



# KAT ROEMMICH

Mixed methods researcher and information scientist with 15 years of combined academic and industry experience in the implementation, design, and governance of emerging technologies and data practices.

## CORE COMPETENCIES

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|--------------------------------|---|
| <b>Research Specialization</b> | • Human-AI interaction • Applied AI • Privacy • AI governance   |
| <b>Quantitative Methods</b>    | • Experimental and complex survey design • Data mining • Advanced statistical analysis and regression models • Python, R, SQL   |
| <b>Qualitative Methods</b>     | • Ethnographic research • Phenomenological interviews • Contextual inquiry<br>• Content analysis • NVivo, ATLAS.ti  |
| <b>Domain Expertise</b>        | • AI governance • AI ethics • Privacy • Organizational analytics • Enterprise information systems • Data strategy • Policy analysis • Regulatory risk and compliance (AI, privacy, healthcare, labor/employment, transportation, SOX) |

## EDUCATION

**Ph.D. Information, 2025** – University of Michigan, Ann Arbor

Dissertation: *Reshaping Privacy Norms in the Age of Emotion AI: Socio-Technical Pathways for Emotional Privacy, Human Agency, and Dignity* | Full Text (PDF)

Research Affiliation: Center for Ethics, Society, and Computing

**B.A. Philosophy & English (Distinction), 2011** – Southern Methodist University, Dallas, TX

Research Affiliation: John G. Tower Center for Political Studies

## WORK EXPERIENCE

### Research Associate

University of Michigan, Ann Arbor, MI

June 2020–Present

- Led design and execution of mixed methods research on risks and impacts of applied AI in labor, health, and social media domains.
- Published findings in top-tier computing venues (CHI, CSCW), including 1 Best Paper and 1 Honorable Mention award.
- Invited to advise multiple organizations and public policy stakeholders on emerging risks of AI in the workplace.

### HRIS Analyst

Domino's World Resource Center, Ann Arbor, MI

October 2018–May 2019

- Led implementation of an enterprise timekeeping system and biometric time clocks (PeopleSoft Time & Labor to Kronos Workforce Dimensions) for the U.S. and Canada, enabling predictive scheduling and data-driven workforce and supply chain decisions for a multi-billion dollar “tech company that sells pizza.”

- Designed and deployed system specifications, controls, and workflows and led end-to-end testing (programming, interfaces, payroll, user acceptance); conducted internal audits to identify and mitigate multi-jurisdictional labor (local, state, and federal wage & hour, labor, tax codes; DoT) and privacy (GDPR, CCPA, BIPA) risks across 35+ sites globally, achieving full compliance and reducing high-risk incidents and regulatory exposure by over \$5M annually.

**Senior Business Analyst**

*Cielo Talent, Brookfield, WI*

*May 2017–June 2018*

- Led design and delivery of a recruitment analytics dashboard and reporting suite for nationally leading healthcare RPO firm, enabling real-time performance monitoring, bottleneck identification, and predictive workforce planning.
- Translated executive priorities and talent strategy for largest client with over \$25B in annual revenue into KPIs, UX design, vendor procurement, data integration requirements, and a recruitment data governance program (data/metadata standards, audits, privacy controls), improving data integrity and the reliability of workforce insights for strategic decision-making.

**Data Management Analyst**

*Meritor, Inc., Troy, MI*

*April 2015–October 2015*

- Led design and rollout of a global master data governance program for a Fortune 500 company and Tier 1 automotive supplier to reconcile and manage workforce data integrity and regulatory compliance risks (SOX, OSHA, Safe Harbor) enterprise-wide.
- Defined ERP data flows and governance structures, roles, controls, and policies; centralized enterprise data reporting with validated and standardized data definitions, improving workforce planning accuracy and operational efficiency with over 2000 labor hours saved annually.

**Senior Systems Analyst**

*Ascension Health, St. Louis, MO & Warren, MI*

*June 2013–April 2015*

- Led HR and timekeeping system implementations (Kronos AS400 to Workforce; PeopleSoft 8.1 to 9.1; PeopleSoft TAM to Taleo) as part of a system-wide digital transformation to standardize HR, Finance, and Supply Chain systems and streamline clinical and operational workflows across the largest non-profit hospital system in the U.S.; developed HR reporting and analytics to support strategic workforce planning, recruitment, and regulatory compliance.
- Directed cross-functional end-to-end testing and data validation (programming changes, interfaces, HR/payroll/recruitment/benefits data) and audited design specifications for labor, health, and privacy risks. Co-developed change management strategies, policy and training materials, and analytics skill-building resources for HR and clinical leaders, achieving full regulatory compliance and 100% data migration success at launch.

