Denae **Ford** Robinson

RESEARCH SCIENTIST

14820 NE 36th Street | Building 99 | Redmond, Washington, 98052

✉ denae@microsoft.com | ⌂ denaeford.me | 🎓 Denae Ford | 🖹 Denae Ford | 🐦 denaefordrobin | 🔗 DenaeFordRobinson

*Using **human computer interaction** to understand how **software development knowledge** is shared in **socio-technical ecosystems***

Current Positions

Microsoft Research   *Redmond, WA*

SENIOR RESEARCHER   *Sep 2019 -*

SAINTES (Software Analysis and Intelligence in Engineering Systems) Team

University of Washington   *Seattle, WA*

AFFILIATE ASSISTANT PROFESSOR   *Apr. 2019 -*

Human Centered Design and Engineering Department

Education

North Carolina State University   *Raleigh, NC*

PH.D. IN COMPUTER SCIENCE   *Aug. 2014 - Jul. 2019*

- Graduate Minor in Cognitive Science

- Committee: Dr. Christopher Parnin (Advisor), Dr. Christopher Mayhorn, Dr. Kathryn Stolee, Dr. Tiffany Barnes, Dr. James Herbsleb
- Dissertation: *Identity-Based Signals and E-Mentorship to Support Engagement in Online Programming Communities*
- Thesis Proposal: *Dismantling Barriers to Participation: How Mentorship Can Support Programmer Engagement in Online Communities*

North Carolina State University   *Raleigh, NC*

M.S. IN COMPUTER SCIENCE   *Aug. 2014 - Dec 2016*

North Carolina State University   *Raleigh, NC*

B.S. IN COMPUTER SCIENCE   *Aug. 2010 - May 2014*

- Graduated with Honors
- Magna Cum Laude
- ACC Scholar Student-Athlete: Varsity Track and Field

Publications

*all research is published under my pen name **Denae Ford***

JOURNAL ARTICLES [PEER-REVIEWED]

Accessibility in Software Practice: A Practitioner's Perspective   *TOSEM 2021*

BI, T., XIN, X., LO, D., GRUNDY, J., ZIMMERMANN, T., **FORD, D.**

- ACM Transactions on Software Engineering and Methodology (TOSEM). December 2021.

Developers Who Vlog: Dismantling Stereotypes through Community and Identity   *CSCW 2021*

CHATTOPADHYAY, S., **FORD, D.**, ZIMMERMANN, T.

- Proceedings of the ACM: Human-Computer Interaction: Volume 5: Issue CSCW: Computer-Supported Cooperative Work and Social Computing, November 2021

A Tale of Two Cities: Software Developers Working from Home During the COVID-19 Pandemic   *TOSEM 2021*

FORD, D., STOREY, M.A., ZIMMERMANN, T., BIRD, C., JAFFE. S., MADDILA, C., BUTLER, J., HOUCK, B., NAGAPPAN, N.

- ACM Transactions on Software Engineering and Methodology (TOSEM). September 2021.

Including Everyone, Everywhere: Understanding Opportunities and Challenges of Geographic Gender-Inclusion in OSS   *TSE 2021*

PRANA, G.A.A., **FORD, D.**, RASTOGI, A., LO, D., PURANDARE, R., NAGAPPAN, N.

- IEEE Transactions on Software Engineering (TSE). June 2021.

Ten simple rules for helping newcomers become contributors to open projects *PLoS 2019*

Sholler, D., Steinmacher, I., **Ford, D.**, Averick, M., Hoye, M., Wilson, G.
- PLOS Computational Biology 15(9): e1007296

Selfies as Social Movements: Influences on Participation and Perceived Impact on Stereotypes *CSCW 2018*

Liu, F., **Ford, D.**, Parnin, C., Dabbish, L.
- Proceedings of the ACM: Human-Computer Interaction: Volume 3: Issue CSCW: Computer-Supported Cooperative Work and Social Computing, November 2018

Conference Papers [Peer-Reviewed]

