

# Kowe Kadoma

Ph.D Candidate, Cornell University, New York, New York  
[kk696@cornell.edu](mailto:kk696@cornell.edu) — [www.linkedin.com/in/kowekadoma](https://www.linkedin.com/in/kowekadoma) — [kadomak.github.io](https://kadomak.github.io)

## RESEARCH STATEMENT

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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 policy.

## EDUCATION

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

<b>Florida A&amp;M University</b>	2017— 2021
B.S., Computer Engineering <i>summa cum laude</i>	

## SKILLS & SELECTED COURSEWORK

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- **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

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**Kowe Kadoma**, Danaé Metaxa, Mor Naaman. “Generative AI and Perceptual Harms: Who’s Suspected of using LLMs?” 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” In the *Conference on Human Factors in Computing Systems* (CHI), 2025. Honorable mention (top 5% of accepted papers).

Jay Cunningham, Jainaba Jawara, Jeffrey Bosoah, Adinawa Adjagbodjou, **Kowe Kadoma**, Aaleyah Lewis. “Toward Responsible ASR for African American English Speakers: A Scoping Review of Bias and Equity in Speech Technology.” In the *Conference on AI, Ethics, and Society*, (AIES) 2025. Acceptance rate: 35%.

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

James A Diao, Rajiv Movva, Lingewi Cheng, **Kowe Kadoma**, Aashna Shah, Kadija Ferryman, Arjun K Manrai, Emma Pierson. “A National Survey of Patient Preferences Regarding the Use of Race in Clinical Algorithms.” *Under Review*, 2025.

**Kowe Kadoma**, Marianne Aubin Le Quéré, Jenny Fu, Christin Munsch, Danaé 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%.

## WORKSHOP PUBLICATIONS

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Jenny Fu, Brennan Antone, **Kowe Kadoma**, Malte Jung. “Large Language Model Use Impact Locus of Control” At the *Workshop on Intelligent and Interactive Writing Assistants*, (NAACL) 2025.

Inyoung Cheong, Alicia Guo, Mina Lee, **Kowe Kadoma**, Simona Liao, Dongyoung Go, Joseph Chee Chang, Peter Henderson, Mor Naaman, Amy Zhang. “Penalizing Transparency? How AI Disclosure and Author Demographics Shape Human and AI Judgments About Writing” At the *Workshop on Navigating Generative AI Disclosure, Ownership, and Accountability, in Co-Creative Domains*, (CHIWORK) 2025.

Jenny Fu, Brennan Antone, **Kowe Kadoma**, Malte Jung. “Navigating Professional Identities: Exploring the Impact of AI-Mediated Writing on Locus of Control” At the *Workshop on Human-Robot Interaction for Wellbeing: Challenges and Opportunities for Using LLMs*, (RO-MAN) 2024.

## COURSES

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### 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.

## PROJECTS

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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 summaries 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 conversation 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

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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

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### Graduate Student Co-op

*Dority & Manning*

May 2025 — August 2025  
Greenville, SC

### Summer Legal Associate

*Uber*

July 2021 — August 2021  
Seattle, WA

### Pre-law Clerk

*Jenner & Block*

June 2021 — July 2021  
Chicago, IL

### Software Engineering Intern

*Medtronic*

May 2020 — August 2020  
Mounds View, MN

**Undergraduate Research Fellow**  
*University of Washington*

June 2019 — August 2019  
 Seattle, WA

**Undergraduate Research Fellow**  
*University of Rochester*

May 2018 — July 2018  
 Rochester, NY

## AWARDS

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<b>LinkedIn PhD Award</b> , <i>Cornell University</i>	2024
<b>IDEALS Travel Grant</b> , <i>CRA-WP</i>	2024
<b>Grace Hopper Celebration Fellow</b> , <i>Cornell University</i>	2023
<b>Digital Life Initiative Fellowship</b> , <i>Cornell Tech</i>	2022
<b>Graduate School Dean's Scholars</b> , <i>Cornell University</i>	2021
<b>Graduate Education for Minorities (GEM) Full Fellow</b> , <i>Cornell University</i>	2021
<b>Intel Electrical &amp; Computer Engineering Scholar</b> , <i>Florida A&amp;M University</i>	2018
<b>Dean's Citation for Broadening Participation in Research</b> , <i>University of Rochester</i>	2018
<b>Distinguished Scholars Award</b> , <i>Florida A&amp;M University</i>	2017

## GRANT WRITING & PREPARATION

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<b>Inclusion and Trust in Text Suggestions by Large Language Models</b> <i>Student contributor</i> ; co-written with Mor Naaman and Danaë Metaxa for TRAILS	2024
<b>Do Biases in Perception of AI Use Lead to Inequitable Outcomes</b> <i>Student contributor</i> ; co-written with Mor Naaman and Danaë Metaxa for Google Academic Research Awards	2024

## INVITED TALKS & PANELS

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<b>Quality of Service Harms within Large Language Models</b>	
• Citizens and Technology Lab, <i>Cornell University</i>	2024
<b>Design Opportunities for Inclusive AI in the Workplace</b>	
• Lightning Talk Symposium <i>CRA IDEALS</i>	2024
<b>My Graduate School Journey</b>	
• Modern Figures Podcast	2024
• Career Pathways, <i>University of Rochester</i>	2023
<b>Work Life Balance</b>	
• Information Science Visit Days Panel, <i>Cornell Tech</i>	2023
<b>Re-evaluating Social Support as an Inclusion Criterion for Neurotechnology Research</b>	
• Undergraduate Research Symposium, <i>University of Washington</i>	2019
<b>Computational Methods for Audio-based Noninvasive Blood Pressure Estimation</b>	
• Kearns Research Symposium, <i>University of Rochester</i>	2018

## PROFESSIONAL MEMBERSHIPS

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<b>Association for Computing Machinery</b> , <i>Student member</i>	2024-
<b>Tau Beta Pi</b> , <i>General Member</i> , <i>Florida Eta Chapter</i>	2018-

## SERVICE

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<b>Program Committee</b>	
• <b>Registration Chair</b> , ACM Conference on Fairness, Accountability, and Transparency (FAccT)	2025
<b>Peer Reviewer</b>	

- 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

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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

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**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