

Marlon D. Twyman II

University of Southern California

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EDUCATION

NORTHWESTERN UNIVERSITY (Evanston, IL)

2019 Ph.D. Technology and Social Behavior (joint program in Dept. of Communication Studies and Dept. of Electrical Engineering and Computer Science)

WRIGHT STATE UNIVERSITY (Dayton, OH)

2012 M.S. Biomedical Engineering

2010 B.S. Biomedical Engineering, *Cum Laude*, University Honors Scholar

ACADEMIC EMPLOYMENT

UNIVERSITY OF SOUTHERN CALIFORNIA (Los Angeles, CA)

2019 - Present Assistant Professor, Annenberg School for Communication and Journalism, Department of Communication

VISITING APPOINTMENTS

2022 - Present Distinguished Fellow, University of Pennsylvania, Annenberg Center for Collaborative Communication

2021 Visiting Scholar, Stanford Graduate School of Business, Organizational Behavior, Macro Group

RESEARCH INTERESTS

Social networks

Online Inequality

Team assembly/Team diversity

Computer-supported cooperative work

Computational social science

Human-computer interaction

GRANTS

2023 USC Annenberg School for Communication and Journalism Dean's Faculty Research Fund

Co-Principal Investigator (PI: Lindsay Young, Co-PI: Aimei Yang), "Effects of Message Framing and Information Diversity on Susceptibility to Climate Change," Amount: \$9,840

2021-2023 National Science Foundation (NSF) Computer and Information Science and Engineering (CISE) Research Initiation Initiative (CRII)

Principal Investigator, "CRII: HCC: The Creation, Maintenance, and Disruption of Inequality in Online Communities," Award IIS-2104551: \$174,950

AWARDS, FELLOWSHIPS, AND SCHOLARSHIPS

2019 - Present USC Provost Assistant Professor Fellowship

University of Southern California Office of the Provost

2017 Donald H. and Carolyn E. Ecroyd Fellowship

Northwestern University School of Communication

2016 Best Student Paper – Runner-up

- Interdisciplinary Network for Group Research Conference, Helsinki, Finland
- 2014** Google, Inc. Travel Grant: National Society of Black Engineers (NSBE) Professional Development Conference, Phoenix, AZ
- 2013** GEM Fellowship (PhD Funding/5 years), The National GEM Consortium, Alexandria, VA
- 2010** Air Force Research Lab/DAGSI Research Fellowship (MS Funding/2 years), Dayton Area Graduate Studies Institute, Dayton, OH
- 2009** Senior Scholarship, NASA Ohio Space Grant Consortium
- 2008** Choose Ohio First Scholarship, University System of Ohio
- 2007** Wright STEPP Full-Tuition Scholarship, Wright State University (renewed 3 years until 2010)
- 2007** NSF Glenn Stokes Research Internship, NSF Ohio Science and Engineering Alliance
- 2006** Competitive Honors Scholarship, Honors College, WSU (renewed 4 years until 2010)
- 2006** C.J. McLin Student Leadership Development Scholarship, WSU (renewed 4 years until 2010)
- 2006** Horizons in Medicine Full-Tuition Scholarship, WSU

