

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

University of North Carolina School of Law  
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**Key Research Interests:** Business Law and Policy, Law and Technology, International Law & Development, Race and Law.

**Key Teaching Interests:** Business Organizations, Contracts, Law and Technology, Race and Law

## **Grant Funding:**

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**, and **Northwestern 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 and Technology & Berkeley Technology Law Journal**) and employment and labor law (**Berkeley Journal of Employment and Labor Law**). Her first book, "The Quantified Worker" is forthcoming in 2022 from **Cambridge University Press**.

**Administrative and Leadership Experience:** Founding Director, Artificial Intelligence and Decision-Making Program at UNC; Founding Board Member, Labor Tech Research Network; Former Board Member, Institute for Africa Development at Cornell University; Former Board Member, Cornell Prison Education Program (CPEP).

## I. Ajunwa, C.V.

### ACADEMIC APPOINTMENTS

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<b>University of North Carolina School of Law</b>	
Associate Professor (with tenure)	2021–
Founding Director, Artificial Intelligence Decision-Making Research Program	2021–
<b>Kenan-Flagler School of Business, University of North Carolina</b>	2021–
Adjunct Associate Professor	
<b>Harvard Law School, Berkman Klein Center</b>	2017 –
Faculty Associate	
<b>Cornell University, Industrial and Labor Relations School</b>	
Associate Professor (with tenure)	2020 – 2021
Assistant Professor of Employment and Labor Law	2017 – 2020
<b>Cornell Law School</b>	2017 – 2020
Associated Member of the Faculty	
<b>Harvard Law School</b>	2017
Teaching Fellow	
<b>Harvard Law School, Berkman Klein Center</b>	2016 – 2017
Fellow	
<b>University of the District of Columbia Law School</b>	2014 – 2017
Assistant Professor of Law	
<b>Columbia Law School, Center for Intersectionality &amp; Social Policy Studies</b>	2013 – 2014
Fellow	
<b>Case Western Reserve University School of Law</b>	2013
Visiting Teaching Fellow	

### PROFESSIONAL AWARDS

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- 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

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<b>Ph.D.</b>	<b>Columbia University</b>	2017
	Sociology	
	Concentrations: Organizational Theory and Law & Society	

## I. Ajunwa, C.V.

Committee: Josh Whitford, Gil Eyal, and Damon Phillips  
Dissertation: *Brokering Freedom: An Organizational Case Study of a Reentry Organization*

<b>M.Phil.</b>	<b>Columbia University</b> Sociology	2012
<b>J.D.</b>	<b>University of San Francisco School of Law</b> 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 <b>Teaching Assistant:</b> Contracts, Civil Procedure, Property Law	2007
<b>B.A.</b>	<b>University of California, Davis</b> Political Science and Sociology Departmental Honors in Sociology Outstanding Senior Award McNair Scholar	2003

### LAW REVIEW PUBLICATIONS

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1. **Ifeoma Ajunwa**, *Automated Video Interviewing as the New Phrenology*, 36 BERKELEY TECH. L.J. \_\_\_\_ (2022).
2. **Ifeoma Ajunwa**, *The Auditing Imperative for Automated Hiring*, 34 HARV. J.L. & TECH. 621 (2021).
3. **Ifeoma Ajunwa**, *The Paradox of Automation as Anti-Bias Intervention*, 41 CARDOZO L. REV. 1671 (2020).
4. **Ifeoma Ajunwa**, *Protecting Workers' Civil Rights in the Digital Age*, 21 N.C.J.L. & Tech. 1 (2020).
5. **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).
6. **Ifeoma Ajunwa**, *Age Discrimination by Platforms*, 40 BERKELEY J. EMP. & LAB. L. 1 (2019).
7. **Ifeoma Ajunwa & Angela Onwuachi-Willig, A.**, *Combating Discrimination Against the Formerly Incarcerated in the Labor Market*, 112 NW. U. L. REV. 1385 (2018).

## I. Ajunwa, C.V.

8. **Ifeoma Ajunwa**, Kate Crawford & Jason Schultz, *Limitless Worker Surveillance*, 105 CAL. L. REV. 736 (2017).
9. **Ifeoma Ajunwa**, *Genetic Data and Civil Rights*, 51 HARV. C.R.-C.L. L. REV. 75 (2016).
10. **Ifeoma Ajunwa**, *The Modern Day Scarlet Letter*, 83 FORDHAM L. REV. 2999 (2015).
11. **Ifeoma Ajunwa**, *Genetic Testing Meets Big Data: Tort and Contract Law Issues*, 75 OHIO ST. L. J. 1225 (2014).
12. **Ifeoma Ajunwa**, *Bad Barrels: An Organizational Analysis of Human Rights Abuses at Abu Ghraib Prison*, 17 U. PA. J. L. & SOC. CHANGE 75 (2014).