Understanding Skills for OSS Communities on GitHub *ESEC/FSE 2022*

Liang, J.T., Zimmermann, T., **Ford, D.**
- ACM Joint European Software Engineering Conference and Symposium on the Foundations of Software Engineering (ESEC/FSE)

ReBOC: Recommending Bespoke Open Source Software Projects to Contributors *VL/HCC 2022*

Ford, D., Shrestha, N., Zimmermann, T.
- IEEE Symposium on Visual Languages and Human-Centric Computing

Program-L: Online Help Seeking Behaviors by Blind and Low Vision Programmers *VL/HCC 2022*

Johnson, J., Begel, A., Ladner, R., **Ford, D.**
- IEEE Symposium on Visual Languages and Human-Centric Computing

Attracting and Retaining OSS contributors with a Maintainer Dashboard *ICSE SEIS 2022*

Guizani, M., Zimmermann, T., Sarma, A., **Ford, D.**
- IEEE/ACM 44th International Conference on Software Engineering (ICSE), SEIS Track

Towards Mining OSS Skills from GitHub Activity *ICSE NIER 2022*

Liang, J.T., Zimmermann, T., **Ford, D.**
- IEEE/ACM 44th International Conference on Software Engineering (ICSE), NIER Track

Reel Life vs. Real Life: How Software Developers Share their Daily Life through Vlog *ESEC/FSE 2021*

Chattopadhyay, S., Zimmermann, T., **Ford, D.**
- ACM Joint European Software Engineering Conference and Symposium on the Foundations of Software Engineering (ESEC/FSE)

Please Turn Your Cameras On: Remote Onboarding of Software Developers during a Pandemic. *ICSE SEIP 2021*

Rodeghero, P., Zimmermann, T., Houck, B., **Ford, D.**
- ACM/IEEE 43rd International Conference on Software Engineering, Software Engineering In Practice Track (ICSE)

"Is My Mic On?" Preparing SE Students for Collaborative Remote Work and Hybrid Team Communication. *ICSE JSEET 2021*

Moster, M., **Ford, D.**, Rodeghero, P.
- ACM/IEEE 43rd International Conference on Software Engineering, Joint Software Engineering Education and Training Track (ICSE)

Leaving My Fingerprints: Motivations and Challenges of Contributing to OSS for Social Good *ICSE 2021*

Huang, Y., **Ford, D.**, Zimmermann, T.
- ACM/IEEE 43rd International Conference on Software Engineering (ICSE)

"How Was Your Weekend?" Software Development Teams Working From Home During COVID-19 *ICSE 2021*

Miller, C., Rodeghero, P., Storey, M.A., **Ford, D.**, Zimmermann, T.
- ACM/IEEE 43rd International Conference on Software Engineering (ICSE)
  [ACM Distinguished Paper Award]

Beyond the Code Itself: How Programmers Really Look at Pull Requests *ICSE SEIS 2019*

Ford, D., Behroozi, M., Serebrenik, A., Parnin, C.
- ACM/IEEE 41st International Conference on Software Engineering (ICSE), SEIS Track

How Should Compilers Explain Problems to Developers? *ESEC/FSE 2018*

Barik, T., **Ford, D.**, Murphy-Hill, E., Parnin, C.
- ACM Joint European Software Engineering Conference and Symposium on the Foundations of Software Engineering (ESEC/FSE)

Dazed: Measuring the Cognitive Load of Solving Technical Interview Problems At the Whiteboard

Behroozi, M., Lui, A., Moore, I., **Ford, D.**, Parnin, C.

- IEEE 40th International Conference on Software Engineering (ICSE), NIER Track

ICSE NIER 2018

"We Don't Do That Here": How Collaborative Editing with Mentors Improves Engagement in Social Q&A Communities

Ford, D., Lustig, K., Banks, J., Parnin, C.

- ACM Conference on Human Factors in Computing Systems

CHI 2018

Someone Like Me: How Does Peer Parity Influence Participation of Women on Stack Overflow?

Ford, D., Harkins, A., Parnin, C.

