

Education

Ph.D., Information Science

Sept 2019* – Aug 2024

University of Colorado – College of Media, Communication, and Information

Boulder, CO, USA

Advisor: Bryan Semaan

Concentration: Human-Computer Interaction and Community Supported Cooperative Work, minor focus in Data Science, Communications and Media Studies

Dissertation: Investigating Creative Labor(s): Sociotechnical Examinations of Creativity and Creative Labor in a Multi-Mediated, Platformed, World

Committee: Casey Fiesler, Jed Brubaker, D. Yvette Wohn, Steven Jackson, Bryan Semaan (chair).

** Previously at Syracuse University School of Information Studies, 2019-2021.*

M.Sc., Media Power and Public Affairs

Sept 2017 – Aug 2018

Royal Holloway, University of London

Egham, England, UK

Advisor: Sofia Collignon

Concentration: New Media Studies, Communication, Political Communication, Political Theory
Thesis: You Can't Tweet with Us: The Impact of Hashtag Text on Community Formation within Social Movements Online.

B.A., History, Political Science

Sept 2006 – May 2010

University of Vermont

Burlington, VT, USA

Advisors: H. Armani Whitfield (History), Anthony Gierzynski (Political Science)

Thesis: Backcountry Life in Colonial South Carolina (History)

Thesis: The Political Effects of *Harry Potter* (Political Science)

Academic Appointments

Researcher

Aug 2024 – Present

University of Virginia – School of Data Science

Charlottesville, Virginia, USA

Research Supervisor: Mona Sloane

Project investigates the use of artificial intelligence (AI) systems in human resources (HR), focusing on how discretionary decision-making, work processes, and identity are shaped by AI, particularly in HR and job candidate recruitment. Project focuses on issues of AI Fairness and Ethics, deploying ethnographic and interview-based research methodologies, as well collection and maintenance of a database in preparation for an algorithmic audit using data science methodology.

Graduate Research Assistant

Summer 2020, 2021, 2022, 2023, 2024

University of Colorado – Department of Information Science

Boulder, Colorado, USA

Research Supervisor: Bryan Semaan

Summer research assistantship over five summers investigating the everyday experiences of people who are systematically marginalized across physical and digital environments. Mentored undergraduate student researchers through qualitative interview analysis, reflected on algorithmic fairness and bias mitigation around working artists, LGBTQ+ platform users, and content creators. [J3], [J6], [C1], [C3] and [C4] are the results of this ongoing research project.

Graduate Research Practicum

Syracuse University – School of Information Science

Syracuse, New York, USA

Spring 2020

Research Supervisor: LaVerne Gray

Research practicum exploring information communities built around the Henry Booth Settlement House and Community Housing Projects in Chicago. Through the use of social network analysis and historical methods, this project investigated an archive of photographs and documents, tracing narratives through images and documents. [CP4], [CP5] and [CP6] are the results of this research.

Graduate Research Practicum

Fall 2019

Syracuse University – School of Information Science

Syracuse, New York, USA

Research Supervisor: Jeff Hemsley

Research practicum that explored networks of ‘super retweeters’ on Twitter. Used Twitter API, Python, and R to conduct social network analysis, created representative data visualizations of node relationship and edge density. [J5] is the result of this research.

Publications

† Undergraduate Co-author

Journal Articles

(peer reviewed, archival)

