

SHANDLER A. MASON

DOCTORAL CANDIDATE | COMPUTER SCIENCE | NC STATE UNIVERSITY

✉ samason4@ncsu.edu 📍 Raleigh, NC 🔗 shandlermason.github.io 🌐 shandlermason

Education

North Carolina State University <i>Ph.D.</i> in Computer Science Dissertation: <i>The Human Side of Software Engineering: Bridging Societal Barriers and Technological Design</i> Advised by Dr. Sandeep Kaur Kuttal	2022– <i>Expected</i> 2026
North Carolina State University <i>M.S.</i> in Computer Science	2022–2024
North Carolina Agricultural and Technical State University <i>B.S.</i> in Computer Science (with Highest Distinction) Minor: Applied Mathematics <i>The Honors College</i>	2018–2022
The Governor's STEM Academy <i>Advanced Studies</i> Diploma Track: Programming and Software Development	2014–2018

Appointments

North Carolina State University (NC State) <i>Graduate Research Assistant, Fall 2023, Spring 2024, Fall 2024, Fall 2025</i> <i>Graduate Teaching Assistant, Spring 2025, Spring 2026</i>	Raleigh, NC
North Carolina Agricultural and Technical State University (NC A&T) <i>Undergraduate Teaching Assistant, Fall 2021, Spring 2022</i>	Greensboro, NC

Industry Experience (8)

The Aerospace Corporation <i>Graduate Intern III, Center for Space Policy and Strategy, Summer 2025</i> <i>Graduate Intern II, Software Systems and Acquisition, Summer 2024</i> <i>Graduate Intern I, Software Systems and Acquisition, Summer 2023</i> <i>Graduate Intern BS, Software Systems and Acquisition, Summer 2022</i>	Crystal City, VA
Target Corporation <i>Software Engineering Intern, Target Tech Space, Summer 2021</i>	Remote
The New York Times <i>Software Engineering Intern (Mobile Applications), NYT Games Team, Summer 2020</i>	Remote
Facebook <i>Facebook University Engineering Intern (Mobile Applications), Summer 2019</i>	Menlo Park, CA
BBG Inc. — Innovative Technology Solutions <i>Electronics Manufacturing Intern, Summer 2017</i>	Chesapeake, VA

Scholarships and Grants (Total = \$138,620)

Award	Organization	Amount	Year
IEEE VL/HCC Travel Grant	National Science Foundation (NSF)	\$866	2025
UNC Campus Scholarship	NC State Graduate School	\$2,500	2025
Diversity Enhancement Grant	NC State Graduate School	\$1,000	2024
Grad Cohort Workshop Travel Grant	Computing Research Association (CRA)	\$785	2024
Diversity Enhancement Grant	NC State Graduate School	\$450	2023
Conference Travel Grant	NC State College of Engineering	\$1,000	2023
Graduate Enhancement Grant	NC State College of Engineering	\$2,850	2023
Federal Civilian Employee Scholarship	First Command Educational Foundation	\$1,000	2023
Grad Cohort Workshop Travel Grant	Computing Research Association (CRA)	\$785	2023
Student Travel Grant	GEM Fellowship	\$500	2023
Diversity Graduate Assistance Grant	NC State Graduate School	\$800	2023
Graduate Merit Grant	NC State College of Engineering	\$4,000	2023
National GEM Consortium Fellowship	NC State and The Aerospace Corporation	\$16,000	2022
Provost's Doctoral Fellowship	NC State Office of the Provost	\$31,200	2022
Graduate Scholarship	Virginia Commonwealth University	\$12,618	2022
College of Engineering Scholarship	NC A&T	\$3,750	2022
Engineering Scholarship	Duke Energy and NC A&T	\$2,500	2021
Aggie Summer School Scholarship	NC A&T	\$3,516	2021
Engineering Program Scholarship	NC A&T College of Engineering	\$8,000	2020
Engineering Program Scholarship	NC A&T College of Engineering	\$5,000	2019
Aggie Merit Scholarship	NC A&T	\$30,000	2019
Aggie Merit Scholarship	NC A&T	\$8,000	2019
Aggie Merit Scholarship	NC A&T Computer Science	\$1,000	2018
Travel Grant	NCWIT	\$500	2017

