IFEOMA AJUNWA, J.D., Ph.D.

Emory University School of Law
1301 Clifton Rd, Atlanta, GA 30322
Work E-mail: iajunwa@emory.edu
Personal Email: iajunwa@gmail.com

Key Research Interests: Law and Technology, AI and Ethics, Privacy Law, Business Law, Anti-Discrimination, Race and Law, Employment and Labor Law, Health Law, Law and Literature, Law and Film

Key Teaching Interests: A.I. and Law, Business Organizations, Employment and Labor Law, Privacy Law, Law and Film, Law and Literature

Grant Funding:

Fulbright U.S. Scholar   2021-2022

Microsoft, Inc.   2021
Unrestricted grant to the AI Decision-Making Research Program ($690,000)

National Science Foundation (NSF) CAREER Award   ($526,877)   2019-2024
   Title: The Development, Design, and Ethical Issues of Algorithmic Hiring Tools

Robert Wood Johnson Foundation (RWJF) Pioneer Proposal ($414,944)   2019-2022
   Title: Developing a framework identifying key governance features for genetic wellness programs that mitigate privacy and discrimination risks, Co-PI, Forrest Briscoe

Cornell Institute for the Social Sciences (ISS) Team Grant ($150,000)   2018-2021
   Title: "Algorithms, Big Data, and Inequality"

Publication Record: Professor Ajunwa's work is published or forthcoming in high impact factor law reviews of general interest: the **California Law Review**, **Cardozo Law Review**, **Fordham Law Review**, **Georgetown Law Journal**, **North Carolina Law Review**, **Northwestern Law Review**, **Ohio State Law Review**, as well as, the top law journals for specialty areas such as: anti-discrimination law (**Harvard Civil Rights-Civil Liberties Law Review)**, law and technology (**Harvard Journal of Law & Technology** and **Berkeley Technology Law Journal**) and employment and labor law (**Berkeley Journal of Employment and Labor Law**). Her first book, "The Quantified Worker" was published in 2023 by **Cambridge University Press.** Her second book, *The Oxford Handbook of Algorithmic Governance and the Law* (with Jeremias Adams-Prassl) is under contract with **Oxford University Press.**

Administrative and Leadership Experience: **Associate Dean** for Projects and Partnerships (starting 2024), **Founding Director,** AI and the Future of Work Program at Emory Law School; **Founding Director,** Artificial Intelligence and Decision-Making Program at UNC Law School; **Founding Board Member,** LaborTech Research Network; **Board Member**, Institute for Africa Development at Cornell University; **Board Member,** Cornell Prison Education Program (CPEP). **Advisory Board Member**, Ethical Tech Council, Salesforce, Inc.

ACADEMIC APPOINTMENTS

Emory University School of Law
Asa Griggs Candler Professor of Law   2023–
Founding Director, AI and the Law Program   2023–
Associate Dean, Projects and Partnerships   2024–

University of North Carolina School of Law
Associate Professor (with tenure)   2021– 2023
Founding Director, Artificial Intelligence Decision-Making Research Program.   2021– 2023

Kenan-Flagler School of Business, University of North Carolina   2021–
Adjunct Associate Professor

Yale Law School, Information Society Project
Visiting Fellow   2022-

Harvard Law School, Berkman Klein Center   2017 –
Faculty Associate

Cornell University, Industrial and Labor Relations School
Associate Professor (with tenure)   2020 – 2021
Assistant Professor of Employment and Labor Law   2017 – 2020

Cornell Law School   2017 – 2020
Associated Member of the Faculty

Harvard Law School   2017
Teaching Fellow

Harvard Law School, Berkman Klein Center   2016 – 2017
Fellow

University of the District of Columbia Law School   2014 – 2017
Assistant Professor of Law

Columbia Law School, Center for Intersectionality & Social Policy Studies   2013 – 2014
Fellow

Case Western Reserve University School of Law   2013
Visiting Teaching Fellow

PROFESSIONAL AWARDS AND HONORS

- Elected Member, American Law Institute   2023
- Elected Life Fellow, The American Bar Foundation (ABF)   2023