- IEEE Symposium on Visual Languages and Human-Centric Computing

VL/HCC 2017

Characterizing Software Engineering Work with Personas Based on Knowledge Worker Actions

Ford, D., Zimmermann, T., Bird, C., Nagappan, N.

- IEEE International Symposium on Empirical Software Engineering and Measurement (ESEM)

ESEM 2017

Paradise Unplugged: Identifying Barriers for Female Participation on Stack Overflow

Ford, D., Smith, J., Guo, P.J., Parnin, C.

- ACM SIGSOFT International Symposium on the Foundations of Software Engineering (FSE)

FSE 2016

What We Have Here is a Failure to Communicate! A Cross-Tool Study on Program Analysis Tool Notifications

Johnson, B., Pandita R. , Smith J., **Ford, D.**, Elder, S., Murphy-Hill, E., Heckman S., Sadowski, C.

- ACM SIGSOFT International Symposium on the Foundations of Software Engineering (FSE)

FSE 2016

Workshop + Consortium Papers [Peer-Reviewed]

Approaches to Understanding a Socio-Cultural Experience of Global Knowledge Workers

Ford, D.

- In Engaging in Race in HCI Workshop at CHI 2020

Race in HCI 2020

How Remote Work Can Foster a More Inclusive Environment for Transgender Developers

Ford, D., Milewicz, R., Serebrenik, A.

- ACM/IEEE ICSE 2nd International Workshop on Gender Equality in Software Engineering (GE @ ICSE)

GE ICSE 2019

Using Eye Tracking to Identify Features of Peer Parity on Stack Overflow

Ford, D.

- IEEE Symposium on Visual Languages and Human-Centric Computing (VL/HCC) Graduate Consortium

VL/HCC 2017

The Tech-Talk Balance: What Technical Interviewers Expect from Technical Candidates

Ford, D., Barik, T., Rand-Pickett, L., Parnin, C.

- IEEE ICSE 10th International Workshop on Cooperative and Human Aspects of Software Engineering (CHASE)

[ICSE] CHASE 2017

Recognizing Gender Differences in Stack Overflow Usage: Applying the Bechdel Test

Ford, D.

- IEEE Symposium on Visual Languages and Human-Centric Computing (VL/HCC) Graduate Consortium

VL/HCC 2016

Studying Sustained Attention and Cognitive States in Remote Technical Interviews

Ford, D., Barik, T., Parnin, C.

- ACM ICER 3rd International Workshop on Eye Movements in Programming (EMIP)
  [Best Presentation Award]

[ICER] EMIP 2015

Exploring the Causes of Frustration for Software Developers

Ford, D., Parnin, C.

- IEEE ICSE 8th International Workshop on Cooperative and Human Aspects of Software Engineering (CHASE)

[ICSE] CHASE 2015

Prior Research and Professional Experiences

Research

Facebook Research

Menlo Park, CA

USER EXPERIENCE RESEARCH INTERN

May 2018 - Aug. 2018

- Community Integrity Research Team - Actor Experience
- Mentors: Matt Katsaros and Younghee Jung
- Conducted experiments on how presentations of norms and exemplars can discourage undesired behavior via encouraging positive behavior
- Connected with faculty at Harvard University to compare and expanding findings from other online communities
- Presented findings to international development, policy and growth teams determine how to integrate interventions in London and Menlo Park

Microsoft Research

Redmond, WA

RESEARCH IN SOFTWARE ENGINEERING GROUP INTERN

May 2016 - Aug. 2016

- Researching differences and similarities between knowledge workers and software engineers
- Mentors: Dr. Tom Zimmermann, Dr. Christian Bird, and Dr. Nachiappan Nagappan
- Determining detailed description of knowledge worker actions to adapt to software engineers
- Conducted interview and surveys to identify software engineering personas
- Presented personas of software engineers internally and prepared conference publication

North Carolina State University

Raleigh, NC

GRADUATE RESEARCH ASSISTANT

Aug. 2015 - May 2016

- Researched socio-technical ecosystems and how knowledge is shared among software engineers
- Conducted qualitative and quantitative empirical studies to better understand the users of the community
- Collaborated with researchers from Carnegie Mellon University and University of Rochester to learn varied approaches for studying similar problems
- Presented findings at international conferences for software engineering and biometrics of programming