PUBLICATIONS & PRESENTATIONS

* Denotes graduate student mentee or advisee

Peer-Reviewed Journal Articles and Conference Proceedings

1. **Twyman, M.**, Murić, G., & Zheng, W. (to appear). Positioning in a Collaboration Network and Performance in Competitions: A Case Study of Kaggle. *Journal of Computer-Mediated Communication Special Issue on Technology and the Future of Work*
<https://doi.org/10.1093/jcmc/zmad024>
2. **Twyman, M.**, Newman, D. A., DeChurch, L., & Contractor, N. (2022). Teammate invitation networks: The roles of recommender systems and prior collaboration in team assembly. *Social Networks*, 68, 84–96. <https://doi.org/10.1016/j.socnet.2021.04.008>
3. Young, L. E., Sidnam-Mauch, E., **Twyman, M.**, Wang, L., Xu, J. J., Sargent, M., Valente, T., Ferrara, E., Fulk, J., & Monge, P. (2021). Disrupting the COVID-19 Misinfodemic With Network Interventions: Network Solutions for Network Problems. *American Journal of Public Health*, e1–e6. <https://doi.org/10.2105/AJPH.2020.306063>
4. Gómez-Zará, D., Paras, M., **Twyman, M.**, Lane, J.N., DeChurch, L.A., & Contractor, N.S. (2019). Who Would You Like to Work With?: Use of Individual Characteristics and Social Networks in Team Formation Systems. In *CHI Conference on Human Factors in Computing Systems (CHI 2019), May 4-9, 2019, Glasgow, Scotland, UK*. ACM, New York, NY, USA, 15 pages. <https://doi.org/10.1145/3290605.3300889> [acceptance rate: 24%]
5. **Twyman, M.**, Keegan, B. C., & Shaw, A. (2017). Black Lives Matter in Wikipedia: Collective Memory and Collaboration Around Online Social Movements. In *Proceedings of the 2017 ACM Conference on Computer Supported Cooperative Work and Social Computing* (pp. 1400–1412). New York, NY, USA: ACM. <https://doi.org/10.1145/2998181.2998232> [acceptance rate: 35%]

6. **Twyman, M.**, Mullenbach, J., Shultz, C., Colgate, J. E., & Piper, A. M. (2015). Designing Wearable Haptic Information Displays for People with Vision Impairments. In *TEI '15: Proceedings of the Ninth International Conference on Tangible, Embedded, and Embodied Interaction* (pp. 341–344). New York, NY, USA: ACM.
<https://doi.org/10.1145/2677199.2680578> [acceptance rate: 28%]
7. Eyink, K., Grazulis, L., Mahalingam, K., Shoaf, J., Hart, V., Esposito, D., Hoelscher, J., **Twyman, M.**, Tomich, D. (2012). Nanofabricated quantum dot array formation through annealing of nano-patterned planar InAs. *Journal of Vacuum Science and Technology. Materials, Processing, Measurement, & Phenomena: JVST B*,30(4), 041806.
<https://doi.org/10.1116/1.4731471>
8. Eyink, K., Grazulis, L., **Twyman, M.**, & Mahalingam, K. (2010). Study of the driving force for the self-assembly of heterojunction quantum dots (zero D molecules) using finite element analysis. *Journal of Vacuum Science and Technology. Materials, Processing, Measurement, & Phenomena: JVST B*,28(3), C3C33-C3C36. <https://doi.org/10.1116/1.3273902>
9. Mahalingam, K., Eyink, K., **Twyman, M.**, Shoaf, J., & Grazulis, L. (2010). Strain Relaxation in Planar InAs Epitaxial Layers Studied by High-Resolution Transmission Electron Microscopy. *Microscopy and Microanalysis*, 16(S2), 1786-1787.
<https://doi.org/10.1017/S1431927610059702>
10. Eyink, K., Grazulis, L., Mahalingam, K., **Twyman, M.**, Shoaf, J., Hoelscher, J., ... Tomich, D. (2010). Shape changes in patterned planar InAs as a function of thickness and temperature. Proc. SPIE 7610, Quantum Dots and Nanostructures: Synthesis, Characterization, and Modeling VII, (Vol. 7610, p. 76100O–76100O–8). <https://doi.org/10.1117/12.845939>

Book Chapters

11. **Twyman, M.** & Contractor, N. (2019). Team Assembly. In: Hall K., Vogel A., Croyle R. (eds) *Strategies for Team Science Success*. Springer, Cham. https://doi.org/10.1007/978-3-030-20992-6_17

INVITED TALKS

External

- 2023 **UNIVERSITY OF WISCONSIN** (Madison, WI)
SCHOOL OF JOURNALISM AND MASS COMMUNICATION
Computational Methods Research Group
- 2022 **MICROSOFT RESEARCH** (Virtual)
Race, Caste, Indigeneity, Tech, and Work Workshop

