

Dr. Dana Calacci

Assistant Professor, Penn State University College of IST

Curriculum Vitae

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Education

2019-2023	PhD, Media Arts and Sciences Cambridge, MA	Massachusetts Institute of Technology
2016-2018	M.S., Media Arts and Sciences Cambridge, MA	Massachusetts Institute of Technology
2011-2015	B.S., Computer Science Boston, MA	Northeastern University

Appointments

2024-	Penn State University Assistant Professor	College of Information Sciences and Technology
2024-	Penn State University Co-Hire & Affiliate	Institute for Computational and Data Sciences
2025-	University of Victoria Faculty Affiliate	School of Law
2023-2024	Princeton University Postdoctoral Fellow	Center for Information Technology Policy
2023-	MIT Media Lab Research Affiliate	Human Dynamics Group

Refereed Articles

2026	Surveillance, Spacing, Screaming and Scabbing: How Digital Technology Facilitates Union Busting → Frederick Reiber, Nathan Kim, Allison McDonald, D Calacci [CHI] ACM Conference on Human Factors in Computing Systems
2026	Interaction Context Often Increases Sycophancy in LLMs → Shomik Jain, Charlotte Park, Matt Viana, Ashia Wilson, D Calacci [CHI] ACM Conference on Human Factors in Computing Systems
2026	Organizing in the Digital Age: Understanding Community, Challenges, and Consequences in Digitally facilitated Labor Organizing → Frederick Reiber, Alishah Chator, D Calacci , Allison McDonald [CSCW] ACM Conference on Computer-Supported Cooperative Work
2026	FareShare: A Tool for Labor Organizers to Estimate Lost Wages and Contest Arbitrary AI and Algorithmic Deactivations → Varun Rao, Samantha Dalal, Andrew Schwartz, Amna Liaqat, D Calacci , Andrés Monroy-Hernandez [CSCW] ACM Conference on Computer-Supported Cooperative Work
2026	FairFare: A Tool for Crowdsourcing Rideshare Data to Empower Organizers → D Calacci , Varun Rao, Samantha Dalal, Catherine Di, Kok Wei Pua, Andrew Schwartz, Danny Spitzberg, Andrés Monroy-Hernandez [CHI] ACM Conference on Human Factors in Computing Systems
2025	Evaluating Amazon effects and the limited impact of COVID-19 with purchases crowd-sourced from US consumers → Alex Berke, D Calacci , Alex Pentland, Kent Larson [PLOS] PLOS One

- 2025 **Dead Zone of Accountability: Why Social Claims in Machine Learning Research Should Be Articulated and Defended** →
Tianqi Kou, Cindy Lin, **D Calacci**
[AIES] *Proceedings of the AAAI/ACM Conference on AI, Ethics, and Society*
- 2025 **Analyzing Movement and Work Patterns of Fragmented and Dispersed Home Care Workers using Multimodal Data** →
Hawi Humnessa Tolera, **D Calacci**, Joy Ming
[COMPASS] *Proceedings of the ACM SIGCAS/SIGCHI Conference on Computing and Sustainable Societies*
- 2025 **Rideshare Transparency: Translating Gig Worker Insights on AI Platform Design to Policy** →
Varun Rao, Samantha Dalal, Eesha Agarwal, **D Calacci**, Andrés Monroy-Hernandez
[CSCW] *Proceedings of the ACM on Human-Computer Interaction*
- 2025 **QualLM: An LLM based Framework to Extract Quantitative Insights from Online Forums** →
Varun Rao, Eesha Agarwal, Samantha Dalal, **D Calacci**, Andrés Monroy-Hernandez
[NAACL] *Proceedings of the North American Chapter of the Association for Computational Linguistics*
- 2024 **Open e-commerce 1.0, five years of crowdsourced U.S. Amazon purchase histories with user demographics** →
Alex Berke, **D Calacci**, Robert Mahari, Takahiro Yabe, Kent Larson, Alex Pentland
[Sci Data] *Nature Scientific Data*
- 2024 **Insights from an experiment crowdsourcing data from thousands of US Amazon users: The importance of transparency, money, and data use** →
Alex Berke, Robert Mahari, Alex (Sandy) Pentland, Kent Larson, **D Calacci**
[CSCW] *Proceedings of the ACM on Human-Computer Interaction*
- 2024 **As an AI Language Model, 'Yes I Would Recommend Calling the Police': Norm Inconsistency in LLM Decision-Making** →
Shomik Jain, **D Calacci**, Ashia Wilson
[AIES] *Proceedings of the AAAI/ACM Conference on AI, Ethics, and Society*
- 2023 **From Access to Understanding: Collective Data Governance for Workers** →
D Calacci, Jake Stein
[ELLJ] *European Labor Law Journal*
- 2023 **Building Dreams Beyond Labor: Worker Autonomy in the Age of AI** →
D Calacci
[Interactions] *ACM Interactions*
- 2022 **Privacy Limitations Of Interest-based Advertising On The Web: A Post-mortem Empirical Analysis Of Google's FLoC** →
Alex Berke, **D Calacci**
[CCS] *ACM Conference on Computer and Communications Security*
- 2022 **Bargaining With the Black-Box: Designing and Deploying Worker-Centric Tools to Audit Algorithmic Management** →
D Calacci, Alex (Sandy) Pentland
[CSCW] *ACM Conference on Computer-Supported Cooperative Work*
- 2022 **The Cop in Your Neighbor's Doorbell: Amazon Ring and the Spread of Participatory Mass Surveillance** →
D Calacci, Jeffrey Shen, Alex (Sandy) Pentland
[CSCW] *ACM Conference on Computer-Supported Cooperative Work*
- 2022 **Organizing in the End of Employment: Information Sharing, Data Stewardship, and Digital Workerism** →
D Calacci
[CHIWORK] *Symposium on Human-Computer Interaction for Work*
- 2021 **Mobility patterns are associated with experienced income segregation in large US cities** →
Esteban Moro, **D Calacci**, Xiaowen Dong, Alex (Sandy) Pentland
[Nature] *Nature Communications*

