

Angie Zhang

she/her/hers
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Research Overview

HCI ▸ Human-AI Interaction ▸ Human-Centered AI Design ▸ Workplaces ▸ Tech Policymaking ▸ Data Ethics

My research mission is advancing AI/tech design to be centered on stakeholder contexts, such as the experiences, resources, and desires of people using or impacted by AI. Thus, I research the design and use of tools that let people critically reflect, deliberate, and contextualize the datasets underpinning AI to identify beneficial applications, outcomes, and necessary policy, with a focus on workplaces and civic settings.

Methods: Qualitative Methods, Prototyping, Interviews, Focus Groups, Co-Design, Case Studies, Thematic Analysis

Education

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| 2020-(expected Spring 2026) | University of Texas at Austin
Ph.D. Student, School of Information
Committee: Drs. Min Kyung Lee (Chair), Angela D. R. Smith, Hanlin Li, Carl DiSalvo, Michael Madaio
GPA: 4.00/4.00 |
| 2012-2017 | Georgia Institute of Technology
B.S. Industrial Engineering, Concentration: Supply Chain Engineering
Beijing-Singapore Study Abroad Program (Su. 2016)
GPA: 3.84/4.00 |

Publications (peer-reviewed)

- [9] **Zhang, A.**, Liao, M., Kravchenko, E., Taylor, M., Haddad, A., Bhat, C., Watkins, S.C., and Lee, M.K. (2025). "Data and Technology for Equitable Public Administration: Understanding City Government Employees' Challenges and Needs." *Proceedings of the ACM on Human-Computer Interaction*, 9(7), 1-27.
 **Best Paper Honorable Mention (top 5% of submissions).**
- [8] **Zhang, A.**, & Lee, M. K. (2025, April). Knowledge Workers' Perspectives on AI Training for Responsible AI Use. In *Proceedings of the 2025 CHI Conference on Human Factors in Computing Systems* (pp. 1-18).
- [7] Hsieh, J.*, **Zhang, A.***, Surati, S., Xie, S., Ayala, Y., Sathiya, N., Kuo, T.S., Lee, M.K. and Zhu, H., 2025, April. Gig2Gether: Datasharing to Empower, Unify and Demystify Gig Work. In *Proceedings of the 2025 CHI Conference on Human Factors in Computing Systems* (pp. 1-25).
 **Best Paper Honorable Mention (top 5% of submissions).**
*equal authorship
- [6] **Zhang, A.**, Rana, R., Boltz, A., Dubal, V., & Lee, M. K. (2024, May). Data Probes as Boundary Objects for Technology Policy Design: Demystifying Technology for Policymakers and Aligning Stakeholder Objectives in Rideshare Gig Work. In *Proceedings of the CHI Conference on Human Factors in Computing Systems* (pp. 1-21).

- [5] **Zhang, A.**, Boltz, A., Lynn, J., Wang, C. W., & Lee, M. K. (2023, April). Stakeholder-Centered AI Design: Co-Designing Worker Tools with Gig Workers through Data Probes. In *Proceedings of the 2023 CHI Conference on Human Factors in Computing Systems* (pp. 1-19).
- [4] **Zhang, A.**, Walker, O., Nguyen, K., Dai, J., Chen, A., & Lee, M. K. (2023). Deliberating with AI: Improving Decision-Making for the Future through Participatory AI Design and Stakeholder Deliberation. *Proceedings of the ACM on Human-Computer Interaction*, 7(CSCW1), 1-32.
- [3] **Zhang, A.**, Boltz, A., Wang, C. W., & Lee, M. K. (2022, April). Algorithmic management reimaged for workers and by workers: Centering worker well-being in gig work. In *CHI Conference on Human Factors in Computing Systems* (pp. 1-20).
 **Best Paper Honorable Mention (top 5% of submissions).**
- [2] Jia, C., **Zhang, A.***, Boltz, A.*, Chen, A., & Lee, M. K. (2022). Understanding effects of algorithmic vs. community label on perceived accuracy of hyper-partisan misinformation. *Proceedings of the ACM: Human Computer Interaction Journal (CSCW 2022)*.
 *equal authorship
- [1] Lee, M. K., Nigam, I., **Zhang, A.**, Afriyie, J., Qin, Z., & Gao, S. (2021, July). Participatory algorithmic management: Elicitation methods for worker well-being models. In *Proceedings of the 2021 AAAI/ACM Conference on AI, Ethics, and Society* (pp. 715-726).

