

Jessie J. Smith

Responsible AI • ML Fairness • Harm Mitigation • UX • Data Science

[Portfolio](#) | [LinkedIn](#) | [GitHub](#) | [Google Scholar](#) | [Twitter/X](#)

Education

University of Colorado Boulder (CU Boulder) | Doctor of Philosophy (PhD)

Information Science

August 2019 - January 2025

PhD Committee: [Casey Fiesler](#) (CU Boulder), [Robin Burke](#) (CU Boulder), [Jed Brubaker](#) (CU Boulder), [Jennifer Wortman Vaughan](#) (Microsoft Research), [Michael Madaio](#) (Google Research)

Focused on scoping, defining, measuring, and operationalizing fairness for ML systems; translated stakeholder needs into ML algorithm and platform design; and created resources to help ML practitioners identify and mitigate harms for generative AI and recommender systems.

University of Colorado Boulder (CU Boulder) | Master of Science (MS)

Information Science

August 2019 - June 2022

California Polytechnic State University (Cal Poly) | Bachelor of Science (BS)

Software Engineering

September 2014 - December 2018

Industry and Professional Experience

Spotify Data Scientist, Trust & Safety	2025 - Present
Adobe Generative AI Harm & Bias Evaluation Consultant	2024 - 2025
Allen Institute for AI AI Ethics & Society Research Consultant	2023 - 2025
Spotify Algorithmic Impact & Harm Research Intern	Summer 2022
Apple Machine Learning Robustness Analysis Intern	Spring 2022
Microsoft Research FATE (AI/ML Ethics) Research Intern	Summer 2021
Ethical Intelligence Co AI Ethics Expert and Consultant	2020 - 2023

The Radical AI Podcast Co-Host and Co-Founder	2020 - 2023
IEEE Standards Association AI Ethics Podcaster	2020 - 2022
DataPico Colombia Data Science and Government Data Intern	Summer 2019
GoDaddy Software Engineering Intern (backend)	Summer 2018
GoDaddy Software Engineering Intern (frontend)	Summer 2017

Research Experience

Google Research PhD Research Fellow	2022 - 2025
CU Boulder Researcher, Internet Rules Lab	2019 - 2025
CU Boulder Researcher, That Recommender Systems Lab	2019 - 2025
CU Boulder Research Assistant, Human-Centered Explainable AI	Spring 2021
Cal Poly Machine Learning Ethics Researcher, Data Science	2018 - 2019
Cal Poly Research Assistant, Ethics and Emerging Sciences Lab	2018 - 2019


Honors and Awards

Outstanding PhD Graduate CU Boulder, Department of Information Science	2025
Best Paper Award ACM Fairness, Accountability, and Transparency (FAccT) Conference	2024
Computer Science PhD Fellowship Google Research	2022 - 2025
Graduate School Travel Grant CU Boulder	2023, 2024
CMCI Research Funds CU Boulder	2023
Graduate Student Outreach Award CU Boulder	2021
Finalist, Tech Ethics Competition Wolf Law School	2020
Activities Fund Research Grant ACM SIGAI	2020

Peer-Reviewed Publications

Full Papers

Jessie J. Smith, Michael Madaio, Robin Burke, and Casey Fiesler. 2025. Pragmatic Fairness: Evaluating ML Fairness Within the Constraints of Industry. In The 2025 ACM Conference on Fairness, Accountability, and Transparency (FAccT '25), June 23–26, 2025, Athens, Greece. ACM, New York, NY, USA, 11 pages.

 **Best Paper Award: Jessie J. Smith**, Aishwarya Satwani, Robin Burke, and Casey Fiesler. 2024. Recommend Me? Designing Fairness Metrics with Providers. In FAccT '24: ACM Conference on Fairness, Accountability and Transparency, June 03–06, 2024, Rio de Janeiro, Brazil. ACM, New York, NY, USA, 17 pages.

