

SIJIA XIAO

Postdoctoral Researcher
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
- Sep 2024 **Postdoctoral Researcher**
- Present Human-Computer Interaction Institute, Carnegie Mellon University, USA
Advisor: Motahhare Eslami | Collaborators: John Zimmerman, Jason Hong and Hong Shen

EDUCATION

- Aug 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
- July 2019 **M.S. in Human-Computer Interaction**
Georgia Institute of Technology. Atlanta, USA
Advisor: Amy Bruckman
- July 2017 **B.A. in Computer Science**
Peking University. Beijing, China

HONORS & RECOGNITIONS

- 2022–2025 Research featured in The New York Times, CNN, BBC, and The Guardian
- 2025 PI, Responsible AI Risk–Benefit Framework, CMU–NIST AIMSEC Cooperative
Research Center (\$80,000)
- 2025 ACM Doctoral Dissertation Award Nominee; I School Dissertation Award Nominee,
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

PUBLICATIONS

Journals Articles

Xiao, Sijia, Haodi Zou, Jingshu Rui, Coye Cheshire, Niloufar Salehi. "SnuggleSense: Empowering Online Harm Survivors Through a Structured Sensemaking Process." *In Proceedings of the ACM on Human-Computer Interaction (CSCW'25)* [\[paper\]](#)

Xiao, Sijia, Shagun Jhaver, and Niloufar Salehi. "Addressing Interpersonal Harm in Online Gaming Communities: The Opportunities and Challenges for a Restorative Justice Approach." *In Proceedings of ACM Transactions on Computer-Human Interaction (TOCHI '23)* [\[paper\]](#)

Xiao, Sijia, Coye Cheshire, and Amy Bruckman. "Sensemaking and the Chemtrail Conspiracy on the Internet: Insights from Believers and Ex-believers." *In Proceedings of the ACM on Human-Computer Interaction (CSCW'21)* **Covered by BBC, CNN, New York Times and The Guardian** [\[paper\]](#) [\[presentation video\]](#)

Liu, Weichen, **Sijia Xiao**, Jacob T. Browne, Ming Yang, and Steven P. Dow. "ConsensUs: Supporting Multi-Criteria Group Decisions by Visualizing Points of Disagreement." *In ACM Transactions on Social Computing (TSC' 18)*. [\[paper\]](#)

Conference Proceedings

Xie, Shixian, **Sijia Xiao**, Cindy Peng, Ganesh Mani, Motahhare Eslami, and John Zimmerman. "Investigating How Leaders Decide on AI Innovations: Opportunities for HCI." *Proceedings of the ACM CHI Conference on Human Factors in Computing Systems (CHI'26)*

Huang, Yanwei, Wesley Hanwen Deng, **Sijia Xiao**, Motahhare Eslami, Jason I. Hong, and Adam Perer. "Vipera: Blending Visual and LLM-Driven Guidance for Systematic Auditing of Text-to-Image Generative AI." *Proceedings of the ACM CHI Conference on Human Factors in Computing Systems (CHI'26)*

Xiao, Sijia, Haodi Zou, Alice Qian Zhang, Hong Shen, Deepak Kumar, Jason Hong, Motahhare Eslami. "What Comes After Harm? Mapping Reparative Actions in AI through Justice Frameworks." *In Proceedings of AAAI/ACM Conference on Artificial Intelligence, Ethics, and Society (AIES '25)* [\[paper\]](#)

Xiao, Sijia, Coye Cheshire, and Niloufar Salehi. "Sensemaking, Support, Safety, Retribution, Transformation: A Restorative Justice Approach to Understanding Adolescents' Needs for Addressing Online Harm." *In Proceedings of the ACM CHI Conference on Human Factors in Computing Systems (CHI'22)* [\[paper\]](#) [\[presentation video\]](#)

Xiao, Sijia, Danaë Metaxa, Joon Sung Park, Karrie Karahalios, and Niloufar Salehi. "Random, Messy, Funny, Raw: Finstas as Intimate Reconfigurations of Social Media." *In Proceedings of the ACM CHI Conference on Human Factors in Computing Systems (CHI'20)* **Best Paper Honorable Mention (5%)** [\[paper\]](#) [\[presentation video\]](#)

Extended Abstract / Workshop Papers

Huang, Yanwei, Wesley Hanwen Deng, **Sijia Xiao**, Motahhare Eslami, Jason Hong, and Adam Perer. "Vipera: Towards systematic auditing of generative text-to-image models at scale." *CHI Late-Breaking Work 2025*. [[paper](#)]

Mahyar, Narges, Weichen Liu, **Sijia Xiao**, Jacob Browne, Ming Yang, and Steven P. Dow. "ConsensUs: Visualizing Points of Disagreement for Multi-Criteria Collaborative Decision Making." *CSCW 2017 Demo*. [[paper](#)]

RESEARCH EXPERIENCE

- 2024 - 2025 **Carnegie Mellon University**, Pittsburgh, USA
With Professor Motahhare Eslami, John Zimmerman, Jason Hong, Hong Shen, Hoda Heidari
AI harm reparation taxonomy; Benefit and Risk Analysis of Early Stage AI Innovation
- 2019 - 2024 **University of California, Berkeley**, Berkeley, USA
With Professor Niloufar Salehi and Coye Cheshire, School of Information
Empowering online harm survivors to addressing harm with a restorative justice approach
- 2018 - 2019 **Georgia Institute of Technology**, Atlanta, USA
With Professor Amy Bruckman, School of Interactive Computing.
How the Internet influences people's belief in conspiracy theories
- 2016 **University of California, San Diego**, San Diego, USA
With Professor Steven Dow, Design Lab.
Visualization system to help people reach consensus in group discussions
- 2015 - 2017 **Tsinghua University**, Beijing, China
With Professor Chun Yu and Yuanchun Shi, Department of Computer Science and Technology
Collaborative editing and polishing system for sharing language knowledge

INDUSTRY EXPERIENCE

- Jun 2018 - **User Experience Design Intern**
Aug 2018 MailChimp, Atlanta, USA
- Oct 2016 - **Product Design Intern**
Feb 2017 Amazon, Beijing, China

PUBLIC AND INVITED TALKS, PANELS, AND PRESENTATIONS

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

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. **Awarded: \$50,000**

2020 A Restorative Justice Approach to Online Moderation (Fellowship). Center for Technology, Society and Policy, UC Berkeley. **Awarded: \$2,000**

PROFESSIONAL ACTIVITIES AND SERVICE TO THE COMMUNITY

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](#)]