

Camille Harris

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Department of Computer Science
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Academic Employment

Assistant Professor, Computer Science, **University of San Francisco**
Postdoctoral Associate, Information Science, **Cornell Tech University**

starting August 2026
August 2025 - July 2026

Education

Ph.D., Computer Science, **Georgia Institute of Technology**

August 2020 - September 2025

Advisors: Dr. Diyi Yang and Dr. Neha Kumar

Thesis Title: Bridging Methods to Address Ethical Challenges of Algorithmic Systems

B.A. Computer Science, **University of California, Berkeley**

August 2015 - December 2019.

Research Interests

Algorithmic Fairness; Human-Computer Interaction; Natural Language Processing; Social Computing

Awards, Grants, and Honors

Awards

Recognition for Diversity and Inclusion, ACM Computer Supported Cooperative Work, 2023

Best Student Paper Award, Equity Access Algorithms Mechanisms and Optimization, 2021

Eugene L. Lawler Prize, UC Berkeley Electrical Engineering Computer Science Department, 2018

Fellowships

Ford Foundation, Ford Pre-Doctoral Fellowship, 2020

National GEM Consortium, GEM Fellowship, 2020

Grants

Amazon, Amazon Consumer Robotics Grant, 2023, \$70,000

Meta, 2022, \$120,000

Cisco, 2021, \$175,000

Publications

Peer-Reviewed Conference Publications

8. *Fundamentally Unfair: Analysis of Gender-Biased Terms in U.S. Capital Trials*

Camille Harris, Emma Harvey, Andrea Wen-Yi, Sandra Babcock, Rachel Goldberg, Amanda Potts, Allison Koenecke. To Appear in The 9th AAAI/ACM Conference on Artificial Intelligence, Ethics, and Society 2026. Acceptance Rate 22.0%

7. *Mapping a Movement: Exploring a Proposed Police Training Facility in Atlanta and its Opposition Movement through Online Cartographic Imagery*

Camille Harris, Clio Andris

The 28th ACM Conference on Computer Supported Cooperative Work CSCW 2025. Acceptance Rate 26.1%

6. *Exploring Racial and Gender Bias in Automatic Speech Recognition*
Camille Harris, Chijioke Mgbahurike, Neha Kumar, Diyi Yang
 Findings of the Association for Computational Linguistics: Empirical Methods in Natural Language Processing EMNLP 2024. Acceptance Rate: 37.66%
5. *"Honestly, I think TikTok has a Vendetta Against Black Creators": Understanding Black Content Creator Experiences on TikTok*
Camille Harris, Amber Johnson, Sadie Palmer, Diyi Yang, Amy Bruckman
 The 26th ACM Conference on Computer-Supported Cooperative Work and Social Computing CSCW 2023, Acceptance Rate: 32.7% **Recognition for Diversity and Inclusion**
4. *SpotLight: Visual Insight Recommendation*
Camille Harris Ryan Rossi, Sana Malik, Jane Hoffswell, Fan Du, Tak Yeon Lee, Eunye Koh, Handong Zhao
 The ACM Web Conference WWW 2023, Acceptance Rate: 19.2%
3. *Exploring the Role of Grammar and Word Choice in Bias Toward African American English (AAE) in Hate speech Classification*
Camille Harris, Matan Halevy, Ayanna Howard, Amy Bruckman, Diyi Yang
 The Fifth Annual ACM Fairness Accountability and Transparency conference. FAccT 2022
 Acceptance rate: Overall 36%, Data and Algorithm Evaluation Track 23%
2. *VALUE: Understanding Dialect Disparity in NLU*
 Caleb Ziems, Jiaao Chen, **Camille Harris**, Jessica Anderson, Diyi Yang
 The 60th Annual Meeting of the Association for Computational Linguistics. ACL 2022 Acceptance rate: 20.75%
1. *Mitigating Racial Biases in Toxic Language Detection with an Equity-Based Ensemble Framework*
 Matan Halevy, **Camille Harris**, Amy Bruckman, Diyi Yang, Ayanna Howard
 ACM Conf. on Equity and Access in Algorithms, Mechanisms, and Optimization. EAAMO 2021
 Acceptance rate: 21% **Best Student Paper Award**

Patent

Configuration of User Interface for Intuitive Selection of Insight Visualizations

Camille Harris, Zening Qu, Sana Lee, Ryan Rossi, Fan Du, Eunye Koh, Tak Yeon Lee, Sungchul Kim, Handong Zhao, Sumit Shekhar

Patent Number: US20220244815A1, Publication Date: 2022-08-04

Press

WABE Radio, Voice Assistant Software Struggles with Minority Dialects, Georgia Tech Study Finds, Jan 2025

Closer Look with Rose Scott Podcast, Analysis of Pres. Trump's new executive orders; College scholarships now available for undocumented students; Voice transcription of minority dialects, Jan 2025

Georgia Institute of Technology College of Computing, Minority English Dialects Vulnerable to Automatic Speech Recognition Inaccuracy, Nov 2024

Research and Industry Experience

Graduate Research Assistant at *Georgia Institute of Technology* Aug 2020– Sep 2025
Advised by Diyi Yang and Neha Kumar
Mix-method research exploring bias in natural language processing systems and social media platforms.

Research Intern at *IBM Research* May 2023 – Aug 2023
Tech for Justice Team- Advised by Sara Berger, Raya Horesh, and Rogerio Abreu de Paula

Research Intern at *Snap Inc.* May 2022 – Aug 2022
Algorithm Fairness Team, Advised by Aalok Shanbhag and Subhash Sankuratripati
Used qualitative methods to research fairness issues in Snap camera products; Created framework to test future Snap camera products for fairness across skin tones.

