

KATE STARBIRD

Curriculum Vitae

Human Centered Design and Engineering
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EDUCATIONAL HISTORY

University of Colorado Boulder, Boulder, CO
PhD, Technology, Media & Society
August 2012

Dissertation: Crowdwork, Crisis and Convergence: How the Connected Crowd Organizes
Information during Mass Disruption Events

Stanford University, Stanford, CA
BA, Computer Science
June 1997

EMPLOYMENT HISTORY

University of Washington
Seattle, WA

Assistant Professor, Human Centered Design & Engineering, 2012 – 2019
Associate Professor, Human Centered Design & Engineering, 2019 –

AWARDS AND HONORS

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| Junior Faculty Award, College of Engineering, University of Washington | 2018 |
| Faculty Teaching Award, HCDE, University of Washington | 2016 |
| Junior Faculty Innovator, HCDE | 2014 |
| Graduate Research Fellowship, National Science Foundation | 2009-2012 |

AFFILIATIONS AND OTHER APPOINTMENTS

Co-Founder and Executive Council Member, Center for an Informed Public, UW, 2020 – present
Adjunct Professor, Computer Science & Engineering, University of Washington, 2012 – present
Adjunct Professor, Information School, University of Washington, 2014 – present
Data Science Fellow, eScience Institute, University of Washington, 2018 – present
Visiting Associate Professor, Stanford University, Fall 2019

PUBLICATIONS¹

Journal Publications (Peer-Reviewed)

- [J14] Tom Wilson† and Kate Starbird. (2020). Cross-platform Disinformation Campaigns: Lessons Learned and Next Steps. *Harvard Kennedy School Misinformation Review*, 1(1).
- [J13] Kate Starbird, Ahmer Arif†, and Tom Wilson†. (2019). Disinformation as Collaborative Work: Surfacing the Participatory Nature of Strategic Information Operations. *PACMHCI. 3, Computer-Supported Cooperative Work (CSCW 2019). Article 127.*
- [J12] Li Zeng†, Dharma Dailey†, Owla Mohamed*, Kate Starbird and Emma S. Spiro. (2019). Detecting Journalism in the Age of Social Media: Three Experiments in Classifying Journalists on Twitter. In *Proceedings of the International Conference on Web and Social Media (ICWSM 2019)*. Munich, Germany.
Impact Factor: NEW
- [J11] Ahmer Arif†, Leo G. Stewart*, and Kate Starbird. (2018). Acting the Part: Examining Information Operations within #BlackLivesMatter Discourse. *PACMHCI. 2, Computer-Supported Cooperative Work (CSCW 2018). Article 20.*
Impact Factor: NEW • Citations: 9
- [J10] Tom Wilson†, Kaitlyn Zhou*, and Kate Starbird. (2018). Assembling Strategic Narratives: Information Operations as Collaborative Work within an Online Community. *PACMHCI. 2, Computer-Supported Cooperative Work (CSCW 2018). Article 183.*
Impact Factor: NEW • Citations: 8
- [J9] Himanshu Zade†, Kushal Shah*, Vaibhavi Rangarajan*, Priyanka Kshirsagar*, Kate Starbird and Muhammad Imran. (2018). From Situational Awareness to Actionability: Towards Improving the Utility of Social Media Data for Crisis Response. *PACMHCI. 2, Computer-Supported Cooperative Work (CSCW 2018). Article 195.*
- [J8] Leo G. Stewart*, Ahmer Arif†, A. Conrad Nied†, Emma S. Spiro, and Kate Starbird. (2017). Drawing the Lines of Contention: Networked Frame Contests Within #BlackLivesMatter Discourse. *PACMHCI. 1, CSCW, Article 122* (November), 23 pages.
Impact Factor: NEW • Citations: 14
- [J7] Dharma Dailey† and Kate Starbird. (2014). Journalists as Crowdsourcers: Responding to Crisis by Reporting with a Crowd. *Journal of Computer-Supported Cooperative Work, Special Issue: Crisis Informatics and Collaboration*, 23(4-6): 445-481.
Impact Factor: 1.59 • Citations: 38
- [J6] Kate Starbird, Dharma Dailey†, Ann Hayward Walker, Thomas M. Leschine, Robert Pavia, and Ann Bostrom. (2015). Social Media, Public Participation, and the 2010 BP Deepwater Horizon Oil Spill. *Human and Ecological Risk Assessment: An International Journal*, 21(3), pp. 605-630.
Impact Factor: 1.56 • Citations: 53
- [J5] Ann Hayward Walker, Robert Pavia, Ann Bostrom, Thomas M. Leschine, and Kate Starbird. (2014). Communication practices for oil spills: Stakeholder engagement during

¹ All citation counts are from Google Scholar as of 4 May 2019; * indicates an undergraduate or masters student,

† indicates a doctoral student.

preparedness and response. *Human and Ecological Risk Assessment: An International Journal*, 21(3): 667-690.

Impact Factor: 1.56 • Citations: 23

- [J4] Ann Bostrom, Susan Joslyn, Robert Pavia, Ann Hayward Walker, Kate Starbird, and Thomas M. Leschine. (2014). Methods for communicating the complexity and uncertainty of oil spill response actions and tradeoffs. *Human and Ecological Risk Assessment: An International Journal*, 21(3): 631-645. Impact Factor: 1.56 • Citations: 17