**HR Generalist**

*DynCorp International, Ft. Worth, TX*

*October 2012–January 2013*

- Conducted predictive labor analytics and designed compensation structures for a U.S. Department of Defense (DoD) contractor, specializing in hazard pay modeling and reporting for complex, high-risk deployments to support workforce planning, cost control, and compliance objectives.

**Health Professional Consultant**

*Compass Professional Health Services, Dallas, TX*

*October 2011–October 2012*

- Conducted research and provided advisory services for self-funded employer health plans on claims data analysis, benefits design, and patient advocacy, focusing on healthcare policy, regulatory compliance (HIPAA, CMS, Joint Commission standards), and reimbursement processes for patients with complex care and coordination needs.

## TEACHING EXPERIENCE

Fall 2023 **SI 501: Contextual Inquiry and Consulting Foundations**

*Graduate Student Instructor*

Taught applied mixed-methods research methods. Led one discussion section, guiding student teams through end-to-end research consulting projects engaging real-world clients on water and the environment. Contributed to course content and enhancements to teaching team processes.

Winter 2024 **SI 510: Information Ethics**

*Graduate Student Instructor*

Taught applied ethics course. Delivered three guest lectures and provided extensive one-on-one student support for course projects focused on ethical challenges in information professions. Partnered with faculty instructor to refine course syllabus and enhance grading rubrics in response to student feedback.

## HONORS & AWARDS

CSCW 2023 **Best Paper Award** (top 1%)

*Data Subjects' Perspectives on Emotion Artificial Intelligence Use in the Workplace: A Relational Ethics Lens*

CSCW 2021 **Honorable Mention for Best Paper Award** (top 5%)

*Data Subjects' Conceptualizations of and Attitudes Toward Automatic Emotion Recognition-Enabled Wellbeing Interventions on Social Media*

## GRANTS & FUNDING

2025 PrivaCI Symposium Travel Award

2024 UMSI PhD Travel Grant

2024 UM Rackham Conference Travel Grant

2023 IAPP Privacy, Security, Risk Scholarship

2023 Gary Marsden CSCW Travel Award

2023 GREPSEC VI Grant

2023 UMSI PhD Travel Grant

2023 UM Rackham Conference Travel Grant

2021 UM Rackham Graduate Student Research Grant

2021 UMSI PhD Travel Grant

2020 UMSI PhD Travel Grant

2020 USENIX Security Diversity Grant

## INVITED TALKS & LECTURES

- 2025 *Emotional Privacy at Risk: Safeguarding Human Dignity in the Age of AI*, public plenary talk at Aalto University, Espoo, Finland
- 2025 *A Minimally Just Framework for Digital Dignity: Unifying Contextual Integrity and the Capabilities Approach*, PrivaCI Symposium 2025, Brussels
- 2024 *Information Profession and Codes: Professionalism, Professional Societies, and Professional Codes*, guest lecture at University of Michigan, Ann Arbor (SI 510: Information Ethics)
- 2024 *Power & Surveillance: State, Corporate, Workplace, Healthcare, and Education...Privacy*, guest lecture at University of Michigan, Ann Arbor (SI 510: Information Ethics)
- 2024 *Bias, Racism, and Inequality in Algorithms, Search & Retrieval, and Classification Systems*, guest lecture at University of Michigan, Ann Arbor (SI 510: Information Ethics)
- 2024 *Emotion AI Use in U.S. Mental Healthcare: Potentially Unjust and Techno-Solutionist*, CSCW 2024, San José, Costa Rica
- 2024 *Overworking in HCI: A Reflection on Why We Are Burned Out, Stressed, and Out of Control; and What We Can Do About It*, CHI 2024, Honolulu, Hawaii
- 2023 *Emotion AI at Work: Implications for Workplace Surveillance, Emotional Labor, and Emotional Privacy*, CHI 2023, Hamburg, Germany
- 2023 *Data Subjects' Perspectives on Emotion Artificial Intelligence Use in the Workplace: A Relational Ethics Lens*, CSCW 2023, Minneapolis, MN, USA
- 2023 *Values in Emotion Artificial Intelligence Hiring Services: Technosolutions to Organizational Problems*, CSCW 2023, Minneapolis, MN, USA
- 2021 *Data Subjects' Conceptualizations of and Attitudes Toward Automatic Emotion Recognition-Enabled Wellbeing Interventions on Social Media*, CSCW 2021 (Virtual)