- 2020 **Leveraging Communication Topologies Between Learning Agents in Deep Reinforcement Learning** →
Dhaval Adjodah, **D Calacci**, Abhimanyu Dubey, Anirudh Goyal, P.M. Krafft, Esteban Moro, Alex Pentland
[AAMAS] International Conference on Autonomous Agents and Multi-Agent Systems
- 2018 **Patterns of Interaction Predict Social Role in Online Learning** →
Cici Sun, **D Calacci**, Alex (Sandy) Pentland
[SBP-BRIMS] International Conference on Social Computing, Behavioral-Cultural Modeling and Prediction
- 2018 **Rhythm: A unified measurement platform for human organizations** →
Oren Lederman, Akshay Mohan, **D Calacci**, Alex (Sandy) Pentland
[IEEE MM] IEEE MultiMedia
- 2015 **A frame of mind: Using statistical models for detection of framing and agenda setting campaigns** →
Oren Tsur, **D Calacci**, David Lazer
[ACL] Proceedings of the Annual Meeting of the Association for Computational Linguistics

Under Review

- 2027 **'If You're Not Doing It, Somebody Else Is': Active Negotiation and the Invisible Labor of Sustained LLM Use**
Matt Viana, Patrick Erickson, Shomir Wilson, **D Calacci**
[CHI] ACM Conference on Human Factors in Computing Systems
- 2027 **When is Data Annotation Participatory? A Comparative Study of Authority in AI Data Work**
Gillian Diebold, Guoxiong Tang, **D Calacci**
[CHI] ACM Conference on Human Factors in Computing Systems
- 2026 **From Zine to Platform: Tracing Community Values through Designing Alternative Social Media**
Ankolika De et. al., **D Calacci**
[CHI] ACM Conference on Human Factors in Computing Systems

Selected Other Publications

- 2026 **Driven by Algorithms: Unsafe Work in NYC Food Delivery** →
Francesca Michielli, Mustafa Hussein, Sherry Baron, Nevin Cohen, Maria Figueroa, LigiaGualpa, Emilia Vignola, Dana **Calacci**, Rositsa Ilieva, Yadira Sanchez, Zoey Laskaris, and Jacquelyn Sullivan
CUNY Urban Food Policy Institute
- 2025 **Report - The 'Privacy' Trap: How 'Privacy-Preserving AI Techniques' Mask the New Worker Surveillance and Datafication** →
Minsu Longiaru, Wilneida Negron, Brian J. Chen, Aiha Nguyen, Seema N. Patel, **D Calacci**
Data & Society
- 2024 **The Gig Workers Who Fought an Algorithm: When Their Pay Suddenly Dropped, Shipt's Delivery Drivers Dug into the Data** →
D Calacci
IEEE Spectrum
- 2022 **Comment to Federal Trade Commission on Commercial Surveillance** →
Alex Berke, **D Calacci**, Robert Mahari
Federal Trade Commission Comment
- 2022 **Google Needs to Unlock Its Ad Privacy Black Box** →
D Calacci
Gizmodo
- 2020 **Location Tracking to Fight Coronavirus is Dangerous and Possibly Pointless** →
D Calacci
Gizmodo

