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KAYLEA (HASCALL) CHAMPION

Appointments **University of Washington**
2024– Postdoctoral Scholar
2017–2024 Graduate Student Employee (Research Assistant 22 quarters, Instructor of Record 3 quarters, Teaching Assistant 3 quarters)

Education **University of Washington**
2017–2024 Ph.D in Communication, Statistics Certificate
Thesis: *Social and Technical Sources of Risk in Sustaining Digital Infrastructure*
Committee: Benjamin Mako Hill (Chair), Kirsten Foot, Andrea Forte, René Just, Charlotte Lee (GSR)
2017–2019. Master of Arts in Communication. Committee: Benjamin Mako Hill (Chair), Adrienne Russell

University of Massachusetts Boston
2014–2016. Master of Arts in Critical and Creative Thinking.

University of Chicago
2004–2007. Master of Science in Computer Science
1994–1998. Bachelor of Arts in Near Eastern Languages and Civilizations

Publications **Journals and Proceedings**
Gaughan, M., **Champion, K.**, Hwang, S., & Shaw, A. (2025). The introduction of README and CONTRIBUTING files in open source software development. *CHASE '25*. Forthcoming.
Champion, K. & Hill, B. M. (2024). Countering underproduction of peer produced goods. *New Media & Society*, Online ahead of print. <https://doi.org/10.1177/14614448241248139>
Champion, K. & Hill, B. M. (2024). Life histories of taboo knowledge artifacts. *Proceedings of the ACM on Human-Computer Interaction*, 8(CSCW).
Champion, K. & Hill, B. M. (2024). Sources of underproduction in open source software. *2024 IEEE International Conference on Software Analysis, Evolution and Reengineering (SANER)*, 740–751. <https://doi.org/10.1109/SANER60148.2024.00081>
Tran, C., Take, K., **Champion, K.**, Hill, B. M., & Greenstadt, R. (2024). Challenges in restructuring community-based moderation. *Proceedings of the ACM on Human-Computer Interaction*, 8(CSCW).
Gaughan, M., **Champion, K.**, & Hwang, S. (2024). Engineering formality and software risk in Debian Python packages. *2024 IEEE International Conference on Software Analysis, Evolution and Reengineering (SANER)*, 1005–1010. <https://doi.org/10.1109/SANER60148.2024.00108>

- Champion, K.** & Hill, B. M. (2023). Taboo and collaborative knowledge production: *Evidence from Wikipedia*. *Proceedings of the ACM on Human-Computer Interaction*, 7(CSCW2), 1–25. <https://doi.org/10.1145/3610090>
- Tran, C., **Champion, K.**, Hill, B. M., & Greenstadt, R. (2022). The risks, benefits, and consequences of prepublication moderation: Evidence from 17 Wikipedia language editions. *Proceedings of the ACM on Human-Computer Interaction*, 6(CSCW), 1–25. <https://doi.org/10.1145/3555225>
- Champion, K.** & Hill, B. M. (2021). Underproduction: An approach for measuring risk in open source software. *2021 IEEE International Conference on Software Analysis, Evolution and Reengineering (SANER)*, 388–399. <https://doi.org/10.1109/SANER50967.2021.00043>
- Champion, K.** (2020). Characterizing online vandalism: A rational choice perspective. *International Conference on Social Media and Society*, 47–57. <https://doi.org/10.1145/3400806.3400813>
- Tran, C., **Champion, K.**, Forte, A., Hill, B. M., & Greenstadt, R. (2020). Are anonymity-seekers just like everybody else? An analysis of contributions to Wikipedia from Tor. *2020 IEEE Symposium on Security and Privacy (SP)*, 1, 974–990. <https://doi.org/10.1109/SP40000.2020.00053>
- Champion, K.**, McDonald, N., Bankes, S., Zhang, J., Greenstadt, R., Forte, A., & Hill, B. M. (2019). A forensic qualitative analysis of contributions to Wikipedia from anonymity seeking users. *Proceedings of the ACM on Human-Computer Interaction*, 3(CSCW), 1–26. <https://doi.org/10.1145/3359155>
- Champion, K.** & Gunnlaugson, O. (2017). Fostering generative conversation in higher education course discussion boards. *Innovations in Education and Teaching International*, 55(6), 1–9. <https://doi.org/10.1080/14703297.2017.1279069>