-	Fulbright Scholar	2021-2022
-	Junior Faculty Champion Award, Cornell University	2020
-	National Science Foundation (NSF) CAREER Award ($526, 877)	2019
-	Derrick A. Bell Award – Association of American Law Schools (AALS)	2018
-	Outstanding Professor Award, UDC School of Law	2017
-	"Best 1L Professor" (chosen by 1Ls), UDC School of Law	2016

EDUCATION

LLM **Yale Law School** May 2024 (expected)
Resident Fellow, Yale Law Information Society Project (ISP)

Ph.D. **Columbia University** 2017
Sociology
Concentrations: Organizational Theory and Law & Society
Committee: Josh Whitford, Gil Eyal, and Damon Phillips
Dissertation: *Brokering Freedom: An Organizational Case Study of a Reentry Organization*

M.Phil. **Columbia University** 2012
Sociology

J.D. **University of San Francisco School of Law** 2007
Law
Editor, Intellectual Property Law Bulletin
Staff member, Journal of Law and Social Challenges
Moot Court Honors Program, Finalist for Advocate of the Year
Frank C. Newman Fellow for International Law Study
Teaching Assistant: Contracts, Civil Procedure, Property Law

B.A. **University of California, Davis** 2003
Political Science and Sociology
Departmental Honors in Sociology
Outstanding Senior Award
McNair Scholar

BOOKS

1. Ifeoma Ajunwa, *The Quantified Worker,* Cambridge University Press (May 11, 2023).

2. Ifeoma Ajunwa and Jeremias Adams-Prassl, *The Oxford Handbook of Algorithmic Governance and the Law,* Oxford University Press (Forthcoming, 2024).

LAW REVIEW PUBLICATIONS

1. Ifeoma Ajunwa and Austin Kamer, *Data Privacy by Contract* (forthcoming, Cardozo Law Journal, 2024)

2. Ifeoma Ajunwa, *Automated Governance*, 101 N.C. L. Rev. 355 (2023).

3. Ifeoma Ajunwa, *Automated Video Interviewing as the New Phrenology*, 36 BERKELEY TECH. L.J 1173 (2022).

4. Ifeoma Ajunwa, *The Auditing Imperative for Automated Hiring*, 34 HARV. J.L. & TECH. 621 (2021).

5. Ifeoma Ajunwa, *The Paradox of Automation as Anti-Bias Intervention*, 41 CARDOZO L. REV. 1671 (2020).

6. Ifeoma Ajunwa, *Protecting Workers' Civil Rights in the Digital Age,* 21 N.C.J.L & Tech. 1 (2020).

7. Ifeoma Ajunwa, *Algorithms at Work: Productivity Monitoring Platforms and Wearable Technology as the New Data-centric Research Agenda for Employment and Labor Law*, 63 ST. LOUIS U. L.J. 21 (2019).

8. Ifeoma Ajunwa, *Age Discrimination by Platforms,* 40 BERKELEY J. EMP. & LAB. L.1 (2019).

9. Ifeoma Ajunwa & Angela Onwuachi-Willig, A., *Combatting Discrimination Against the Formerly Incarcerated in the Labor Market*, 112 NW. U. L. REV. 1385 (2018).

10. Ifeoma Ajunwa, Kate Crawford & Jason Schultz, *Limitless Worker Surveillance,* 105 CAL. L. REV. 736 (2017).

11. Ifeoma Ajunwa, *Genetic Data and Civil Rights,* 51 HARV. C.R.-C.L. L. REV. 75 (2016).

12. Ifeoma Ajunwa, *The Modern Day Scarlet Letter,* 83 FORDHAM L. REV. 2999 (2015).

13. Ifeoma Ajunwa, *Genetic Testing Meets Big Data: Tort and Contract Law Issues,* 75 OHIO ST. L. J. 1225 (2014).

14. Ifeoma Ajunwa, *Bad Barrels: An Organizational Analysis of Human Rights Abuses at Abu Ghraib Prison,* 17 U. PA. J. L. & SOC. CHANGE 75 (2014).