- 2021 **MASSACHUSETTS INSTITUTE OF TECHNOLOGY** (Cambridge, MA)
Sloan School of Management: Work and Organization Studies – Economic Sociology
- 2021 **STANFORD UNIVERSITY** (Stanford, CA)
Graduate School of Business: Organizational Behavior Group
- 2019 **SYRACUSE UNIVERSITY** (Syracuse, NY)
School of Information Studies
- 2019 **UNIVERSITY OF NOTRE DAME** (South Bend, IN)
Mendoza College of Business: Information Technology, Analytics, and Operations
- 2018 **UNIVERSITY OF SOUTHERN CALIFORNIA** (Los Angeles, CA)
Annenberg School for Communication and Journalism: Department of Communication
- 2018 **UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN** (Champaign, IL)
School of Labor and Employment Relations

Internal

- UNIVERSITY OF SOUTHERN CALIFORNIA** (Los Angeles, CA)
- 2023 USC Workshop on Artificial Intelligence for Discovery in the Sciences
- 2022 USC Center for Public Diplomacy
- 2022 Annenberg Research Network on International Communication
- 2019 Center for Applied Network Analysis
- NORTHWESTERN UNIVERSITY** (Evanston, IL)
- 2019 Center for Connected Learning and Computer-Based Modeling

Conference Presentations & Posters

1. **Twyman, M.** (2023, June). Cultural and Historical Context of Social Issues in Wikipedia
Paper presented at *wikihistories 2023: Wikipedia and its implications for memory (and forgetting) Conference*, Virtual, June 8, 2023. Abstract retrieved from
<https://wikihistories.net/2023/04/12/marlon-twyman-cultural-and-historical-context-of-social-issues-in-wikipedia/>
2. Zhen, L.* & **Twyman, M.** (2023, May). Do Inclusive Incentive Systems Encourage Prosocial or Competitive Behavior in Online Communities? Paper presented at the *73rd Annual International Communication Association Conference (ICA 2023)*, Toronto, Ontario, Canada, May 25-29, 2023.
3. Lee, E.* & **Twyman, M.** (2022, November). Which Competitive Signals Matter? The Effects of Manager Status, Maturity, and Experience Diversity on Organizational Performance. Paper presented at the *National Communication Association 108th Annual Convention (NCA 2022)*, New Orleans, LA, November 16-20, 2022.
4. **Twyman, M.** (2022, August). Session Presider for N. Lee (Session Organizer), “Does Technology Bring Value to Social Communications, or Does it Deepen Distrust?” Session at the *117th Annual Meeting of the American Sociological Association*, Los Angeles, CA, August 5-9, 2022.

5. Carnevale, P. & **Twyman, M.** (2021, July). Network Motifs in Market Negotiation. In E. Hart (Chair), "Who negotiates and when? Individual- and group-level differences in negotiation behavior and outcomes." Symposium conducted at the 34th Annual Meeting of the International Association for Conflict Management, Virtual Conference. July 12-14, 2021. Abstract retrieved from https://iafcm.org/2021/modules/request.php?module=oc_program&action=summary.php&id=19
6. Carnevale, P. & **Twyman, M.** (2021, July). Reference Shift in the Market Ultimatum. Paper presented at the 34th Annual Meeting of the International Association for Conflict Management, Virtual Conference, July 12-14, 2021. Abstract retrieved from https://iafcm.org/2021/modules/request.php?module=oc_program&action=summary.php&id=154
7. **Twyman, M.** (2021, May). Tagging for Attention: Categorization and Status Production in an Online Community. Paper presented at the 71st Annual International Communication Association Conference (ICA 2021), Virtual Conference, May 27-31, 2021.
8. Bass, E., Maric, S., Milosevic, I., Uhl-Bien, M., Groves, K. S., Kim, D., Lord, J., Silvera, G., Clark, J., Feyerherm, A. E., Hollingsworth, J., Owen-Smith, J., **Twyman, M.**, & Vogus, T. J. (2020, August). "Future of Leadership in Healthcare: Enabling Complexity Dynamics Across Levels" Symposium. *Academy of Management Proceedings*, 2020(1), 13598: <https://doi.org/10.5465/AMBPP.2020.13598symposium>
9. Sun, J.* & **Twyman, M.** (2020, May). The Social Dynamics of Hierarchical Knowledge Categorization: A Study of Kaggle Competitions. Extended Abstract presented at the 70th Annual International Communication Association Conference (ICA 2020), Virtual Conference, May 20-26, 2020.
10. Gómez-Zará, D., Ng, J., **Twyman, M.**, DeChurch, L., Andreoli, S., Contractor, N. (2018, July). Social Cognition and Team Assembly: Competence, Warmth, or Embeddedness. Paper presented at the *Interdisciplinary Network for Group Research Conference*, Bethesda, MA, July 18-21, 2018.
11. **Twyman, M.**, Mesmer-Magnus, J., Lungeanu, A., DeChurch, L. A., & Contractor, N. S. (2018, July). The Emergence and Development of Crew Shared Mental Models: An Agent-Based Model. Paper presented at the *Interdisciplinary Network for Group Research Conference*, Bethesda, MA, July 18-21, 2018.
12. **Twyman, M.**, Mesmer-Magnus, J., Lungeanu, A., DeChurch, L. A., & Contractor, N. S. (2018, July). The Emergence and Development of Crew Shared Mental Models: An Agent-

