Shandler A. Mason

Ph.D. Candidate
Human Factors + Experience Engineering Lab
(Discovering and Inventing for Human-Centered SE and AI)

Department of Computer Science
North Carolina State University
Raleigh, North Carolina, USA

Phone: (757) 560-1456
Email: shandler.mason@gmail.com
Website: https://tinyurl.com/sm-job-port

Professional Preparation

- Ph.D. Computer Science, North Carolina State University, Raleigh, NC, *Expected Spring 2026.*
- M.S. Computer Science, North Carolina State University, Raleigh, NC, 2024.
- B.S. Computer Science, Minor in Applied Mathematics (**with Highest Distinction**), North Carolina Agricultural and Technical State University, Greensboro, NC, 2022.

Appointments

- Graduate Research Assistant, North Carolina State University, Department of Computer Science, Raleigh, NC, (Fall 2023 to Present).
- Graduate Teaching Assistant, North Carolina State University, Department of Computer Science, Raleigh, NC, (Spring 2025, Spring 2026).
- Graduate Intern Ⅲ, The Aerospace Corporation, Center for Space Policy and Strategy, Strategic Foresight Team, Washington, DC, (Summer 2025).
- Graduate Intern II, The Aerospace Corporation, Software Systems & Acquisition, (Summer 2024).
- Graduate Intern I and National Space Intern, The Aerospace Corporation, Software Systems & Acquisition, (Summer 2023).
- Graduate Intern BS, The Aerospace Corporation, Software Systems & Acquisition, (Summer 2022).
- Software Engineering Intern, Target Corporation, Stores Price and Presentation Team, (Summer 2021).
- Software Engineering Intern, The New York Times, NYT Games Team, (Summer 2020).
- Engineering Intern, Facebook, Facebook University, Menlo Park, CA, (Summer 2019).

Awards

- From Theory to Nia (Purpose) Award, NC State African American Cultural Center, 2025
- Carla Savage Award, NC State Department of Computer Science, 2025
- National Center for Women & Information Technology Aspirations in Computing High School Award, National Level, 2017
- The National GEM Consortium Employer PhD Fellowship, North Carolina State University and The Aerospace Corporation, 2022
- Provost's Doctoral Fellowship, North Carolina State University Office of the Provost and College of Engineering, 2022

Scholarships and Grants (Total: $63,790)

- The National GEM Consortium Employer PhD Fellowship, North Carolina State University and The Aerospace Corporation, 2022, ($16,000 for one year)
- Provost's Doctoral Fellowship, North Carolina State University Office of the Provost and College of Engineering, 2022, ($31,200 for one year)
- IEEE Symposium on Visual Languages and Human-Centric Computing (VL/HCC) Travel Grant, National Science Foundation, 2025, ($920)
- University of North Carolina Campus Scholarship, NC State Graduate School, 2024-2025, ($2,500)
- Diversity Enhancement Grant, University of North Carolina Campus and NC State Graduate School, 2024, ($1,000)
- Grad Cohort Workshop for Inclusion, Diversity, Equity, Accessibility, and Leadership Skills Travel Grant, Computing Research Association, 2024, ($785)
- Diversity Enhancement Grant, NC State Graduate School, 2023, ($450)
- Conference Travel Grant, NC State College of Engineering, 2023, ($1,000)
- Graduate Enhancement Grant, NC State College of Engineering, 2023, ($2,850)
- Federal Civilian Employee Scholarship, First Command Educational Foundation, 2023, ($1,000)
- Grad Cohort Workshop for Women Travel Grant, Computing Research Association, 2023, ($785)
- Student Travel Grant, GEM Annual Board Meeting & Conference, 2023, ($500)
- Diversity Graduate Assistance Grant, NC State Graduate School, 2022-2023, ($800)
- Graduate Merit Grant, NC State College of Engineering, 2022-2023, ($4,000)

Research

My research bridges Human-Computer Interaction, Human Factors, and Software Engineering, focusing on diverse individuals in solo, team-based, and human-AI collaboration contexts. I investigate differing cognitive and behavioral styles influence on individuals' use of software as a medium for collaboration. Through empirical methods, including lab studies, interviews, surveys, workshops, and case studies, I identify societal inequities in collaborative software, providing equitable, user-centered solutions for practitioners, researchers, and students to address technological gaps across academia and industry.

