

SIJIA XIAO

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Human-Computer Interaction Institute
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ACADEMIC APPOINTMENT

- Nov 2026 **Assistant Professor in Human-Computer Interaction**
Faculty of Computer Science, University of Vienna, Austria
- 2024 - 2026 **Postdoctoral Researcher**
Human-Computer Interaction Institute, Carnegie Mellon University, USA
Advisor: Motahhare Eslami | Collaborators: John Zimmerman, Jason Hong and Hong Shen

EDUCATION

- 2019 - 2024 **Ph.D. in Information Science**
University of California, Berkeley. Berkeley, USA
Dissertation: Empowering online harm survivors to addressing harm with a restorative justice approach.
Committee: Niloufar Salehi, Coye Cheshire, Morgan Ames, Amy Bruckman, Kimiko Ryokai
- 2017 - 2019 **M.S. in Human-Computer Interaction**
Georgia Institute of Technology. Atlanta, USA
Advisor: Amy Bruckman
- 2013 - 2017 **B.A. in Computer Science**
Peking University. Beijing, China

PUBLICATIONS

Journal Articles

- S. Xiao**, H. Zou, J. Rui, C. Cheshire, N. Salehi. *SnuggleSense: Empowering online harm survivors through a structured sensemaking process*. Proceedings of the ACM on Human-Computer Interaction (CSCW), 2025. [\[paper\]](#)
- S. Xiao**, S. Jhaver, N. Salehi. *Addressing interpersonal harm in online gaming communities: The opportunities and challenges for a restorative justice approach*. ACM Transactions on Computer-Human Interaction (TOCHI), 2023. [\[paper\]](#)
- S. Xiao**, C. Cheshire, A. Bruckman. *Sensemaking and the chemtrail conspiracy on the internet: Insights from believers and ex-believers*. Proceedings of the ACM on Human-Computer Interaction (CSCW), 2021. **Covered by BBC, CNN, New York Times and The Guardian** [\[paper\]](#) [\[presentation video\]](#)
- W. Liu, **S. Xiao**, J. T. Browne, M. Yang, S. P. Dow. *ConsensUs: Supporting multi-criteria group decisions by visualizing points of disagreement*. ACM Transactions on Social Computing (TSC), 2018. [\[paper\]](#)

Conference Proceedings

Y. Pi, L. Lichner, J. W. Lee, **S. Xiao**, R. Zhang, J. Singh. *Push and pushback in contesting AI: Demands for and resistance to accountability*. ACM Conference on Fairness, Accountability, and Transparency (FAccT), 2026.

S. Xie, **S. Xiao**, C. Peng, G. Mani, M. Eslami, J. Zimmerman. *Investigating how leaders decide on AI innovations: Opportunities for HCI*. ACM CHI Conference on Human Factors in Computing Systems (CHI), 2026. [[paper](#)]

Y. Huang, W. H. Deng, **S. Xiao**, M. Eslami, J. I. Hong, A. Perer. *Vipera: Blending visual and LLM-driven guidance for systematic auditing of text-to-image generative AI*. ACM CHI Conference on Human Factors in Computing Systems (CHI), 2026. [[paper](#)]

S. Xiao, H. Zou, A. Q. Zhang, H. Shen, D. Kumar, J. Hong, M. Eslami. *What comes after harm? Mapping reparative actions in AI through justice frameworks*. AAAI/ACM Conference on Artificial Intelligence, Ethics, and Society (AIES), 2025. [[paper](#)]

S. Xiao, C. Cheshire, N. Salehi. Sensemaking, support, safety, retribution, transformation: A restorative justice approach to understanding adolescents' needs for addressing online harm. ACM CHI Conference on Human Factors in Computing Systems (CHI), 2022. [[paper](#)] [[presentation video](#)]

S. Xiao, D. Metaxa, J. S. Park, K. Karahalios, N. Salehi. *Random, messy, funny, raw: Finstas as intimate reconfigurations of social media*. ACM CHI Conference on Human Factors in Computing Systems (CHI), 2020. **Best Paper Honorable Mention (5%)** [[paper](#)] [[presentation video](#)]

Extended Abstract and Workshop Papers

S. Xiao. *From collective repair to responsible innovation: Sensemaking in sociotechnical systems*. CHI Workshop, 2026. [[paper](#)]

Y. Huang, W. H. Deng, **S. Xiao**, M. Eslami, J. Hong, A. Perer. *Vipera: Towards systematic auditing of generative text-to-image models at scale*. CHI Late-Breaking Work, 2025. [[paper](#)]

N. Mahyar, W. Liu, **S. Xiao**, J. Browne, M. Yang, S. P. Dow. *ConsensUs: Visualizing points of disagreement for multi-criteria collaborative decision making*. CSCW Demo, 2017. [[paper](#)]

FUNDING AND GRANTS

- | | |
|------|---|
| 2025 | Responsible AI Risk-Benefit Framework (PI). National Institute of Standards and Technology via CMU-NIST AIMSEC Cooperative Research Center. With Hoda Heidari, John Zimmerman, Motahhare Eslami, and Hoda Heidari. Awarded: \$80,000 |
| | Responsible and Impactful AI in Actuarial Science (Co-PI). Society of Actuaries. With Cleotilde Gonzalez, Motahhare Eslami, John Zimmerman, and Aarti Singh. |
| 2020 | A Restorative Justice Approach to Online Moderation (Fellowship). Center for Technology, Society and Policy, UC Berkeley. Awarded: \$2,000 |

HONORS & RECOGNITIONS

- 2022–2025 Research featured in The New York Times, CNN, BBC, and The Guardian
- 2025 ACM Doctoral Dissertation Award Nominee; I School Dissertation Award Nominee.
School of Information, UC Berkeley
- 2024 Fellow, AI Policy Hub, UC Berkeley (offered; declined)
- 2021 Fellow, Center for Technology, Society and Policy, UC Berkeley
- 2020 Best Paper Honorable Mention (Top 5%), ACM CHI

INVITED TALKS AND PANELS

Invited Talk: Early Risk–Benefit Reasoning in AI Innovation

Feb 2026 National Institute of Standards and Technology (NIST).