- Based Model. Paper presented at *2018 International Conference on Computational Social Science (IC2S2)*. Evanston, Illinois, July 12-15, 2018.
13. Tanaka, K., Jha, S., Gado, H., **Twyman, M.**, DeChurch, L. A., & Contractor, N. S. (2018, June). *6-DoS (Six Degrees of Separation): A Web-Based Platform to Conduct Small-World Experiments*. Paper presented at the XXXVIII Sunbelt Conference of the International Network for Social Network Analysis (INSNA), Utrecht, Netherlands, June 26-July 1, 2018.
 14. Gómez-Zarà, D., Ng, J., **Twyman, M.**, DeChurch, L., Contractor, N. (2018, March). Social Cognition and Team Assembly: Competence, Warmth, or Embeddedness. Paper presented at the *ATLAS Teams Research Incubator Weekend*, Evanston, IL, USA, March 16-18, 2018.
 15. **Twyman, M.**, Ma, L., Srivatsa, M., Cansever, D., & Contractor, N. (2017, May). Searching Networks to Assemble Teams. Paper presented at *Army Research Laboratory Network Science Collaborative Technology Alliance Annual Technical Meeting*, Newark, Delaware, May 2-3, 2017.
 16. DeChurch, L.A., Schultz, M., Johnson, J., Contractor, N.S., Mesmer-Magnus, J., Plummer, G., **Twyman, M.** (2017, January). Structured Text Analysis for Evaluating Shared Cognition. Paper presented at the *NASA Human Research Program Investigators' Workshop*, Galveston, TX, January 23-26, 2017.
 17. **Twyman, M.**, Newman, D., DeChurch, L., & Contractor, N. (2016, October). Networks of Computer-Mediated Team Assembly. Paper presented at the *Organizational Communication Mini-Conference 2016*, Evanston, Illinois, September 30-October 2, 2016.
 18. **Twyman, M.**, Newman, D., DeChurch, L., & Contractor, N. (2016, July). The Ties that Form Teams: Self-Organization, Homophily, and Multiplexity. Paper presented at *Interdisciplinary Network for Group Research Conference*, Helsinki, Finland, July 14-16, 2016. ***Runner-up: "Best Student Paper" Award**
 19. **Twyman, M.**, Wax, A., DeChurch, L., & Contractor, N. (2015, July). Looking for Leadership: Understanding Team Assembly in a Web Technology. In A. Wax and M. Twyman (co-chairs), *Technologies for Studying and Enabling Teams*. Symposium conducted at the *Interdisciplinary Network for Group Research Conference*, Pittsburgh, Pennsylvania, USA, July 23-25, 2015.
 20. **Twyman, M.**, Newman, D., DeChurch, L.A., & Contractor, N.S. (2018, April). Inviting Your Next Teammate: Algorithms & Acquaintances. Poster presented at the *Society for Industrial and Organizational Psychology (SIOP) Annual Conference*, Chicago, IL, April 19-21, 2018.
 21. **Twyman, M.**, Lungeanu, A., DeChurch, L., & Contractor, N. (2018, January). The emergence and development of crew shared mental models: An agent-based model. Poster

