

Manish Raghavan

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EMPLOYMENT

Drew Houston (2005) Career Development Professor August 2022–Present
Massachusetts Institute of Technology, Cambridge, MA
Sloan School of Management and Department of Electrical Engineering and Computer Science

Postdoctoral Fellow August 2021–August 2022
Harvard Center for Research on Computation and Society, Cambridge, MA

Visiting Researcher September 2019–August 2021
Facebook, New York, NY

EDUCATION

Ph.D., Computer Science
Cornell University
Thesis: *The Societal Impacts of Algorithmic Decision-Making*. Advised by Jon Kleinberg.

M.S., Computer Science
Cornell University

B.S., Electrical Engineering and Computer Science
University of California, Berkeley

PUBLICATIONS

1. N. Dalvi, M. Olteanu, M. Raghavan, and P. Bohannon. *Deduplicating a Places Database*. In *Proc. 23rd International World Wide Web Conference*. April 2014
2. J. Kleinberg, S. Oren, and M. Raghavan. *Planning Problems for Sophisticated Agents with Present Bias*. In *Proc. 17th ACM Conference on Economics and Computation*. July 2016
3. J. Kleinberg, S. Mullainathan, and M. Raghavan. *Inherent Trade-offs in the Fair Determination of Risk Scores*. In *The 8th Innovations in Theoretical Computer Science Conference*. January 2017
4. M. Olteanu, N. Dalvi, and M. Raghavan. *Identifying descriptive terms associated with a physical location from a location store*. In *U.S. Patent No. 9613054*. April 2017
5. J. Kleinberg, S. Oren, and M. Raghavan. *Planning with Multiple Biases*. In *Proc. 18th ACM Conference on Economics and Computation*. June 2017
6. G. Pleiss, M. Raghavan, F. Wu, J. Kleinberg, K. Weinberger. *On Fairness and Calibration*. In *Proc. 31st Annual Conference on Neural Information Processing Systems*. December 2017
7. J. Kleinberg, M. Raghavan. *Selection Problems in the Presence of Implicit Bias*. In *The 9th Innovations in Theoretical Computer Science Conference*. January 2018
8. M. Raghavan, A. Anderson, J. Kleinberg. *Mapping the Invocation Structure of Online Political Interaction*. In *Proc. 27th International World Wide Web Conference*. April 2018
9. M. Raghavan, A. Slivkins, J. W. Vaughan, Z. S. Wu. *The Externalities of Exploration and How Data Diversity Helps Exploitation*. In *Conference on Learning Theory*. July 2018
10. M. Raghavan, M. Purohit, S. Gollapudi. *Hiring Under Uncertainty*. In *International Conference on Machine Learning*. June 2019
11. J. Kleinberg, M. Raghavan. *How Do Classifiers Induce Agents To Invest Effort Strategically?*. In *Proc. 20th ACM Conference on Economics and Computation*. June 2019

Also appeared as:

How Do Classifiers Induce Agents To Invest Effort Strategically?. In *ACM Transactions on Economics and Computing*. October 2020

- Designing Evaluation Rules that are Robust to Strategic Behavior.* In *Proc. 34th AAAI Conference on Artificial Intelligence, Sister Conference Track.* April 2020
- Algorithmic Classification and Strategic Effort.* In *SIGecom Exchanges.* November 2020
12. M. Raghavan, S. Barocas. *Challenges for mitigating bias in algorithmic hiring.* In *The Brookings Institution.* December 2019
 13. R. Abebe, S. Barocas, J. Kleinberg, K. Levy, M. Raghavan, D. G. Robinson. *Roles for Computing in Social Change.* In *Proc. Third ACM Conference on Fairness, Accountability, and Transparency.* January 2020
 14. S. Barocas, A. D. Selbst, M. Raghavan. *The Hidden Assumptions Behind Counterfactual Explanations and Principal Reasons.* In *Proc. Third ACM Conference on Fairness, Accountability, and Transparency.* January 2020
 15. M. Raghavan, S. Barocas, J. Kleinberg, K. Levy. *Mitigating Bias in Algorithmic Hiring: Evaluating Claims and Practices.* In *Proc. Third ACM Conference on Fairness, Accountability, and Transparency.* January 2020
 16. J. Finocchiaro, R. Maio, F. Monachou, G. K. Patro, M. Raghavan, A.-A. Stoica, and S. Tsirtis. *Bridging Machine Learning and Mechanism Design towards Algorithmic Fairness.* In *Proc. Fourth ACM Conference on Fairness, Accountability, and Transparency.* January 2021
 17. J. Kleinberg and M. Raghavan. *Algorithmic Monoculture and Social Welfare.* In *Proc. National Academy of Sciences 118(22).* June 2021
 18. J. Kleinberg, S. Oren, M. Raghavan, and N. Sklar. *Stochastic Model for Sunk Cost Bias.* In *Proc. 37th Conference on Uncertainty in Artificial Intelligence.* July 2021
 19. E. Black, M. Raghavan, and S. Barocas. *Model Multiplicity: Opportunities, Concerns, and Solutions.* In *Proc. Fourth ACM Conference on Fairness, Accountability, and Transparency.* June 2022
 20. J. Kleinberg, S. Mullainathan, and M. Raghavan. *The Challenge of Understanding What Users Want: Inconsistent Preferences and Engagement Optimization.* In *Proc. 23rd ACM Conference on Economics and Computation.* July 2022