Refereed Conference Proceedings²

- [C28] Hannah Van Wyk and Kate Starbird. (2020/2021). Analyzing Social Media Data to Understand How Disaster-Affected Individuals Adapt to Disaster-Related Telecommunications Disruptions. Accepted to the *2020 Information Systems for Crisis Response and Management Conference (ISCRAM 2020/2021)*.
- [C27] Taryn Bipat, Tom Wilson, Ostin Kurniawan, Stephanie Choi, and Kate Starbird. (2019). It's Not All Fun and Games: Breaking News Consumption on Snapchat. In *Proceedings of the 52nd Hawaii International Conference in System Sciences (HICSS)*.
- [C26] Kate Starbird, Ahmer Arif†, Tom Wilson†, Katherine Van Koevering*, Katya Yefimova†, and Daniel Scarnecchia. (2018). Ecosystem or Echo-System? Exploring Content Sharing across Alternative Media Domains. Presented at *12th International AAAI Conference on Web and Social Media (ICWSM 2018)*, Stanford, CA, (pp. 365-374).
Acceptance rate: 16% • Citations: 12
- [C25] Kate Starbird, Dharma Dailey†, Gina Lee*, and Emma Spiro. (2018). Engage Early, Correct More: How Journalists Participate in False Rumors Online during Crisis Events. *Proceedings of the ACM 2018 Conference on Human Factors in Computing Systems (CHI 2018)*, Montreal, Canada, (10 pages).
Acceptance rate: 26% • Citations: 5
- [C24] Kate Starbird. (2017). Examining the Alternative Media Ecosystem through the Production of Alternative Narratives of Mass Shooting Events on Twitter. In *11th International AAAI Conference on Web and Social Media (ICWSM 2017)*, Montreal, Canada, (pp. 230-339).
Acceptance rate: 15% • **Nominated for Best Paper** • Citations: 67
- [C23] Peter M Krafft†, Kaitlyn Zhou*, Isabelle A. Edwards*, Kate Starbird, Emma S Spiro. (2017). Centralized, Parallel, and Distributed Information Processing during Collective Sensemaking. *Proceedings of the ACM Conference on Human Factors in Computing Systems (CHI 2017)*, Denver, Colorado, (pp. 2976-2987).
Acceptance rate: 25% • Citations: 7
- [C22] Ahmer Arif†, John Robinson†, Stephanie Stanek*, Elodie Fichet†, Paul Townsend*, Zena Worku* and Kate Starbird. (2017). A Closer Look at the Self-Correcting Crowd: Examining Corrections in Online Rumors. *Proceedings of the ACM 2017 Conference on*

² In contrast to journal-centric fields, the premiere human-computer interaction conferences (e.g., CHI, CSCW) are heavily refereed and highly selective venues for top archival research. These conferences exceed many human-computer interaction journals in their selectivity, visibility, and impact. For a study of the impact of ACM conference proceedings, see J Chen and JA Konstan, Conference paper selectivity and impact, *Communications of the ACM* 53, 6 (June 2010), 79-83.

- Computer-Supported Cooperative Work & Social Computing (CSCW '17)*, Portland, Oregon, (pp. 155-168).
Acceptance rate: 35% • Citations: 24
- [C21] Dharma Dailey† and Kate Starbird. (2017). Social Media Seamsters: Stitching Platforms & Audiences into Local Crisis Infrastructure. *Proceedings of the ACM 2017 Conference on Computer-Supported Cooperative Work & Social Computing (CSCW '17)*, Portland, Oregon, (pp. 1277-1289).
Acceptance rate: 35% • **Honorable Mention for Best Paper** • Citations: 12
- [C20] Kate Starbird, Emma Spiro, Isabelle Edwards*, Kaitlyn Zhou*, Jim Maddock* and Sindhu Narasimhan*. (2016). Could This Be True? I Think So! Expressed Uncertainty in Online Rumoring. *Proceedings of the ACM 2016 Conference on Human Factors in Computing Systems (CHI 2016)*, San Jose, CA. (pp, 360-371).
Acceptance rate: 23% • Citations: 31
- [C19] Cynthia Andrews*, Elodie Fichet†, Stella Ding*, Emma Spiro, and Kate Starbird. (2016). Keeping Up with the Tweet-Dashians: The Impact of ‘Official’ Accounts on Online Rumoring. *Proceedings of the ACM 2016 Conference on Computer Supported Cooperative Work (CSCW 2016)*, San Francisco, CA. (pp. 452-465).
Acceptance rate: 25% • Citations: 36
- [C18] Ahmer Arif†, Kelley Shanahan*, Fang-Ju Chou*, Yoanna Dosouto*, Kate Starbird, Emma Spiro. (2016). How Information Snowballs: Exploring the Role of Exposure in Online Rumor Propagation. *Proceedings of the ACM 2016 Conference on Computer Supported Cooperative Work (CSCW 2016)*, San Francisco, CA. (pp. 466-477).
Acceptance rate: 25% • Citations: 36
- [C17] Li Zeng†, Kate Starbird and Emma Spiro. (2016). Rumors at the Speed of Light? Modeling the Rate of Rumor Transmission during Crisis. *Hawaii International Conference on System Sciences (HICSS 2016)*. (pp. 1969-1978).
Citations: 17
- [C16] Dharma Dailey†, John Robinson†, and Kate Starbird. (2016). Sharing Food, Gathering Information: The Context and Visibility of Community Information Work in a Crisis Event. *iConference 2016*, Philadelphia, PA. (10 pages).
Acceptance rate: 30% • Citations: 5
- [C15] Elodie Fichet, John Robinson†, Dharma Dailey† and Kate Starbird. (2016). Eyes on the Ground: Emerging Practices in Periscope Use during Crisis Events. To be presented at the *2016 Information Systems for Crisis Response and Management Conference (ISCRAM 2016)*, Rio de Janeiro, Brazil. May 22-25, 2016. (10 pages).
Citations: 19
- [C14] John Robinson*, Jim Maddock* and Kate Starbird. (2015). Examining the Role of Human and Technical Infrastructure during Emergency Response. Presented at the *2015 Information Systems for Crisis Response and Management Conference (ISCRAM 2015)*, Kristiansand, Norway. May 24-27, 2015. (10 pages).
Citations: 7
- [C13] Jim Maddock*, Kate Starbird, Haneen Al-Hassani*, Daniel Sandoval*, Mania Orand†, and Robert M. Mason. (2015). Characterizing Online Rumoring Behavior Using Multi-Dimensional Signatures. In *Proceedings of the ACM 2015 Conference on Computer Supported Cooperative Work (CSCW 2015)*, Vancouver, B.C. (pp. 228-241). ACM.
Acceptance rate: 28% • Citations: 59
- [C12] Linlin Y. Huang*, Kate Starbird, Mania Orand†, Stephanie A. Stanek* and Heather T. Pedersen*. (2015). Connected Through Crisis: Emotional Proximity and the Spread of Misinformation Online. In *Proceedings of the ACM 2015 Conference on Computer Supported*