MIT Lincoln Laboratory

Lexington, MA

BIOENGINEERING SYSTEMS AND TECHNOLOGIES INTERN

Jun. 2015 - Aug. 2015

- NICL (Neural Indicators of Connectivity and Learning) Project
- Mentors: Brian Helfer and Joey Perricone
- Developed eye characterization tool to analyze pupil dilation, saccades, and fixations using Python
- Conducted pilot study with both spatial & rotational cognitive tasks to identify learning styles
- Eye characterization tool to be combined with EEG for full evaluation of learning
- Attended GEM Conference on behalf of MITLL to discuss research opportunity

MIT Lincoln Laboratory

Lexington, MA

INFORMATICS AND DECISION SUPPORT RESEARCH INTERN

Jun. 2014 - Aug. 2014

- SIGMA (Scalable Integration of Geo Dispersed Monitoring Assets) Project
- Mentors: Kiran Lokhande and Micah Lee
- Implemented decision support and advisory services feature into video monitoring tool
- Conducted pilot study to determine which recommendations were ideal for video operators
- Integrated perspectives of Human Factors and Software Engineering to make responsive tool

North Carolina State University

Raleigh, NC

UNDERGRADUATE RESEARCH ASSISTANT

Aug. 2012 - Oct. 2013

- Center for Educational Informatics: JavaTutor Project
- Mentor: Dr. Kristy Boyer
- An intelligent tutoring system (ITS) to teach students computational thinking through Java
- Analyzing linguistics from multifaceted data including facial expressions and body posture
- Performed analysis of galvanic skin response to determine engagement of participants

DEVELOPMENT

SAS Institute

Cary, NC

DEVELOPMENT TESTING INTERN

May 2013 - Aug. 2013

- Collaborated on testing strategies with a team from Beijing, China
- Implemented tests to measure performance of Scalable Performance Data Server (SPDS)
- Authored Cloudera Hadoop Custom Sequence Reader and Writer for Embedded Processes (EP)
- Optimized documentation creating internal wiki sites

Lexmark International

Lexington, KY

FIRMWARE-SOFTWARE STUDENT INTERN

Jun. 2012 - Aug. 2012

- Team programmed to develop software with a team from the Philippines
- Designed and implemented software traversal tool with expandable testing capabilities
- Performed demos and to present functionalities and progress to superiors
- Agile scrum team member, responsible for tasks with testing new software architecture

Invited Talks

Community Data Science Collective *Remote*

Invited Seminar *Sept 2022*

How to Foster and Grow Healthy Online Communities

International Conference on Mining Software Repositories: Visions & Reflections Track *Remote*

Invited Mini-Keynote Speaker *May 2022*

The Next Generation of Software Developers

It Will Never Work in Theory: Live! *Remote*

Invited Speaker *April 2022*

How Do We Keep Developers Safe Online: Community Safety at Scale

UNC Chapel Hill: Afropix Conference *Chapel Hill, NC*

Invited Keynote Speaker *April 2022*

WWITYMYS: What would I tell my younger self?

Princeton University Center for Information Technology and Policy *Remote*

Invited Speaker *April 2022*

The Next Generation of Software Developers

Data Skeptic Podcast *Remote*

Invited Guest Speaker: Remote Software Development *April 2022*

[Link to podcast]

White House Office of Science, Technology, and Policy *Remote*

Invited Speaker *Mar 2022*

Open Science Communities

Vanderbilt University *Remote*

Invited Speaker *Mar 2022*

The Next Generation of Software Developers

Visual Languages and Human-Centric Computing Conference (VL/HCC) 2021 *Remote*

Invited Keynote Speaker *Oct 2021*

The Next Generation of Software Developers

GitHub Beyond Universe 2021 Panel: Maintainers Advancing Inclusion in Open Source *Remote*

Invited Panelist *Oct 2021*

Host: Demetris Cheatham, GitHub Senior Director of Global D&I Strategy

Microsoft Research Summit: Preparing the Next Generation of Developer Communities *Remote*

