



# KAT ROEMMICH

Mixed methods researcher and information scientist with 15 years of combined academic and industry experience in the implementation, design, and governance of emerging technologies and data practices.

## CORE COMPETENCIES

<b>Research Specialization</b>	• Human-AI interaction • Applied AI • Privacy • AI governance
<b>Quantitative Methods</b>	• Experimental and complex survey design • Data mining • Advanced statistical analysis and regression models • Python, R, SQL
<b>Qualitative Methods</b>	• Ethnographic research • Phenomenological interviews • Contextual inquiry • Content analysis • NVivo, ATLAS.ti
<b>Domain Expertise</b>	• AI governance • AI ethics • Privacy • Organizational analytics • Enterprise information systems • Data strategy • Policy analysis • Regulatory risk and compliance (AI, privacy, healthcare, labor/employment, transportation, SOX)

## EDUCATION

**Ph.D. Information, 2025** – University of Michigan, Ann Arbor

Dissertation: *Reshaping Privacy Norms in the Age of Emotion AI: Socio-Technical Pathways for Emotional Privacy, Human Agency, and Dignity* | Full Text (PDF)

Research Affiliation: Center for Ethics, Society, and Computing

**B.A. Philosophy & English (Distinction), 2011** – Southern Methodist University, Dallas, TX

Research Affiliation: John G. Tower Center for Political Studies

## WORK EXPERIENCE

### Research Associate

University of Michigan, Ann Arbor, MI

June 2020–Present

- Led mixed methods privacy research on AI risks and impacts in employment, healthcare, and social media settings; managed teams of up to 5 researchers and co-authored successful grant proposals funding the research program.
- Briefed and advised organizational and policy stakeholders on emerging AI risks and policy gaps; delivered invited talks translating research findings into actionable design and governance, risk, and compliance recommendations.
- Published and presented at premier Human-Computer Interaction (HCI)/computing conferences (CHI, CSCW) and privacy and security venues (USENIX, IEEE S&P); received Best Paper and Honorable Mention awards.

- Developed a regulatory-agnostic AI governance framework based on core normative principles, providing decision-ready criteria for risk identification, mitigation, and deployment; designed for interoperability with AI and privacy industry standards (e.g., ISO/IEC, OWASP), risk management frameworks (e.g., NIST, OECD), policy and regulation (e.g., EU, CA, TX, NY, CO, UT), and enterprise systems (e.g., OneTrust, Informatica, Collibra, Databricks).
- Taught graduate courses in research methods and information ethics.

#### **HRIS Analyst**

*Domino's World Resource Center, Ann Arbor, MI*

*October 2018–May 2019*

- Led configuration for implementation of biometric timekeeping system and conversion validation (PeopleSoft Time & Labor to Kronos Workforce Dimensions) for the U.S. and Canada, enabling predictive scheduling and data-driven workforce decisions for a multi-billion dollar “tech company that sells pizza.”
- Designed and deployed system design specifications, privacy controls, and operational workflows; led end-to-end testing (system migration, parallel payroll, user acceptance, UX); developed reports, audits, and training materials for post go-live support.
- Led compliance reviews and impact assessments to identify and mitigate multi-jurisdictional labor (local, state, and federal wage & hour, labor, tax codes; DoT) and privacy risks (GDPR, CCPA, BIPA), reducing incident risk and regulatory exposure.

#### **Senior Business Analyst**

*Cielo Talent, Brookfield, WI*

*May 2017–June 2018*

- Led design and delivery of a recruitment analytics reporting suite to enable real-time performance monitoring and predictive workforce planning for nationally leading healthcare RPO firm's largest client with over \$25B in annual revenue.
- Translated organizational goals and talent strategy into system design, vendor procurement, and data integration requirements; developed KPIs, reports, executive dashboard.
- Developed and implemented data standards, access controls, audits, and documentation for employment data governance program, reducing compliance risks and improving workforce data integrity and actionability to support data-driven decision-making.

#### **Data Management Analyst**

*Meritor, Inc., Troy, MI*

*April 2015–October 2015*

- Led design and implementation of a global master data governance program to manage enterprise-wide workforce data integrity, regulatory compliance risks (SOX, OSHA, Safe Harbor) for a Fortune 500 company and Tier 1 automotive supplier.
- Mapped ERP employee data flows; led system, data, and workflow audits to identify and reconcile compliance risks. Defined and standardized governance structures, roles, controls, policies, procedures, and data definitions.
- Audited and reconciled headcount reports; designed and automated centralized reporting pipeline for single source-of-truth, improving workforce planning accuracy and operational efficiency.