### BOOK

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**Ifeoma Ajunwa**, *The Quantified Worker*, Cambridge University Press. (Forthcoming, 2022).

### PEER REVIEW PUBLICATIONS & CHAPTER CONTRIBUTIONS

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1. **Ajunwa, I.**, *Race, Labor, and the Future of Work*. (forthcoming 2022), Oxford Handbook of Race and Law in the United States, Devon Carbado, Khiara Bridges, and Emily Houh (eds.), Oxford University Press (invited contribution).
2. **Ajunwa, I.**, *The Black Box at Work*, Big Data and Society, Special Issue, Frank Pasquale and Benedetta Brevini, (eds.). 2020. (invited contribution).
3. 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*.
4. **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.
5. **Ajunwa, I.** & Caplan, R. (2018). *DNA Technology*. SAGE Encyclopedia of Surveillance, Security and Privacy. (invited contribution).
6. **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

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1. Ifeoma Ajunwa, *License to Code* (in progress for law review submission)

## I. Ajunwa, C.V.

2. McCauley Palmer, Ifeoma Ajunwa, and Mohammed Hossein Jarrahi, *AI and Bias in Organizations* (under submission at peer-reviewed journal)

### COMMENTARY, OPINION ESSAYS, PUBLIC MEDIA PUBLICATIONS

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1. **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)).
2. **Ifeoma Ajunwa**, *Can We Trust Corporate Commitments to Racial Equity?* **Forbes**, February 23, 2021.
3. **Ifeoma Ajunwa**, *COVID-19 Immunity as Passport to Work Will Increase Economic Inequality*, **Harvard Petrie-Flom Bill of Health**, December 2, 2020.
4. **Ifeoma Ajunwa**, *How COVID could enable the Inclusion of Women in the Workplace*, **Ms. Magazine**, November 20, 2020.
5. **Ifeoma Ajunwa**, *The Algorithmic Capture of Employment and the Tertius Bifrons*, Law and Political Economy (LPE) Project, October 05, 2020.
6. **Ifeoma Ajunwa**, *10 Reasons Why Anti-Racism Training Is Not the Problem*, **Forbes**, September 5, 2020.
7. **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 19<sup>th</sup>, 2020.
8. **Ifeoma Ajunwa**, *Beware of Automated Hiring*, *The NY Times*, October 8<sup>th</sup>, 2019.
9. **Ifeoma Ajunwa**. *The Rise of Platform Authoritarianism*. *ACLU Blog*. (April 10 2018).
10. **Ifeoma Ajunwa**, *Facebook Users Aren't the Reason Facebook is in Trouble Now*, *The Washington Post*. (March 23, 2018).
11. **Ifeoma Ajunwa**, *Corporate Surveillance is Turning Human Workers into Fungible Cogs*, *The Atlantic*. (May 19, 2017).
12. **Ifeoma Ajunwa**, *Workplace Wellness Programs Could Be Putting Your Health Data at Risk*, *Harvard Business Review*. (January 7, 2017).
13. **Ifeoma Ajunwa**, *A Call to 'Ban the Box' on College Applications*, *The Washington Examiner*. (November 9, 2015).

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

### INVITED PRESENTATIONS AND CONFERENCES

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2021

- *Invited*: UC Irvine School of Law, UC Berkeley School of Law
- *Conferences*: Labor and Employment Relations (LERA)

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

## I. Ajunwa, C.V.

- *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

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- Marketplace Morning Report, Legal Issues with Smart Devices, July 29, 2021
- National Public Radio (NPR) (May 28, 2020), Your Boss May Soon Track You at Work for Coronavirus Safety.
- Wall Street Journal (September 18<sup>th</sup>, 2019), participated in expert roundtable, “Do Messaging Apps Fit into the Workplace?”
- National Public Radio (NPR) *All Things Considered* (April 8<sup>th</sup>, 2019), interviewed for a segment on automated hiring.
- Wall Street Journal (Sept. 20<sup>th</sup>, 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

## I. Ajunwa, C.V.

### **FELLOWSHIPS AND SCHOLARSHIPS**

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Fulbright Scholar Award Title: The Role of Law in Enabling Tech Entrepreneurship in Nigeria	2021-2022
ILR School Theme Award (\$20,000) Title: "Hiring Platforms" (with Professor Martin Wells)	2017
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. Lazarsfeld 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**

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#### **Editorial Service**

*Research in the Sociology of Work*  
Editorial Board Member 2017 –

#### **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*



## I. Ajunwa, C.V.

### **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	

### **Member**

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**

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**State Bar of California** – December 7<sup>th</sup>, 2007

**State Bar of New York** – June 24<sup>th</sup>, 2008

### **PROFESSIONAL EXPERIENCE**

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#### **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