- Cooperative Work (CSCW 2015)*, Vancouver, B.C. (pp. 969-980). ACM.
Acceptance rate: 28% • Citations: 41
- [C11] Kate Starbird, Jim Maddock*, Mania Orand†, Peg Achterman, and Robert M. Mason. (2014). Rumors, False Flags, and Digital Vigilantes: Misinformation on Twitter after the 2013 Boston Marathon Bombings. Short paper. *iConference 2014*, Berlin, Germany, (9 pages).
Acceptance rate: 49% • **Best Note Award** • Citations: 163
- [C10] Camille Cobb†, Ted McCarthy†, Annuska Perkins*, Ankitha Bharadwaj*, Jared Comis*, Brian Do* & Kate Starbird. (2014). Designing for the Deluge: Understanding & Supporting the Distributed, Collaborative Work of Crisis Volunteers. *Proceedings of the ACM 2014 Conference on Computer Supported Cooperative Work (CSCW 2014)*, Baltimore, MD, (pp 888-899). ACM.
Acceptance rate: 27% • Citations: 57
- [C9] Kate Starbird. (2013). Delivering Patients to Sacré Coeur: Collective Intelligence in Digital Volunteer Communities. *Proceedings of the ACM 2013 Conference on Human Factors in Computing Systems (CHI 2013)*, Paris, France, (pp. 801-810). ACM.
Acceptance rate: 20% • Citations: 42
- [C8] Kate Starbird† and Leysia Palen. (2013). Working & Sustaining the Virtual “Disaster Desk.” *Proceedings of the ACM 2013 Conference on Computer Supported Cooperative Work (CSCW 2013)*, San Antonio, TX, (pp. 491-502). ACM.
Acceptance rate: 36% • **Best Paper Award** • Citations: 106
- [C7] Kate Starbird† and Leysia Palen. (2012). (How) Will the Revolution be Retweeted? Information Diffusion and the 2011 Egyptian Uprising. *Proceedings of the ACM 2012 Conference on Computer Supported Cooperative Work (CSCW 2012)*, Seattle, WA, (pp. 7-16). ACM.
Acceptance rate: 39.5% • Citations: 319
- [C6] Aleksandra Sarcevic†, Leysia Palen, Joanne White†, Kate Starbird†, Mossaab Bagdouri†, and Kenneth Anderson. (2012). “Beacons of Hope” in Decentralized Coordination: Learning from On-the-Ground Medical Twitterers During the 2010 Haiti Earthquake. *Proceedings of the ACM 2012 Conference on Computer Supported Cooperative Work (CSCW 2012)*, Seattle, WA, (pp. 47-56). ACM.
Acceptance rate: 39.5% • Citations: 98
- [C5] Kate Starbird†, Grace Muzny* and Leysia Palen. (2012). Learning from the Crowd: Collaborative Filtering Techniques for Identifying On-the-Ground Twitterers during Mass Disruptions. Presented at the *2012 Information Systems for Crisis Response and Management Conference (ISCRAM 2012)*, Vancouver, Canada, (10 pages).
Citations: 113
- [C4] Kate Starbird† and Leysia Palen. (2011). “Voluntweeters”: Self-Organizing by Digital Volunteers in Times of Crisis. *Proceedings of the ACM 2011 Conference on Human Factors in Computing Systems (CHI 2011)*, Vancouver, CA, (pp. 1071-1080). ACM.
Acceptance Rate: 26% • **Honorable Mention, Best Paper** • Citations: 468
- [C3] Kate Starbird†, Leysia Palen, Amanda L Hughes†, and Sarah Vieweg†. (2010). Chatter on The Red: What Hazards Threat Reveals about the Social Life of Microblogged Information. *Proceedings of the ACM 2010 Conference on Computer Supported Cooperative Work (CSCW 2010)*, Savannah, GA, (pp. 241-250). ACM
Acceptance rate: 20% • **Honorable Mention, Best Paper** • Citations: 463
- [C2] Kate Starbird† and Leysia Palen. (2010). Pass It On?: Retweeting in Mass Emergencies. Presented at the *2010 Information Systems for Crisis Response and Management Conference (ISCRAM 2010)*, Seattle, WA, (10 pages).
Nominated for Best Paper • Citations: 31

- [C1] Sarah Vieweg†, Amanda L. Hughes†, Kate Starbird†, and Leysia Palen. (2010). Microblogging during Two Natural Hazards Events: What Twitter May Contribute to Situational Awareness. *Proceedings of the ACM 2010 Conference on Human Factors in Computing Systems (CHI 2010)*, Atlanta, GA, (pp. 1079-1088). ACM. Acceptance rate: 22% • Citations: 1277

Conference Papers, Posters, Workshop Papers & other Non-Journal Articles (Lightly Reviewed)

- [c23] Leo G. Stewart*, Ahmer Arif†, and Kate Starbird. (2018). When Bad Actors Adhere to Group Norms: Extended Abstract. In *Proceedings of the 2018 CHI Conference on Human Factors in Computing Systems (CHI'18)*. ACM, New York, NY, USA, Article 4, 4 pages
- [c22] Leo G. Stewart*, Ahmer Arif†, and Kate Starbird. (2018). Examining Trolls and Polarization in a Retweet Network. *MIS2 Misinformation and Misbehavior Mining on the Web*. Workshop held in conjunction with WSDM 2018. Los Angeles, CA. Feb 9, 2018.
- [c21] Tom Wilson†, Stephanie Stanek*, Emma Spiro, and Kate Starbird. (2017). Language Limitations of Rumor Research? Comparing French and English Tweets from the 2015 Paris Attacks. *Presented at the 2017 Information Systems for Crisis Response and Management Conference (ISCRAM 2017)*, Toulouse, France. May 22-24, 2017.
- [c20] A. Conrad Nied†, Leo Stewart*, Emma Spiro, and Kate Starbird. (2017). Alternative Narratives of Crisis Events: Communities and Social Botnets Engaged on Social Media. In *Companion of the 2017 ACM Conference on Computer Supported Cooperative Work and Social Computing (CSCW 2017)*, pp. 263-266. ACM, 2017.
- [c19] Li Zeng†, Kate Starbird and Emma Spiro. (2016). #Unconfirmed: Classifying Rumor Stance in Crisis-Related Social Media Messages. Poster/Paper at the *International AAAI Conference on Web and Social Media (ICWSM 16)*.
- [c18] Amanda L. Hughes, Kate Starbird, Alex Leavitt†, Brian Keegan, and Bryan Semaan. (2016). Information Movement Across Social Media Platforms During Crisis Events. Workshop Position Paper. To Appear in the *Following User Pathways: Cross Platform and Mixed Methods Analysis in Social Media Studies Workshop at the 2016 Conference on Human Factors in Computing Systems (CHI 2016)*, San Jose, CA.
- [c17] Dharma Dailey† and Kate Starbird. (2016). Beyond Official: Government Information Work through Personal Accounts. In *Proceedings of the 19th ACM Conference on Computer Supported Cooperative Work and Social Computing Companion (CSCW '16 Companion)*. ACM, New York, NY, USA, 249-252.
- [c16] Jim Maddock†, Darren Gergle, and Kate Starbird. (2016). Two is Better than One: A Mixed Methods Approach to Human Centered-Data Science. Presented at *CSCW '16 Workshop on Human Centered Data Science at Conference on Computer Supported Cooperative Work (CSCW 2016)*, San Francisco, CA.
- [c15] Li Zeng†, Kate Starbird, and Emma S. Spiro. (2016). Modeling rumor diffusion on social media during crisis events. In *XXXVI International Sunbelt Social Network Conference* Presentation and Poster Abstract; Apr 5-10, 2016; Newport Beach, CA; p. 246
- [c14] Logan Walls*, Jim Maddock*, Kate Starbird, and Emma Spiro. (2015). What Should Count?: A Quantitative Approach to Scoping Rumors in Social Media. Presented at *Social Media & Society Conference 2015*, Toronto, Canada.
- [c13] Kate Starbird, Emma Spiro, Ahmer Arif†, Fang-Ju Chou*, Sindhuja Narisimhan*, Jim Maddock†, Kelley Shanahan* and John Robinson†. (2015). Expressed Uncertainty and