- [J0.1] *In Submission: Proceedings of the ACM Conference on Computer Supported Cooperative Work (PACM CSCW '25)* – **Simpson, E.** and Semaan, B. (2024). The Enshittification of the Creative Internet.
- [J0.2] *In Submission: New Media and Society* - Alper, M., Rodgers, R., Rauchberg, J., **Simpson, E.**, and Harrison, K. (2024). “actually an ED and not just a quirky aspect of autism”: TikTok as Forum and Mediator of Autistic Food Issues and Eating Disorders
- [J1] Alper, M., Rauchberg, J., **Simpson, E.**, Guberman, J., Feinberg, S.† (2023). TikTok as Algorithmically Mediated Biographical Illumination: Autism, Self-Discovery, and Platformed Diagnosis on #autisktok. *New Media and Society* 0(0).
- [J2] Dym, B., **Simpson, E.**, Fong, O.†, and striegl, I. (2023). The Internet is Not Forever: Challenges and Sustainability in Video Game Archiving and Preservation. *The Journal of Electronic Gaming and Esports*. 1(1).
- [J3] **Simpson, E.**, Dalal, S., and Semaan, B. (2023). "Hey, Can You Add Captions?": The Critical Infrastructuring Practices of Neurodiverse People on TikTok. *Proc. ACM Hum.-Comput. Interact.* 7, CSCW1, Article 57 (APR 2023).
- [J4] Wu, Q., Williams, L.K.†, **Simpson, E.**, and Semaan, B. (2022) Conversations About Crime: Re-enforcing and Fighting Against Platform Racism on Reddit. *Proc. ACM Hum.-Comput. Interact.* 6, CSCW1, Article 54 (April 2022), 38 pages.
- [J5] Yoon, N., Hemsley, J., Smith, A., **Simpson, E.**, & Eakins, J. (2022). Super-amplifiers! The role of Twitter extended party networks in political elections. *Policy & Internet*.
- [J6] **Simpson, E.**, Hamann, A.†, Semaan, B. (2022). How to Tame “Your” Algorithm: LGBTQ+ Users’ Domestication of TikTok. *Proceedings of the ACM Conference on Human Computer Interaction*. Vol. 6, GROUP, Article 22 (January 2022), 27 pages. ** Best Paper, GROUP '23

Conference Papers

(peer reviewed, archival)

- [C1] **Simpson, E.** and Semaan, B. 2025. Infrastructures for Inspiration: The Routine Construction of Creative Identity and Inspiration. In CHI Conference on Human Factors in Computing Systems (CHI '25), April 26-May 1, 2025, Yokohama, Japan. ACM, New York, NY, USA, Article 111, 15 pages. <https://doi.org/10.1145/3706598.3713105>
- [C2] Taylor, J.*, **Simpson, E.***, Tran, A.*, Brubaker, J., Fox, S. and Zhu, H. (2024) Cruising Queer HCI on the DL: A literature Review of LGBTQ+ People in HCI. In *Proceedings of the CHI Conference on Human Factors in Computing Systems (CHI '24)*, May 11–16, 2024, Honolulu, HI, USA. ACM, New York, NY, USA, 22 pages.

*equal contribution

Special Interest Groups and Workshops

(peer reviewed, archival)

[C3] **Simpson, E.**, and Semaan, B. (2023). Rethinking Creative Labor: A Sociotechnical Examination of Creativity & Creative Work on TikTok. *Proceedings of the 2023 CHI Conference on Human Factors in Computing Systems (CHI '23)*, April 23–28, 2023, Hamburg, Germany. ACM, New York, NY, USA, 16 pages.

[C4] **Simpson, E.** and Semaan, B. (2021). For You, or For "You"?: Everyday LGBTQ+ Encounters with TikTok. *Proceedings of the ACM Conference on Computer Supported Cooperative Work and Social Computing*. 4, CSCW3, Article 252 (January 2021), 34 pages.

[W1] DeVito, M. A., Lustig, C., **Simpson, E.**, Allison, K., Chuanromanee, T., Spiel, K., Ko, A., Rode, J., Dym, B., Muller, M., Scheuerman, M.K., Walker, A.M. Brubaker, J., and Ahmed, A. (2021, May). Queer in HCI: Strengthening the Community of LGBTQIA+ Researchers and Research. In *Extended Abstracts of the 2021 CHI Conference on Human Factors in Computing Systems* (pp. 1-3).

[W2] DeVito, M.A., Walker, A.M., Lustig, C., Ko, A., Spiel, K., Ahmed, A., Allison, K., Scheuerman, M., Dym, B., Brubaker, J., **Simpson, E.**, Bagalkot, N., Raval, N., Muller, M., Rode, J., and Gray, M.L. (2020, April). Queer in HCI: Supporting LGBTQIA+ Researchers and Research Across Domains. Special Interest Group Convened at the 2020 ACM Conference on Human Factors in Computing Systems, Honolulu, HI.