#### **Senior Systems Analyst**

*Ascension Health, St. Louis, MO & Warren, MI*

*June 2013–April 2015*

- Led HR and timekeeping system implementations (Kronos AS400 to Workforce; PeopleSoft 8.1 to 9.1; PeopleSoft TAM to Taleo) and organizational reporting and analytics for digital transformation project standardizing HR, Finance, and Supply Chain systems and streamlining operational workflows across the largest non-profit hospital system in the U.S.
- Developed and implemented technical and functional system design specifications; led end-to-end system testing (programming changes, interfaces, parallel payroll) and data validation (HR, payroll, timekeeping, recruitment, and benefits data).
- Led cross-functional teams to audit systems, data, and workflows for project and compliance risks; developed change management strategies, organizational policies, training materials, and reports for risk resolution and management.

#### **HR Generalist**

*DynCorp International, Ft. Worth, TX*

*October 2012–January 2013*

- Designed hazard pay compensation structure and predictive pay analytics for a U.S. Department of Defense (DoD) contractor, supporting workforce planning, cost control, and compliance objectives for high-risk deployments.

#### **Health Professional Consultant**

*Compass Professional Health Services, Dallas, TX*

*October 2011–October 2012*

- Provided management consulting services to self-funded employer health plans. Analyzed healthcare claims for reimbursement trends and provider risks to advise on benefits plan design, cost control, and risk management; provided patient advocacy and care coordination for employees with complex care needs.

### **TEACHING EXPERIENCE**

**Fall 2023 SI 501: Contextual Inquiry and Consulting Foundations**

*Graduate Student Instructor*

Taught applied mixed-methods research methods. Led one discussion section, guiding student teams through end-to-end research consulting projects engaging real-world clients on water and the environment. Contributed to course content and enhancements to teaching team processes.

**Winter 2024 SI 510: Information Ethics**

*Graduate Student Instructor*

Taught applied ethics course. Delivered three guest lectures and provided extensive one-on-one student support for course projects focused on ethical challenges in information professions. Partnered with faculty instructor to refine course syllabus and enhance grading rubrics in response to student feedback.

### **HONORS & AWARDS**

**CSCW 2023 Best Paper Award (top 1%)**

*Data Subjects' Perspectives on Emotion Artificial Intelligence Use in the Workplace: A Relational Ethics Lens*

**CSCW 2021 Honorable Mention for Best Paper Award (top 5%)**

*Data Subjects' Conceptualizations of and Attitudes Toward Automatic Emotion Recognition-Enabled Wellbeing Interventions on Social Media*

## GRANTS & FUNDING

- 2025 PrivaCI Symposium Travel Award
- 2024 UMSI PhD Travel Grant
- 2024 UM Rackham Conference Travel Grant
- 2023 IAPP Privacy, Security, Risk Scholarship
- 2023 Gary Marsden CSCW Travel Award
- 2023 GREPSEC VI Grant
- 2023 UMSI PhD Travel Grant
- 2023 UM Rackham Conference Travel Grant
- 2021 UM Rackham Graduate Student Research Grant
- 2021 UMSI PhD Travel Grant
- 2020 UMSI PhD Travel Grant
- 2020 USENIX Security Diversity Grant

## INVITED TALKS & LECTURES

- 2025 *Emotional Privacy at Risk: Safeguarding Human Dignity in the Age of AI*, public plenary talk at Aalto University, Espoo, Finland
- 2025 *A Minimally Just Framework for Digital Dignity: Unifying Contextual Integrity and the Capabilities Approach*, PrivaCI Symposium 2025, Brussels
- 2024 *Information Profession and Codes: Professionalism, Professional Societies, and Professional Codes*, guest lecture at University of Michigan, Ann Arbor (SI 510: Information Ethics)
- 2024 *Power & Surveillance: State, Corporate, Workplace, Healthcare, and Education... Privacy*, guest lecture at University of Michigan, Ann Arbor (SI 510: Information Ethics)
- 2024 *Bias, Racism, and Inequality in Algorithms, Search & Retrieval, and Classification Systems*, guest lecture at University of Michigan, Ann Arbor (SI 510: Information Ethics)
- 2024 *Emotion AI Use in U.S. Mental Healthcare: Potentially Unjust and Techno-Solutionist*, CSCW 2024, San José, Costa Rica
- 2024 *Overworking in HCI: A Reflection on Why We Are Burned Out, Stressed, and Out of Control; and What We Can Do About It*, CHI 2024, Honolulu, Hawaii
- 2023 *Emotion AI at Work: Implications for Workplace Surveillance, Emotional Labor, and Emotional Privacy*, CHI 2023, Hamburg, Germany
- 2023 *Data Subjects' Perspectives on Emotion Artificial Intelligence Use in the Workplace: A Relational Ethics Lens*, CSCW 2023, Minneapolis, MN, USA
- 2023 *Values in Emotion Artificial Intelligence Hiring Services: Technosolutions to Organizational Problems*, CSCW 2023, Minneapolis, MN, USA
- 2021 *Data Subjects' Conceptualizations of and Attitudes Toward Automatic Emotion Recognition-Enabled Wellbeing Interventions on Social Media*, CSCW 2021 (Virtual)