- Denials as Signals of Online Rumoring. Presented at *Collective Intelligence 2015*, San Francisco, CA.
- [c12] Jim Maddock*, Kate Starbird and Robert M. Mason. (2015). Using Historical Twitter Data for Research: Ethical Challenges of Tweet Deletions. To appear in CSCW '15 Workshop on Ethics at the *2015 Conference on Computer Supported Cooperative Work (CSCW 2015)*, Vancouver, Canada.
- [c11] Dharma Dailey† and Kate Starbird. (2015) “It’s Raining Dispersants:” Collective Sensemaking of Complex Information in Crisis Contexts. Poster. In *Proceedings of the 18th ACM Conference on Computer Supported Cooperative Work and Social Computing Companion (CSCW '15 Companion)*, Mar 14-18 2015, Vancouver, BC, Canada
- [c10] Haneen Al-Hassani* and Kate Starbird. (2014). Characterizing Online Rumoring Behavior Using Multi-Dimensional Signatures. Poster presented at the *National Society of Black Engineers (NSBE) Fall Regional Conference*, November 22, 2014, Burlingame, CA.
Honorable Mention, Best Poster
- [c9] Megan Torkildson*, Kate Starbird and Cecilia Aragon. (2014). Analysis and Visualization of Sentiment and Emotion on Crisis Tweets. Short Paper. *2014 Conference on Cooperative Design, Visualization & Engineering (CDVE 2014)*.
- [c8] Dharma Dailey† and Kate Starbird. (2014). Visible Skepticism: Community Vetting after Hurricane Irene. Short Paper. *2014 Information Systems for Crisis Response and Management Conference (ISCRAM 2014)*, Penn State University.
- [c7] Kate Starbird. (2013). Supporting the Geolocating Work of Crisis Mappers. Workshop Position Paper for CHI '13 Workshop on Geographic Human-Computer Interaction at the *2013 Conference on Human Factors in Computing Systems (CHI 2013)*, Paris, France.
- [c6] Kate Starbird. (2012). What “Crowdsourcing” Obscures: Exposing the Dynamics of Connected Crowd Work During Disaster. *Collective Intelligence 2012*, Cambridge, MA.
- [c5] Kate Starbird. (2012). Digital Volunteerism: Examining Connected Crowd Work During Mass Disruption Events. Workshop Position Paper for *Workshop on Crisis Informatics and Collaboration at the 2012 Conference on Computer Supported Cooperative Work (CSCW 2012)*, Seattle, WA.
- [c4] Kate Starbird†. (2011). Digital Volunteerism During Disaster: Crowdsourcing Information Processing. Workshop Position Paper for CHI '11 Workshop on Crowdsourcing and Human Computation at the *2011 Conference on Human Factors in Computing Systems (CHI 2011)*, Vancouver, Canada.
- [c3] Kate Starbird† and Leysia Palen. (2011). More Than the Usual Suspects: The Physical Self and Other Resources for Learning to Program Using a 3D Avatar Environment. Presented at the *2011 iConference*, Seattle, WA.
Sarah Vieweg† and Kate Starbird†. (2010). Microblogging in Mass Emergency. Workshop Position Paper for CHI '10 Workshop on Microblogging: What and How Can We Learn From It? at the *2010 Conference on Human Factors in Computing Systems (CHI 2010)*, Atlanta, GA.
- [c2] Kate Starbird† and Jeannie Stamberger. (2010). Tweak the Tweet: Leveraging Microblogging Proliferation with a Prescriptive Grammar to Support Citizen Reporting. Presented at the *2010 Information Systems for Crisis Response and Management Conference (ISCRAM 2010)*, Seattle, WA.
Citations: 159
- [c1] Kate Starbird†. (2008). Web 2.0 as a Constructionist Educator’s Playground. Workshop Position Paper for CSCW '08 Workshop on Tinkering, Tailoring, & Mashing: The Social and Collaborative Practices of the Read-Write Web at the *2008 Conference on Computer Supported Cooperative Work (CSCW 2008)*, San Diego, CA.

Invited Papers and Articles

- [IP4] Kate Starbird (2019). Disinformation's Spread: Bots, Trolls, and All of Us. *Nature: World View*. July 24, 2019. <https://www.nature.com/articles/d41586-019-02235-x>
- [IP3] Kate Starbird (2020). How to Cope with an Infodemic: With COVID-19, tech companies are finally acknowledging their role as gatekeepers for misinformation, but they need to be keenly aware of the risks. TechStream at Brookings Institution. Forthcoming.
- [IP2] Kate Starbird. (2013). Returning to My Inner Nerd: Following the “Social” Disruption of Computing. *Computer Magazine, Special Issue on Fostering Gender Diversity in Computing*, 46(3): 63-65.
- [IP1] Leysia Palen, Kate Starbird†, Sarah Vieweg† and Amanda Hughes†. (2010). Twitter-based information distribution during the 2009 Red River Valley flood threat. *Bulletin of the American Society for Information Science and Technology, American Society for Information Science and Technology, Volume 36, Issue 5, (June/July 2010)*, pp. 13-17.