Jessie J. Smith and Anas Buhayh, Anushka Kathait, Pradeep Ragothaman, Nicholas Mattei, Robin Burke, and Amy Volda. 2023. The Many Faces of Fairness: Exploring the Institutional Logics of Multistakeholder Microlending Recommendation. In FAccT '23: ACM Conference on Fairness, Accountability and Transparency, June 12–15, 2023, Chicago, IL. ACM, New York, NY, USA, 17 pages.

Jessie J. Smith, Lex Beattie, Henriette Cramer. 2023. Scoping Fairness Objectives and Identifying Fairness Metrics for Recommendation: The Practitioners' Perspective. The International World Wide Web Conference (WWW '23), April 30 – May 4, 2023, Austin, Texas, USA.

Jessie J. Smith, Blakeley H. Payne, Shamika Klassen, Dylan Thomas Doyle, Casey Fiesler. 2023. Incorporating Ethics in Computing Courses: Barriers, Support, and Perspectives from Educators. The Technical Symposium on Computer Science Education (SIGCSE TS '23), March 15 – 18, 2023, Toronto, Ontario, Canada.

Jessie J. Smith, Saleema Amershi, Solon Barocas, Hanna Wallach, Jennifer Wortman Vaughan. REAL ML: Recognizing, Exploring, and Articulating Limitations of Machine Learning Research. In Proceedings of the ACM Conference on Fairness, Accountability, and Transparency (ACM FAccT). June 21 – 24, 2022, Seoul, South Korea.

Nasim Sonboli and **Jessie J. Smith**, Florencia Cabral Berenfus, Robin Burke, and Casey Fiesler. 2021. Fairness and Transparency in Recommendation: The Users' Perspective. In Proceedings of the 29th ACM Conference on User Modeling, Adaptation and Personalization (UMAP '21), June 21–25, 2021, Utrecht, Netherlands. ACM, New York, NY, USA, 6 pages.

Casey Fiesler, Solon Barocas, Augustin Chaintreau, **Jessie J. Smith**, Michael Zimmer. 2021. A Crash Course in Motivating, Supporting and Expanding Ethical Thinking in the Tech

Classroom. Tutorial at the Proceedings of the ACM Conference on Fairness, Accountability, and Transparency (ACM FAccT), March 3-10, 2021, Virtual Conference.

Casey Fiesler, Mikhaila Friske, Natalie Garrett, Felix Muzny, **Jessie J. Smith**, and Jason Zietz. 2021. Integrating Ethics into Introductory Programming Classes. In Proceedings of the 52nd ACM Technical Symposium on Computer Science Education (SIGCSE '21), March 13–20, 2021, Virtual Event, USA. ACM, New York, NY, USA, 7 pages.

Vito Walter Anelli, Amra Delić, Gabriele Sottocornola, **Jessie J. Smith**, Nazareno Andrade, Luca Belli, Michael Bronstein, Akshay Gupta, Sofia Ira Ktena, Alexandre Lung-Yut-Fong, Frank Portman, Alykhan Tejani, Yuanpu Xie, Xiao Zhu, and Wenzhe Shi. 2020. RecSys 2020 Challenge Workshop: Engagement Prediction on Twitter's Home Timeline. In Fourteenth ACM Conference on Recommender Systems (RecSys '20). Association for Computing Machinery, New York, NY, USA, 623–627.

Mansoury, Masoud, Himan Abdollahpouri, **Jessie J. Smith**, Arman Dehpanah, Mykola Pechenizkiy, and Bamshad Mobasher. "Investigating potential factors associated with gender discrimination in collaborative recommender systems." In The thirty-third international flairs conference. 2020.

Workshops / Small Papers

Jessie J. Smith, Wesley Hanwen Deng, William H. Smith, Maarten Sap, Nicole DeCario, and Jesse Dodge. The Generative AI Ethics Playbook. arXiv [Cs.CY], 2024. arXiv. <http://arxiv.org/abs/2501.10383>.