Datasets and Code Releases

- Champion, K.**, & Hill, B. M. (2024). Replication data for: Underproduction analysis of open source software, <https://doi.org/10.7910/DVN/OGLTJ9>, Harvard Dataverse
- Champion, K.**, & Hill, B. M. (2024). Replication data and online supplement for: Countering underproduction of peer produced goods. <https://doi.org/10.7910/DVN/UDQT6E>, Harvard Dataverse
- Champion, K.**, & Hill, B. M. (2024). Replication data and online supplement for: Sources of underproduction in open source software. <https://doi.org/10.7910/DVN/N2HIRS>, Harvard Dataverse
- Gaughan, M, **Champion, K.**, & Hwang, S. (2024). Replication materials for: Engineering formality and software risk in Debian Python packages. <https://doi.org/10.7910/DVN/WENTBH>, Harvard Dataverse
- Champion, K.**, & Hill, B. M. (2023). Replication data and online supplement for: Taboo subjects: Evidence from peer production. <https://doi.org/10.7910/DVN/5OKEEO>, Harvard Dataverse
- Tran, C., **Champion, K.**, Hill, B. M., & Greenstadt, R. (2022). Replication data for: The risks, benefits, and consequences of prepublication moderation: Evidence from 17 Wikipedia language editions. <https://doi.org/10.7910/DVN/G1YFLE>, Harvard Dataverse.

- Champion, K.,** Khatri, S., & Hill, B. M. (2021). Replication data for: Qualities of quality: A tertiary review of software quality measurement research. <https://doi.org/10.7910/DVN/XPOUO4>, Harvard Dataverse
- Champion, K.** & Hill, B. M. (2021). Replication data and online supplement for: Underproduction: An approach for measuring risk in open source software. <https://doi.org/10.7910/DVN/PUCD2P>, Harvard Dataverse
- Tran, C., **Champion, K.,** Forte, A., Hill, B. M., & Greenstadt, R. (2020). Replication data for: Are anonymity-seekers just like everybody else? An analysis of contributions to Wikipedia from Tor. <https://doi.org/10.7910/DVN/O8RKO2>, Harvard Dataverse

Presentations **Refereed Paper Presentations (Non-Archival)**

- Champion, K.** and Hill, B. M. (2022). The use of anonymity to resist taboo: Evidence from Wikipedia. *Computational Methods, International Communication Association Annual Meeting (ICA)*.
- Champion, K.,** Brown, I., Bao, L., Harshe, J., and Hill, B. M. (2022). Making sense of Covid-19: Search results and sources. *Communication and Technology, International Communication Association Annual Meeting (ICA)*.
- Champion, K.** and Hill, B. M. (2020). Writing what they don't read? Production misalignment in Wikipedia. *Computational Methods, International Communication Association Annual Meeting (ICA)*.

Invited Talks, Academic

- 2024, Fall. "Building Evidence About Complex Sociotechnical Systems." Critical and Creative Thinking 2024, University of Massachusetts Boston.
- 2024, Summer. "Investigating Social Production Failures" Research Symposium: Frontiers in Online Community Research, Purdue University.
- 2024, Spring. "Detecting and Countering Software Supply Chain Risks – A Sociotechnical Perspective" Carnegie Mellon University, Department of Computer Science
- 2024, Spring. Research overview. Seminar, Center for Statistics and the Social Sciences
- 2022, Summer. "What's Anonymity Worth?" Keynote speaker for IEEE Symposium on Digital Privacy and Social Media.
- 2022, Spring. "What's Anonymity Worth?" Presenter in the "Science of Community Dialogues" series presented by the Community Data Science Collective; gave a research overview to academic/community/industry practitioners.
- 2021, Fall. "Information Public Goods: Two Governance Challenges," The Metagovernance Seminar, metagov.org.

Invited Talks, Industry

- 2022, Spring. Panelist for "Community Chats" forum; purpose was to brief product development teams on recent research with respect to anonymity online. *Meta*
- 2021, Spring. "Underproduction: An Approach for Measuring Risk in Open Source Software," *OpenSSF Securing Critical Infrastructure Workgroup*, a Linux Foundation project seeking to develop solutions to critical but neglected software.