Technical Reports and White Papers

- [TR6] Kate Starbird. (2019). Analyzing “Social” Data to Inform Crisis & Humanitarian Response in a Networked Age. Paper commissioned for USAID Workshop on Big Data and Machine Learning for Development, May 16-17, 2019, Washington DC.
- [TR5] Kate Starbird. (2020). Information Operations and Online Activism within “NATO” Discourse in 2018. White Paper Commissioned for *Workshop on “Effects of the Global Information Ecosystem on the Risk of Nuclear Conflict.”* Stanford, CA.
- [TR4] Canadian Security Intelligence Service. (2018). Who Said What: The Security Challenges of Modern Disinformation. *World Watch, Expert Notes Series*. Canadian Security Intelligence Service.
- [TR3] Federal Communications Commission. Communications Security, Reliability and Interoperability Council V. (September 2016). *Social Media & Complementary Alerting Methods – Recommended Strategies & Best Practices: Final Report & Recommendations*.
- [TR2] National Academies of Sciences, Engineering, and Medicine. (2017). *Emergency Alert and Warning Systems: Current Knowledge and Future Research Directions*. Washington, DC: The National Academies Press. <https://doi.org/10.17226/24935>.
- [TR1] Kate Starbird, Dharma Dailey†, Ann Hayward Walker, Tom M. Leschine, Robert Pavia, & Ann Bostrom. (2014). White Paper: Sense making through Twitter during the 2010 Gulf Oil Spill. Coastal Response Research Center (CRRC), University of New Hampshire. Durham, New Hampshire, January 2014.

Chapters in Edited Books or Collections

- [BC3] Kate Starbird. (2020). Information Operations and Online Activism within “NATO” Discourse in 2018. In *Three Tweets to Midnight: Effects of the Global Information Ecosystem on the Risk of Nuclear Conflict*. Stanford, CA: Hoover Institution.
- [BC2] Dharma Dailey† and Kate Starbird. (2016, December). Addressing the Information Needs of Crisis-Affected Communities: The Interplay of Legacy Media and Social Media in a Rural Disaster. In *The Communications Crisis in America, and How to Fix It*. Friedland L. and Lloyd, M. editors (pp. 285-303), Palgrave MacMillan.

- [BC1] Kate Starbird†, Leysia Palen, Sophia B. Liu†, Sarah Vieweg†, Amanda Hughes†, Aaron Schram†, Kenneth M. Anderson, Mossaab Bagdouri†, Joanne White†, Casey McTaggart†, and Chris Schenk†. (2012). Promoting Structured Data in Citizen Communications During Disaster Response: An Account of Strategies for Diffusion of the “Tweak the Tweet” Syntax. In Christine Hagar (Ed.), *Crisis Information Management: Communication and Technologies* (pp 43-63), Cambridge, UK: Woodhead Publishing Limited.

Other Significant Research Dissemination (article, op-eds, etc.)

- [O7] Kate Starbird. March 8, 2020. “How a Crisis Researcher Makes Sense of Covid-19 Misinformation.” Medium Post: Medium (promoted). Views: 9,200. Reads: 4,100.
- [O6] Kate Starbird, Ahmer Arif†, and Leo Stewart†. October 20, 2018. “The Surprising Nuance Behind the Russian Troll Strategy.” Medium Post: Medium (promoted). Views: 32,000. Reads: 8,400.
- [O5] Kate Starbird. May 6, 2018. “Content Sharing within the Alternative Media Echo-System: The Case of the White Helmets”. Medium Post. Views: 4600. Reads: 1100.
- [O4] Kate Starbird. March 14, 2017. “Information Wars: A Window into the Alternative Media Ecosystem.” Medium Post: HCI & Design at UW. Views: 76,000. Reads: 14,800.
- [O3] Kate Starbird & Emma Spiro. December 20, 2016. “Slowing the Spread of Viral Misinformation: Can Crowdsourcing Help?” Association for Computing Machinery (ACM) Blog, Huffington Post.
- [O2] Kate Starbird. February 11, 2013. “Humanity Road: A Virtual Volunteer Organization in Disaster Response,” *Follow the Crowd* blog.
- [O1] Kate Starbird†. February 6, 2012. “(How) Will the Revolution be Retweeted? Information Diffusion and the 2011 Egyptian Uprising,” *Follow the Crowd* blog.

Selected Media Coverage

- [M32] New York Times. Charlie Warzel. What We Pretend to Know About the Coronavirus Could Kill Us. April 3, 2020. <https://www.nytimes.com/2020/04/03/opinion/coronavirus-fake-news.html>
- [M31] FirstDraft. Clea Skopeliti. How mental health subreddits are coping with the coronavirus infodemic. April 3, 2020. <https://firstdraftnews.org/latest/how-mental-health-subreddits-are-coping-with-the-coronavirus-infodemic/>
- [M30] KIRO Radio | MyNorthwest.com. Dave Ross. Coronavirus crisis has social media ‘ripe for spread of misinformation’. March 27, 2020. <https://mynorthwest.com/1791114/kate-starbird-misinformation-coronavirus/>
- [M29] Science Magazine. Greg Miller. Researchers are tracking another epidemic, too—of misinformation. March 24, 2020. https://www.sciencemag.org/news/2020/03/researchers-are-tracking-another-epidemic-too-misinformation?utm_campaign=NewsfromScience&utm_source=JHubbard&utm_medium=Twitter
- [M28] Lawfare Podcast. Evelyn Douek and Quinta Jurecic. Lawfare Podcast: Kate Starbird on Pandemics and Infodemics. March 16, 2020. <https://www.lawfareblog.com/lawfare-podcast-kate-starbird-pandemics-and-infodemics>
- [M27] KUOW. Seattle Now: Too Much Information. March 11, 2020. <https://www.kuow.org/stories/seattle-now-too-much-information>

