

Dr. Kristen M. Scott

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Research Interests

Kristen M. Scott received a PhD from KU Leuven, Department of Computer Science. Her dissertation work focuses on questions of access, equity, fairness and social impact in relation to (algorithmic) technologies, particularly on biased representations of people in data. Kristen's work focuses on AI governance. Her specific interests are in effectively involving impacted persons in the design of algorithmic systems for the purpose of addressing algorithmic harms, as well as the genuine incorporation of justice-oriented design principles in tangible AI tools. Kristen takes an interdisciplinary approach, drawing from fields including Science Technology Studies and Human-Computer-Interaction.

Doctor of Engineering Science (PhD): Computer Science - Ethics and Artificial Intelligence (AI) - 2020 to 2024

Dissertation: Understanding Biased Representations of People in Algorithmic Decision-Making

KU Leuven, Belgium

- Marie Curie International Training Network (ITN), ES Researcher - [NoBias Project](#)
- **NoBias Project:** Internationally collaborative interdisciplinary project researching Bias, and developing novel methods, in Algorithmic Decision Making (AI)
- **Successful publication record:** International Conferences including FAccT, CSCW, EAAMO, AIES (FAccT '22 Best Student Paper Award, 2022)
- **Research visit:** Science Technology Studies, Prof Katerina Kinder-Kirlanda, **University of Klagenfurt Digital Age Research Center (D!ARC)** - Interdisciplinary Research Center on Digital Transformation
Resulting Publication: [Fahimi et al. 2024](#)
- **Research visit:** Fair Machine Learning - Model Development, Prof Salvatore Ruggieri, **Università di Pisa** Computer Science Department, Resulting Publication: [Alvarez et al. 2023](#)
- **Qualitative Methods Research:** Interviews, Co-design, Thematic Analysis, Application of Theory, Resulting Publications: [Fahimi et al. 2024](#), [Russo et al. 2023](#), [Wang et al. 2023](#), [Scott et al. 2022](#), [Bringas et al. 2022](#)
- **Computer Science Research:** Fair ML, Decision Trees, Natural Language Processing, Large Language Models, Resulting Publications: [Scott et al. 2024](#), [Alvarez et al. 2023](#), [Scott et al. 2021](#)
- **Master's Supervision:** supervision and support of Computer Science Master Degree student thesis projects
- **Ombudsperson:** supported Computer Science Department, Master's of Artificial Intelligence students in interactions with professors and university administration 2022 to 2024
- **Teaching Assistant:** Introduction to Computational Linguistics 2022

Master's Degree in Advanced Analytics (MSc): Information Management School (IMS) - Genetic Algorithms 2015 to 2018

Thesis: A Multiple Expression Alignment Framework for Genetic Programming

Nova Universidade de Lisboa, Portugal

- Published and presented work at EVO* '18 conference based on Masters Thesis work on Genetic Algorithms
- Achieved a grade of 20 out of 20 on Masters Thesis project
- Teaching Assistant: Introduction to Programming (Java)

Postgraduate-Diploma (PgD): Geographical Information Systems (GIS) - GIS Applications Specialist 2011 to 2012

College of the North Atlantic, Newfoundland, Canada

- President's Award for top grades in GIS Applications Specialist program
- College Student of the Year, College of the North Atlantic, Corner Brook Campus
- Projects: Public Transportation Network Improvements; Graveyard Mapping
- Peer Tutor: Python; GIS

Bachelor of Arts Degree: Psychology 2004 to 2007

Certificate – Community Economic Development (Sustainability - Applied)

Simon Fraser University, British Columbia, Canada

- Focus on research methods; statistics; health psychology; social psychology; cognitive psychology
- Applied Certificate in Community Economic Development (Sustainability)

Training and Workshops

Transdisciplinary Insights Certificate, Institute for the Future, KU Leuven, Belgium

Learning: addressing wicked problems with complexity, transdisciplinarity and futures methodologies

Working on the identified wicked problem: food waste - via stakeholder collaboration and active community engagement - making change through impacting a key leverage point

Back To The Future Critical Reflection in Science (Online), University of Stuttgart, Germany

Creative Problem Solving, KU Leuven, Belgium

Networking and Entrepreneurialism, Summer School, University of Pisa, Italy

Interdisciplinary Approaches to Bias Elicitation, Pisa, Italy

AI Regulation and Data Protection (Online), University of Hanover, Germany

Bias and AI (Online), Summer School, Keynotes and Lectures: Prof Krishna Gummadi; Prof Ricardo Baeza-Yates; Alexandra Olteanu; Annette Zimmerman, University of Stuttgart, Germany

Data Beyond Classification, Summer School, Hanover, Germany

Organizer, NoBIAS Doctoral School: Data Beyond Classification University of Hanover, Germany

Organizer and Activity Lead, NoBias Datathon University of Southampton, United Kingdom