- presented at the *NASA 2018 Human Research Program Investigators' Workshop*, Galveston, TX, January 22-25, 2018.
22. Contractor, N., DeChurch, L., Antone, W., **Twyman, M.**, Gibson, Z., Sawant, A., Gado, H., & Bell, S. (2018, January). Teamstar: A Tool for evaluating and mitigating space team risk. Poster presented at the *NASA 2018 Human Research Program Investigators' Workshop*, Galveston, TX, January 22-25, 2018.
 23. DeChurch, L., Park, P., Lungeanu, A., **Twyman, M.**, & Contractor, N. CREST: Crew Recommender for Effectively Switching Tasks. (2018, January). Poster presented at the *NASA 2018 Human Research Program Investigators' Workshop*, Galveston, TX, January 22-25, 2018.
 24. **Twyman, M.**, Newman, D., DeChurch, L., & Contractor, N. (2017, October). Inviting Your Next Teammate: Algorithms and Acquaintances. Poster presented at *Organizational Communication Mini-Conference 2017*, Athens, Ohio, October 13-15, 2017.
 25. **Twyman, M.**, Keegan, B. C., & Shaw, A. (2017, July). Black Lives Matter in Wikipedia: Collective Memory and Collaboration Around Online Social Movements. Poster presented at *2017 International Conference on Computational Social Science (IC2S2)*. Cologne, Germany, July 10-13, 2017.
 26. **Twyman, M.**, DeChurch, L., & Contractor, N. (2017, June). Using a Network Approach for Modeling Shared Cognition of Astronaut Teams. Poster presented at *NetSci 2017 International School and Conference on Network Science*, Indianapolis, Indiana, June 19-23, 2017.
 27. **Twyman, M.**, Ma, L., Srivatsa, M., Cansever, D., & Contractor, N. (2017, June). Searching Networks to Assemble Teams. Poster presented at *NetSci 2017 International School and Conference on Network Science*, Indianapolis, Indiana, June 19-23, 2017.
 28. **Twyman, M.**, DeChurch, L. & Contractor, N. (2016, April). The Impact of Homophily and Multiplex Networks on the Assembly of Teams. Poster presented at *Sunbelt XXXVI Conference, International Network for Social Network Analysis*, Newport Beach, CA, April 5-10, 2016.
 29. DeChurch, L., Contractor, N., Johnson, J., Mesmer-Magnus, J., Plummer, G., **Twyman, M.**, Niler, A., Larson, L. & Hernandez, I. (2016, February). SCALE: Shared Cognitive Architecture for Long-Distance Exploration. Poster presented at *NASA 2016 Human Research Program Investigators' Workshop*, Galveston, TX, February 8-11, 2016.

30. **Twyman, M.**, Wax, A., DeChurch, L., & Contractor, N. (2015, June). Emergence of Assembly & Leadership Networks in Teams. Poster presented at *NetSci 2015 International School and Conference on Network Science*, Zaragoza, Spain, June 1-5, 2015.
31. **Twyman, M.** (2010, April). Sensor-activated electromagnetic track. Paper presented at *Ohio Space Grant Consortium Research Project Symposium*, Cleveland, Ohio, USA, April 16, 2010.
32. Eyink, K., Grazulis, L., **Twyman, M.**, & Mahalingam, K. (2009, August). A Study of the Driving Force for the Self Assembly of Heterojunction Quantum Dots (Zero-D Molecules) Using Finite Element Analysis. Paper presented at *26th North American Molecular Beam Epitaxy Conference*, Princeton University, New Jersey, USA, August 9-12, 2009.
33. **Twyman, M.**, Bozeman, J., Mawasha, P.R., & Yelamarthi, K. (2007, August). A Parametric Study on the Material Properties of a Shape Memory Polymer. Poster presented at *Ohio Student Research Forum*, Wright State University, Ohio, USA, August 9-10, 2007.