In Submission/Revision

- [3] **Angie Zhang**, Min Kyung Lee. “Contextualizing Datasets: Deepening Awareness of Data Biases through Critical Reflection of Civic Data.” Submitted to CHI 2026.
- [2] Chenyan Jia, Apoorva Gondimalla, **Angie Zhang**, David Joseph Mullings, Alexander Boltz, Min Kyung Lee. “Beyond Accuracy: Experts See AI Fact-Checks as Accurate but Less Useful.” Submitted to CHI 2026.
- [1] Jane Hsieh*, **Angie Zhang***, Mialy Rasetarinera, Erik Chou, Daniel Ngo, Jason Carpenter, Karen Lightman, Min Kyung Lee, Haiyi Zhu. “Supporting Worker Needs and Advancing Policy: Exploring Gig Worker-Centered Data-Sharing Alternatives.” (Under revision).
 *equal authorship

Awards & Honors

2025	Best Paper Honorable Mention, ACM CSCW (<i>top 5% of submissions</i>)
2025	Best Paper Honorable Mention, ACM CHI (<i>top 5% of submissions</i>)
2025	CRA-WP Grad Cohort for Women
2024	CSCW Doctoral Consortium
2022	Best Paper Honorable Mention, ACM CHI (<i>top 5% of submissions</i>)
2020 - 2024	Provost’s Fellowship, The University of Texas at Austin
2020	William and Margaret Kilgarlin Endowed Scholarship, The University of Texas at Austin

Invited Talks

Roosevelt Institute, Washington, D.C. Forum on *AI For Workers: Power, Voice, and Equity in New Tech*. July 16, 2025. “Worker-Centered Tech Design.”

International Training Centre of the International Labour Organization (ITCILO)’s *AI Forum: Unleash the Future of Learning*. September 12, 2024. Speaker for Panel “Ensuring Fairness, Inclusion, and Ethical Governance.”

ITCILO's Online Course, *Artificial Intelligence's Workplace Revolution: Combatting Discrimination, Promoting Diversity*. July 17, 2024. "Co-Designing Worker-Centered AI in the Workplace."

Princeton University, William Pierson Field Lecture Series. April 11, 2024. "Participatory AI: Engaging Workers & Policymakers to Reimagine the Future of Work" with Dr. Min Kyung Lee.

Karolinska Institutet, Stockholm, Sweden. October 6, 2023. "Algorithmic Management Reimagined For Workers and By Workers" with Dr. Min Kyung Lee.

Organized Workshops & Tutorials (lightly peer-reviewed)

- [2] Hsieh, J., **Zhang, A.**, Kim, S., Rao, V.N., Dalal, S., Mateescu, A., Grohmann, R.D.N., Eslami, M., Lee, M.K. and Zhu, H. (2024, November). Worker Data Collectives as a means to Improve Accountability, Combat Surveillance and Reduce Inequalities. In *Companion Publication of the 2024 Conference on Computer-Supported Cooperative Work and Social Computing* (pp. 697-700).
*Workshop co-organizer
- [1] "Navigating Equity and Reflexive Practices in Gigwork Design—A Journey Mapping Experience." Boyd, A., Cummings, D., and **Zhang, A.** Translation tutorial at the ACM Conference on Fairness, Accountability, and Transparency, FAccT 2024.
*Tutorial co-facilitator