Jessie J. Smith, Lex Beattie. 2022. RecSys Fairness Metrics: Many to Use But Which One to Choose? In FAccTRec Workshop at Sixteenth ACM Conference on Recommender Systems (RecSys '22), September 18-23, 2022, Seattle, WA, USA. ACM, NY, USA.

Jessie J. Smith, Lucia Jayne, and Robin Burke. 2022. Recommender Systems and Algorithmic Hate. Late Breaking Results. In Sixteenth ACM Conference on Recommender Systems (RecSys '22), September 18–23, 2022, Seattle, WA, USA. ACM, New York, NY, USA, 6 pages.

Jessie J. Smith. 2022. Developing a Human-Centered Framework for Transparency in Fairness-Aware Recommender Systems. Doctoral Symposium. In Sixteenth ACM Conference on Recommender Systems (RecSys '22), September 18–23, 2022, Seattle, WA, USA. ACM, New York, NY, USA, 2 pages.

Dylan Doyle-Burke and **Jessie J. Smith**. "What is Radical AI? Towards a Common Definition and our Collective Liberation." Nov. 2020. Resistance AI Workshop at the Proceedings of NeurIPS 2020.

Jessie J. Smith, Nasim Sonboli, Casey Fiesler, Robin Burke. "Exploring User Opinions of

Fairness in Recommender Systems." ArXiv:2003.06461 [Cs], Mar. 2020. arXiv.org, <http://arxiv.org/abs/2003.06461> Fair and Responsible AI Workshop at CHI 2020.

Pinter, Anthony T., Jacob M. Paul, **Jessie J. Smith**, and Jed R. Brubaker. "P4kxspotify: A dataset of pitchfork music reviews and spotify musical features." In Proceedings of the International AAAI Conference on Web and Social Media, vol. 14, pp. 895-902. 2020.

Teaching Experience

Instructor of Record

Adjunct Instructor	Fall 2023
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INFO 1301: Statistics for Information Science
University of Colorado Boulder

Adjunct Instructor	Spring 2023
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INFO 2001/4001: Information Science Portfolio and Professional Development
University of Colorado Boulder

Instructor	Spring 2023
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Data Ethics Modules: The Data Lab
University of Edinburgh

Adjunct Instructor	Summer 2020
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INFO 1201: Computational Reasoning 1 - Expression and Media Transformation
University of Colorado Boulder

Guest Lectures and Teaching Assistant Roles

Guest Lecture Designing Fairness with Impacted Stakeholders	Fall 2024
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CSCI 2925W: Critical Data and Machine Learning Studies
Brown University

Guest Lecture Fairness in Machine Learning and AI	Fall 2024
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INFO 5601: Information Ethics and Policy
University of Colorado Boulder

Guest Lecture The Basics of Machine Learning Fairness	Fall 2024
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INFO 5871: Special Topics: Machine Learning Fairness

University of Colorado Boulder

Guest Lecturer | NLP, LLM & Generative AI Ethics

Fall 2023

AHUM 1825: Interdisciplinary Data Science for All

University of Colorado Boulder

Guest Lecture | Fairness in Machine Learning and AI

Fall 2023

INFO 5601: Information Ethics and Policy

University of Colorado Boulder

Guest Lecture | Fairness in Recommender Systems

Fall 2023

INFO 5612: Recommender Systems

University of Colorado Boulder

Guest Lecture | Fairness in Machine Learning and AI

Spring 2023

INFO 5601: Information Ethics & Policy

University of Colorado Boulder

Guest Lecture | Data Ethics

Spring 2023

INFO 5601: Information Ethics & Policy

University of Colorado Boulder

Guest Lecture: Fairness in Machine Learning and AI

Fall 2022

INFO 4601: Information Ethics & Policy

University of Colorado Boulder

Guest Lecturer & Grader | Fairness in Machine Learning and AI

Fall 2021

INFO 4601/5601: Information Ethics & Policy

University of Colorado Boulder

Teaching Assistant

Fall 2020

INFO 1111: Introduction to Information Science: Understanding the World Through Data

