

Rama Adithya Varanasi, Ph.D.

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Summary

I am a qualitative Human–Computer Interaction (HCI) researcher committed to improving work lives shaped by interactions with AI technologies, both in the United States and globally. My research centers on studying, designing, and developing these technologies to reduce worker vulnerabilities and enhance professional agency, with the goal of improving workplace outcomes and experiences. My interdisciplinary work draws on theories and methods from Computer Science, Organizational Studies, and Design.

Key Research Areas: Human Computer Interaction (HCI) • Computer Supported Collaborative Work (CSCW) • Labor • Future of Work.

Appointments

- 2024 – **Adjunct Faculty & Postdoctoral Candidate**, New York University.
- 2022 – 2023 **Research Intern**, Google Inc., Responsible AI.
- 2021 – 2021 **Research Intern**, Microsoft Research, Technology In Emerging Markets.
- 2020 – 2020 **Research Intern**, Microsoft Research, Technology In Emerging Markets.
- 2013 – 2015 **UX Designer**, Standard & Poor's Global.
- 2012 – 2013 **UX Intern**, McGrawHill Financial.

Education

- 2017 – 2023 **Ph.D., Information Science**, Cornell University.
Advisor(s): *Dr. Nicola Dell & Dr. Aditya Vashistha.*
- 2015 – 2017 **M.S., Information Science & Technology**, Pennsylvania State University.
Advisor(s): *Dr. Jack Carroll.*
- 2009 – 2013 **B.Tech., Computer Science**, S.R.M. University.

Awards

- 2024 Postdoctoral Professionalization Scholarship, *New York University.*
- 2023 DLI fellowship, *Cornell University.*
- 2022 Honorable mention award, *CHI'22.*
- 2021 Outstanding service award, *Cornell University.*
- 2020 Dissertation research award, *QuIRI Institute.*
- 2018 Engaged doctoral fellowship, *Cornell University.*
- 2017 International research travel award, *Einuadi Center for International Studies.*

- 2016 Student research award, *Bloomberg Inc.*
- 2015 ACE award for outstanding performance and innovation, *Standard & Poor's*.
- 2014 Changemaker of the year award (Education), *Standard & Poor's*.

Publications

Peer Reviewed

- CSCW 2025 Aditya Nayak, Aakash Gautam, and **Varanasi, Rama Adithya**. Bridge Employment in the Age of AI: Perceptions, Practices, and Challenges of Older Adult Workers. In *Proceedings of the ACM on Human-Computer Interaction, CSCW*, 2025 **[In-submission]**
- CHI 2025 **Varanasi, Rama Adithya**, Batia Wiesenfeld, and Oded Nov. AI Rivalry as a Craft: How Resisting and Embracing Generative AI Are Reshaping the Writing Profession. In *Proceedings of the CHI Conference on Human Factors in Computing Systems*, 2025
- LCS 2025 Matthew Law and **Varanasi, Rama Adithya**. Generative AI & Changing Work: Systematic Review of Practitioner-led Work Transformations through the Lens of Job Crafting. In *Lecture Notes in Computer Science*, 2025
- CHI 2024 **Varanasi, Rama Adithya**, Nicola Dell, and Aditya Vashistha. Saharaline: A Collective Social Support Intervention for Teachers in Low-Income Indian Schools. In *Proceedings of the CHI Conference on Human Factors in Computing Systems*, pages 1–20, 2024
- COMPASS 2023 Akanksha Y Gavade, Annie Sidotam, and **Varanasi, Rama Adithya**. Pandemic, Hybrid Teaching & Stress: Examining Indian Teachers' Sociotechnical Support Practices in Low-income Schools. In *Proceedings of the 6th ACM SIGCAS/SIGCHI Conference on Computing and Sustainable Societies*, pages 64–75, 2023
- CHI 2023 **Varanasi, Rama Adithya** and Nitesh Goyal. "It is currently hodgepodge": Examining AI/ML Practitioners' Challenges during Co-production of Responsible AI Values. In *Proceedings of the 2023 CHI conference on human factors in computing systems*, pages 1–17, 2023
- CHI 2022 **Varanasi, Rama Adithya**, Joyojeet Pal, and Aditya Vashistha. Accost, accede, or amplify: attitudes towards COVID-19 misinformation on WhatsApp in India. In *Proceedings of the 2022 CHI Conference on Human Factors in Computing Systems*, pages 1–17, 2022a
-  CHI 2022 **Varanasi, Rama Adithya**, Divya Siddarth, Vivek Seshadri, Kalika Bali, and Aditya Vashistha. Feeling proud, feeling embarrassed: Experiences of low-income women with crowd work. In *Proceedings of the 2022 CHI Conference on Human Factors in Computing Systems*, pages 1–18, 2022b
- CSCW 2021 **Varanasi, Rama Adithya**, Aditya Vashistha, Rene F Kizilcec, and Nicola Dell. Investigating technostress among teachers in low-income Indian schools. *Proceedings of the ACM on Human-Computer Interaction*, 5(CSCW2):1–29, 2021b
- COMPASS 2021 Pranjal Jain*, **Varanasi, Rama Adithya***, and Nicola Dell. "Who is protecting us? No one!" Vulnerabilities Experienced by Low-Income Indian Merchants Using Digital Payments. In *Proceedings of the 4th ACM SIGCAS Conference on Computing and Sustainable Societies*, pages 261–274, 2021

