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 everyday users identify and process biases in AI generated outputs to support human-centered model evaluation. In the future, I intend to explore AI-alignment methods to support users' sense of inclusion and trust when collaborating with AI.

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, 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%

Kowe Kadoma, Danaë Metaxa, Mor Naaman."Generative AI and Perceptual Harms: Who's Suspected of using LLMs?" *Under review*, 2024.

Kowe Kadoma, Mor Naaman."Investigating Users Strategies for Uncovering Identity Biases" *In progress*, 2024.

Tobias M Weinberg, **Kowe Kadoma**, Ricardo E. Gonzalez Penuela, Stephanie Valencia, Thijs Roumen."Why So Serious? Exploring Humor in AAC Through AI-Powered Interfaces" *Under review*, 2024.

Jenny Fu, Brennan Antone, **Kowe Kadoma**, Malte Jung. "Navigating Professional Identities: Exploring the Impact of AI-Mediated Writing on Locus of Control" *Under review* 2024.

Jay Cunningham, Adinawa Adjagbodjou, Jeffrey Bosoah, **Kowe Kadoma**, Aaleyah Lewis, Jainaba Jawara."Responsible Automated Speech Recognition: A Scoping Literature Review." *Under review*, 2024.

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*, 2024.

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*, 2024.

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

Intellectual Property Assistant Intern June 2016 — August 2016; May 2017 — August 2017
Schwegman, Lundberg, & Woessner Minneapolis, MN

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