Invited Talk: Designing for Deliberation and Repair in Sociotechnical Systems

Nov 2025 Human–Computer Interaction Seminar, Johns Hopkins University.

Invited Talk: Empowering online harm survivors with a sensemaking process

May 2023 IEEE Workshop on Security for Harassment Online, Protections, and Empowerment.
San Francisco, USA

March 2023 PhD Reception, School of Information, UC Berkeley.

Panelist: Series on Justice and Content Governance: Restorative Justice Workshop

Oct 2022 Algorithmic Fairness and Opacity Group. Berkeley, USA

Invited Talk: Understanding Adolescents' Needs for Addressing Online Harm

Nov 2021 Yale SMGI Community Driven Governance Workshop

Panelist: Restorative Justice Approaches to Addressing Online Harm

Oct 2021 Othering & Belonging Conference, UC Berkeley

Moderator: Gaming & Media panel

Oct 2021 InfoCamp2021, School of Information, UC Berkeley

Invited Talk: Sensemaking and the Chemtrail Conspiracy on the Internet

Sep 2021 Lausanne Alignment Club, EPFL

Invited Talk: Finstas as Intimate Reconfigurations of Social Media

Mar 2020 PhD Reception, School of Information, UC Berkeley.

May 2020 Fempower.tech

Apr 2020 Grouplens, University of Minnesota

TEACHING AND MENTORSHIP

TEACHING ASSISTANT

Fall 2021 **Info 217A: Human-Computer Interaction Research**
School of Information, UC Berkeley

GUEST LECTURES

- Oct 2022 **Content Moderation and Labor in Information Systems**
INFO 101: Introduction to Information Studies
University of California, Berkeley
- Nov 2020 **Finsta: Online Self-Presentation and Feminist Reconfigurations**
INFO 402: Gender, Race, And Information Technology
University of Washington
- Sep 2020 **Conspiracy Theories and the Internet**
COM 367: Multimedia Production and Culture
North Carolina State University

MENTORSHIP

PhD Students

- 2025–present Shixian Xie, CMU HCII
- 2024–present Alice Qian Zhang, CMU HCII
- 2024–present Ningjing Tang, CMU HCII
- 2023–present Haodi Zou, UCSD CSE; previously supervised as UC Berkeley EECS undergraduate

Master's Students

- 2025–present Emilie Zhang, CMU HCII
- 2025 Yanwei Huang, Zhejiang University; now PhD Student, HKUST CSE
- 2021–2022 Jingshu Rui, UC Berkeley I School; now Software Engineer, Bloomberg

Undergraduate Students

- 2025–present Shubha Udipi, CMU CS
- 2022 Amy Matthews, UC Berkeley EECS; now Product Manager, Matic
- 2021–2022 Darya Kaviani, UC Berkeley EECS; now PhD Student, UC Berkeley EECS
- 2019–2020 Areeya Tipyasothi, UC Berkeley EECS; now Data & Research Intern, Law & Justice Center

High School Students

- 2021 Delanie Milsten, Bishop O'Dowd HS; now Undergraduate, UCLA

PROFESSIONAL SERVICE

ORGANIZER AND PROGRAM COMMITTEE

- Aug 2025 **Program committee**
CSCW 2026
- May 2023 **Program committee**
IEEE Workshop on Security for Harassment Online, Protections, and Empowerment,
44th IEEE Symposium on Security and Privacy
- Oct 2022 **Workshop Organizer**
Series on Justice and Content Governance: Restorative Justice Workshop
Algorithmic Fairness and Opacity Group, UC Berkeley.

INSTITUTIONAL SERVICE

2025 Mentor of CMU Paths to AI Research
2024 PhD Student Speaker, UC Berkeley School of Information Commencement
2022-2024 Reviewer of PhD Applicant Feedback Program, School of Information, UC Berkeley
2021-2022 PhD Representative to the Faculty, School of Information, UC Berkeley

JOURNAL REVIEWER

2026 AI and Ethics
2026 Frontier of Public Health
2023 Big Data & Society
2023 ACM Transactions on Computer-Human Interaction
2021 New Media & Society
2021 Journal of Online Trust and Safety

CONFERENCE REVIEWER

2025 - present ICML (Ethics Review)
2021 - present ACM CHI
2021 - present ACM CSCW
2021 - present NeurIPS (Ethics Review)
2021 ACM FAccT
2021 ACII
2020 - 2024 ACM DIS

PRESS COVERAGE

Jul 2025 **The Guardian.** *"Trump officials address 'chemtrails' conspiracy theories while spreading misinformation, experts say."* [\[Link\]](#)

Sep 2024 **New York Times.** *"Conspiracy Theorists and Vaccine Skeptics Have a New Target: Geoengineering."* [\[Link\]](#)

UC Berkeley News. *"How UC Berkeley researchers are making online spaces safer for all."* [\[Link\]](#)

Mar 2024 **CNN.** *"The truth behind those white streaks trailing behind jets in the sky."* [\[Link\]](#)

Nov 2022 **12News.** *"Water conspiracy theories are coming to Arizona. Here's why experts say they will flood the state with lies."* [\[Link\]](#)

Aug 2022 **BBC News.** *"Why do aircraft leave contrails in the sky?"* [\[Link\]](#)