PEER REVIEW PUBLICATIONS & CHAPTER CONTRIBUTIONS

1. Bacq, S., Toubiana, M., Ruebottom, T., Ormiston, J., & **Ajunwa, I.** (2023). Entrepreneurship Out of Shame: Entrepreneurial Pathways at the Intersection of Necessity, Emancipation, and Social Change. *Organization Theory*, *4*(1). https://doi.org/10.1177/26317877231153185

2. Briscoe, F, **Ajunwa, I** , Bourgoin A**,** and Jim Maxwell, Racial Differences in Perceptions of Genetic Wellness Programs, American Journal of Health Promotion, Health Promotion, 2023, Vol. 0(0) 1–13.

3. **Ajunwa, I.,** *Race, Labor, and the Future of Work.* (10 August 2022), Oxford Handbook of Race and Law in the United States, Devon Carbado, Khiara Bridges, and Emily Houh (eds.), Oxford University Press (invited contribution).

4. **Ajunwa, I**; WHAT TO THE BLACK AMERICAN IS THE MERITOCRACY? Comment on M. Sandel's The Tyranny of Merit. *American Journal of Law and Equality* 2021; 1 39–45.

5. **Ajunwa, I.,** *The Black Box at Work*, Big Data and Society, Special Issue, Frank Pasquale and Benedetta Brevini, (eds.). 2020. (invited contribution).

6. Briscoe, F, **Ajunwa I**, Gaddis A, McCormick J (2020) PLOS ONE 15(3): e0229044 *Evolving public views on the value of* one's DNA and expectations for genomic database governance: Results from a national survey.

7. **Ajunwa, I.** & Daniel Greene, *Platforms at Work: Data Intermediaries in the Organization of the Workplace.* In Work and Labor in the Digital Age. *Research in the Sociology of Work*. Published online: 14 Jun 2019; 61-91.

8. **Ajunwa, I.** & Caplan, R. (2018). *DNA Technology.* SAGE Encyclopedia of Surveillance, Security and Privacy. (invited contribution).

9. **Ajunwa, I.,** Crawford, K., & Ford, J. (2016). *Health and Big Data: An Ethical Framework for Health Information Collection by Corporate Wellness Programs,* The Journal of Law, Medicine & Ethics 44.

SELECT PUBLICATIONS IN PROGRESS

1. Ifeoma Ajunwa, *Genetic Testing and Corporate Wellness Programs* (early draft for law review submission)

2. Ifeoma Ajunwa, *Is a Black Future of Work Possible?* (early draft for law review submission)

COMMENTARY, OPINION ESSAYS, PUBLIC MEDIA PUBLICATIONS

1. **Ifeoma Ajunwa,** *Unfair Automated Hiring Systems are Everywhere*, **Wired**, May 15, 2023.

2. **Ifeoma Ajunwa,** *Africa is Waiting for What Tech Promised*, **The NY Times,** December 1, 2022.

3. **Ifeoma Ajunwa,** *Confronting Surveillance*, **JOTWELL** (May 12, 2022) (reviewing Amanda Levendowski, *Resisting Face Surveillance with Copyright Law*, 100 N. C. L. Rev. __ (May 12, 2022), available at SSRN), https://cyber.jotwell.com/confronting-surveillance/.

4. **Ifeoma Ajunwa,** *The Power of Ketanji Brown Jackson's African Name*, **Slate,** March 24, 2022.

5. **Ifeoma Ajunwa,** *What's the Harm? The Answer is Many*, **JOTWELL** (July 9, 2021) (reviewing Danielle Keats Citron & Daniel J. Solove, *Privacy Harms*, Geo. Wash. U. L. Stud. Res. Paper No. 2021-11 (Mar. 16, 2021).

6. **Ifeoma Ajunwa,** *Can We Trust Corporate Commitments to Racial Equity?* **Forbes,** February 23, 2021.