TEACHING EXPERIENCE

2019-present UNIVERSITY OF SOUTHERN CALIFORNIA (Los Angeles, CA)
Annenberg School for Communication and Journalism

- **Communication Networks** (2020-2021), Ph.D. seminar
- **Organizational Communication** (2020-2022), Undergraduate lecture
- **Understanding Social Science Research** (2021-2022), Undergraduate lecture
- **Inclusion & Equity in Social Networks** (2022-2023), session for Microsoft MasterClass
- **Annenberg Summer Institute in Methods & Statistics (ASIMS) Social Networks Workshop** (Summer 2020), one-week Ph.D. instruction

Center for Excellence in Teaching Training Program Participant

- Completed **New Faculty Institute** workshop series
- Completed **Accelerated Online Teaching Intensive** workshop series

2015-2018 NORTHWESTERN UNIVERSITY (Evanston, IL) Teaching Assistant

Kellogg School of Management, McCormick Engineering, School of Communication

- **Design of Networks** with Noshir Contractor (Fall 2015 & Fall 2016), *Kellogg School of Management & McCormick Engineering*: MBA/M.S. students in Design Innovation
- **Social Network Analysis** with Noshir Contractor (Spring 2016), *McCormick Engineering & School of Communication*: Undergraduate students from engineering and communication
- **Networks and Innovation** with Noshir Contractor and Paul Leonardi (Dec. 2016 & Nov. 2017), *Kellogg School of Management Executive Education*: Executives participating in the Leading into The Future: Managing in a Changing World program

- **Social Network Analysis** with Noshir Contractor (Fall 2018), *McCormick Engineering & School of Communication*: Ph.D. students across engineering and communication

PROFESSIONAL MEMBERSHIPS

Academy of Management
 American Sociological Association
 Association for Computing Machinery
 Interdisciplinary Network for Group Research
 International Communication Association
 International Network for Social Network Analysis
 National Communication Association
 National Society of Black Engineers
 Order of the Engineer
 Tau Beta Pi Engineering Honor Society Ohio Mu Chapter

ACADEMIC SERVICE

Reviewing Duties:

Ad Hoc Journal Reviews: Journal of Computer-Mediated Communication, Human Communication Research, Management Communication Quarterly, CSCW issues of the Proceedings of the ACM on Human Computer Interaction (PACM HCI), PLOS ONE, Small Group Research

Conferences: Academy of Management, Computer-Supported Cooperative Work and Social Computing (CSCW 2020), Interdisciplinary Network for Group Research (INGRoup)

Grants: NSF Review Panels (3 panels from 2020-2022)

Professional Community Service:

International Communication Association:

- 2022-2023 Aubrey Fisher Mentorship Award Committee (Member term ends 2024)

Organizational Communication Mini-Conference 2016, Northwestern University, Evanston, IL

- Program Committee: Reviewed abstracts, created program and schedule, managed logistics, and coordinated events for a student-organized conference with over 100 attendees

University Service:

University of Southern California: Annenberg School for Communication and Journalism

- Search Committee: Computational Communication Science and Artificial Intelligence (Member 2022-2023)
- Annenberg Rules Refresh Committee (Member, 2022)

- Communication: Digital Social Media Admissions Committee (Applications Reader, 2021-2022)
- Communication: Digital Media Management Admissions Committee (Applications Reader, 2021-2022)
- Journalism: Faculty Retention Committee (Member, 2021)
- Communication: Undergraduate Curriculum Committee (Member, 2020-2021)
- Annenberg Resources and Mentoring (Faculty Mentor, 2020-2021)
- Annenberg Student Task Force (Faculty Committee Member, 2020-2021)
- Communication: Ph.D. Admissions Committee (Applications Reader, 2019-2020)

Northwestern University: The Graduate School, Child and Family Resources Advisory Board

- Developed strategies to increase engagement of graduate-student parents with university-provided funding and resources, including implementation of new programming