## EXTERNAL PEER REVIEWS

- 2022–2025 ACM Conference on Human Factors in Computing Systems (CHI)
- 2021–2023 Proceedings of the ACM on Human-Computer Interaction (CSCW)
- 2024 Behaviour & Information Technology (BIT)

## MEDIA COVERAGE

- 2023 “The creepy AI-driven surveillance that may be infiltrating your workplace,” in Business Insider

## PEER-REVIEWED CONFERENCE PAPERS

- 2023 **Kat Roemmich**, Florian Schaub, and Nazanin Andalibi. *Emotion AI at Work: Implications for Workplace Surveillance, Emotional Labor, and Emotional Privacy*. CHI '23: ACM Conference on Human Factors in Computing Systems, April 23–28, 2023, Hamburg, Germany. ACM, New York, NY, USA, 20 pages. DOI: 10.1145/3544548.3580950

## PEER-REVIEWED JOURNAL ARTICLES

- 2024 Cassidy Pyle, **Kat Roemmich**, and Nazanin Andalibi. *U.S. Job-Seekers' Organizational Justice Perceptions of Emotion AI-Enabled Asynchronous Interviews*. Proc. ACM Hum.-Comput. Interact. 8, CSCW2, Article 454 (November 2024), 42 pages. DOI: 10.1145/3686993
- 2024 **Kat Roemmich**, Shanley Corvite, Cassidy Pyle, Nadia Karizat, and Nazanin Andalibi. *Emotion AI Use in U.S. Mental Healthcare: Potentially Unjust and Techno-Solutionist*. Proc. ACM Hum.-Comput. Interact. 8, CSCW1, Article 47 (April 2024), 46 pages. DOI: 10.1145/3637324
- 2023 **Kat Roemmich**, Tillie Rosenberg, Serena Fan, and Nazanin Andalibi. *Values in Emotion Artificial Intelligence Hiring Services: Technosolutions to Organizational Problems*. Proc. ACM Hum.-Comput. Interact. 7, CSCW1, Article 109 (April 2023), 28 pages. DOI: 10.1145/3579543
- 2023 Shanley Corvite\*, **Kat Roemmich**\*, Tillie Rosenberg, and Nazanin Andalibi. *Data Subjects' Perspectives on Emotion Artificial Intelligence Use in the Workplace: A Relational Ethics Lens*. Proc. ACM Hum.-Comput. Interact. 7, CSCW1, Article 124 (April 2023), 38 pages. DOI: 10.1145/3579600 \*Co-first authors contributed equally  
**Best Paper Award (top 1%)**
- 2021 **Kat Roemmich** and Nazanin Andalibi. *Data Subjects' Conceptualizations of and Attitudes Toward Automatic Emotion Recognition-Enabled Wellbeing Interventions on Social Media*. Proc. ACM Hum.-Comput. Interact. 5, CSCW2, Article 308 (October 2021), 34 pages. DOI: 10.1145/3476049  
**Honorable Mention for Best Paper (top 5%)**

## LIGHTLY PEER-REVIEWED / OPINION ARTICLES

- 2024 Abraham Mhaidli\* and **Kat Roemmich**.\*Overworking in HCI: A Reflection on Why We Are Burned Out, Stressed, and Out of Control; and What We Can Do About It. In *Extended Abstracts of the CHI Conference on Human Factors in Computing Systems*. (CHI EA '24), May 11-16, 2024. Honolulu, HI, USA. 10 pages. DOI: 10.1145/3613905.3644052 \*Co-first authors contributed equally | Full Text (PDF)
- 2025 **Kat Roemmich**, Florian Schaub, and Kirsten Martin. *A Minimally Just Framework for Digital Dignity: Unifying Contextual Integrity and the Capabilities Approach*. Position paper presented at the 7th Annual PrivaCI Symposium (non-archival; workshop for discussion and feedback). | Pre-print (PDF)

## MANUSCRIPTS UNDER REVIEW

- 2025 **Kat Roemmich** and Anonymous Co-author. *Emotion Inferences in the Workplace and Healthcare: Workers' and Patients' Emotional Privacy Judgments and the Relative Influence of Contextual, Socio-demographic, and Individual Privacy Belief Factors*. Manuscript under review at ACM Transactions on Computer-Human Interaction (TOCHI), 2023. | Pre-print (PDF)
- 2025 **Kat Roemmich**, Florian Schaub, and Kirsten Martin. *CA-CI: Integrating Contextual Integrity and the Capabilities Approach for Dignity Considerations in AI Governance*. Manuscript under review at IEEE Security & Privacy Special Issue on Contextual Integrity. | Pre-print (PDF)