- CHI 2021 **Varanasi, Rama Adithya**, Aditya Vashistha, and Nicola Dell. Tag a Teacher: A Qualitative Analysis of WhatsApp-Based Teacher Networks in Low-Income Indian Schools. In *Proceedings of the 2021 CHI Conference on Human Factors in Computing Systems*, CHI '21, 2021a
- ICTD 2020 **Varanasi, Rama Adithya**, Aditya Vashistha, Tapan Parikh, and Nicola Dell. Challenges and Issues Integrating Smartphones into Teacher Support Programs in India. In *Proceedings of the 2020 International Conference on Information and Communication Technologies and Development*, ICTD '20, 2020
- CSCW 2019 **Varanasi, Rama Adithya**, René F. Kizilcec, and Nicola Dell. How Teachers in India Reconfigure their Work Practices around a Teacher-Oriented Technology Intervention. *Proc. ACM Hum.-Comput. Interact.*, (CSCW), 2019
- ICHI 2018 **Varanasi, Rama Adithya**, Elaine Diccio, and Andrew Gambino. Facebook Reactions: Impact of Introducing New Features of SNS on Social Capital. In *HCI International 2018*. Springer International Publishing, 2018
- SM&S 2017 **Varanasi, Rama Adithya**, Benjamin V. Hanrahan, Shahtab Wahid, and John M. Carroll. Tweet-Sight: Enhancing Financial Analysts' Social Media Use. #SMSociety17, 2017

Workshop

- COMPASS 2023 Hafeni Mthoko, Joy Ming, and **Varanasi, Rama Adithya**. Empowering Future Scholars: Coaching Workshop for Junior Researchers. In *Proceedings of the 6th ACM SIGCAS/SIGCHI Conference on Computing and Sustainable Societies*, pages 149–151, 2023
- CHI 2022 Vikram Kamath Cannanure, Naveena Karusala, Cuauhtémoc Rivera-Loaiza, Annu Sible Prabhakar, **Varanasi, Rama Adithya**, Anupriya Tuli, Dilrukshi Gamage, Faria Noor, David Nemer, Dipto Das, et al. HCI Across Borders: Navigating Shifting Borders at CHI. In *CHI Conference on Human Factors in Computing Systems Extended Abstracts*, pages 1–5, 2022