Conference & Workshop Participation

Keynotes

- 2022 **How to Bargain with a Black Box: Auditing an Algorithmic Pay Change With a Community Led Audit**
D Calacci, Willy Solis, Drew Ambrogi, Vanessa Bain, Danny Spitzberg
[FAccT] ACM Conference on Fairness, Accountability, and Transparency

Organizer

- 2026 **Community Privacy Residency Mentor** →
 2026 Community Privacy Residency (CPR), Berlin, Germany
Mentor
- 2025 **Salon on Algorithmic Wage Discrimination**
 Data & Society Public Tech Leadership Collaborative Salon Series
Organizer
- 2025 **International Conference on Sustainable Work**
 Stockholm, Sweden
Conference Organizer

Selected Talks

- 2025 **Data Infrastructures to Turn Workplace Rights into Access**
D Calacci
[CSW] Conference on Sustainable Work, Stockholm, Sweden
- 2025 **Measuring risks inherent to our digital economies using Amazon purchase histories from US consumers**
 Alex Berke, Kent Larson, Alex Pentland, **D Calacci**
[HotPETS] Workshop on Hot Topics in Privacy Enhancing Technologies
- 2020 **One Ring To Surveil Them All: Hacking Amazon Ring to Map Neighborhood Surveillance**
D Calacci
[HOPE] Hackers On Planet Earth Conference
- 2020 **Ring Around the Neighborhood: Spatial Analysis of Doorbell Camera Use**
D Calacci, Jeffrey Shen, Alex (Sandy) Pentland
[IC2S2] International Conference on Computational Social Science
- 2019 **The tradeoff between the utility and risk of location data and implications for public good**
D Calacci, Alex Berke, Kent Larson, Alex (Sandy) Pentland
Connected Life Conference, Oxford/LSE
- 2018 **Economical Segregation of Encounter Networks in Cities**
 Esteban Moro, **D Calacci**, Xiaowen Dong, Alex (Sandy) Pentland
[NetSci] Network Science Society Conference
- 2018 **Optimizing Inter Agent Communication Networks for Improved Deep Reinforcement Learning**
 Dhaval Adjodah, **D Calacci**, Yan Leng, Abhimanyu Dubey, Peter Krafft, Esteban Moro, Alex Sandy Pentland
[NetSci] Network Science Society Conference
- 2017 **Improved Learning in Evolution Strategies via Sparser Inter Agent Network Topologies**
 Dhaval Adjodah, **D Calacci**, Yan Leng, Peter Krafft, Esteban Moro, Alex 'Sandy' Pentland
[NeurIPS] Conference on Neural Information Processing Systems
- 2017 **Exploring inter group social contact using high resolution geospatial data**
D Calacci, Esteban Moro, Alex (Sandy) Pentland
[CCS] Conference on Complex Systems

- 2016 **Breakout: An Open Measurement and Intervention Tool For Distributed Peer Learning Groups**
D Calacci, Oren Lederman, David Shrier, Alex (Sandy) Pentland
[SBP-BRIMS] International Conference on Social Computing, Behavioral-Cultural Modeling and Prediction
- 2014 **Separated by a common language? Using topic models in reconstructing networks of political influence and cooperation**
 Oren Tsur, **D Calacci**, David Lazer
[PolNet] Political Networks Conference

Posters

- 2025 **Evaluating Amazon Effects and the Limited Impact of COVID-19 With Purchases Crowdsourced from US Consumers**
 Alex Berke, **D Calacci**, Alex Pentland, Kent Larson
[IC2S2] International Conference on Computational Social Science
- 2020 **Far Right Forum Network and LDA analysis**
D Calacci, Aliah Braley, Dhaval Adjodah, Alex (Sandy) Pentland
[IC2S2] International Conference on Computational Social Science
- 2015 **Automatic Discovery of Partisan Campaigns, Agenda Setting, and Political Spin in Press Releases**
 Oren Tsur, **D Calacci**, David Lazer
[CompJ] Computational Journalism Conference, Columbia University
- 2014 **What you know and who you know: discussion networks and political knowledge**
 Katherine Ognyanova, **D Calacci**, David Lazer, Michael Neblo, William Minozzi, Brian Rubineau
[PolNet] Political Networks Conference