Invited Talks, Community

- 2024, Fall. “According to my research.....The latest insights on building, leading, and sustaining FLOSS” presentation, *Puget Sound Python*
- 2024, Spring. Panelist for three panels: “Surfing the Future Shockwaves,” “Women in the Business of STEM,” “Alternative Economic Systems.” Shared scientific principles, research results, methods, and theoretical approaches with the general public. *Norwescon24, Technology Track*.
- 2023, Fall. “What do we mean by ‘Aligning Contributor Effort with Community Need’? And what do we know about it?” Presenter in the “Science of Community Dialogs” series presented by the Community Data Science Collective; gave a research overview to academic/community/industry practitioners.
- 2023, Fall. “Simple Dreams and Complicated Nightmares: Innovation, Trust, and Risk in FLOSS,” *SeaGL Keynote*.
- 2022, Fall. “The Value of Anonymity: Evidence from Wikipedia,” *Aaron Swartz Day*.
- 2021, Spring. “Detecting quality problems in Free/Libre Open Source Software,” presentation and interview livestreamed and recorded. *DEF CON 201* New Jersey-area technology enthusiasts group.
- 2021, Fall. “Kaylea Champion and Mako Hill on Detecting Risk in Digital Infrastructure,” *The Digital Infrastructure Podcast*. Available at <https://dif.fireside.fm/2>.

Invited, Juried, or Application-Only Academic Workshops

- 2023, Summer. **Champion, K.** Constructing a shared global history of the modern Middle East through media and Wikipedia. Extended abstract presented to *WikiHistories 2023*.
- 2023, Spring. **Champion, K.** & Hill, B. M. Taboo and Otherwise: Epistemic Life Histories of Knowledge Resources. Extended abstract presented to *WikiWorkshop 2023*.
- 2022, Fall. **Champion, K.** Are we the extractors? Evidence from peer production. Extended abstract presented to CSCW 2022 Workshop: “Ethical Tensions, Norms, and Directions in the Extraction of Online Volunteer Work,” *Companion Proceedings, CSCW 2022*
- 2022, Fall. **Champion, K.** Sociotechnical Risk in Sustaining Digital Infrastructure. Extended abstract selected for presentation to doctoral consortium. *Companion Proceedings, CSCW 2022*.
- 2022, Spring. **Champion, K.** Sociotechnical Risk in Sustaining Digital Infrastructure. Extended abstract presented to University of Washington *Design-Use-Build Doctoral Consortium*.

Recognitions Received

Awards

- 2023 Excellence in Teaching Award Finalist, University of Washington
- 2022 Graduate Student Outstanding Teaching Award, Communication Department, University of Washington

Grants

- 2019-2021. Alfred P. Sloan Foundation with Ford Foundation. “Modeling Underproduction in Peer-Produced Digital Infrastructure.” I led the grant writing

and execution of this project under the supervision of PI Benjamin Mako Hill (\$139,994).

Teaching Instructor

- 2024, Spring. Online Communities (COM 481). Designed and taught project and case-based course to explore and apply theories of communication and social computing to online communities; 35 students. Syllabus online at: [*https://wiki.communitydata.science/Online_Communities_\(UW_COM481_Spring_2024\)*](https://wiki.communitydata.science/Online_Communities_(UW_COM481_Spring_2024))
- 2023, Winter. Online Communities (COM 481). Designed and taught project and case-based course to explore and apply theories of communication and social computing to online communities; 35 students. Syllabus online at: [*https://wiki.communitydata.science/Online_Communities_\(UW_COM481_Winter_2023\)*](https://wiki.communitydata.science/Online_Communities_(UW_COM481_Winter_2023))
- 2022, Summer. Design Use Build Seminar (MHCID 590 – Masters Level). UW Department of Human-Centered Design and Engineering. Designed and taught discussion-oriented course focused on understanding HCI research and translating it into practice; accompaniment to a research seminar series.

Teaching Assistant

- 2023, Spring. Community Data Science: Programming, Data Collection, and Data Science for Social Media (COM597A – MA and PhD students). Primarily a methods course – Python for complete beginners, use of APIs, data analysis; project-oriented. Supervised by Benjamin Mako Hill.
- 2022, Winter. Online Communities (COM 481). Designed learning materials, facilitated discussions, graded projects, coached writing, and supported learning of 76 students in 3 sections. Supervised by Benjamin Mako Hill.
- 2017, Fall. Introduction to Communication (COM 200). Facilitated discussions, graded essays, and supported learning of 100 students in 3 sections. Supervised by Lisa Coutu.

Directed Research Group Leadership

- 2021, Winter and Spring. Mapping the Covid-19 Information Landscape. Taught 3 undergraduate students research methods and scientific communication while leading the authorship of a mixed methods research paper analyzing search engine response data collected during the pandemic. Supervised by Benjamin Mako Hill.
- 2020, Fall. Mapping the Covid-19 Information Landscape. Taught 5 undergraduate students research methods and led them in a mixed methods research project to analyze search engine response data collected during the pandemic. Supervised by Benjamin Mako Hill.

Guest Lecturer

- 2024, Fall. “Investigating Social Production Failures.” Topics in User Experience Design: Online Communities (I320U). University of Texas at Austin School of Information.

