

Kat Roemmich

I am a PhD candidate at the University of Michigan School of Information (UMSI). I use mixed methods to study the privacy and ethical implications posed by emotion AI and related applications that infer and share information about the interior self, including individual emotions, mental states, dispositions, moods, and beliefs. My research particularly focuses on understanding data subjects' privacy perceptions in specific contexts – including the workplace, healthcare, and social media – and how these perceptions diverge from existing data and technology practices, governance, and policy. Prior to joining UMSI, I specialized in implementing, maintaining, and administering Human Resource Information Systems within large, complex organizations. I can be reached at roemmich@umich.edu.

Education and Research Experience

PhD Candidate, University of Michigan School of Information, Ann Arbor, MI, USA

2020-2021 | UMSI Merit Fellow

2021-2023, 2024-present | Graduate Student Research Assistant

2023-2024 | Graduate Student Research Instructor

Affiliations: UM Center for Ethics, Society, and Computing (ESC)

BA in Philosophy; BA in English (with distinction)

2009-2011 | Southern Methodist University, Dallas, TX, USA

Affiliations: John G. Tower for Political Studies

Employment Experience

Human Resources Information Systems (HRIS) Analyst

2018-2019 | Domino's World Resource Center, Ann Arbor, MI, USA

Senior Business Analyst, Human Resources, Reporting and Analytics

2017-2018 | Cielo, Brookfield, WI, USA

Data Management Analyst, Shared Services, Systems

2015-2015 | Meritor, Inc., Troy, MI, USA

Senior Business Analyst, Human Resources, Systems

2014-2015 | Ascension Health, St. Louis, MO, USA

2013-2014 | Ascension Health at St. John Providence Health System, Detroit, MI, USA

HR Generalist, Human Resources, Reporting and Analytics

2012-2013 | Dyncorp International, Brookfield, WI, USA

Health Professional Consultant

2011-2012 | Compass Professional Health Services, Dallas, TX, USA

Honors and Awards

2023 | CSCW Best Paper Award

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

2021 | CSCW Honorable Mention for Best Paper Award,

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

Grants and Funding

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

Peer-Reviewed Publications

Cassidy Pyle, Kat Roemmich, and Nazanin Andalibi. 2024. 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. <https://doi.org/10.1145/3686993>

Kat Roemmich, Shanley Corvite, Cassidy Pyle, Nadia Karizat, and Nazanin Andalibi. 2024. 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. <https://doi.org/10.1145/3637324>

Kat Roemmich, Florian Schaub, and Nazanin Andalibi. 2023. Emotion AI at Work: Implications for Workplace Surveillance, Emotional Labor, and Emotional Privacy. In CHI '23: ACM Conference on Human Factors in Computing Systems, April 2328, 2023, Hamburg, Germany. ACM, New York, NY, USA, 20 pages. <https://doi.org/10.1145/3544548.3580950>

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

Shanley Corvite*, Kat Roemmich*, Tillie Rosenberg, and Nazanin Andalibi. 2023. 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. <https://doi.org/10.1145/3579600> *Co-first authors contributed equally

Kat Roemmich and Nazanin Andalibi. 2021. 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. <https://doi.org/10.1145/3476049>

Lightly-Reviewed Publications/Opinion Contributions

Abraham Mhaidli* and Kat Roemmich*. 2024. 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. <https://doi.org/10.1145/3613905.3644052> *Co-first authors contributed equally

Teaching Experience

SI 501 Contextual Inquiry (graduate level applied methods course)

Fall 2023 | Graduate Student Instructor

I conducted 3 lectures; developed enhancements to course syllabus, grading rubric, and assignments; provided intensive guidance on student projects

SI 510 Information Ethics (graduate level applied ethics course)

Winter 2024 | Graduate Student Instructor

I led 1 discussion section; supported course content development; developed enhancements to grading scheme, teaching team processes; provided intensive guidance on student projects

External Peer Review Experience

2022, 2023, 2024, 2025 | Conference on Human Factors in Computing Systems (CHI)

2021, 2023 | Computer-Supported Cooperative Work (CSCW)

2024 | Behaviour & Information Technology

Media Coverage

2023 | Business Insider [The creepy AI-driven surveillance that may be infiltrating your workplace](#)

Lectures

2024 | Information Ethics *"Information Profession and Codes: Professionalism, Professional Societies, and Professional Codes"*

2024 | Information Ethics *"Power & Surveillance: State, Corporate, Workplace, Healthcare, and Education...Privacy"*

2024 | Information Ethics *"Bias, Racism, Inequality in Algorithms, Search & Retrieval, and Classification Systems"*