Grants

Current

- 2026 **Building Digital Selves: Data Infrastructures and Identity Work in AI Companionship**
 Penn State College of IST Seed Grant
 Co-PI, (~\$59,000 1y)
- 2025 **Mapping Language Model Failures through Community Experience: A Study of Multilingual Researchers**
 Penn State Institute for Computational and Data Sciences Rising Researcher
 PI, (~\$30,000 2y)
- 2025 **From Evaluation to Alignment: Toward Community-Aligned AI**
 Penn State Institute for Computational and Data Sciences Faculty Upskilling Fellowship
 (\$27,000, 1y)
 PI, (\$27,000, 1y)
- 2024 **Empowering Delivery Gig Workers with Data and Insights to Improve Health**
 Robert Wood Johnson Foundation Pioneering Ideas (total \$250,000, 3y)
 Key Personnel

Submitted & Under Review

- 2025 **Gig Work and Health Inequalities: Evidence From the Food Delivery Labor Market**
 National Institutes of Health (total \$3,391,570 total, 5y)
 Co-PI (Subaward: \$253,359)

Rejected

2025 **From Evaluation to Alignment: Toward Community-Aligned AI**
Sloan Research Fellowship
PI, \$70,000

Completed

2022 **The Worker's Observatory: Crowdsourced tools for Collective Audits of Algorithmic Systems in the Gig Economy**
Mozilla Technology Fund (\$50,000)
Co-PI

2018 **SBIR Phase I: Positive Effects of Feedback and Intervention for Engagement in Online Learning**
National Science Foundation #1843391 (\$223,090)
Co-PI

2020 **SBIR Phase II: Using Intervention and Feedback to Improve Group Function In Online Contexts**
National Science Foundation #2026003 (\$991,417)
Key Personnel & Co-author

Invited Talks

2026 **Community Centered AI Thought Summit** →
Cornell University
Invited Panelist

2025 **AI. Culture. Democracy. Now**
Georgia Tech, Atlanta, GA
Invited Panelist, AIAI Symposium

2025 **How Algorithms Short-Circuit Occupational Health: Research and Engagement Approaches**
CUNY School of Public Health, New York, NY
Guest Lecture, *AI in Public Health: Opportunities, Applications, and Concerns*

2025 **Platforms, Personalization, and Wages in the Inference Economy**
Brown University, Providence, RI
Guest Lecture, *Introduction to Sociotechnical Systems*

2024 **Developing tools for crowdsourcing worker data in collaboration with organizers**
CSCW, San Jose, Costa Rica
Workshop on Worker Data Collectives at CSCW

2024 **Algorithms as Labor Conditions? Automation, Management, and Activism in the AI Workplace**
Google DeepMind
Google DeepMind Research Talks

2023 **Why Data Rights Should be Labor Rights: Data Protection and AI Regulation for Gig Workers and Beyond**
Princeton University, Princeton, NJ
Princeton Center for Information Technology Policy Seminar

2023 **Why Data Rights Should be Labor Rights: Data Protection and AI Regulation at Work**
University of Pennsylvania, Philadelphia, PA
Price Lab for Digital Humanities Seminar

2023 **Centering Communities in Research and Technology Design**
Princeton University, Princeton, NJ
Princeton University Digital Investigators Conference

2023 **Big Data & Society 2023 Colloquium: Data & Social Justice**
Big Data & Society

- 2023 **Worker surveillance fireside chat**
Federal Trade Commission, virtual
with Veena Dubal, Wilneida Negrón and D Calacci
- 2022 **Federal Trade Commission PrivacyCon: Why Worker Data Regulation Is About More Than Privacy**
Federal Trade Commission, virtual
Federal Trade Commission Panel on Commercial Surveillance
- 2022 **How to Bargain with a Black Box: Hacking our Way Towards Data-Driven Organizing**
Hackers On Planet Earth, Queens, NY
Hackers On Planet Earth
- 2021 **Ring Around the Neighborhood: Spatial Analysis of Doorbell Camera Use**
University of Pittsburgh, virtual
Pitt Computational Social Science Seminar
- 2020 **One Ring To Surveil Them All: Hacking Amazon Ring to Map Neighborhood Surveillance**
Data & Society, virtual
Data & Society Internal Speaker Series

Campus & Departmental Talks

- 2025 **How iTunes Helped Make Surveillance Wages: Platforms, Personalization, and Wages in the Inference Economy**
Penn State University
Penn State Center for Socially Responsible AI Speaker Series
- 2025 **Surveillance Wages**
Penn State University
Guest Lecture, DS435
- 2024 **Bargaining With the Black Box**
Penn State University
Guest Lecture, DS435

Teaching Experience

- 2026 **Responsible AI (A-I 341 W)** Penn State
► Undergraduate writing-intensive class on responsible AI
- 2025 **Community AI Development and Evaluation (IST 597)** Penn State IST
► Graduate seminar on developing and evaluating AI systems with a community focus
- 2024 **DS 435 Data Ethics** Penn State IST
► Required class for Data Science majors; redesigned from scratch with co-learning and peer evaluation