Posters

(peer reviewed, archival)

[P1] **Simpson, E.** (2018). Integrated & Alone: The Use of Hashtags in Twitter Social Activism. In *Companion of the 2018 ACM Conference on Computer Supported Cooperative Work and Social Computing (CSCW 2018)* (pp. 237-240). New York: ACM.

Abstracts

(peer reviewed, non-archival)

[A1] Rauchberg, J.S., Alper, M., **Simpson, E.**, Guberman, J., and Feinberg, S. [†] (2023). "Here to have fun and flight ableism": #AutistkTok User Bios as NeuroQueer Micro-Activist Platform Affordances. To be presented at the 2023 Association of Internet Researchers Conference in Philadelphia, PA. October 18-21, 2023.

[A2] Dym, B., **Simpson, E.** and striegl, I.r. (2022) Accidental Archiving and Sustainable Game Preservation Work. (Special Issue on Diversity and Sustainability in Electronic Gaming and Esports)

Positioning Papers

(lightly peer reviewed, non-archival)

[PP1] **Simpson, E.** (2021). Resilience Strategies for LGBTQ+ TikTok Users. Workshop paper for Against Platform Determinism Academic Workshop, held by Data and Society in conjunction with the Centre for Media, Technology and Democracy (MTD) at McGill University. Online Asynchronous and Montreal, QC (March, 2021).

[PP2] **Simpson, E.**, and Semaan, B. (2019). Resisting Identity Invalidation: Exploring Danger in Assumed Safe Spaces Online Amongst Transgender Women. Workshop on Digital Wellbeing for Marginalized Communities, held in conjunction with the ACM Conference on Computer Supported Cooperative Work and Social Computing (CSCW 2019).

Teaching Experience

Instructor of Record

(University of Colorado)

Online Communities, Spring 2024

Developed and implemented a third course project that allowed students to critically reflect on the impact of Generative AI in their online communities. Redeveloped course materials with insights and student feedback from the prior year. Navigated challenging classroom environment and facilitated learning amongst different student learning styles and interest in course material. Class Size: 23; Course Evaluation Score 4.5/5 [SD 0.9].

**Teaching Assistant
and Studio Instructor**
(University of Colorado,
Syracuse University)

Grader
(University of Colorado)

Online Communities, Spring 2023

Transitioned course to weekly, seminar-style class for undergraduates from graduate course. Developed and implemented two individual course projects allowing for students to critically reflect on their own online communities. Created course materials (e.g., Power Points, discussion guides) to assist in student learning of reading materials and key concepts. Class Size: 24 Students; Course Evaluation Score: 4.8/5

Intro to Information Science: Understanding the World Through Data, Summer 2023

Taught a synchronous and asynchronous remote learning class, transitioned synchronous course lectures to remote lectures and transitioned learning activities (e.g., worksheets, projects, discussion) to remote and online modalities while ensuring consistent learning outcomes. Class Size: 18 students; course evaluations were not released due to low response rate.

College of Media, Communication, and Information Science Pathways to Excellence Program, Summer 2022, Summer 2023

Developed and taught lectures on the hidden curriculum of the academy to two cohorts of first-generation college students. Focused on critical skills for studying and learning (e.g., identifying learning styles and study techniques).

Intro to Information Science: Understanding the World Through Data, Fall 2021, Fall 2022, Fall 2023

Instructors: Jed Brubaker ('21, '22), Bryan Semaan ('23)

Served as lead TA, managing a team of 4 teaching assistants to support student learning and coordinate grade parity across multiple lab sections (2022, 2023). Managed Lab and Discussion sections to provide support and instruction to student project groups and gain familiarity with data analysis tools such as Tableau, Google Sheets, SQL, and Google Big Query. Taught survey, interview and big data methodologies, as well as visual storytelling using qualitative and quantitative data (2021 – 2023); Wrote worksheets to help students gain familiarity with SQL (2021-2023); Graded homework, papers, and exams (2021- 2023). Class size: apx. 120 Students; Discussion Section Size: average 35; Course Evaluations: 4.6/5.

