enjoy AI responsibly and safely.

EDUCATION

Cornell University 2021 — Present
Ph.D, Information Science Expected 2026
M.S., Information Science 2024

Florida A&M University 2017— 2021
B.S., Computer Engineering *summa cum laude*

SKILLS & SELECTED COURSES

- **Programming:** Python, R, C/C++, Java, HTML/CSS, SQL, Ruby, MATLAB, VHDL
- **Software & Frameworks:** PyTorch, TensorFlow, Git, Google Cloud
- **Research Methods:** Quantitative Methods, Mixed-Methods Approaches, Usability Studies, Survey Design, Data Science, Natural Language Processing, Machine Learning
- **Courses:** NLP and Social Interaction (CS6742), Advanced Language Technologies (CS6740), Research with Marginalized Populations (SOC6000)

PUBLICATIONS

Kowe Kadoma, Danaé Metaxa, Mor Naaman."Generative AI and Perceptual Harms: Who's Suspected of using LLMs?" Forthcoming in the *Conference on Human Factors in Computing Systems* (CHI), 2025. Acceptance rate: 25%

Tobias M Weinberg, **Kowe Kadoma**, Ricardo E. Gonzalez Penuela, Stephanie Valencia, Thijs Roumen."Why So Serious? Exploring Humor in AAC Through AI-Powered Interfaces" Forthcoming in the *Conference on Human Factors in Computing Systems* (CHI), 2025. Honorable mention (top 5% of accepted papers)

Kowe Kadoma, Marianne Aubin Le Quéré, Jenny Fu, Christin Munsch, Danaë Metaxa, Mor Naaman. "The Role of Inclusion, Control, and Ownership in Workplace AI-Mediated Communication." In the *Conference on Human Factors in Computing Systems* (CHI), 2024. Acceptance rate: 10% of short papers

Buddhika Nettasinghe, **Kowe Kadoma**, Mor Naaman, Vikram Krishnamurthy."Estimating Exposure to Information on Social Networks." In the *Proceedings of the ACM on Transactions on Social Computing*, (TSC) 2024. Acceptance rate: 25%

James A Diao, Rajiv Movva, Lingewi Cheng, **Kowe Kadoma**, Aashna Shah, Kadija Ferryman, Arjun K Manrai, Emma Pierson. "A National Survery of Patient Preferences Regarding the Use of Race in Clnical Algorithms" *Under review*, 2025.

Kowe Kadoma, Jennifer Otiono, Maya Mundell, Mor Naaman."Older Adults Folk Theories of AI." *In progress*, 2025.

Kowe Kadoma, Mor Naaman."Moral Foundations Contributions to AI Acceptability." *In progress*, 2025.

Kowe Kadoma, James Grimmelman."Challenges in Compensation for Creatives." *In progress*, 2025.

Jay Cunningham, Adinawa Adjagbodjou, Jeffrey Bosoah, **Kowe Kadoma**, Aaleyah Lewis, Jainaba Jawara."Responsible Automated Speech Recognition: A Scoping Literature Review." *Under review*, 2025.

Sterling Williams-Ceci, Maurice Jakesch, Advait Bhat, **Kowe Kadoma**, Lior Zalmanson, Mor Naaman. "Bias in AI Autocomplete Suggestions Leads to Attitude Shift Societal Issues." *Under Review*, 2025.

Inyoung Cheong, Simona Liao, Alicia Guo, **Kowe Kadoma**, Joseph Chee Chang, Mina Lee, Amy Zhang, Mor Naaman. "Examining the Disparate Impact of AI Disclosure Statements." *In Progress*, 2025.

PROJECTS

Practical Steps for Building Fair AI Algorithms
Kowe Kadoma & Emma Pierson

- Developed a free, introductory Coursera class on algorithmic fairness as a part of the Training the Engineering Workforce to Develop Fair Algorithms project

Guided Long Document Summarization using Question-Answering CS6740
Shaden Shaar & **Kowe Kadoma**

- Drew upon cognitive processes to develop a two-stage training pipeline to improve long document summarization using GenQ (a pre-trained model for query generation) and T5 (a pre-trained model for multitask question and answering) to generate questions and answers for each paragraph and BART to concatenate paragraph summares from the questions and answers
- The results showed that propagating the questions and answers from previous paragraphs increases ROUGE-1, ROUGE-2, and ROUGE-L.

What drives converstaion participants to stay in one place vs wander around? CS6742
Kowe Kadoma & Joyce Zhou

- Collected 262,000 posts using the PushShift API and analyzed 2.1 million comments to characterize users' commenting behavior on divisive topics on Reddit.
- Developed the metric "buzziness" to describe a commenting pattern. Buzziness is the division of a user's conversation branches and the total comments. High buzziness indicates many comments across several threads, whereas low buzziness indicates the comments were in one thread.