Work Experience

Consulting Researcher - AI Act Investigation 2025

Confederation of Consumers and Users (CECU), Spain

- Conduct an investigation of best practices for implementation of Article 27 of the AI Act, Fundamental Rights Impact Assessments (FRIA) for high-risk AI systems
- Provide comprehensive reporting on national and European implementation policies for ensuring meaningful participation and transparency in impact assessments
- Collaboration with multiple European digital rights organizations, academic experts and public officials

Co-organizer - Research Working Group (Volunteer) 2022 to present

Equity and Access in Algorithms, Mechanisms and Optimization (EAAMO), International

- Lead a working group of 8 AI scientists in collaboration and co-design with a non-profit organization, contributing our AI research and development skills to the organization's needs
- Bridging research and practice by organizing 'fireside chats' between AI scientists and front-line workers who are serving marginalized and disadvantaged communities - followed by reflective blog posts published at <https://eaamo.medium.com/>

Research Assistant - Text to Speech in Community Radio Project 2018 to 2020

Grassroots Wavelengths: Maintaining media pluralism; Supporting community radio in isolated locations

Madeira Interactive Technologies Institute (MITI), University of Madeira, Portugal

- Text-to-speech (TTS) research lead for a Horizons 2020 participatory design project at the MITI Human-Computer Interaction (HCI) Research Institute
- Published and presented at multiple international conferences including CHI, DIS, NordiCHI and CUI

Information Management Consultant - Insurance Claims 2018

Tranquilidade, Lisbon, Portugal

Data Analyst - Lisbon Public Transportation 2017 to 2018

Inter-Faces, Lisbon, Portugal

Research and Policy: Public Health and Climate Change (Intern) 2015

World Health Organization (WHO), United Nations (UN), Bonn, Germany

GIS Analyst - Environmental Consulting Group 2012 to 2015

Publications

Dissertation

- Scott, K. M.** 2024. Understanding Biased Representations of People in Algorithmic Decision Making. KU Leuven.
<https://lirias.kuleuven.be/4192235&lang=en>

Conference Papers

- Russo, M., Jorgensen, M., **Scott, K.M.**, Xu, W., Nguyen, D.H., Finocchiaro, J. and Olckers, M. 2024. Bridging Research and Practice Through Conversation: Reflecting on Our Experience. Proceedings of the 4th ACM Conference on Equity and Access in Algorithms, Mechanisms, and Optimization (EAAMO '24) (Article 7, pp 1–11).
<http://dx.doi.org/10.1145/3689904.3694705>
- Fahimi, M., Russo, M., **Scott, K.M.**, Vidal, M.-E., Berendt, B. and Kinder-Kurlanda, K. 2024. Articulation Work and Tinkering for Fairness in Machine Learning. Proceedings of the 27th ACM Conference on Computer-Supported Cooperative Work and Social Computing (San José, Costa Rica, Aug. 2024). <https://doi.org/10.1145/3686973>
- Alvarez, J.M.*., **Scott, K.M.*.**, Berendt, B. and Ruggieri, S. 2023. Domain Adaptive Decision Trees: Implications for Accuracy and Fairness. 2023. Proceedings of the 2023 ACM Conference on Fairness, Accountability, and Transparency (FAccT '23) (pp. 423–433). <https://dl.acm.org/doi/10.1145/3593013.3594008>
- Wang, S.M., **Scott, K.M.**, Artemenko, M., Miceli, M. and Berendt, B. 2023. “We try to empower them” - Exploring Future Technologies to Support Migrant Jobseekers. 2023 ACM Conference on Fairness, Accountability, and Transparency (FAccT '23) (pp. 972–983). (Best Studen<https://dl.acm.org/doi/10.1145/3593013.3594056>
- Scott, K.M***, Wang, S.M.*., Miceli, M., Delobelle, P., Sztandar-Szanderska, K. and Berendt, B. 2022. Algorithmic tools in public employment services: Towards a jobseeker-centric perspective. 2022. Proceedings of the 2022 ACM conference on fairness, accountability, and transparency (FAccT '22) (pp. 2138–2148).
<https://doi.org/10.1145/3531146.3534631>
- Bringas Colmenarejo, A.*., Nannini, L.*., Rieger, A.*., **Scott, K.M.*.**, Zhao, X.*., Patro, G.K., Kasneci, G.* and Kinder-Kurlanda, K. 2022. Fairness in Agreement With European Values: An Interdisciplinary Perspective on AI Regulation. Proceedings of the 2022 AAAI/ACM Conference on AI, Ethics, and Society (AEIS '22) (pp. 107–118).
<http://doi.org/10.1145/3514094.3534158>
- Scott, K.M.**, Ashby, S. and Hanna, J. 2020. “Human, All Too Human”: NOAA Weather Radio and the Emotional Impact of Synthetic Voices. 2020. Proceedings of the 2020 CHI Conference on Human Factors in Computing Systems (CHI '20) (pp. 1–9). <https://doi.org/10.1145/3419249.3420177>
- Scott, K.M.**, Ashby, S. and Stan, A. 2020. Designing a Synthesized Content Feed System for Community Radio. Designing a Synthesized Content Feed System for Community Radio. In Proceedings of the 11th Nordic Conference on Human-Computer Interaction: Shaping Experiences, Shaping Society (NordiCHI '20) (pp. Article 28, 1–4). <https://doi.org/10.1145/3419249.3420177>
- Scott, K.M.**, Ashby, S. and Cibin, R. 2020. Implementing text-to-speech tools for community radio in remote regions of Romania. Adjunct Proceedings of the 2020 ACM International Joint Conference on Pervasive and Ubiquitous Computing and Proceedings of the 2020 ACM International Symposium on Wearable Computers (UBICOMP '20) (pp. 123–126). <https://doi.org/10.1145/3410530.3414410>
- Scott, K.M.**, Ashby, S. and Hanna, J. 2020. “Human, All Too Human”: NOAA Weather Radio and the Emotional Impact of Synthetic Voices. 2020. Proceedings of the 2020 CHI Conference on Human Factors in Computing Systems (CHI '20) (pp. 1–9). <https://doi.org/10.1145/3313831.3376338>
- Scott, K.M.**, Ashby, S., Braude, D.A. and Aylett, M.P. 2019. Who Owns Your Voice?: Ethically Sourced Voices for Non-commercial Tts Applications. Proceedings of the 1st International Conference on Conversational User Interfaces (CUI '19) (17:1-17:3). <https://doi.org/10.1145/3342775.3342793>
- Vanneschi, L., **Scott, K.**, & Castelli, M. 2018. A multiple expression alignment framework for genetic programming. In Genetic Programming: 21st European Conference, EuroGP 2018, Parma, Italy, April 4-6, 2018, Proceedings 21. (EVO* '18) (pp. 166-183). https://link.springer.com/chapter/10.1007/978-3-319-77553-1_11