Designing Interactions, Spring 2022

Instructor: Steve Volda

Managed Lab and Discussion sections to provide support and instruction to student project groups and gain familiarity with prototyping tools such as Figma; Graded student homework, papers, design projects, and exams. Class size: 120 Students; Discussion Section Size 40; Course Evaluation 4.5/5

Data and Society, Spring 2020, Fall 2019 - At Syracuse University

Instructors: Jennifer Stormer-Galley ('20), Bryan Semaan ('19)

Collaborated with instructor to redesign course for remote delivery due to COVID-19 (2020); Developed lesson plans and grading rubrics (2020, 2019); led discussion sections to stimulate thought and ways to apply material (2020, 2019); Graded student homework, papers, design projects, and exams (2020, 2019). Course Size: 40.

Information Science Portfolio and Professional Development, Fall 2023

Instructor: Morgan Scheuerman

Digital Identity, Fall 2022

Instructor: Jed Brubaker

User-Centered Design, Spring 2022

Instructor: Ricarose Roque

Course Development
(Syracuse University)

Field and Trace Methods*, Spring 2021
PhD/Masters Course, Taught Fall 2022
Faculty Advisor and Instructor of Record: Carsten Østerlund

Digital Platforms*, Fall 2020
Undergraduate Course, Taught Spring 2021
Faculty Advisor and Instructor of Record: John Jordan; Collaborator: Dipto Das

Data and Society*, Fall 2029
Undergraduate Course, Syllabus Redesign
Faculty Advisor: Bryan Semaan

**Course development was a part of the required Syracuse University Teaching Practicum Course (IST840), classes developed by PhD students and subsequently taught by the faculty advisor who supervised the project.*

Awards & Recognitions

Awards

Best Paper: ACM GROUP Conference, Jan 2023
Simpson, E., Hamann, A., Semaan, B. (2022). How to Tame “Your” Algorithm: LGBTQ+ Users’ Domestication of TikTok. Proceedings of the ACM Conference on Human Computer Interaction. Vol. 6, GROUP, Article 22 (January 2022), 27 pages. <https://doi.org/10.1145/3492841>

Award for Graduate Student Teaching Excellence – Department of Information Science, University of Colorado, Boulder

2023-2024 AY Graduate Research Grant
Amount Awarded \$1,000.00

2023-2024 AY Graduate School Student Travel Grant
Amount Awarded \$450.00

2022-2023 AY Graduate School Student Travel Grant
Amount Awarded: \$700.00

Against Platform Determinism Academic Workshop – Data & Society,
March 2021
Cohort Selection Stipend: \$150.00

Recognitions

Special Recognitions for Outstanding Reviews:
CHI 2021, CHI 2022, CHI 2023, CSCW 2023, CHI 2024, CHI LBW 2024, CSCW 2025, CHI 2025

Students Mentored

University of Virginia

Data Science Research Assistant, 2024-2025
Students: Michael Amadi (*Data Science Masters*)
Michael has applied to UVA’s Data Science Ph.D. Program.

University of Colorado

Information Science Senior Capstone Project Supervisor, 2023
Students: Max Vali, Connor Meegan, Dani Urbani, and Delaney Torrisi (*Information Science*)
Delaney has gone on to become a master’s student at the University of Colorado.

Syracuse University

Undergraduate Research Assistants, 2019 – 2021
Student: Louisa Williams (*Information Science, Supply Chain Management*)
Louisa is now a PhD Student at the University of Michigan’s School of Information working with Sarita Schoenebeck, we worked with Qunfang Wu on [J4].
Student: Andrew Hamann (*Computer Science*)
Andrew is now a PhD Student at the University of California, Irvine in Informatics. We worked with Bryan Semaan on [J6], which won a best paper award at GROUP ’23.