Invited Panel Organizer & Moderator *Sept 2021*

[Link to talk]

University of Washington *Remote*

Invited Guest Speaker: Social Computing Graduate Course *May 2021*

Host: Dr. Amy Zhang

University of Michigan *Remote*

Invited Guest Speaker: User Experience Graduate Course *March 2021*

Host: Dr. Robin Brewer

Carnegie Mellon University - HCII Seminar Series *Remote*

Invited Speaker: A Tale of Two Cities: Software Developers in Practice During the COVID-19 Pandemic *Feb 2021*

[Link to talk] | Host: Dr. Laura Dabbish

Black Designers at Microsoft Spotlight Speaker Series *Remote*

Invited Guest Speaker *Feb 2021*

ACM ByteCast Podcast *Remote*

Invited Guest Speaker *Dec. 2020*

[Link to podcast]

North Carolina Central University *Remote*

Building Inclusive Online Communities That Matter *Nov. 2020*

Host: Dr. Siobahn Day Grady

University of Washington: DUB Retreat *Remote*

Invited Panelist *Oct. 2020*

Panel on Racism, Difference, and Equity in DUB

TaskTop: Project to Product Podcast
Remote

INVITED GUEST SPEAKER

Aug. 2020

[Link to podcast]

GitHub OCTO Speaker Series: Inaugural Lecture at GitHub's Office of the CTO
Remote

GOLDEN RULES OF BUILDING COMMUNITIES THAT MATTER

Aug. 2020

[Link to talk]

Stanford University
Remote

INCLUSIVE ONLINE PROGRAMMING COMMUNITIES: FINDING VALUE IN SIMILARITIES AND DIFFERENCES

Jul. 2020

Host: Dr. Amy Zhang, Michael Bernstein Group

Hanselminutes Podcast
Remote

DISMANTLING BARRIERS TO PARTICIPATION IN PROGRAMMING COMMUNITIES WITH DR. DENAE FORD

June 2020

[Link to podcast]

University of Michigan, iSchool
Ann Arbor, WA

BUILDING INCLUSIVE ONLINE PROGRAMMING COMMUNITIES

Mar. 2020

MISC Seminar Series: cancelled due to COVID-19

University of Washington: DUB Seminar Series
Seattle, WA

BUILDING INCLUSIVE ONLINE PROGRAMMING COMMUNITIES

Feb. 2020

[Link to talk]

Modern Figures Podcast
Gainesville, FL

INVITED GUEST SPEAKER

Dec. 2019

[Link to podcast]

George Mason University
Fairfax, VA

INVITED GUEST LECTURE

Dec. 2018

Software Engineering Seminar Series

University of Massachusetts Amherst
Amherst, MA

INVITED GUEST LECTURE

Nov. 2018

Rising Star in Computer Science Seminar Series

Facebook Research
London, UK

USING PARTICIPATORY DESIGN WITH PREVIOUS POSTS AND NORMS TO EDUCATE ACTORS ON COMMUNITY STANDARDS

Aug. 2018

Summer Research Presentation

Wellesley College
Wellesley, MA

INVITED GUEST LECTURE

April 2018

Challenging Online Communities to Recreate Onboarding Experiences

Comcast Software As Craft Conference
Philadelphia, PA

INVITED KEYNOTE SPEAKER

Oct. 2017

Paradise Unplugged: How We Create a More Empathetic and Helpful Online Community

DiamondHacks Hackathon
Raleigh, NC

INVITED KEYNOTE SPEAKER

Sep. 2017

Eating Your Donuts and Basking in Your Glow

Microsoft Research
Cambridge, UK

HOW BARRIERS AND IDENTITY INFLUENCE PARTICIPATION IN PROGRAMMING COMMUNITIES

Sep. 2016

Host: Brendan Murphy

Microsoft Research
Redmond, WA

IDENTIFYING PERSONAS OF SOFTWARE ENGINEERS AS KNOWLEDGE WORKERS

Aug. 2016

Summer Research Presentation

MIT Lincoln Laboratory
Lexington, MA

NICL: EXPLORING PUPILLOMETRY IN COGNITIVE TASKS

Aug. 2015

Summer Research Presentation

MIT Lincoln Laboratory
Lexington, MA

SIGMA: ADVISORY SERVICES NOTIFICATIONS SYSTEM

Aug. 2014

Summer Research Presentation

Invited Workshops

Heidelberg Laureate Forum: Young Researchers Seminar　　　　　*Heidelberg, Germany*
INVITED ATTENDEE　　　　　*Sept. 2022*