POSTERS

Jenny Fu, Brennan Antone, **Kowe Kadoma**, Malte Jung. "Navigating Professional Identities: Exploring the Impact of AI-Mediated Writing on Locus of Control" In the *Society of Digital Mental Health* (SDMH), 2024.

Buddhika Nettasinghe, **Kowe Kadoma**, Mor Naaman, Vikram Krishnamurthy. "Estimating Exposure to Information on Social Networks." In the *International Conference on Computational Social Science* (IC2S2), 2022.

Kowe Kadoma, Paul Tubig, Sara Goering."Re-evaluating Social Support as an Inclusion Criterion for Neurotechnology Research." In the *University of Washington Undergraduate Research Symposium*, 2019.

Mike Peyman, Sam Lowenstein, **Kowe Kadoma**, Zeljko Ignjatovic."Computational Methods for Audio-based Noninvasive Blood Pressure Estimation."In the *University of Rochester Kearns Research Symposium*, 2018.

WORK EXPERIENCE

Summer Legal Associate July 2021 — August 2021
Uber Seattle, WA

Pre-law Clerk June 2021 — July 2021
Jenner & Block Chicago, IL

Software Engineering Intern May 2020 — August 2020
Medtronic Mounds View, MN

Undergraduate Research Fellow June 2019 — August 2019
University of Washington Seattle, WA

Undergraduate Research Fellow May 2018 — July 2018
University of Rochester Rochester, NY

AWARDS

LinkedIn PhD Award, *Cornell University* 2024
IDEALS Travel Grant, *CRA-WP* 2024

Grace Hopper Celebration Fellow, *Cornell University* 2023
Digital Life Initiative Fellowship, *Cornell Tech* 2022
Graduate School Dean's Scholars, *Cornell University* 2021
Graduate Education for Minorities (GEM) Full Fellow, *Cornell University* 2021
Intel Electrical & Computer Engineering Scholar, *Florida A&M University* 2018
Dean's Citation for Broadening Participation in Research, *University of Rochester* 2018
Distinguished Scholars Award, *Florida A&M University* 2017

GRANT WRITING & PREPARATION

Inclusion and Trust in Text Suggestions by Large Language Models 2024
Student contributor; co-written with Mor Naaman and Danaë Metaxa for TRAILS

Do Biases in Perception of AI Use Lead to Inequitable Outcomes 2024
Student contributor; co-written with Mor Naaman and Danaë Metaxa for Google Academic Research Awards

INVITED TALKS & PANELS

Quality of Service Harms within Large Language Models

- Citizens and Technology Lab, *Cornell University* 2024

Design Opportunities for Inclusive AI in the Workplace

- Lightening Talk Symposium *CRA IDEALS* 2024

My Graduate School Journey

- Modern Figures Podcast 2024
- Career Pathways, *University of Rochester* 2023

Work Life Balance

- Information Science Visit Days Panel, *Cornell Tech* 2023

Re-evaluating Social Support as an Inclusion Criterion for Neurotechnology Research

- Undergraduate Research Symposium, *University of Washington* 2019

Computational Methods for Audio-based Noninvasive Blood Pressure Estimation

- Kearns Research Symposium, *University of Rochester* 2018

PROFESSIONAL MEMBERSHIPS

Association for Computing Machinery, *Student member* 2024-
Tau Beta Pi, *General Member, Florida Eta Chapter* 2018-

SERVICE

Peer Reviewer

- Social Media and Society (SMS) 2024
- ACM Conference on Human Factors in Computing Systems (CHI) 2024, 2025
- ACM Conference on Fairness, Accountability, and Transparency (FAccT) 2023
- Journal of Computer-Mediated Communication (JCMC) 2022

Department Service

- **Recruiter**, Florida A&M Graduate Feeders Conference 2024
- **President**, Information Science Graduate Students Association 2022
- **Reviewer**, Information Science PhD Applicants 2022

STUDENT MENTORING

Ayana Monroe (Ph.D., Information Science, Cornell University) 2023 - Present
Promise Epko (Ph.D., Computer Science, Cornell University) 2023 - Present
Khadija Jallow (Ph.D., Information Science, Cornell University) 2023 - Present
Daria Butuc (M.S., Connective Media, Cornell University) 2022-2023

TEACHING

Teaching Assistant Jan 2023 — Jan 2024
Cornell Tech New York, NY
Hosted office hours and coordinated project grading with other class TAs and undergraduate consultants

- CS 5356, *Building Start Up Systems* Spring 2024
- INFO 5330, *Tech, Media, & Democracy* Spring 2023