Student Advising and Mentorship

Direct Advisor

- 2025-26 **Tianqi Kou** Penn State IST
Toward a Feminist Conception of Replicability for Machine Learning Research
- 2028-29 **Brea Austin** Penn State IST
- 2028-29 **Matt Viana** Penn State IST

Committee Membership

- 2025- **Sam Moradzadeh** Comps Committee, Penn State IST
Designing Human-AI Teaming for Mental Health: Role Alignment, Trust, and Workflow-Adaptive Support

2025-	Frederick Reiber Optimizing Versus Organizing? How Organizing Digital Technologies Shape the Contemporary Union Drive	Diss. Committee, Boston University Computing & Data Sciences
2025-	Amal Vincent Designing Interventions for Technology in Academia	Diss. Committee, Computer Science, University of Victoria
2024-2026	Ankolika De Exploring Decenteredness Among End Users and Their Adaptation to Rapid Technological Change	Diss. Committee, Penn State IST
2024-	Beta Bartoli Bolstering Early Care Systems and Empowering Families: An AI-Driven Tool to Support Decision-Making	Diss. Committee, Psychology & Social Intervention, NYU
2024-	Shomik Jain AI Homogenization in Decision-Making and Alignment	Diss. Committee, Statistics, MIT IDSS

Mentorship

2023-2026	Varun Rao Currently at Apple	Princeton University
2023-2026	Abani Ahmed	University of Chicago
2023-	Samantha Dalal Currently Postdoctoral Fellow at Princeton University	CU Boulder
2022-2025	Alex Berke Currently Research Scientist at Google	MIT

Undergraduate Mentorship & Advising

2025-26	Varun Mani Designing a Collaborative Organizer Dashboard for Union Engagement	Honors Thesis, Penn State Data Sciences
2024-2026	Areea Rahman Improving New York City Gig Economy Worker Conditions Using Large Language Models	Honors Thesis, Penn State Data Sciences
2024-2026	Ananya Gollakota Designing Organizer-Centered Data Tools to Support Platform Worker Advocacy	Honors Thesis, Penn State Data Sciences
2024-	Maya Nagiub Empirical Assessment of Generative AI in Policing	Honors Thesis, Penn State Data Sciences
2023-25	Eesha Agarwal	Princeton Computer Science
2023-25	Kok-Wei Pua	Princeton Computer Science

Professional Service

CHI, CSCW, (e)CSCW, FAccT, Big Data & Society, SBP-BRiMS, PLOS-One, Nature
Reviewer
FAccT
AC

University Service

2026-28	Graduate Recruiting Committee	Penn State IST
2025-26	Artificial Intelligence Hiring Committee	Penn State IST
2024-25	Privacy & Security Hiring Committee	Penn State IST
2025	Panelist, Women's History Month in STEM Event	Penn State
2025	Judge, Penn State IDEAMakers Startup Challenge	Penn State
2025	Panelist, LGBTQ+ In Tech	Penn State

Selected Media Coverage

2024	Study: AI could lead to inconsistent outcomes in home surveillance → <i>MIT News</i>
2024	Algorithmic wage discrimination: Not just for gig workers → <i>The Register</i>
2024	Why killer AI is such an alluring horror villain → <i>The Washington Post</i>
2023	IRL: Online Life is Real Life → <i>Mozilla</i>
2022	RadioLab: Gigaverse → <i>NPR WNYC</i>
2022	Mozilla Internet Health Report → <i>Mozilla</i>
2022	Google's FloC flopped, boffins claim, because it failed to provide promised privacy → <i>The Register</i>
2020	Some Shipt workers report seeing lower pay under new effort-based model → <i>The Verge</i>
2020	Shipt's 'Effort-Based' Model Is Cutting Pay for 40% of Workers, Study Shows → <i>Gizmodo</i>
2019	Ring's Hidden Data Let Us Map Amazon's Sprawling Home Surveillance Network → <i>Gizmodo</i>
2019	The 'Atlas of Inequality' Maps Micro-Level Segregation → <i>Bloomberg</i>
2019	'Atlas Of Inequality' Shows Income Segregation Around Boston → <i>WBUR</i>

Other Professional Experience

2020-	WeClock Design, develop, and deploy worker-centric labor technology; advise on grant applications; run workshops with trade union leaders Researcher In Residence
2020	NASA/JPL Conceptualized and executed artistic projects investigating the epistemology of scientific research and visualization Media Artist
2018-2019	Riff Analytics Led AI and data science pipeline, product architecture, and research designs; co-wrote successful NSF SBIR grant Cofounder and Chief Research Scientist