Dagstuhl Seminar - BOTse: Bots in Software Engineering　　　　　*Dagstuhl, Germany*
INVITED ATTENDEE　　　　　*Nov. 2019*

Highlighted Projects

Next Generation of Developer Communities

CORE RESEARCH PROJECT　　　　　*Fall 2019 - Present*
- Investigating how technologists use their skill to help a broader societal goal
  - Open Source Software For Social Good - OSS4SG
  - Tech4BlackLives Research Project
  - AI Communities for Developers and Technologists

Stack Overflow Mentorship Program

GRADUATE RESEARCH PROJECT　　　　　*Summer 2017 - Fall 2019*
- Successfully implemented a mentorship program with Stack Overflow
- Studying the longitudinal effects of engagement following participation

Barriers to Participation on Stack Overflow

GRADUATE RESEARCH PROJECT　　　　　*Spring 2015 - Fall 2017*
- Identified barriers of participation for women and men on Stack Overflow
- Defined how *peer parity* and identity can influence participation

Evaluating the Cognitive Burden of Technical Interviews with Biometric Sensing

GRADUATE RESEARCH PROJECT　　　　　*Fall 2015 - Fall 2019*
- Compared technical knowledge sharing during remote programming interviews
- Analyzed the interviewer perspective on technical programming interviews

Identity-Based Social Movements: Community Support through Dismantling Stereotypes

GRADUATE RESEARCH PROJECT　　　　　*Fall 2015 - Spring 2017*
- Interviewed participants of #iILookLikeAnEngineer, an identity-based hashtag movement

Teaching Experiences

Snap It! Craft It! Print It! Coding Camp　　　　　*Raleigh, NC*

NC STATE: COLLEGE OF ENGINEERING　　　　　*Jul. 2017*
- As lead instructor, prepared and presented materials for the week-long interactive course

Data Science and Visualization Institute for Librarians: Preparing Data for Qualitative Analysis　　　　　*Raleigh, NC*

NC STATE UNIVERSITY LIBRARIES　　　　　*Apr. 2017*
- Prepared and presented material to explain how to use qualitative analysis tools such as ATLAS.ti, NVivo, and RStudio
  [Course Materials]

Think and Do Qualitative Research and R with Denae Ford　　　　　*Raleigh, NC*

NC STATE UNIVERSITY LIBRARIES　　　　　*Nov. 2016*
- Prepared and presented material to explain how to use R to for large scale survey analysis
  [Course Materials]

The Science Of Technical Interviews: What To Expect And How To Succeed　　　　　*Raleigh, NC*

NC STATE GRADUATE SOFTWARE ENGINEERING COURSE　　　　　*Oct. 2016*
- Prepared and presented lecture of University Graduate Software Engineering course

Preparing for the Technical Interview　　　　　*Raleigh, NC*

NC STATE UNDERGRADUATE SOFTWARE ENGINEERING COURSE　　　　　*Apr. 2015*
- Prepared and presented lecture of University Undergraduate Software Engineering course

INSPIRE: Young Girls interested in Technology　　　　　*Kingstree, SC*

INTECH CAMP　　　　　*Sep. 2015*
- Team taught an introductory HTML + CSS course to middle school girls

Technical Skills

Programming	Python, R, SQL, LaTeX, HTML/CSS, MATLAB, Java
Empirical Methods	Mixed Methods, Qualitative & Quantitative Analysis, Grounded Theory, Experimental Research Design

