

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

- Research Specialization** • Human-AI interaction • Applied AI • Privacy • AI governance
- Quantitative Methods** • Experimental and complex survey design • Data mining • Advanced statistical analysis and regression models • Python, R, SQL
- Qualitative Methods** • Ethnographic research • Phenomenological interviews • Contextual inquiry • Content analysis • NVivo, ATLAS.ti
- Domain Expertise** • 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). | DOI: 10.1109/MSEC.2026.3654404
- 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)

PROFESSIONAL MEMBERSHIP

- Sigma Xi, The Scientific Research Honor Society, Full Member
- Association for Computing Machinery (ACM), Professional Member
- ACM Special Interest Group on Computer-Human Interaction (SIGCHI), Professional Member