Funding

- 2025 Future of Work for Older Adults, *Spencer Foundation* (**\$75,000, submitted**)
- 2024 Research and Development Grant, *NYU Tandon* (**\$2,500**)
- 2024 Presidential Grant (Future of Work), *Russell Sage Foundation* (**\$75,000, rejected**).
- 2024 Responsible Design, Development, and Deployment of Technologies (ReDDDoT) Planning Grant, *National Science Foundation* (**\$300,000, rejected**).
- 2023 DLI fellowship, *Cornell University* (**\$5,000**).
- 2020 Dissertation grant, *QuIRI Institute*. (**\$2,000**).
- 2018 Engaged Doctoral fellowship, *Cornell University*. (**\$15,000**).
- 2017 International research travel grant, *Einuadi Center for International Studies*. (**\$1,000**).
- 2016 Graduate research grant (w/ Dr. Benjamin V. Hanrahan), *Bloomberg Inc.* (**\$42,000**).

Teaching

- Sep-Dec'24 Instructor. Data Visualization for Business Intelligence. *New York University*
- Apr'24 Guest lecture. Transnational Technology. *New York University*.
- Mar'24 Guest lecture. INFO4505. *Cornell University*.
- Jul'21 Guest lecture. IS4940. *Cornell University*.
- Jan'18-Dec'18 Instructor. Graduate-level startup studio projects. *Cornell University*
- Jan'16-Aug'16 Instructor. Web development workshop. *Penn State University*
- Jan'13-Jan'14 Teacher. Math & Science for low-income govt. *Teach for India*

Presentations

Invited Talks

- 2025 Invited talk, *Future of Work Seminar Series*, NYU Stern School of Business.
- 2024 Invited talk, *Digital Health Research Workgroup*, NYU Langone.
- 2023 Invited talk, *Digital Life Initiative*, Cornell Tech.
- 2023 Invited talk, *Department of Informatics*, New Jersey Institute of Technology.
- 2022 Guest lecture, *Google*.
- 2022 Invited talk, *Teach for India*, Meghshala.
- 2021 Internship lecture, *Microsoft Research*.
- 2021 Visiting lecture, *Telangana*, State Government of India.
- 2020 Guest lecture, *SRM University*.

Service

- 2025 Committee Member. *New York University Postdoc Council*.
- 2025 Area Chair. *A.C.M. CHI'25*.
- 2025 Registration Chair. *A.C.M. GROUP'25*.
- 2024 Program Chair. *A.C.M. COMPASS'24*.
- 2023 Reviewer *A.C.M. CHI'24 (Outstanding review)*.
- 2024 Registration Chair. *A.C.M. Group'24*.
- 2023 Program Chair. *A.C.M. CHIWork*.
- 2023 Reviewer *A.C.M. CHI'23 (Outstanding review)*.
- 2022 Co-organizer. *A.C.M. HCI Across Borders workshop*, CHI'22.
- 2021 Reviewer. *A.C.M. CHI'22. (Outstanding review)*.

- 2020 Assistant SC. *A.C.M. CHI'21*.
- 2020 PC. Late Breaking Work track, *A.C.M. CHI'21*.
- 2020 Co-president. *Information Science, Cornell University*.
- 2019 Co-chair. *A.C.M. IndiaHCP'19*.
- 2019 Co-organizer. *HCI across borders workshop, CHI'19*.

Mentoring

- 2025 Aditya Nayak (*now Ph.D., University of Pittsburgh*)
- 2024 Vidhi Doshi (*later UX Researcher in Jio Tesseract*)
- 2022 Akanksha Gavade (*later B.S. in CS, Lehigh University*)
- 2021 Alymer Britto (*later M.S. in CS, CMU*)
- 2021 Annie Sidotam (*later M.A. Educational Planning, UCL*)
- 2020 Pranjal Jain (*later Ph.D in Computational Science, Swansea University*)
- 2020 Nitya Agarwala (*later B.S. in CS, Dartmouth College*)