Research Students Mentored

Regina Cheng	Trust via Communities in AI Code Generation Tools - MSR PhD Intern
Ruotong Wang	Trust via Interactions in AI Code Generation Tools - MSR PhD Intern
Jenny Liang	Open Source Software for Social Good Measurable Skills - MSR Undergrad Intern
Nischal Shrestha	Open Source Software for Social Good Project Recommendation Tool - MSR PhD Intern
Mariam Guizani	Open Source Software for Social Good Maintainer Dashboard - MSR PhD Intern
Courtney Miller	Team Productivity During the Pandemic - MSR Undergrad Intern
Souti Chattopadhyay	Software Developer Vlogging Identity - MSR PhD Intern
Jazette Johnson	Online Q&A for Blind Developers - MSR PhD Intern
Yu Huang	Open Source Software for Social Good Summer - MSR PhD Intern
Kayla Mumford	Analysis of AOI Triggers of Contribution Signals on GitHub
Alisse Harkins	Defining Peer Parity among Women on Stack Overflow (Now at Microsoft)
Savannah Morgan	How Programming Questions from Women are Received on Stack Overflow (Now in Peace Corps.)

Fellowships and Grants

Total Awarded: $275,000

$141,000	National Science Foundation(NSF) Graduate Research Fellowship Program, 2016-2020
$88,000	Microsoft Research Ph.D. Fellowship, 2016-2018
$4,000	North Carolina State University Graduate Fellowship, 2014
$42,000	National GEM Consortium Fellowship, 2014-2019

Honors & Awards

2022	**Young Research Fellow,** Heidelberg Laureate Forum	*Germany*
2020	**Distinguished Reviewer,** ESEC/FSE 2020	*Remote*
2019	**Recipient,** BlackComputeHER Rising Star Award	*Washington, D.C.*
2018	**Fellow,** BlackComputeHER Fellowship Program	*Atlanta, GA*
2018	**Recipient,** ACM SIGCHI Student Travel Grant - CSCW	*New York, NY*
2018	**Grad Cohort Scholarship Recipient,** Computing Research Association - URMD	*San Diego, CA*
2018	**Invited Participant,** University of Notre Dame: NextProf Workshop	*South Bend, IN*
2017	**Invited Participant,** University of Michigan: NextProf Workshop	*Ann Arbor, MI*
2017	**Travel Scholarship Recipient,** National Society of Blacks in Computing	*Atlanta, GA*
2017	**Travel Scholarship Recipient,** Black Women In Computing Conference	*Washington, DC*
2016	**Grad Cohort Scholarship Recipient,** Computing Research Association - Womens	*San Diego, CA*
2014	**Fellow,** NSF Graduate Research Fellowship Program	*Raleigh, NC*
2016	**Fellow,** Microsoft Research Ph.D. Fellowship Program	*Raleigh, NC*
2015	**Recipient,** Xerox Technical Minority Scholarship	*Raleigh, NC*
2015	**Best Presentation Award,** ICER EMIP	*Joensuu, Finland*
2014	**Fellow,** National GEM Consortium Fellowship Program	*Raleigh, NC*
2012	**Travel Scholarship Recipient,** Facebook Grace Hopper Scholar	*Houston, TX*
2010-2014	**ACC Academic Honor Roll,** NCSU Varsity Scholar Student-Athlete	*Raleigh, NC*

Professional Service

Editorial

2021	**Guest Editor,** IEEE Special Issue: Diversity Crisis in Software Development [Link to issue]