University of Colorado Boulder

Teaching Assistant

Spring 2020

INFO 2201: Computational Reasoning 2: Representations of Data

University of Colorado Boulder

Teaching Assistant

Fall 2019

INFO 1201: Computational Reasoning 1: Expression and Media Transformation

University of Colorado Boulder

Guest Lecture | Machine Learning Fairness

Spring 2018

Data Science Club

California Polytechnic State University

Guest Lecture | Data Privacy and Contextual Integrity

Spring 2018

CPE 300: Professional Responsibilities (Computer Ethics)

California Polytechnic State University

Academic Service Positions

Organizing Committee | Virtual Co-Chair

2025

ACM FAccT Conference

Student Volunteer

2023

ACM FAccT Conference

Graduate Student Association (GSA) Board Member

2022 - 2023

Information Science Department at CU Boulder

Graduate Student Association (GSA) President

2020 - 2021

Information Science Department at CU Boulder

Academic Chair | RecSys 2020 Challenge

2019 - 2020

ACM RecSys Conference

Student Volunteer

2020

ACM FAccT (FAT*) Conference

Student Volunteer

2019

ACM RecSys Conference

Paper Reviewing

FAccT (PC Member), RecSys (PC Member)

2025

CHI, FAccT (PC Member), JASIST

2024

RecSys (PC Member), JASIST, FAccT (PC Member), CSCW, Journal for Responsible Computing

2023

CSCW	2022
Big Data and Society, CSCW, CHI, IDC, RecSys (<i>PC Member</i>)	2021
CSCW	2020

Invited Talks and Panels

Algorithmic Fairness: What is it and how can we put principals into practice at Spotify? <i>Invited Talk</i> Spotify	2025
Designing Responsible AI With Impacted Stakeholders <i>Invited Talk</i> Sony AI	2024
The Generative AI Ethics Playbook <i>Invited Talk</i> The Gates Foundation	2024
Fairness frameworks and logics in recommendation systems <i>Invited Talk</i> Diversity, Explainability, Fairness in information retrieval, recommendation, and search systems (DEFirst Reading Group)	2024
Preparing for a career in AI and ML <i>Invited Talk</i> University of Minnesota	2023
Artificial Intelligence: What Our Future Holds <i>Invited Panelist</i> 2nd Annual Community College Data Science Conference	2023
Algorithmic Fairness 101 <i>Invited Talk</i> Data Science Team Companion Course	2022
Computer Science Ethics as a Career <i>Invited Talk</i> Hathaway Brown High School for Women in STEM	2022

My Journey into CS Ethics and Why this Field is so Important 2021

Invited Webinar Speaker

National Center for Women and Information Technology (NCWIT)

Measurement and How We Define Success in the Algorithmic Age 2021

Invited Panelist

IEEE Standards Association

Privacy Preserving Recommendation on Twitter's Timeline 2020

Invited Panel Moderator

ACM RecSys Conference

Public Scholarship on Technology Ethics

The Radical AI Podcast

Co-Host and Co-Founder

2020 - 2023

AI and tech ethics podcast centering marginalized and/or radical ideas and voices.
Reached hundreds of thousands of downloads across 54 countries around the world.

SciFi in Real Life

Co-Host and Co-Founder

2019 - 2021

YouTube channel discussing modern ethical dilemmas in tech related to science fiction.

Medium Articles

Published Author

2018 - 2022

Articles on technology ethics.

Published articles in Towards Data Science, The Startup, HackerNoon, and others.

Other Skills and Expertise

Research Expertise: qualitative methods, thematic analysis, iterative design, co-design, interviews, survey design, algorithmic auditing, participatory design workshops, focus groups, statistical inference, data science

Programming expertise: Python, GitHub, Java, JavaScript, C, R, HTML/CSS, React

Skills: Public speaking, podcasting, interviewing, software engineering, programming AI

Jessie J. Smith

and machine learning models, writing, researching, public scholarship, teaching, managing teams and projects, research design

Languages: English (Fluent), Spanish (Working Proficiency)