MENTORING

Ph.D. Students:

University of Southern California

- Ho-Chun Herbert Chang (Communication): served on dissertation committee; first position, Assistant Professor at Dartmouth College
- Ke “Maddie” Huang-Isherwood (Communication): served on qualifying exam committee
- Eugene Lee (Communication): current research assistant, serving on qualifying exam committee
- Yiqi Li (Communication): former research assistant; first position, Assistant Professor at Syracuse University School of Information
- Akira Matsui (Computer Science): served on dissertation committee; first position, Assistant Professor at Yokohama National University College of Business Administration
- Ashley Phelps (Communication): served on qualifying exam committee
- Jermaine Richards (Communication): serving as faculty mentor
- Alejandro Rojas (Communication): serving as faculty mentor
- Jingyi Sun (Communication): former research assistant; first position, Assistant Professor at Stevens Institute of Technology
- Lipei “Jack” Tang (Communication): served on qualifying exam committee
- Essence Wilson (Communication): serving on qualifying exam committee
- Lichen Zhen (Communication): current research assistant, served on qualifying exam committee

Masters Students:

University of Southern California

- Namita Mutha (Computer Science, 2021-2023; former research assistant)
- Yi Yang (Communication Data Science, 2022-2023; former research assistant)

- Weiwei Zheng (2020-2021; served as MA committee member)
- USC Information Sciences Institute Center for Knowledge-Powered Interdisciplinary Data Science (CKIDS) Project Mentor for the “Investigations of a Data Science Online Community” Project
 - Team awarded “Best Interdisciplinary Data Science Team”
 - Mentee, Devendra Swami, awarded “Best Interdisciplinary Data Scientist”
 - Mentored four M.S. in Data Science students: Jacob Bickman, Devendra Swami, Jae Young Kim, and Kevin Tsang

Undergraduates:

University of Southern California

- Noah Kim, Major: Communication – Mentee in the Annenberg Resources and Mentoring (ARM) program (2020-2022)
- Taj Pinkner, Major: Communication – Mentor for Honors Thesis (2022-2023)
- Letter writer for undergraduate students who are attending or have attended graduate programs at **Harvard University, Oxford University, University of Pennsylvania, and University of Southern California**. Other students attend law schools, including **University of Pennsylvania Carey Law School** and **University of Southern California Gould School of Law**.

Northwestern University

- Brian Gee, Major: Industrial Engineering
- Yixian (Amy) Wang, Major: Industrial Engineering and Mathematical Methods in the Social Sciences

MEDIA ENGAGEMENT

- April 2023** Expert Guest on “**NEWs GEN: Where millennials, Gen Z want to work**”
Arirang News, South Korea: <https://youtu.be/ZwIhQOJ2fJQ?t=872>
- March 2023** Expert Guest on “**NEWs GEN: Millennials and Gen Z say no to S. Korea’s 69-hour workweek proposal**”
Arirang News, South Korea: <https://youtu.be/jbGwh2izeag?t=900>
- July 2022** Expert Guest on “**News Center: Four-Day Work Week**”
Arirang News, South Korea: <https://youtu.be/xVb4l0PUdh8?t=1735>
- Oct. 2021** Expert Guest on “**The Daily Report: New Working Environment in Era of Living with COVID-19**”
Arirang News, South Korea: <https://youtu.be/w2r0-cTO4JE?t=1865>
- May 2021** Quoted in “**Reimagining AI**” by Ted B. Kissell
USC Annenberg Magazine
<https://annenberg.usc.edu/news/research-and-impact/reimagining-ai>
- Dec. 2019** Quoted in “**As Algorithms Battle Biases, Researchers Say Hiring Software Must Be More Than Meets the A.I.**” by Tiernan Ray
Fortune
<https://fortune.com/2019/12/26/hiring-software-algorithm-artificial-intelligence-biased/>
- May 2019** Podcast Guest on “**NUWorkWell: Navigating the Academic Job Search**”
Northwestern University—The Graduate School initiative on Work, Life & Wellness
<https://www.buzzsprout.com/245987/1129961-work-well-navigating-the-academic-job-search?play=true>

