

# Kowe Kadoma

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## 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> Ph.D, Information Science M.S., Information Science	2021 — Present Expected 2026 2024
<b>Florida A&amp;M University</b> B.S., Computer Engineering <i>summa cum laude</i>	2017 — 2021

## 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, Lingwei 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  
Shaden Shaar & **Kowe Kadoma**

CS6740

- 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 conversaion 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.

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

## GRANT WRITING & PREPARATION

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

## INVITED TALKS & PANELS

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### 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

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

## SERVICE

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### Program Committee

- **Registration Chair**, ACM Conference on Fairness, Accountability, and Transparency (FAccT) 2025

### 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

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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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<b>Teaching Assistant</b>	Jan 2023 — Jan 2024
<i>Cornell Tech</i>	New York, NY
Hosted office hours and coordinated project grading with other class TAs and undergraduate consultants	
• CS 5356, <i>Building Start Up Systems</i>	Spring 2024
• INFO 5330, <i>Tech, Media, &amp; Democracy</i>	Spring 2023