- [M26 Washington Post. Craig Timberg. Civil rights leaders thought they'd figured out how to deal with Facebook. But now they are 'livid.' October 1, 2019.
- [M25 Newsweek. Adam Piore. Russia Is Using Cold War Strategy to Undermine the Faith of Americans in the 2020 Election—Will It Work? July 23, 2019. <https://www.newsweek.com/2019/08/02/elections-2020-will-take-place-cyber-battleground-that-puts-us-disadvantage-says-expert-1450351.html>
- [M24 Mother Jones. Denise Clifton. Russian Trolls Stoked Anger Over Black Lives Matter More Than Was Previously Known. January 30, 2018. <http://www.motherjones.com/politics/2018/01/russian-trolls-hyped-anger-over-black-lives-matter-more-than-previously-known/>
- [M23 Washington Post. Craig Timberg, Elizabeth Dwoskin, Abby Ohlheiser, and Andrew Ba Tran. How a Survivor of the Florida School Shooting became the Victim of an Online Conspiracy. February 21, 2018. http://www.washingtonpost.com/business/technology/how-a-survivor-of-the-florida-school-shooting-became-the-victim-of-an-online-conspiracy/2018/02/21/d54083a0-172e-11e8-b681-2d4d462a1921_story.html?utm_term=.86207fab92c4
- [M22 Guardian. Olivia Solon. How Syria's White Helmets became Victims of an Online Propaganda Machine. December 18, 2017. <http://www.theguardian.com/world/2017/dec/18/syria-white-helmets-conspiracy-theories>
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OTHER SCHOLARLY ACTIVITY

Invited Lectures and Seminars

- [IT69] University of Washington Center for an Informed Public. Surviving the Coronavirus Infodemic: UW & WSU Present a Statewide Conversation on Healthy Digital Practices. Invited Panelist. April 9, 2020. Remote/Virtual Panel.
- [IT68] Stanford Human-Centered Artificial Intelligence Institute (HAI). COVID-19 and AI: A Virtual Conference. Invited Panelist. April 1, 2020. Remote/Virtual Panel.
- [IT67] MacArthur Foundation. Invited Talk: *Beyond “Bots and Trolls” — Understanding Disinformation as Collaborative Work*. December 18, 2019. Chicago, IL.
- [IT66] Facebook: Crisis Response Group. Invited Talk: *Disinformation as Collaborative Work: The Disinformation Campaign Against the White Helmets*. December 12, 2019. Mountain View, CA.
- [IT65] Stanford Cyber Policy Center: Cyber Policy Center Lunch Series. Invited Talk: *Disinformation as Collaborative Work: The Disinformation Campaign Against the White Helmets*. November 26, 2019. Stanford, CA.
- [IT64] Twitter. Invited Talk: *Beyond “Bots and Trolls” — Understanding Disinformation as Collaborative Work*. November 21, 2019. San Francisco, CA.
- [IT63] University of California Berkeley: Algorithmic Fairness and Opacity Working Group. Invited Talk: *Beyond “Bots and Trolls” — Understanding Disinformation as Collaborative Work*. November 18, 2019. Berkeley, CA.
- [IT62] Google: Perceptions Team. Invited Talk: *Beyond “Bots and Trolls” — Understanding Disinformation as Collaborative Work*. November 4, 2019. Mountain View, CA.
- [IT61] UCLA's Institute for Digital Research and Education: Addressing the Vaccine Crisis: An IDRE Symposium. Invited Talk: *Conceptualizing disinformation campaigns as collaborative work in online communities*. November 1, 2019. Los Angeles, CA.
- [IT60] National Science Foundation, 2019 SaTC PI Meetgin. Keynote Talk: *Beyond “Bots and Trolls” — Understanding Disinformation as Collaborative Work*. October 28, 2019. Washington DC.
- [IT59] Atlantic Council: Global Forum on Strategic Communications (StratCom 2019). Invited Panel: *Confronting Everyday Falsehoods*. October 23, 2019. Washington DC.
- [IT58] Stanford Center for International Security and Cooperation (CISAC): European Security Initiative Speaker Series. Invited Talk: *Beyond “Bots and Trolls” — Understanding Disinformation as Collaborative Work*. October 15, 2019. Stanford, CA.
- [IT57] Stanford University Human-Computer Interaction Seminar. Invited Talk: *Beyond “Bots and Trolls” — Understanding Disinformation as Collaborative Work*. October 11, 2019. Stanford, CA.
- [IT56] Mozilla. Invited Talk: *Invited Talk: Beyond “Bots and Trolls” — Understanding Disinformation as Collaborative Work*. October 10, 2019. Mountain View, CA.
- [IT55] Trust and Truth Online. Keynote: *Beyond “Bots and Trolls” — Understanding Disinformation as Collaborative Work*. October 4-5, 2019. London, England.
- [IT54] Atlantic Council, DFRLab's 360 Open Source Summit. *Invited Panel: Open Source: Can We? Should We?* June 20-21, 2019. London, England.
- [IT53] USAID, Workshop on Big Data and Machine Learning for Development. Invited Talk: *The Disinformation Campaign Targeting the White Helmets in Syria*. May 16-17, 2019. Washington DC.