Research Intern at *Adobe Inc.* May 2020 – Dec 2020
Visualization Service Group, Advised by Ryan Rossi
Created a now patented insight driven visualization recommendation system that generated and ranked the visualizations for a given dataset.

Research Intern at *University of California San Diego* May 2019 – Aug 2019
Advised by Julian McAuley and Mengting Wan
Project exploring gender bias in book recommendation systems. Found gender based biases most exacerbated in latent factor model due to popularity bias towards male authored texts.

Software Engineering Intern at *IBM* May 2017 - Aug 2017
Worked to improved integration solutions between IBM Watson Campaign Automation (WCA) and Salesforce CRM by migrating WCA package to Salesforce lightning user interface.

Teaching

Instructor, CS 8001-OUI: Designing and Building User Interfaces Summer 2025
26 Students, Georgia Institute of Technology

Instructor, CS 8001-OUI: Designing and Building User Interfaces Spring 2025
38 Students, Georgia Institute of Technology

Instructor, CS 8001-OUI: Designing and Building User Interfaces Fall 2024
49 Students, Georgia Institute of Technology

Teaching Assistant, CS 7001: Introduction to Graduate Studies Fall 2022
60 students, Georgia Institute of Technology

Mentorship

Yutong Zhang, Masters Student

Spring 2025 - Summer 2025

Project: Towards Responsible Human-Chatbot Interaction for Social Well-being

Vyoma Raman, Masters Student

Fall 2023- Summer 2025

Project: Power in NLP, Understanding Power Relationships that Shape NLP Research

Chijioke Mgbahurike, Undergraduate Student

Summer 2023-Fall 2024

Project: Bias in Automatic Speech Recognition, analysis of bias towards minority dialects in speech models

Joshua Waters, Undergraduate Student

Summer 2023

Project: Analyzing Bias in Reporting of Police Killings Using Topic Modeling and Latent Dirichlet Allocation

Invited Talks

Invited Lectures and Talks

An Interdisciplinary Approach to Addressing Discriminatory Outcomes in Downstream Applications of Intelligent Systems,

Invited Guest Speaker, Artificial Intelligence, Policy, and Practice Group at Cornell University, August 2025

An Interdisciplinary Approach to Addressing Discriminatory Outcomes in Downstream Applications of Intelligent Systems,

Invited Guest Speaker, Georgia Institute of Technology College of Computing, Feb 2025

"Experiences of Black Content Creators on TikTok"

Invited Guest Lecture, University of Michigan School of Information, March 2024

"Experiences of Black Content Creators on TikTok"

Invited Talk, Computer Supported Cooperative Work Southeast Meet-Up, Emory University, Nov 2023

"Algorithmic Bias and Fairness"

Invited Guest Lecture, Georgia Institute of Technology, Computer Science Department, Nov 2023

"Linguistic Bias Toward African Americans in Hate Speech Classification"

Invited Talk at the Workshop on Bridging Methods to Study Sociolectal Variation at LSA Summer Institute, University of Massachusetts Amherst, July 2023

"Experiences of Black Content Creators on TikTok"

Invited talk, Human-Centered Computing Lunch Speaker Series, Stanford University, May 2023

"Linguistic Bias Toward African Americans in Hate Speech Classification"

Invited Guest Lecture, Georgia Institute of Technology, Computer Science Department, March 2023

Invited Panel Discussions

Getting A Faculty Position

Invited Panelist, Office of Postdoctoral Affairs, Cornell University, Ithica, NY, May 2026

Critical feminist perspectives on AI

Invited Panelist, FemTech and Feminist Tech Workshop, KTH Royal Institute of Technology, Stockholm Sweden, May 2025

“They been tryin’ hard to make us all vanish”: Repositioning Authority in Science and Technology

Invited Panelist, National Women’s Studies Association Conference, Baltimore MD, October 2023

Recognition for Diversity and Inclusion Awardee Panel

Invited Panelist, ACM Conference on Computer Supported Cooperative Work CSCW 2023, Minneapolis MN, October 2023

Securing Fellowship Funding in Grad School

Panel Organizer and Moderator, Georgia Institute of Technology CS 7001 Introduction to Graduate Studies, October 2022

Doctoral Consortia

Georgia Tech School of Interactive Computing Summit on Responsible Computing, AI, and Society 2024

Doctoral Consortium, Oct 2024

AAAI/ACM Conference on Artificial Intelligence Ethics and Society 2024 Student Program, Oct 2024

ACM Conference on Fairness Accountability and Transparency 2023 Doctoral Consortium, June 2023

Service

Conference Program Committee

Program Committee, ACM Conference on Fairness Accountability and Transparency, 2024, 2025, 2026

Program Committee, AAAI/ACM Conference on Artificial Intelligence Ethics and Society, 2024, 2025

Peer Reviewing Activities

Reviewer, Association of Computational Linguistics- 2024, 2025

Reviewer, Empirical Methods in Natural Language Processing- 2024

Reviewer, Queer in AI at North American Association of Computational Linguistics- 2024

Reviewer, Computational Linguistics Journal- 2024

Reviewer, ACM Conference on Computer Supported Cooperative Work- 2023, 2024

Reviewer, ACM CHI Conference on Human Factors in Computing Systems- 2023, 2024

Reviewer, ACM Transactions on Asian and Low-Resource Language Information Processing- 2022

Other Service

Organizing Committee, Southeast CSCW/CHI Unconference, 2024

Student Volunteer, ACM Conference on Fairness, Accountability, and Transparency, 2023

Research Mentor, Stanford CS LINXS Summer Research Program, Summer 2023

Research Mentor, Stanford HAI INSPiRE-CS Summer Research Program, Summer 2023

Reviewer, Georgia Institute of Technology Presidential Undergraduate Research Award, Spring 2023

Last updated: August 11, 2026