Awards and Recognitions

1. **Carla Savage Award**, NC State Computer Science, 2025
Awarded as the top Ph.D. student in the department for excellence in research and service contributions.
2. **From Theory to Nia (Purpose) Award**, NC State African American Cultural Center, 2025
Awarded as top graduate student at the university level for community-engaged scholarship.
3. **National GEM Consortium Fellowship Award**, NC State and The Aerospace Corporation, 2022
Awarded nationally for academic excellence and potential in STEM research.
4. **University Provost's Doctoral Fellowship Award**, NC State Office of the Provost, 2022
Awarded as top incoming Ph.D. student across the university for promise, achievement, and potential.
5. **Namaskar Award Nominee**, NC A&T Computer Science, 2022
Awarded as top undergraduate student in department for exemplary growth and performance.
6. **Miss Association for Computing Machinery (ACM) Recognition**, NC A&T, 2020-2021
Recognized for leading a community mentorship program encouraging 50 students to pursue computing.

7. **Management Leadership for Tomorrow Career Preparation Recognition**, NC A&T, 2020
Recognized nationally for interest in technology and commitment to advancing computing.
8. **PwC Innovation Challenge First Place Award Winner**, NC A&T Computer Science, 2020
Awarded first place for creating an innovative project to support minority communities.
9. **National Center for Women & Information Technology (NCWIT) Award**, 2017
Awarded nationally in K-12 for aptitude, interest, and leadership in computing.

Research

*Integrating **human-computer interaction**, **software engineering**, **human factors**, and **policy** to uncover societal barriers and influence equitable software.*

PEER-REVIEWED PUBLICATIONS

- [P1] **Mason, S. A.**, & Kuttal, S. K. (2025). *The Hidden Burden: Insights Into Women’s Lived Experiences In Computing*. IEEE Symposium on Visual Languages and Human-Centric Computing (VL/HCC), pp. 290–296.
- [P2] **Mason, S. A.** (2025). *RemoteCollabEval: An Inspection Method for Evaluating Interpersonal Tensions in Remote Tools*. IEEE Symposium on Visual Languages and Human-Centric Computing (VL/HCC), pp. 422-423. (**Doctoral Graduate Consortium**)
- [P3] **Mason, S. A.**, & Kuttal, S. K. (2025). *Analyzing Gender-Based Dynamics in Remote Pair Programming Interactions*. IEEE/ACM 6th Workshop on Gender Equality, Diversity, and Inclusion in Software Engineering at International Conference on Software Engineering (GE ICSE), pp. 41–44.
- [P4] **Mason, S. A.**, Lenham, H., & Kuttal, S. K. (2025). *Breaking the Silos: An Actionable Framework for Recruiting Diverse Participants in SE*. IEEE/ACM International Conference on Software Engineering: Software Engineering in Society (ICSE SEIS), pp. 25-36.
- [P5] Kuttal, S. K., Hart, J., Ensley, M., & **Mason, S. A.** (2025). *Pair Programming in the Lab vs. Wild: A Qualitative Analysis of Creativity Strategies and Dialogue Styles for Agent Training Data*. International Conference on Human-Computer Interaction (HCII), pp. 198–218.
- [P6] **Mason, S. A.**, & Kuttal, S. K. (2024). *Diversity’s Double-Edged Sword: Analyzing Race’s Effect on Remote Pair Programming Interactions*. ACM Transactions on Software Engineering and Methodology (TOSEM), pp. 1–45. (**Journal-First; Presented at ICSE**)
- [P7] **Mason, S. A.**, Nain, S., & Kuttal, S. K. (2024). *Bridging Perspectives: Unveiling Racial Dynamics in Remote Pair Programming Communication*. International Conference on Human-Computer Interaction (HCII), pp. 275–291.
- [P8] Hart, J., AuBuchon, J., McAuliffe, A., **Mason, S. A.**, & Kuttal, S. K. (2024). *Navigating NLU Challenges in Pair Programming Agents: A Study on Data Size, Gender, Language, & Domain Effects*. International Conference on Human-Computer Interaction (HCII), pp. 356–375.
- [P9] **Mason, S. A.**, & Kuttal, S. K. (2023). *Investigating Interracial Pair Coordination During Remote Pair Programming*. IEEE Symposium on Visual Languages and Human-Centric Computing (VL/HCC), pp. 260–262.