Invited Talks & Conference Presentations

Invited Talks

- [IT1] Sloane, M. **Simpson, E.**, Amadi, M. (2025). AI in Recruiting and Talent Acquisition – Research in Progress. LaCross AI Institute at the UVA Darden School of Business Fellowships in AI (FAIR) Symposium. University of Virginia. January 31, 2025.
- [IT2] **Simpson, E.** (2025). Investigating Everyday Encounters with Technology. Media Studies Seminar. University of Virginia. January 29, 2025.
- [IT3] **Simpson, E.** (2023). Investigating Everyday Encounters with Technology: An Exploration of How People Use, Appropriate and Live with Algorithmic Systems. Information Science Seminar Series. University of Colorado. September 27, 2023.

Conference Presentations

- [CP1] Alper, M., Rauchberg, J., **Simpson, E.**, Guberman, J., Feinberg, S. (2023). TikTok as Algorithmic Biographical Illumination: Autism, Self-Discovery, and Platformed Diagnosis on #autisttok. To be presented at the 109th National Communication Association Annual Convention – Human Communication and Technology Division. National Harbor, Maryland. November 16-19, 2023.
- [CP2] Rauchberg, J.S., Alper, M., **Simpson, E.**, Guberman, J., and Feinberg, S. (2023). “Here to have fun and flight ableism”: #Autisttok User Bios as NeuroQueer Micro-Activist Platform Affordances. To be presented at the 2023 Association of Internet Researchers (AoIR) Conference. Philadelphia, PA. October 18-21, 2023.
- [CP3] Alper, M., Rauchberg, J., **Simpson, E.**, Guberman, J., Feinberg, S. (2023). “I’m My Own Target Audience”: Platform Affordances and Neurodivergent Young People’s Cultural Production on #Autisttok. TikTok Cultures Research Network Research Symposium on TikTok and Children. Online, May 8, 2023.
- [CP4] Nutt, R. Gray, L., **Simpson, E.** Yeon, J. (2022). Visualizing Collective Voices Online: Narrative, literacy, and African American Information Communities in a Photographic Archive. 54th Annual Conference of the International Visual Literacy Association. Jyväskylä, Finland, 10-12 August 2022.
- [CP5] Gray, L., **Simpson, E.**, and Yeon, J. (2021). Information Community Identity: Examining the Photographic Legacy of Henry Booth Settlement House in Chicago, 1900-1965. Library History Seminar XI, Spring 2021, Baton Rouge, LA.
- [CP6] Gray, L., **Simpson, E.**, and Yeon, J. (2020). (Re)Constructing an African American Communal Space: An Information Analysis of a Chicago Public Housing Archive, 1955-1970. 2020 SIG AH Virtual Symposium: Data Curation and Visualization in the Arts & Humanities.

Professional Development

Community of Sociotechnical Systems Researchers (CSST) Summer Research Institute, 26-30 June 2023

Inclusive & Engaged Pedagogy Workshop Series, 2022, 2023, 2024

Service

Committee & Departmental Service Work	University of Colorado, 2021 – 2024 <ul style="list-style-type: none">• Inclusive & Engaged Pedagogy Ambassador, 2022 – 2024• Vice President, INFO Graduate Student Association, 2021 – 2022 Syracuse University, 2019 – 2021 <ul style="list-style-type: none">• Critical Design Faculty Search Committee, 2021• Human Computer Interaction Ad-Hoc Committee, 2020• Covid-19 Wellbeing Committee, 2020• Doctoral Admissions Committee, 2019 – 2020 Royal Holloway, University of London, 2017 - 2018 <ul style="list-style-type: none">• MSc Course Student Representative
Organizing Committees	CSCW 2024 Papers Committee, Associate Chair, 2024 CSCW 2023 AI Youth Workshop, Program Committee, 2023
Student Volunteering	CSCW 2021 Conference Student Volunteer, Social Chair, 2021 CSCW 2020 Conference Student Volunteer, 2020
Reviewing Work	<ul style="list-style-type: none">• CHI 2020 - 2025• CHI LBW 2022, 2024, 2025• ICWSM 2022, 2023• JASIST 2022• New Media & Society 2023• ToCHI, 2023• Journal of Lesbian Studies, 2024• CSCW 2020 - 2025• CSCW LBW 2022• Techne 2022, 2023• Social Media + Society 2023 - 2025• IJoC, 2023• Sexualities, 2023