A. Peer-Reviewed Publications

1. **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).
2. **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). (**Graduate Consortium**)
3. **Mason, S. A.**, & Kuttal, S. K. (2025). *Analyzing Gender-Based Dynamics in Remote Pair Programming Interactions.* IEEE/ACM Sixth Workshop on Gender Equality, Diversity, and Inclusion in Software Engineering at 47th International Conference on Software Engineering (GE@ICSE).
4. **Mason, S. A.**, Lenham, H., & Kuttal, S. K. (2025). *Breaking the Silos: An Actionable Framework for Recruiting Diverse Participants in SE.* IEEE/ACM 47th International Conference on Software Engineering: Software Engineering in Society (ICSE-SEIS).

5. 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.* Artificial Intelligence in HCI: Thematic Area, Held as Part of the 27th HCI International Conference (HCII).
6. **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). (**Journal-First; Presented at ICSE**)
7. **Mason, S. A.**, Nain, S., & Kuttal, S. K. (2024). *Bridging Perspectives: Unveiling Racial Dynamics in Remote Pair Programming Communication.* Human-Computer Interaction: Thematic Area, Held as Part of the 26th HCI International Conference (HCII).
8. 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.* Artificial Intelligence in HCI: Thematic Area, Held as Part of the 26th HCI International Conference (HCII).
9. **Mason, S. A.**, & Kuttal, S. K. (2023). *Investigating Interracial Pair Coordination During Remote Pair Programming.* IEEE Symposium on Visual Languages and Human-Centric Computing (2).

B. (In Submission) Publications

1. **Mason, S. A.**, & Kuttal, S. K. (2025). *Equity by Design: A New HCI Method for Surfacing Inclusivity Gaps in Remote Collaboration Software.* ACM Conference on Human Factors in Computing Systems (CHI).
2. Teke, M., **Mason, S. A.**, Heichman, R., & Kuttal, S. K. (2025). *Two Heads (with an Agent) Are Better: PairEquity for Reflective Remote Pair Programming.* ACM Conference on Human Factors in Computing Systems (CHI).

C. Workshop Organizer

1. *Designing for Everyone: Advancing User Experience Through Human-Centric Design Methodologies*, IEEE Symposium on Visual Languages and Human-Centric Computing (VL/HCC), Raleigh, NC, USA, October 2025.
2. *Designing for Inclusivity, Advancing User Experience Through Inclusive Design Methodologies*, Human-Computer Interaction: Thematic Area, Held as Part of the 27th HCI International Conference (HCII), Gothenburg, Sweden, June 2025.

D. Media Coverage

1. **Mason, S. A.** (2025). *"Congratulations to the Spring 2025 Carla Savage Award Winners."* NC State CSC News. Link
2. Menzies, T., Geddam, R., Ramesh, A. K., Jayesh, K., Varma, S. K., & **Mason, S. A.** (2022). *"Making the Pitch!"* NC State CSC News. Link
3. 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 (NYT) Open. Link

Teaching and Service

I serve as a teaching assistant for Human-Computer Interaction courses aligned with my research, facilitating novice programmers. My teaching emphasizes collaboration and user-centered design by

integrating industry-standard tools with hands-on experiences to equip both undergraduate and graduate students with the technical, evaluative, and interpersonal skills needed for professional success in both academia and industry.

Courses at NC State

1. CSC 454/554: Human-Computer Interaction (Spring 2026)
2. CSC 454/554: Human-Computer Interaction (Spring 2025)

A. Mentorship

Graduate (2)

- Manali Teke, M.S. Computer Science, (Fall 2024, Spring 2025, Fall 2025)
- Raphael Phillips, M.S. Computer Science, (Summer 2023)

Undergraduate (5)

- Hank Lenham, NSF REU, (Summer 2024, Fall 2024, Spring 2025)
- Brennen Farrell, NC State REU, (Spring 2024)
- Sanket Nain, NC State REU, (Fall 2023, Spring 2024)
- Natalie Meuser, NSF REU, (Summer 2023)
- Senior Project Design Team, NC State Department of Computer Science, (Fall 2023)

High Schoolers (1)

- Taquan Dewberry, (Summer 2023)

B. Research & Academic Activities

- Session Chair of Programming Education & Assessment Research Papers, *IEEE Symposium on Visual Languages and Human-Centric Computing (VL/HCC),* 2025.
- Publicity and Social Media Co-Chair, *IEEE Symposium on Visual Languages and Human-Centric Computing (VL/HCC),* 2024-2025.
- Graduate Liaison, *Code Black, NC State*, 2025.