7. **Ifeoma Ajunwa, Sareeta Amrute, Lilly Irani, Winifred R. Poster & Meg Stalcup,** Tech Firms Need Black AI Scholars and Labor Rights, **Nature,** February 21, 2021.

8. **Ifeoma Ajunwa,** *COVID-19 Immunity as Passport to Work Will Increase Economic Inequality*, **Harvard Petrie-Flom Bill of Health**, December 2, 2020.

9. **Ifeoma Ajunwa,** *How COVID could enable the Inclusion of Women in the Workplace*, **Ms. Magazine**, November 20, 2020.

10. **Ifeoma Ajunwa,** *The Algorithmic Capture of Employment and the Tertius Bifrons*, Law and Political Economy (LPE) Project, October 05, 2020.

11. **Ifeoma Ajunwa,** *10 Reasons Why Anti-Racism Training Is Not the Problem*, **Forbes,** September 5, 2020.

12. **Ifeoma Ajunwa** and Forest Briscoe, *The Answer to a COVID-19 Vaccine May Lie in Our Genes but We Shouldn't Risk our Genetic Privacy to Find it*. **Scientific American**, May 19th, 2020.

13. **Ifeoma Ajunwa,** *Beware of Automated Hiring*, **The NY Times,** October 8th, 2019.

14. **Ifeoma Ajunwa.** *The Rise of Platform Authoritarianism.* **ACLU Blog.** (April 10 2018).

15. **Ifeoma Ajunwa,** *Facebook Users Aren't the Reason Facebook is in Trouble Now,* **The Washington Post.** (March 23, 2018).

16. **Ifeoma Ajunwa,** *Corporate Surveillance is Turning Human Workers into Fungible Cogs,* **The Atlantic**. (May 19, 2017).

17. **Ifeoma Ajunwa,** *Workplace Wellness Programs Could Be Putting Your Health Data at Risk,* **Harvard Business Review**. (January 7, 2017).

18. **Ifeoma Ajunwa,** *A Call to 'Ban the Box' on College Applications*, **The Washington Examiner.** (November 9, 2015).

19. **Ifeoma Ajunwa,** *There is No Guarantee of Anonymity for Online Genetic Databases,* **The New York Times.** (March 4, 2015).

INVITED PRESENTATIONS AND CONFERENCES

2023
- *Invited:* Yale Law School, Harvard Law School, USC Law, American Bar Foundation, Microsoft Research
- *Conferences:* American Association of Law Schools (AALS), Law and Society, Privacy and Security Forum, ESG For the People

2022
- *Invited:* Harvard Kennedy School, Emory Law, Vanderbilt Law, Harvard Law School

2021
- *Invited:* UC Irvine School of Law, UC Berkeley School of Law
- *Conferences:* Labor and Employment Relations (LERA), UN Global Compact PRME Business for Peace (B4P) Working Group

2020
- *Invited:* Expert Testimony, U.S. Congress, Committee on Labor and Education, UCLA School of Law, University of North Carolina, Chapel Hill, School of Law, NYU School of Law, Radcliffe Institute at Harvard University, McGill School of Law.
- *Conferences:* Lutie Lytle Conference, Privacy Law Scholars Conference (PLSC), Pacific Symposium on Bio-Computing.

2019
- *Invited:* Wharton School of Business (Legal Ethics Dept.), Stanford Law School, Oxford University Internet Institute, University of Pennsylvania School of Law, Yale Law School, Rutgers School of Management and Labor Relations, Aspen Institute Berlin
- *Conferences:* Colloquium on Scholarship on Employment and Labor Law (COSELL), Association of American Law Schools (AALS) Annual Conference, 4S (Society for the Study of Social Science), Lutie Lytle Conference, Privacy Law Scholars Conference (PLSC)

2018
- *Invited:* University of Chicago, School of Law; NYU Law; Harvard Law School; TEDx Cornell, Georgetown Law School; Boston University Questrom School of Business; Sage

Assembly – Keynote Speaker; Yale Law School; St. Louis University School of Law; Stanford University; University of California, Berkeley Law School, Rutgers University
- *Conferences:* Wharton People and Organizations Conference, EGOS Conference; AOM Big Data Conference, AOM Annual Conference