Journal Papers

- Alvarez, J. M., Colmenarejo, A. B., Elbaid, A., Fabbrizzi, S., Fahimi, M., Ferrara, A., Ghodsi, S., Mougan, C., Papageorgiou, I., Reyero, P. and Russo, **M.**, **Scott, K. M.**, State, L., Zhao, X. and Ruggieri, S. *Policy advice and best practices on bias and fairness in AI. Ethics and Information Technology*. (Jan. 2024), 26(2), 31. <https://link.springer.com/article/10.1007/s10676-024-09746-w>
- Scott, K.**, Delobelle, P. and Berendt, B. 2021. Measuring Shifts in Attitudes Towards COVID-19 Measures in Belgium. 2021. *Computational Linguistics in the Netherlands Journal*. 11, (Dec. 2021), 161–171. <https://clijournal.org/clinj/article/view/133>
- Cibin, R., Robinson, S., **Scott, K.M.**, Sousa, D., Žišt, P., Maye, L., Sciannamblo, M., Ashby, S., Csíkszentmihályi, C., Pantidi, N. and Teli, M. 2020. Co-designing convivial tools to support participation in community radio. *Radio Journal:International Studies in Broadcast & Audio Media*. 18, 1 (Apr. 2020), 43–61.
- Martinez, G.S., Baccini, M., De Ridder, K., Hooyberghs, H., Lefebvre, W., Kendrovski, V., **Scott, K.** and Spasenovska, M. 2016. Projected heat-related mortality under climate change in the metropolitan area of Skopje. *BMC Public Health*. 16. 1 (May 2016), 407. <https://doi.org/10.1186/s12889-016-3077-y>

Workshop Papers

- Delobelle, P., **Scott, K.M.**, Wang, S.M., Miceli, M., Hartmann, D., Yang, T., Murasso, E. and Berendt, B. 2021. Time to Question if We Should: Data-Driven and Algorithmic Tools in Public Employment Services. FEAST International workshop on Fair, Effective And Sustainable Talent management using data science ECML-PKDD 2021 Workshop (Online, Sep. 2021), 8. https://feast-ecmlpkdd.github.io/archive/2021/papers/FEAST2021_paper_5.pdf
- Scott, K.M.** and Moss, F.M. 2024. An approach for targeted analysis of topic portrayals in public service media corpora. AAAI-2024 workshop on public sector llms: Algorithmic and sociotechnical design (Vancouver, Canada, 2024). <https://openreview.net/forum?id=vJKlIBQ8w>

*Indicates authors had equal contribution to the paper

Invited Talks

- Scott, K. M.**, (2024, February 05) *AI Ethics Masterclass, Introductory lecture for the S+T+ARTS Hungry Ecocities project*. Online. <https://rb.gy/iezlt4>
- Scott, K. M.**, Wang, S. M., Berendt, B. *Multi-stakeholder Perspectives for Exploring Future Technologies to Support Migrant Jobseekers* (2023, May 11-12). Conference on Algorithms that Make the Difference: Unpacking How New Technologies Are Reshaping Diversity and (In)equality at Work, Hasselt University, Belgium