TEACHING

6.3950/6.3952: Artificial Intelligence, Decision-Making, and Society. *MIT*

Fall 2022 (with Aleksander Madry and Ashia Wilson)

15.563: Artificial Intelligence for Business. *MIT*

Spring 2023

AWARDS AND HONORS

Cornell University Fellowship	2016–2017
NSF GRFP Fellowship	2017–2021
Microsoft Research PhD Fellowship	2018–2020
SIGecom Doctoral Dissertation Award Honorable Mention	2021
ACM Doctoral Dissertation Award	2021
Cornell University Department of Computer Science PhD Dissertation Award	2022
ACM EC Exemplary Applied Modeling Track Paper Award	2022

INVITED TALKS

Planning Problems for Sophisticated Agents with Present Bias

Social Impact through Network Science. Venice, Italy

June 8–10, 2016

Young Researcher Workshop on Economics and Computation. Tel Aviv, Israel

January 1–5, 2016

Algorithmic Fairness and Bias

<i>Deloitte Data Scientist Speaker Series.</i> Virtual	September 7, 2018
Mitigating Bias in Algorithmic Hiring: Evaluating Claims and Practices <i>Fairness and Equity in Hiring Selection Algorithms.</i> Upturn, Washington D.C.	October 4, 2019
<i>ASSA Session on Auditing and Regulating AI Systems.</i> Virtual	January 7, 2022
<i>5th IDSC of IZA Workshop: Matching Workers and Jobs Online (Keynote).</i> Virtual	September 16, 2022
Algorithmic Fairness in Practice <i>Walmart Community of Practice.</i> Virtual	August 26, 2020
The Societal Impacts of Algorithmic Decision-Making <i>Netflix Research Seminar.</i>	May 21, 2021
<i>Sai University Frontiers Seminar.</i> Virtual	November 23, 2021
The Challenge of Understanding What Users Want: Inconsistent Preferences and Engagement Optimization <i>NYU Data Science Seminar.</i> Virtual	April 6, 2022
<i>Harvard EconCS Seminar.</i> Virtual	April 8, 2022
<i>Facebook Core Data Science Seminar.</i> Virtual	May 6, 2022
<i>MIT Initiative on the Digital Economy seminar.</i> Virtual	October 4, 2022
<i>INFORMS Annual Meeting.</i> Indianapolis, Indiana	October 18, 2022
<i>Opportunity Insights.</i> Cambridge, MA	October 26, 2022
<i>JHU Behavioral Science Forum on Technology and Social Change.</i> Baltimore, MD	October 28, 2022
<i>UIUC Responsible Data Science and AI seminar.</i> Virtual	November 4, 2022
Measuring Fairness <i>FinRegLab Advisory Board.</i> Virtual	July 14, 2021
Understanding Societal Impacts through Machine Learning and Mechanism Design: Automated Hiring as a Case Study <i>Israel Algorithmic Game Theory Seminar.</i> Virtual	October 19, 2021
The Future of AI in Financial Services (Panel) <i>Artificial Intelligence and the Economy.</i> U.S. Dept. of Commerce, Washington D.C.	April 27, 2022
Reflections on Incentivizing Behavior through Evaluation <i>Algorithmic Contract Design: Present and Future (EC '22 Workshop).</i> Boulder, CO	July 15, 2022
Responsible AI and the Role of Measurement <i>Network Architecture for Geeks.</i> Virtual	September 21, 2022
<i>Sai University Frontiers Seminar.</i> Virtual	November 17, 2022
Is AI the New HR? Protecting Civil Rights at Work (Panel) <i>South by Southwest.</i> Austin, TX	March 11, 2023

SERVICE AND ORGANIZATION

International Advisory Board, Sai University (Chennai, India) 2021–Present

Program Committees

- ACM Conference on Fairness, Accountability, and Transparency: 2020, 2021, 2022 (Area Chair)
- ACM Conference on Economics and Computing: 2019, 2020, 2021, 2022

- ACM Conference on Equity and Access in Algorithms, Mechanisms, and Optimization: 2021, 2022
- Conference on Neural Information Processing Systems: 2021
- Conference on Web and Internet Economics: 2021
- AAAI Conference on Artificial Intelligence: 2020, 2021
- International Conference on Learning Representations: 2021

Workshops and tutorials

- Fairness and Discrimination through the Dual Lenses of Mechanism Design and Machine Learning (EC '21)
- Fair and Socially Responsible ML for Recommendations: Challenges and Perspectives (NeurIPS '22)

Journal Reviewing

Journal of Machine Learning Research, Proceedings of the National Academy of Sciences, Artificial Intelligence, Management Science, Patterns, and others

Coaching

Harvard Men's Soccer Club

2021–Present