Program Committees

2023	**Committee Member**, ACM/IEEE CHASE Technical Track Program Committee	*Melbourne, Australia*
2022	**Associate Chair**, ACM CHI Subcommittee	*New Orleans, LA*
2021	**Reviewer**, ACM CHI	*Yokohama, Japan*
2021	**Committee Member**, ACM/IEEE ICSE Technical Track Program Committee	*Madrid, Spain*
2020	**Committee Member**, ACM ESEC/FSE Technical Track Program Committee **[Distinguished Reviewer Award]**	*Sacremento, CA*
2020	**Committee Member**, ACM/IEEE ICGSE Technical Track Program Committee	*Seoul, South Korea*
2020	**Committee Member**, ACM/IEEE ICSE Student Research Competition Program Committee	*Seoul, South Korea*
2020	**Committee Member**, ACM FAT* Technical Track Computer Science-Program Committee	*Barcelona, Spain*
2019	**Reviewer**, ACM CHI	*Glasgow, UK*
2019	**Committee Member**, ACM/IEEE ICSE [Demonstrations] Program Committee	*Montréal, CA*
2019	**Committee Member**, ACM/IEEE MSR [Mining Challenge] Program Committee	*Montréal, CA*
2018	**Reviewer**, ACM CSCW	*New York, NY*
2018	**Committee Member**, IEEE/ACM ICSE FairWare Program Committee	*Gothenberg, SW*
2017	**Poster Reviewer**, NSF NC-LSAMP Annual Undergraduate Research Conference	*Raleigh, NC*
2017	**Committee Member**, IEEE ICPC [Industry] Program Committee	*Buenos Aires, AR*
2016	**Committee Member**, IEEE ICSME [Tool] Program Committee	*Raleigh, NC*
2015	**Poster Reviewer**, NSF NC-LSAMP Annual Undergraduate Research Conference	*Pembrooke, NC*

ORGANIZING COMMITTEES

2022	**Committee Member**, ACM/IEEE ICSE New Faculty Symposium	*Singapore*
2016	**Student Volunteer**, IEEE ICSME Organizing Committee	*Raleigh, NC*
2016	**Social Media Chair**, IEEE VISSOFT Organizing Committee	*Raleigh, NC*

JOURNAL REVIEWER

2021	**Manuscript Reviewer**, The Journal of Systems & Software (JSS)	
2021	**Manuscript Reviewer**, ACM Transactions in Computer-Human Interaction (TOCHI) Journal	
2020	**Manuscript Reviewer**, IEEE Transactions in Software Engineering (TSE) Journal	
2017	**Manuscript Reviewer**, IEEE Transactions in Software Engineering (TSE) Journal	

OTHER SERVICE

2021-	**National Coalition of 100 Black Women, Greater Seattle Chapter**, Education Committee Chair	
2021	**Microsoft Research Redmond Visiting Researcher Committee**, Member	
2021	**GitHub Tech for Social Good Advisory Board**, Member	
2021	**CHIMe 2021**, Co-organizer	
2021	**Distinguished CRA Skip Ellis Lecture Series at Microsoft Research**, Inaugural Chair	
2020	**Black Researchers at Microsoft Research Group (BR@MSR)**, Co-founder	
2020	**CHIMe 2020**, Co-organizer	
2021	**Software Developer Diversity Inclusion (SDDI) Summit**, Co-Organizer	
2018 -	**INTech Camp for Girls** , Board of Directors - Member, Interim President	
2017-2019	**Graduate Chair**, NCSU Computer Steering Committee	*Raleigh, NC*
2018-2019	**Graduate Student Representative**, NCSU Computer Science Department Head Search Committee	*Raleigh, NC*
2014-2019	**Vice President, Prev: Member**, Minority Engineering Graduate Student Association (MEGSA)	*Raleigh, NC*
2011-2019	**Graduate Advisor, Prev: Vice President, Publicity Chair**, NC State - Women In Computer Science	*Raleigh, NC*
2018	**Mentor**, The GradSpark Accelerator	
2017-2019	**Lead Camp Counselor**, INTech Camp for Girls	*Raleigh, NC*
2016	**IMSD Ambassador**, NCSU Initiative for Maximizing Student Diversity (IMSD)	*Raleigh, NC*
2016	**Panelist + Instructor**, INTech Camp for Girls	*Kingstree, SC*
2012-2014	**President**, Sisters In Sports	*Raleigh, NC*

COMPUTING ORGANIZATION MEMBERSHIPS

2018-	**Association for the Advancement of Artificial Intelligence (AAAI)**, Member	
2015-	**Association for Computing Machinery (ACM)**, Member	
2015-	**Institute of Electrical and Electronics Engineers (IEEE)**, Member	