2022, Winter. “The Value of Anonymity.” Online Communities (COM 481). University of Washington Department of Communication.

Mentorship

2022, Fall– Divya Sikka (high school student, UCLA CS Undergrad)

Teaching Modalities and Tools Experience

Lecture, Discussion, Hybrid, Online-only

Canvas, Wiki, Blackboard

Google Docs, Miro Mind Mapping

Discord, Slack, Teams

Zoom, Jitsi

Workshops and Seminars

Workshop Presentation

2022, Fall. The Hidden Curriculum of Computational Social Science (8-week series). University of Washington.

2018, Winter. Dimensions of Anonymity. Science in a Changing World Workshop (4-week series). University of Massachusetts Boston.

Affiliations

Research Affiliations

2017–. Member, *Community Data Science Collective*. Service activities included: reviewing work in progress, organizing panels, developing public events, leading retreats, facilitating reading groups, and mentoring junior colleagues.

2017–. Member, *Design Use Build (dub)*, Human Computer Interaction Group, University of Washington.

2017– Social Computing Reading Group, University of Washington. [Facilitator, 2019-2020]

Professional Organization Membership

2022– Member, *IEEE*

2021– Member, *Association of Internet Researchers*

2020– Member, *International Communication Association*. Section Membership: Information Systems, Computational Methods, Communication and Technology, Organizational Communication.

2019– Member, *Association for Computing Machinery*. Section Membership: SIGCHI/CSCW, SIGCAS.

Service to the Profession

Conference Organization

2025, Fall. Track Co-organizer, “Risks of ‘Social Model Collapse’ in the Face of Scientific and Technological Advances,” *Society for Social Studies of Science 4S*. Recruit participants, select submissions, organize program, convene and facilitate discussion among attendees.

Grant Proposal Review Panelist

2024, Winter. Research Fund Reviewer, Technical Committee, *Wikimedia Foundation*. Review research proposals for academic merit and suitability to program goals.

Standards Development

2023— Member, *Open Source Governance Standards*, under the umbrella of the Eclipse Foundation. In an international/multi-stakeholder team, define an evidence-driven standard for governance of open source software project communities.

2023. Member, *IEEE Standards Working Group: Open Source Software Project Governance*

Peer Review

I have served as a reviewer for a number of journals and conferences in communication, human computer interaction, and information systems. Venues are listed alphabetically; numbers in parentheses indicate quantity of reviews contributed, not including multi-round review; * indicate recognitions for outstanding reviews. Revised and resubmitted papers are counted only once.

alt.CHI 2021 (2), 2022 (1), 2023 (3), 2024 (3); 2025 (7).

AMCIS 2020 (2), 2023 (3), 2024* (3);

Communication Methods & Measures 2024 (1);

CHI 2019 (1), 2021* (2), 2022 (2), 2023* (1), 2024*** (4), 2025 (3);

CSCW 2020* (4), 2021*** (4), 2022 (2), 2023** (7), 2024* (5); 2025* (1)

DIS 2024 (1);

ICA 2019 (6), 2020 (3), 2022 (2), 2023 (4), 2024 (6);

ICWSM 2022 (2), 2023 (5), 2024 (6), 2025 (14);

Journal of Data and Information Quality 2024 (1);

Journal of Quantitative Description 2024 (1);

Mining Software Repositories FOSS Award Program Committee 2025;

New Media & Society 2024 (1);

PLOS ONE 2021 (1);

TOCHI 2021 (1);

TSC 2022 (1), 2023 (1);

WikiWorkshop 2024 (4), 2025.

Service to the Institution

Event Organizing

2022, Fall. Organizer and moderator, Academic Job Search panel. *Design Use Build Research Alliance*.

Mentorship

2022, 2021. New Student Mentor. Communication Department.

Admissions Support

2024, 2022, 2021. Prospective/New Student Recruitment/Orientation Panelist, Presenter. Communication Department.

2022, Fall. New Student Welcome Panelist. Design Use Build Research Alliance.

**Service to the
Public**

Community Leadership

- 2024, Spring and Summer: Co-organizer of the *FOSS Research For All: The Science of Community* track at the FOSSY conference featuring presenters from academia, civil society, and industry. Develop program as co-chair; review proposed presentations and invite speakers; emcee and facilitate 2-day event.
- 2023, Spring and Summer: Co-organizer of the *FOSS Research For All: The Science of Community* track at the FOSSY conference featuring presenters from academia, civil society, and industry. Develop program as co-chair; review proposed presentations and invite speakers; emcee and facilitate day-long event.