- [IT52] Women in Data Science Conference. Keynote: *Navigating Muddied Waters: Unpacking Disinformation Campaigns through Interpretative Data Science*. March 26, 2019. Charlotte, NC.
- [IT51] Global Populisms and their International Diffusion. Invited Talk: *Disentangling the Organic and the Orchestrated? Online Disinformation as Collaborative Work*. March 1-2, 2019. Stanford University.
- [IT50] Microsoft Research, Invited Talk: *Muddied waters: Online Disinformation during Crisis Events*. January 29, 2019. Bellevue, WA.
- [IT49] CSE Colloquium, University of Washington. Invited Talk: *Muddied waters: Online Disinformation during Crisis Events*. October 5, 2018. Seattle, WA. October 18, 2018. Seattle, WA.
- [IT48] eScience Institute Fall Welcome, University of Washington. Keynote Talk: *Muddied waters: Online Disinformation during Crisis Events*. October 5, 2018. Seattle, WA.
- [IT47] University of Maryland iSchool, Invited Talk: *Muddied waters: Online Disinformation during Crisis Events*. September 28, 2018. College Park, MD.
- [IT46] MIT Computer Science & Artificial Intelligence Lab: Hot Topics in Computing Lecture Series. Invited Talk: *Muddied Waters: Online Disinformation during Crisis Events*. September 12, 2018. Cambridge, MA.
- [IT45] 2018 Computing Research Association Conference at Snowbird (CRA 2018). Invited Keynote Talk: *Muddied Waters: Online Disinformation during Crisis Events*. July 17, 2018. Snowbird, Utah.
- [IT44] Fake News and Misinformation: Mini Lecture Series, Office of the Provost, University of Washington. Invited Talk: *Muddied Waters: Online Disinformation during Crisis Events*. April 18, 2018. Seattle, WA.
- [IT43] College Park Scholars Speaking Series, University of Maryland. Invited Talk: *Muddied Waters: Online Disinformation during Crisis Events*. April 9, 2018. University of Maryland, College Park, MD.
- [IT42] Contentious Narratives Conference. Invited Talk: *Contested Narratives in Conflict: Online Discourse about the "White Helmets" in Syria*. April 2, 2018. Washington DC.
- [IT41] Carnegie Mellon University. HCII Crowdsourcing Seminar. Invited Talk: *Muddied Waters: Online Disinformation during Crisis Events*. March 19, 2018. Carnegie Mellon University. Pittsburgh, PA.
- [IT40] Exploring Media Ecosystems Conference, MIT Media Labs. Invited Talk: *Muddied Waters: Online Disinformation during Crisis Events*. March 5, 2018. Cambridge, MA.
- [IT39] Harvard Kennedy School & Shorenstein Center on Media, Politics, and Public Policy. Fake News and Misinformation Series. Invited Talk: *Muddied Waters: Online Disinformation during Crisis Events*. March 1, 2018. Harvard University, Cambridge, MA.
- [IT38] Women's University Club. Invited Talk: *Finding "Fake News" in Times of Crisis: Online Rumors, Conspiracy Theories, and Disinformation*. February 21, 2018. Seattle, WA.
- [IT37] Stanford Brown Institute for Media Innovation. Invited Talk: *Muddied Waters: Online Rumors, Conspiracy Theories and Disinformation in the Context of Crisis Response*. February 13, 2018. Stanford University. Stanford, CA.
- [IT36] Stanford Center for International Security and Cooperation. Invited talk: *Muddied Waters: Online Rumors, Conspiracy Theories, and Disinformation in the Context of Crisis Events*. January 29, 2018. Stanford University. Stanford, CA.
- [IT35] Santa Clara Ethics Center and the High Tech Law Institute, IT, Ethics, and Law Series. Invited talk: *Online Rumors, Conspiracy Theories, and Disinformation: Informatics and Civil Discourse*. January 26, 2018. Santa Clara University. Santa Clara, CA.

- [IT34] Epistemology for the Real World: Navigating in an Archipelago of Alt-Epistemology and Alt-Truth Conference. Invited Talk: *Muddied Waters: Online Rumors, Conspiracy Theories and Disinformation in the Context of Crisis Response*. January 19, 2018. University of Washington. Seattle, WA.
- [IT33] Stanford Center on Democracy, Development, and the Rule of Law (CDDRL). Seminar. *Online Disinformation during Crisis Events*. November 16, 2017. Stanford University. Stanford, CA.
- [IT32] Michigan Interactive and Social Computing (MISC) Talk: *Muddied Waters: Online Rumors, Conspiracy Theories and Disinformation in the Context of Crisis Response*, October 24, 2017. University of Michigan.
- [IT31] College of Engineering Lecture Series, University of Washington. *Finding 'Fake News' in Times of Crisis: Online Rumors, Conspiracy Theories, and Disinformation*. October 26, 2017. Seattle, WA.
- [IT30] University Honors Program, University of Washington. Global Challenges 2017. Panel: Education, Media, Democracy? What's the connection? November 15, 2017. Seattle, WA.
- [IT29] Redmond Library. Public Talk. *In a Crisis: Online Rumors, Conspiracy Theories, and "Fake News"*. October 9, 2017. Redmond, Washington.
- [IT28] Bainbridge Public Library. Series on Fake News: The News Media's Latest Challenge. Talk: *Finding 'Fake News' in Times of Crisis: Online Rumors, Conspiracy Theories, and Disinformation*. September 30, 2017. Bainbridge, WA.
- [IT27] Swissnex San Francisco. Crisis Code: Humanitarian Protection in the Digital Age. Panel on Humanitarian Threats in the Age of Cyberwar. Online Rumors, Conspiracy Theories and Disinformation in the Context of Crisis Response. September 27, 2017. (Remote presentation). San Francisco, CA.
- [IT26] Collective Intelligence 2017, New York, NY, Invited Speaker, *Government use of public / crowd participation*, June 16, 2017.
- [IT25] Information Systems for Crisis Response & Management Conference, ISCRAM 2017. Keynote Speaker, May 22, 2017. Toulouse, France.
- [IT24] University of California San Diego. Design & Large Fall Speaker Series. Invited Talk. *Unpacking the Self-Correcting Crowd: Understanding Online Rumoring and Rumor-Correcting Practices*. November, 22, 2016. San Diego, CA.
- [IT23] Seattle Public Health, Office of the King County Executive. Invited Talk. *Best Practices for Social Media Use by Formal Communicators*. April 21, 2016. Seattle, WA.
- [IT22] BlinkThink Gallery and Speaker's Series, Seattle WA. Invited Talk. *Digital Volunteerism: How the Social Media Crowd Contributes to Disaster Response*. March 31, 2016.
- [IT21] University of Washington College of Environment, Graduate School, and Alumni Association, Public Lecture, Series on Surviving Disaster: Natural Hazards and Resilient Communities. *Social media use during disaster events: The evolving role of the connected crowd in response and resilience*, October 27, 2015.
- [IT20] Geekwire Summit, Seattle WA. Invited Talk. *Analyzing Social Media during Disasters*, October 2, 2015.
- [IT19] Los Alamos National Laboratory, Invited Speaker at the Special Information Science and Technology (IS&T) Seminar Speaker Series. *Uncovering the Dynamics of Online Rumoring during Crisis Events: A Multi-Dimensional Signature Approach*. August 4, 2015.
- [IT18] Clean Pacific Conference, Vancouver BC, Invited Speaker at the Workshop on Building and Executing a Communication Strategy before a Spill Occurs. *Examining Public Participation through Social Media during Oil Spill Response*, June 16, 2015.