PUBLICATIONS (IN SUBMISSION)

- [P10] **Mason, S. A.**, & Kuttal, S. K. (2026). *Equity by Design: A New HCI Method for Surfacing Inclusivity Gaps in Remote Collaboration Software*. In preparation for ACM Designing Interactive Systems (DIS).
- [P11] **Mason, S. A.**, Meuser, N., Si, A., Sthapit, S., Leon, S., Teke, M., & Kuttal, S. K. (2026). *Who's Left Out? A Case Study on Promoting Equitable Participation in Remote Collaboration Software*. Under review at International Conference on Human-Computer Interaction (HCI).
- [P12] Teke, M., **Mason, S. A.**, Heichman, R., & Kuttal, S. K. (2026). *Two Heads (with an Agent) Are Better: PairEquity for Reflective Remote Pair Programming*. In preparation for ACM Designing Interactive Systems (DIS).
- [P13] Sthapit, S., Bae, S., Lenham, H., **Mason, S. A.**, Barnes T., & Kuttal, S. K. (2026). *Reimagining Information Foraging Theory: From Solitary Practices to Team-Based Virtual Collaboration*. In preparation for International Journal of Human-Computer Interaction (IJHCI).

WORKSHOP ORGANIZER

- [W1] **Mason, S. A.**, & Kuttal, S. K. *Designing for Everyone: Advancing User Experience Through Human-Centric Design Methodologies*, Full-Day, IEEE Symposium on Visual Languages and Human-Centric Computing (VL/HCC), Raleigh, NC, USA, October 2025.
- [W2] **Mason, S. A.**, & Kuttal, S. K. *Designing for Inclusivity: Advancing User Experience Through Inclusive Design Methodologies*, Half-Day, International Conference on Human-Computer Interaction (HCI), Gothenburg, Sweden, June 2025.

SHOWPIECE PRESENTATIONS

- [S1] **Mason, S. A.**, & Kuttal, S. K., *Equity by Design: A New HCI Method for Surfacing Inclusivity Gaps in Remote Collaboration Software*, **Applied AI in Engineering & Computer Science Symposium** at NC State College of Engineering, Raleigh, NC, October 2025.
- [S2] **Mason, S. A.**, & Kuttal, S. K. *RemoteCollabEval: An Inspection Method for Evaluating Interpersonal Tensions in Remote Tools*, IEEE Symposium on Visual Languages and Human-Centric Computing (VL/HCC), Raleigh, NC, October 2025.
- [S3] **Mason, S. A.**, & Kuttal, S. K., *Investigating Interracial Pair Coordination During Remote Pair Programming*, IEEE Symposium on Visual Languages and Human-Centric Computing (VL/HCC), Washington, DC, October 2023.

MEDIA COVERAGE

- [M1] **Mason, S. A.** (2025). "Congratulations to the Spring 2025 Carla Savage Award Winners." *NC State CSC News*. [\[Link\]](#)
- [M2] Menzies, T., Geddam, R., Ramesh, A. K., Jayesh, K., Varma, S. K., & **Mason, S. A.** (2022). "Making the Pitch!" *NC State CSC News*. [\[Link\]](#)
- [M3] Correa, M., Lu, S., Kim, J., Erjavec, N., Shaiva, R., & **Mason, S. A.** (2020). "Design, Prototype, Zoom: How New York Times Interns Built a Game Remotely." *New York Times Open*. [\[Link\]](#)