2017
- *Invited:* Harvard Law School
- *Conferences:* Harvard Business School Digital Initiative Summit; SXSW Wellness Expo; LibrePlanet; PRIM&R Workshop on Human Subject Research

2016
- *Invited:* Equal Employment Opportunity Commission (EEOC); University of Iowa Law School; Buffett Institute, Northwestern University; Health Privacy Rights Summit – Closing Keynote Lecture; Consumer Financial Protection Bureau
- *Conferences:* New Scholars Workshop, Southeastern Association of Law Schools; Law and Society Annual Meeting; Privacy Law Scholars Conference, George Washington University Law School; Google Re:Work Conference; Yale ISP Conference, AOM Big Data Conference

2015
- *Invited:* Microsoft Research; This Week in Health Law Podcast with Professors Frank Pasquale and Nicholas Terry; The Berkman Center for Internet and Society, Harvard University; Data & Society Research Institute
- *Conferences:* Data and Society Conference, the Newseum; Health Privacy Rights Summit, Georgetown University School of Law

2014
- *Conferences:* Empirical Critical Legal Theory Conference, Fordham Law School; Data and Society Conference, The Newseum

2013
- *Conferences:* American Sociological Association Conference; Lutie Lytle Writing Workshop for Black Women Law Faculty, University of Nevada-Las Vegas School of Law; Law and Society Association Conference; Critical Race Empirical Methods and Theory Workshop, University of Iowa College of Law

2012
- *Conference:* Eastern Sociological Society (ESS) Conference; Lutie Lytle Writing Workshop for Black Women Law Faculty, Suffolk School of Law

2011
- *Conference:* Law and Society Conference, San Francisco, CA

SELECT MEDIA MENTIONS

- Morning Edition on National Public Radio (NPR) (May 15th, 2023), Congress wants to regulate AI, but it has a lot of catching up to do.
- Morning Edition on National Public Radio (NPR) (June 21, 2022), What if an Artificial Intelligence program actually becomes sentient?
- Marketplace Morning Report (July 29, 2021) Legal Issues with Smart Devices.
- National Public Radio (NPR) (May 28, 2020), Your Boss May Soon Track You at Work for Coronavirus Safety.

- Wall Street Journal (September 18th, 2019), participated in expert roundtable, "Do Messaging Apps Fit into the Workplace?"
- National Public Radio (NPR) *All Things Considered* (April 8th, 2019), interviewed for a segment on automated hiring.
- Wall Street Journal (Sept. 20th, 2018), interviewed for a Wall Street Journal video report on automated interviewing of job applicants
- ProPublica (May 30, 2018) – New Allegations Added to Lawsuit on How Facebook's Targeting Tools Helped Advertisers Exclude Older Workers
- Bloomberg (May 29, 2018) – Facebook Tools Are Used to Screen Out Older Job Seekers, Lawsuit Claims
- Cornell University, The Cornell Daily Sun (May 8, 2018) – First TEDx Cornell Event in Three Years Kicks Off Plans for Future Expansion.
- BBC (March 26, 2018) – How Much Should Your Boss Know About You?
- CBC (March 21, 2018) – Breaking Up is Hard to Do: Why Leaving Facebook is More Difficult than it Looks.
- CNBC (January 9, 2017) – The Workplace Wellness Program of the Future Will Track Your Sleep.
- BuzzFeed News (January 6, 2017) – Workplaces are Tracking Their Employees' Sleep.
- Bloomberg BNA (October 17, 2016) – EEOC Ponders Employers' 'Big Data' Use.
- Harvard Law School News (August 11, 2016) – Berkman Klein Center Announces 2016 – 2017 Community.
- TechRepublic (August 8, 2016) – Can These Tech Tools Fight Gender Bias and Increase Workplace Diversity?
- The Guardian (August 3, 2016) – Is an Algorithm Any Less Racist Than a Human?
- The New York Times (March 26, 2016) – Protecting Employees' Health Data