Community-Facing Research Talks

- 2024, Fall: “According to my research.....The latest insights on building, leading, and sustaining FLOSS” presentation, *SeaGL: Seattle GNU/Linux Users Conference*.
- 2024, Spring: “The Life and Times of Python Projects” poster, *PyCon '24*.
- 2023, Summer: “Taboo Subjects” presentation, shared research results during community annual conference, *Wikimania '23*.
- 2023, Summer: “Let’s get real: Putting research findings into practice,” workshop dialogue with community members about finding research, using it, and connecting with researchers. *Science of Community Track, FOSSY*.
- 2023, Summer: “Why are important FOSS package neglected?” presentation, *Science of Community Track, FOSSY*.
- 2023, Spring: “Let’s rethink political bias and build our own classifier!”, methods workshop, *Women in Data Science Puget Sound*.
- 2022, Fall: “Community Health Analytics” discussion and overview of approaches, evidence, and metrics. *Open JS Foundation Summit*.
- 2022, Fall: “TIL...: 10+ Findings from 2022 Global FLOSS Research,” *SeaGL: Seattle GNU/Linux Users Conference*.
- 2022, Fall: “What’s Anonymity Worth?” *SeaGL: Seattle GNU/Linux Users Conference*.
- 2022, Fall: “All the bugs belong to me? Collaboration networks and community health,” *CHAOSSCon Europe 22*, Linux Foundation Metrics Community Conference.
- 2022, Spring: “Thinking Critically About Online Communities,” presentation, facilitated reflective dialogue. *Creative and Critical Thinking Open House*, University of Massachusetts Boston.
- 2022, Winter: “What’s Anonymity Worth?” presentation to *Mozilla MozFest 2022*.
- 2021, Fall: “TIL...: 10+ Findings from 2021 Global FLOSS Research in Five Minutes,” presentation to *SeaGL: Seattle GNU/Linux Users Conference*.
- 2021, Fall: “From Metrics to Insights: Detecting Software Infrastructure Risk,” presentation to *CHAOSSCon North America 21*, Linux Foundation Metrics Community Conference.
- 2021, Summer: “At-Risk Software in Debian,” presentation livestreamed and recorded, extended post-talk discussion livestreamed and conducted via chat. *DebConf 21*, Debian Community Conference.
- 2020, Fall: “How to build a zombie detector: Identifying software quality problems,” presentation at *SeaGL: Seattle GNU/Linux Users Conference*.

2019, Spring: “Baling Wire, Bailing Buckets, or Bailing Out? Signs of risk (and health) in FLOSS,” presentation at *Linux Fest Northwest*.

Public-facing Knowledge Work on Wikipedia

Expert reviewer for the *Communication* article during promotion review process; substantially expanded *Communication Theory* article

Worked to address knowledge gaps by creating articles about marginalized subjects: *Efi Latsoudi, Opal J. Moore, Pamela E. Oliver, Arab Woman of the Year Award, Margaret O’Mara, Charlton McIlwain, Melissa Aronczyk, Linda Carol Brown, Hallie Beacham Brooks, Martha B. Briggs, Eva Boone, Mary Burrell.*

Employment Experience

Leadership and Management

2012—2014 Director, Digital Media & Classroom Technologies, University of Chicago
2010—2012 Director, Collaborative & Academic Technologies, University of Chicago
2007—2010 Director, Scholarly Technology & Research Computing, University of Chicago

Volunteer Work

2024— *All Tech is Human* Public Interest Technology Curriculum Developer
2024 *Shoreline Public Schools* Strategic Planning Committee
2021—2022 *Shoreline Public Schools* Science Curriculum Adoption Committee
2016—2018 *Minds Matter* Writing and Critical Thinking Instructor
2014—2015 *Griffin Museum of Science and Industry* Evaluation & Research Volunteer
2014—2015 *Chicago Public Schools* Literacy Skills Tutor

Press

Coverage of Research Results

2021-03-30. *Hacker News* featured the preprint of “Underproduction: An Approach to Measuring Risk in Open Source Software” on the front page.
2020-12-02. *DataJournalism.com*, Monika Sengul-Jones. “Harnessing Wikipedia’s superpowers for journalism.”
2020-06-25. *Tor Project Blog*, Antonela Debiassi. “The value of Tor and anonymous contributions to Wikipedia.” Article was then featured on the front page of *Hacker News* and *Slashdot*.

Coverage of Teaching Activities

2022-12-03. *Wiki Edu* “Grad Student Wins Outstanding Teaching Award for Wikipedia Assignment.”