Teaching and Service

*Supporting instruction in **human-computer interaction**, **software engineering**,
and **introductory programming** courses.*

Courses at NC State (2)

- | | |
|---|---------------------|
| 1. CSC 454/554: Human-Computer Interaction, <i>Teaching Assistant</i> , Spring 2026 | 100 <i>expected</i> |
| 2. CSC 454/554: Human-Computer Interaction, <i>Teaching Assistant</i> , Spring 2025 | 108 students |

Courses at NC A&T (2)

- | | |
|--|-------------|
| 3. COMP 410: Software Engineering, <i>Teaching Assistant</i> , Spring 2022 | 20 students |
| 4. COMP 163: Introduction to Computer Programming, <i>Teaching Assistant</i> , Fall 2021 | 20 students |

MENTORSHIP

Graduate (4)

- Maowen Huang, CSC 591/791: Programmer-Centered Design and Research (Fall 2025)
- Saba Khanmohammadi, M.S. Computer Science (Fall 2025)
- Manali Teke, M.S. Computer Science (Fall 2024, Spring 2025, Fall 2025)
- Raphael Phillips, M.S. Computer Science (Summer 2023)

Undergraduate (6)

- Hank Lenham, NSF REU (Summer 2024, Fall 2024, Spring 2025)
- Hannah Estes, NC State Student Worker (Spring 2024)
- Brennen Farrell, NC State REU (Spring 2024)
- Sanket Nain, NC State REU (Fall 2023, Spring 2024)
- Natalie Meuser, NSF REU (Summer 2023)
- Senior Design Project Team, CSC 492: Senior Design Project (Fall 2023)

High School (1)

- Taquan Dewberry (Summer 2023)

INTERNATIONAL RESEARCH COMMUNITY SERVICE

- **Workshops and Tutorials Co-Chair**, IEEE VL/HCC Organizing Committee, 2026
- **Publicity and Social Media Co-Chair**, IEEE VL/HCC Organizing Committee, 2025
- **Session Chair**, IEEE VL/HCC, 2025

INSTITUTIONAL SERVICE

- **Graduate Liaison**, NC State Code Black, 2025
- **Speaker**, “So, You Want to Be an Engineer?” NC A&T and The Aerospace Corporation, 2024
- **Vice President**, ACM NC A&T Chapter, 2019–2020

- **College of Engineering Senator**, NC A&T Student Government Association, 2018–2019
- **Committee Chair**, Alpha Kappa Alpha Sorority, Incorporated[®] 2020–2022
- **Assistant Membership Intake Chair**, Alpha Kappa Alpha Sorority, Incorporated[®] 2020–2022
- **Assistant Secretary**, Alpha Kappa Alpha Sorority, Incorporated[®] 2020–2022
- **Dean Office Volunteer**, NC A&T College of Engineering, 2018–2020
- **Department Office Volunteer**, NC A&T Computer Science, 2018–2020
- **Library Volunteer**, Chesapeake Public Library, 2016–2018

ORGANIZATIONS

- **Member**, Institute of Electrical and Electronics Engineers (IEEE), 2025
- **Elected Member**, Upsilon Pi Epsilon International Honor Society, 2021–2022
- **Elected Member**, Alpha Lambda Delta National Honor Society, 2019–2020

References

Dr. Sandeep Kaur Kuttal

Associate Professor

North Carolina State University

✉ skuttal@ncsu.edu

🔗 skuttal.github.io

Dr. Veronica Cateté

Assistant Professor

North Carolina State University

✉ vmcatete@ncsu.edu

🔗 cereal.wordpress.ncsu.edu

Dr. Margaret Burnett

Distinguished Professor

Oregon State University

✉ burnett@engr.oregonstate.edu

🔗 oregonstate.edu/burnett

Dr. Tiffany Barnes

Distinguished Professor

North Carolina State University

✉ tmbarnes@ncsu.edu

🔗 eliza.csc.ncsu.edu