FELLOWSHIPS AND SCHOLARSHIPS

Fulbright Scholar Award   2021-2022
     Title: The Role of Law in Enabling Tech Entrepreneurship in Nigeria

Microsoft, Inc.   2021
Unrestricted grant to the AI Decision-Making Research Program ($690,000)

National Science Foundation (NSF) CAREER Award   ($526,877)   2019-2024
  Title: The Development, Design, and Ethical Issues of Algorithmic Hiring Tools

Robert Wood Johnson Foundation (RWJF) Pioneer Proposal ($414,944)   2019-2022
  Title: Developing a framework identifying key governance features for genetic wellness programs that mitigate privacy and discrimination risks, Co-PI, Forrest Briscoe

Cornell Institute for the Social Sciences (ISS) Team Grant ($150,000)   2018-2021
  Title: "Algorithms, Big Data, and Inequality"

ILR School Theme Award ($20,000)   2017

Title: "Hiring Platforms" (with Professor Martin Wells)

National Science Foundation (NSF) Doctoral Research Improvement Grant	2015
Spivack Travel Grant To present research at American Sociological Association Conference	2013
Ford Foundation Pre-Doctoral Fellowship (Honorable Mention)	2012
International Fellows Fellowship, (SIPA, Columbia University) To attend courses and for field trips to White House & U.N. Headquarters	2011 – 2012
Paul F. Lazersfeld Fellowship, Columbia University Full tuition and stipend for 5 years	2010 – 2015
Frank C. Newman Human Rights Fellowship Cost of travel to speak at the U.N. Human Rights Council	2007

American Association of University Women (AAUW) Selected
  Professions Fellowship
      competitive merit grant, 25 awards given nationwide per year
	2006 – 2007

Arthur Zief, Jr. Scholarship (merit scholarship) (twice awarded)	2005 & 2006

ACTIVITIES, SERVICE, & MEMBERSHIPS

Editorial Service
Research in the Sociology of Work
Editorial Board Member	2017 – 2022

Ad hoc reviewer
American Journal of Sociology
Academy of Management Conference
California Law Review
Journal of Business Ethics
Research in the Sociology of Work
Yale Law Journal

Cornell ILR School
Faculty Advisor, Worker Institute Undergraduate Research Program	2019 – 2021
Member, Computing Committee	2018 – 2020
Member, Organizing Committee & Panelist Gig Economy Conference	2017 – 2018
Panelist, Union Days	2018 – 2021
Panelist, ILR Advisory Council Meeting	2018 – 2021
Pre-Law Advisor, Black Ivy Society	2018 – 2021

Cornell University

Present Value Podcast, Cornell Johnson College of Business	2019
TEDx Cornell Speaker	2018
Institute for Africa Development, Advisory Council member	2018 – 2021
Keeton House Fellow, Cornell University	2018 – 2021
Advisory Board member, Cornell Prison Education Program	2017 – 2020

UDC Law

Co-Chair, Curriculum Committee	2016 – 2017
Member, Law Review Committee	2016 – 2017
Member, Curriculum Committee	2015 – 2016
Member, Bar Passage Committee	2014 – 2015
Faculty Advisor	2015 – 2016
Sports, Entertainment and Intellectual Property Law Student Association	

<u>Member</u>

Labor and Employment Relations Association (LERA)	2019 –
Colloquium for Scholarship in Employment and Labor Law (COSELL)	2019 –
Society for the Social Studies of Science (4S)	2017 –
Privacy Law Scholars (PLSC)	2017 –
Academy of Management (AOM)	2013 –
Law and Society Association (LSA)	2011 –
American Sociological Association (ASA)	2011 –

BAR ADMISSIONS

State Bar of California – December 7th, 2007
State Bar of New York – June 24th, 2008

PROFESSIONAL EXPERIENCE

Private Practice	2008 – 2010
Attorney, San Francisco, CA	
Business and Intellectual Property Law	

Tilleke & Gibbins International Ltd.	2007
Legal Consultant, Multinational Law Firm	
Business, Commercial, and Intellectual Property Law	