Industry Experience

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| Summer 2025 | Sony AI
HCI Intern advised by Dr. Morgan Scheuerman |
| 2020-present | Human-AI Interaction Lab, University of Texas at Austin
Graduate Research Assistant advised by Dr. Min Kyung Lee |
| 2023-present | CIVIC Software Foundation
<i>Research Associate</i>
CIVIC Software Foundation is a nonprofit organization that brings together vision, technology, and collaboration to build transparent knowledge systems that enable a free and just society. They bring together teams across disciplines, organizations, and backgrounds to tackle complex information challenges. <ul style="list-style-type: none">▪ Curriculum development and workshop facilitation for CIVIC Software Foundation's Context-Aware Systems frameworks |
| 2017-2020 | Accenture
<i>Senior Analyst, Client: The Coca-Cola Company</i> <ul style="list-style-type: none">▪ Developed integration microservices on AWS and Python scripts for data transformation and ingestion; lead offshore team in writing scripts and communicating with the client▪ Created and led the archival effort of over 600 million files to AWS S3 by writing Python scripts; worked cross-functionally with client, vendors, and contractors to determine metadata and data requirements and test/validate archived file retrieval processes |
| 2014-2016 | Delta Air Lines
<i>Project Management and Database Co-op</i> |

- Developed and implemented various databases to support processes including tracking pets transported via Delta Cargo and locations of aircraft equipment to support on time flight departures
- Conducted process improvement and branding audits across the Atlanta airport to support customer experience and airport staff experience

Academic Service & Engagement

2022-present	Reviewer for CSCW 22-, CHI 23-, DIS 25-, TOCHI 25-, ECSCW 25-	ACM CHI, ACM CSCW, ACM DIS, TOCHI, ECSCW
2022-present	Doctoral Studies Committee	UT Austin School of Information
2022	Student Volunteer & Photographer for CHI '22	ACM CHI
2021-2022	Undergraduate Studies Committee	UT Austin School of Information
2020-2021	iSchool Doctoral Student Association Committee	UT Austin School of Information

Teaching Experience

UT Austin	Teaching Assistant for “Special Topics in Information Science: Human-AI Interaction” with Dr. Min Kyung Lee	Spring 2025
UT Austin	Teaching Assistant for “Special Topics on Social Informatics: Design for Social Impact” with Dr. Angela Smith	Fall 2024

Guest Lectures

UT Austin	Graduate: “Special Topics in Information Science: Human-AI Interaction” Lecture & Activity: “Dataset Subjectivity & Bias” Lecture: “Human-AI Interaction Principles”	Spring 2025
UT Austin	Undergrad: “Introduction to Social Informatics” Lecture & Activity: “Dataset Subjectivity & Bias”	Spring 2025
UT Austin	Undergrad: “Special Topics on Social Informatics: Data and Society” Lecture & Activity: “Dataset Subjectivity & Bias”	Spring 2025
UT Austin	Undergrad: “Topics in User Experience Design: Understanding Human-Centered AI” Lecture & Activity: “Dataset Subjectivity & Bias”	Fall 2024
UT Austin	Undergrad: “Special Topics on Social Informatics: Design for Social Impact” Lecture & Activity: “Dataset Subjectivity & Bias” Lecture: “Introduction to Participatory Design”	Fall 2024

Research Mentorship

Naomi Ichiriu (Undergraduate, Informatics & Intl Relations)	2024-present
Yesenia Garcia (Undergraduate, Informatics)	2024
Praveen Mogan (Undergraduate, CS & Math)	2024
*Nithila Sathiya (Undergraduate, Statistics and Data Science)	2024
*Rocita Rana (Undergraduate, Biochemistry & Communication)	2023-2024
Bianca Talabis (Undergraduate, Anthropology)	2021-2024
*Madison Liao (Undergraduate, Sociology)	2022-2023
*Anqing Chen (Undergraduate, Electrical & Computer Engineering)	2021-2022

*Alexander Boltz (Undergraduate, Government)	2021-2023
*Chun-Wei Wang (Masters, Information)	2021-2022
Levi Villarreal (Undergraduate, CS)	2020-2022
*Kaci Nguyen (Undergraduate, Business Administration)	2021
*Olympia Walker (Undergraduate, CS)	2021
*has led to paper authorship	

Skills

Software

Amazon Web Services
MS Suite, MS Access
Adobe Photoshop
Adobe Lightroom

Programming

Python
SQL
HTML/CSS

Languages

English (native)
Basic/Int. Mandarin
Basic/Int. French