## EXTERNAL PEER REVIEWS

- 2022-2025 ACM Conference on Human Factors in Computing Systems (CHI)
- 2021-2023 Proceedings of the ACM on Human-Computer Interaction (CSCW)
- 2024 Behaviour & Information Technology (BIT)

## MEDIA COVERAGE

2023 “The creepy AI-driven surveillance that may be infiltrating your workplace,” in Business Insider

## PEER-REVIEWED CONFERENCE PAPERS

2023 **Kat Roemmich**, Florian Schaub, and Nazanin Andalibi. *Emotion AI at Work: Implications for Workplace Surveillance, Emotional Labor, and Emotional Privacy*. CHI '23: ACM Conference on Human Factors in Computing Systems, April 23–28, 2023, Hamburg, Germany. ACM, New York, NY, USA, 20 pages. DOI: 10.1145/3544548.3580950

## PEER-REVIEWED JOURNAL AND MAGAZINE ARTICLES

2026 **Kat Roemmich**, Kirsten Martin, and Florian Schaub. *CA-CI: Integrating Contextual Integrity and the Capabilities Approach for Dignity Considerations in AI Governance*. IEEE Security & Privacy Special Issue on Contextual Integrity (in press). | Pre-print (PDF)

2024 Cassidy Pyle, **Kat Roemmich**, and Nazanin Andalibi. *U.S. Job-Seekers' Organizational Justice Perceptions of Emotion AI-Enabled Asynchronous Interviews*. Proc. ACM Hum.-Comput. Interact. 8, CSCW2, Article 454 (November 2024), 42 pages. DOI: 10.1145/3686993

2024 **Kat Roemmich**, Shanley Corvite, Cassidy Pyle, Nadia Karizat, and Nazanin Andalibi. *Emotion AI Use in U.S. Mental Healthcare: Potentially Unjust and Techno-Solutionist*. Proc. ACM Hum.-Comput. Interact. 8, CSCW1, Article 47 (April 2024), 46 pages. DOI: 10.1145/3637324

2023 **Kat Roemmich**, Tillie Rosenberg, Serena Fan, and Nazanin Andalibi. *Values in Emotion Artificial Intelligence Hiring Services: Technosolutions to Organizational Problems*. Proc. ACM Hum.-Comput. Interact. 7, CSCW1, Article 109 (April 2023), 28 pages. DOI: 10.1145/3579543

2023 Shanley Corvite\*, **Kat Roemmich**\*, Tillie Rosenberg, and Nazanin Andalibi. *Data Subjects' Perspectives on Emotion Artificial Intelligence Use in the Workplace: A Relational Ethics Lens*. Proc. ACM Hum.-Comput. Interact. 7, CSCW1, Article 124 (April 2023), 38 pages. DOI: 10.1145/3579600 \*Co-first authors contributed equally  
**Best Paper Award (top 1%)**

2021 **Kat Roemmich** and Nazanin Andalibi. *Data Subjects' Conceptualizations of and Attitudes Toward Automatic Emotion Recognition-Enabled Wellbeing Interventions on Social Media*. Proc. ACM Hum.-Comput. Interact. 5, CSCW2, Article 308 (October 2021), 34 pages. DOI: 10.1145/3476049  
**Honorable Mention for Best Paper (top 5%)**

## OPEN SCHOLARSHIP

2024 Abraham Mhaidli\* and **Kat Roemmich**.\*Overworking in HCI: A Reflection on Why We Are Burned Out, Stressed, and Out of Control; and What We Can Do About It. *In Extended Abstracts of the CHI Conference on Human Factors in Computing Systems*. (CHI EA '24), May 11-16, 2024. Honolulu, HI, USA. 10 pages. DOI: 10.1145/3613905.3644052  
\*Co-first authors contributed equally | Full Text (PDF)

## MANUSCRIPTS UNDER REVIEW

2025 **Kat Roemmich** and Anonymous Co-author. *Emotion Inferences in the Workplace and Healthcare: Workers' and Patients' Emotional Privacy Judgments and the Relative Influence of Contextual, Socio-demographic, and Individual Privacy Belief Factors*. Manuscript under review at ACM Transactions on Computer-Human Interaction (TOCHI), 2023. | Pre-print (PDF)