RESEARCH EXPERIENCE (as a Ph.D. student)

2013-2019 NORTHWESTERN UNIVERSITY Research Assistant

Social networks in organizations ***Science of Networks in Communities (SONIC) Lab*** (2014-2019)

Advisor: Dr. Noshir Contractor

Researched organizational topics with focus on social network analysis, team assembly, and network search strategies (finding teammates and collaborators)

Participated in sponsored research projects funded by the NSF, NIH, ARL, and NASA

Human-computer interaction ***Neuroscience and Robotics (NxR) Lab: Surface Haptics Group*** (Spring 2014)

Primary Investigator: Dr. Ed Colgate

Prototyped and developed software in Android for TPd technology (touchscreen interfaces)

Inclusive Technology Lab (Fall 2013—Summer 2014)

Primary Investigator: Dr. Anne Marie Piper

Designed and developed Android applications for a wearable user interface for visually impaired people

PROFESSIONAL EXPERIENCES AND ENGAGEMENTS

Spring 2020 LOS ANGELES ANGELS MAJOR LEAGUE BASEBALL TEAM (Anaheim, CA)

Research Collaborator

Sports Analytics

Investigating team dynamics and organizational performance in competitive team environments

Summer 2016 IBM T.J. WATSON RESEARCH CENTER (Yorktown Heights, NY)

Research Intern

Cognitive Distributed Analytics

Manager: Dr. Mudhakar Srivatsa, Mentor: Dr. Liang Ma

Algorithms, Simulation Designed and implemented computational models for expertise search in networks when assembling problem-solving teams

Summer 2013 THE MITRE CORPORATION (McLean, VA)

Consulting Intern

Infrastructure, Operations, & IT Service Management

Healthcare IT, Strategy Developed internal materials for potential impact of automatic network discovery on telemental health group therapy practices for veterans with post-traumatic stress disorder (PTSD)

BJC HEALTHCARE (St. Louis, MO)

Project Management Intern

Spring 2013 Project Management in Clinical Engineering/Assets Management

Project management Developed software for resource productivity tracking to streamline workflow for Displaced Assets Program (program saves **\$4 million** annually), and aided in buying medical devices (**\$7 million** purchase)

- 2012** *Strategy and Development in Center for Clinical Excellence*
Strategy, Process improvement Collected data and facilitated development of new processes in two hospitals, developed metrics and data visualization dashboard for process optimization of Displaced Assets Program
- Summer 2011** **JOINT CENTER FOR POLITICAL & ECONOMIC STUDIES** (Wash., DC)
 Policy Intern
Media and Technology Institute
Mentor: Dr. Nicol Turner-Lee (now at Brookings Institution)
Technology policy Researched policy on Broadband Internet, broadband adoption in USA, and networking architecture
- WRIGHT PATTERSON AIR FORCE BASE** (Dayton, OH)
 Research Assistant
- 2010-2012** ***Human Performance Wing***
 (funded M.S. in Biomedical Engineering)
Digital signal processing Analyzed EEG signals, processed MRI images, and designed user interface for a research CT scanner
- Summer 2009** ***Sensors and Optics***
 (funded by Chenega Federal Systems in Lorton, VA; Secret Clearance)
High-performance computing Conducted finite element modeling of semiconductor materials using cluster computing
- 2008—2012** ***Sensors and Optics***
 (funded by Southwestern Ohio Council for Higher Education)
Hardware Prepared microscope samples, operated multiple high-end instruments, and maintained lab space
- WRIGHT STATE UNIVERSITY**
 Research Scholar
- 2009—2010** ***NASA Ohio Space Grant Consortium***
 “Senior Scholarship for Research” Award
Sensors, Circuits Built a sensor-activated electromagnet track, implemented an alternative design at United Rehabilitation Services of Greater Dayton
- Summer 2007** ***NSF Ohio SEA Glenn-Stokes***
 Research Intern
Experimental design Designed and conducted experiment for material properties of shape memory polymers