- [IT17] University of Washington, Invited Speaker at the DUB Seminar. *Uncovering the Dynamics of Online Rumoring during Crisis Events: A Multi-Dimensional Signature Approach*, June 3, 2015.
- [IT16] Carnegie Mellon University, Invited Speaker at the Crowdsourcing Seminar. *Emergent Crowdwork during Crisis Events*, November 11, 2014.
- [IT15] Collective Intelligence 2014, MIT, Cambridge, MA, Invited Speaker, *Crowdwork during Crisis: Designing for Emergent Collaborations*, June 12, 2014
- [IT14] University of Washington, Institute for Health Metrics and Evaluation at the University of Washington, *Crowds, Crisis and Convergence: Crowdsourcing in the Context of Disasters*, February 5, 2014
- [IT13] Northwestern University, Technology & Social Behavior Distinguished Colloquium Speaker Series, *Crisis, Crowds and Online Convergence: Crowdsourcing in the Context of Disasters*, November 21, 2013.
- [IT12] University of Washington, Engineering for Society Seminar, *Crisis, Crowds and Online Convergence: Crowdsourcing in the Context of Disasters*, November 13, 2013.
- [IT11] National Academy of Engineering, 2013 U.S. Frontiers of Engineering Symposium, Wilmington, Delaware, *Crisis, Crowds and Online Convergence: Crowdsourcing in the Context of Disasters*, September 19-21, 2013.
- [IT10] University of Washington, Presentation for College of Engineering Visiting Committee, *Crowdwork, Crisis & Convergence: Understanding Productive Crowdwork during Mass Disruption Events*, November 2012.
- [IT9] University of Washington, Biomedical & Health Informatics Lecture Series, *Crowdwork, Crisis & Convergence: Understanding Productive Crowdwork during Mass Disruption Events*, November 2012.
- [IT8] University of Washington, Seminar on Current Issues in Human Centered Design & Engineering, *Crowds, Crisis & Convergence: Unpacking Crowdsourcing in the Context of Disaster*, November 2012.
- [IT7] Stanford University, *Crowds, Crisis & Convergence: Unpacking Crowdsourcing in the Context of Disaster*, October 2012.
- [IT6] Indiana University–Bloomington, *Crowd Computation: How the Crowd Works to Organize Information during Mass Disruption Events*, February 2012.
- [IT5] ZiF-Research Group, Bielefeld, Germany. *Digital Volunteerism: How Social Media Enables and Structures Collective Action during Disaster*. Presented to ZiF-Research Group Closing Conference for Communicating Disaster. January 26, 2012.
- [IT4] University of California San Diego, presented to undergraduate course Cognitive Science: Distributed Cognition. *Crowd Computation: Information Organizing by Digital Volunteers during Mass Disruption Events*. October 18, 2011.
- [IT3] University of Colorado, Engineering Advisory Council Meeting. *Social Media during Crisis: From Big Data to Information*. April 29, 2011.
- [IT2] University of Colorado, Computer Science Colloquium. *More than the Usual Suspects: The Physical Self and Other Resources for Learning to Program Using a 3D Avatar Environment*. April 14, 2011.
- [IT1] University of Washington, DUB Talk. *ICT and Critical Environments*. Presented with Leysia Palen, July 15, 2009.

Invited Panels and Workshops

- [PW21] University of Washington Cybersecurity and Technology Series: Crisis Management and Informatics Panel. Organized by the Jackson School, UW. May 29, 2019. Seattle, WA
- [PW20] United States Agency for International Development (USAID) Global Development Lab
Workshop on Big Data and Machine Learning for Development. Panel on Networks and Machine Learning. May 17, 2019. Washington D.C.
- [PW19] Misinfo Day at the University of Washington. Panel on Online Misinformation. March 19, 2019. Seattle, WA.
- [PW18] New York City - Russian Public Policy Series, Harriman Institute at Columbia and Jordan Center for the Advanced Study of Russia at NYU. Panel on Russian Troll Behavior: What Have We Learned. February 7, 2019. New York City, NY.
- [PW17] Credibility on the Web Workshop, Google. Invited Participation and Talk: Muddied Waters: Online Disinformation during Crisis Events. October 9-10, 2018. New York, NY.
- [PW16] Atlantic Council's Global Forum on Strategic Communications (StratCom). Panel on Click Bait!: Algorithms and the Fight for Our Attention. October 2, 2018. Washington DC.
- [PW15] CISAC Workshop on Effects of the Global Information Ecosystem on the Risk of Nuclear Conflict. September 7, 2018. Stanford, CA.
- [PW14] Impact HUB in Seattle. Panel on Data Science and Fake News. September 18, 2017. Seattle, WA.
- [PW13] AAAI Conference on Web and Social Media (ICWSM 2017) Workshop on Digital Misinformation, May 15, 2017.
- [PW12] AAAI Conference on Web and Social Media (ICWSM 2017) Panel on Politics and News in the Networked Age, May 16, 2017.
- [PW11] Conference on Human Factors in Computing Systems (CHI 2017) Panel on HCI and the 2016 U.S. Campaign: Towards a Research Agenda, May 11, 2016.
- [PW10] American Academy of Arts and Sciences (AAAS) Workshop on *Science during Crisis*. April 21, 2017. Cambridge, MA.
- [PW9] University of Oregon, Portland, Oregon. Panel on Understanding Media Beyond Legacy News Outlets at *What's Media Conference*, April 15, 2016.
- [PW8] Meet, Greet, Teach Event: An Informal Conversation about Interdisciplinary Teaching on Environmental Issues, University of Washington. Panel on Gaming for Good. April 5, 2016.
- [PW7] Younger Women's Task Force, Powered by AAUW, Seattle, WA. Panel on Women in STEM, November 16, 2015.
- [PW6] AAAS Annual Meeting, San Jose, CA. Panel on Data Quality Practice in Citizen Science: Calibrating a New Kind of Instrument at *Citizen Science 2015 Workshop*, February 12, 2015.
- [PW5] Microsoft Faculty Summit in Conjunction with the UW iSchool, Bellevue, WA. Panel on Social Computing Challenges at *Toward a Smarter Society: The Role of Computational Social Science*, July 17, 2013.
- [PW4] DARPA-ISAT Workshop, Los Angeles, CA. Panel on Motivating Scenarios and Use Cases at *Information Science and Technology (ISAT) Workshop on Technology Affordances for Civilian Transparency (TACT)*, January 23, 2013.

- [PW3] Woodrow Wilson International Center for Scholars, Washington D.C. Panel on Crowdsourced Data Quality at *Connecting Grassroots to Government for Disaster Management*. September, 2012.
- [PW2] American Red Cross, Washington D.C. Panel on Social Data and Emergency Communications at *Red Cross Emergency Data Summit*, August 12, 2010.
- [PW1] University of Illinois at Urbana-Champaign, IL. Panel on The Great Debate: Be-Geek or De-Geek? at *National Center for Women in Information Technology (NCWIT) Conference*, May 15, 2008.