Alessandro Fabris

Research Interests

- **Algorithmic fairness and AI harms**. Evaluation and development of responsible data-driven algorithms.
- **Responsible data governance**. Critique and improvement of data practices and their implications for data-driven methods.
- **Algorithmic auditing**. Algorithmic transparency and accountability through interdisciplinary analysis.
- **Quantification learning**. Estimating class prevalence values in unlabelled data.

Academic Employment

- **Assistant Professor (RTT), University of Trieste** — Trieste, Italy
  Research on responsible AI. Teaching in computer science. — *Mar 2025 - present*
  Tenure track.
- **Research Fellow, Max Planck Institute for Security & Privacy** — Bochum, Germany
  Measuring algorithmic fairness with limited data. — *Feb 2024 - Jan 2025*
  Principal Investigator of Alexander von Humboldt Research Fellowship. Host: Asia Biega.
- **Postdoctoral Researcher, Max Planck Institute for Security & Privacy** — Bochum, Germany
  Auditing and fairness in hiring algorithms. — *Feb 2023 - Jan 2024*
  Supported by the FINDHR Research Project. Advisor: Asia Biega.

Research & Study Visits

- **Visiting Researcher, Max Planck Institute for Security & Privacy** — Remote visit
  Fair ranking measures. Advisor: Asia Biega. — *Sep 2021 - Feb 2022*
- **Visiting Researcher, National Research Council** — Pisa, Italy
  Quantification learning. Advisor: Fabrizio Sebastiani. — *May 2019 - Sep 2019*
- **Visiting Student, Imperial College London** — London, UK
  Dynamical models for computer vision. Advisor: Stefanos Zafeiriou. — *Jan 2015 - Sep 2015*
- **Visiting Student, Boston University** — Boston, USA
  Dynamical programming for EV battery charging. Advisor: Michael Caramanis. — *Feb 2013 - Jun 2013*

Non-academic Employment

- **Machine Learning Engineer, R&D Electrolux** — Porcia, Italy
  Industrialization of new humidity sensor. Supervised learning over time series. — *Mar 2017 - Mar 2019*
- **Software Engineer, IBM** — Hursley, UK
  Storage virtualization. Deduplication development and testing in C, Java, Python. — *Oct 2015 - Feb 2017*
- **Software Developer, DNV-GL** — Arnhem, Netherlands
  Network optimization for smart grid. Module development in C#. — *Aug 2014 - Jan 2015*

Education

- **Ph.D., University of Padova** — Padova, Italy
  Information engineering (35th cycle). — *Oct 2019 - Dec 2022*
  Thesis: Algorithmic Fairness Datasets: Curation, Selection and Applications.
  Advisors: Gian Antonio Susto and Gianmaria Silvello.
- **M.Sc., University of Padova** — Padova, Italy
  Automation engineering (LM-25). — *Sep 2012 - Sep 2015*
  Thesis: Dynamical PLDA for face recognition in videos.
  Advisors: Ruggero Carli and Stefanos Zafeiriou.
  Grade 110/110 (cum laude).
- **B.Sc., University of Padova** — Padova, Italy
  Information engineering (L-8). — *Sep 2009 - Sep 2012*
  Thesis: Underflow Management in Hidden Markov Models.
  Advisor: Lorenzo Finesso.
  Grade 110/110 (cum laude).
- **Secondary School Diploma, Liceo Grigoletti** — Pordenone, Italy
  Liceo Scientifico Diploma. — *Sep 2004 - Jul 2009*
  Grade 100/100 (e lode).

Research Profile

Overview

I am a tenure track assistant professor at the University of Trieste, where I study algorithmic fairness, auditing and data governance. My research centers on defining, operationalizing, and measuring fairness, with a focus on domain-specific requirements, and a critical perspective on data governance and ethics. Previously, I spent four years in industry working with IBM and Electrolux. To develop relevant solutions for pressing socio-technical issues, I aim to guide and translate policy into responsible computing practices that can be understood and adopted by practitioners.

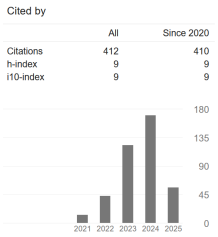
Research summary

My first line of work focuses on responsible data governance for fairness. I address the tension between fairness and privacy by leveraging quantification methods [B1] to measure fairness with limited data [J3]. I work to improve data practices in the fairness research community [C6], reducing documentation debt [C4], making datasets more accessible [W4], providing best practices for responsible data curation [J2] and for data documentation in compliance with the AI Act [J6].
My second line of work develops practical applications of algorithmic fairness. I work on bias detection and mitigation to identify and reduce biases in a domain-specific and legally compliant fashion [J1, J5, C5, C2], operationalizing the fairness and bias management requirements outlined in the AI act [C7, J8]. Additionally, I conduct algorithmic audits of deployed systems to ensure they align with transparency and anti-discrimination principles [C3].

Pages and bibliometrics

- **Google scholar**: https://scholar.google.com/citations?user=WjJVK94AAAAJ&hl=en
- **Scopus**: https://www.scopus.com/authid/detail.uri?authorId=59299168900
- **Orcid**: https://orcid.org/0000-0001-6108-9940
- **Dblp**: https://dblp.org/pid/201/7221.html

platform	citations	h-index
Google scholar	412	9
Scopus	165	6



Pages and citations as of March 27th, 2025.

Research Projects

- **Measuring Algorithmic Fairness with Limited Data** (2024 - 2025)

  This project, supported by a Humboldt Research Fellowship, develops reliable quantification-based estimators to measure dataset diversity and fairness in pervasive ranking systems. It enables these measurements in understudied yet common contexts where sensitive attributes are unavailable, as is especially common in industrial settings, constrained by legislation, data minimization, and privacy concerns. Fellowship awarded by a selection committee appointed by the Humboldt society. Selection rate: 20-25%.
  Role. Principal Investigator.

- **FINDHR: Fairness and Intersectional Non-Discrimination in Human Recommendation** (2022 - 2025)

  The EU-funded FINDHR project facilitates the prevention, detection, and management of discrimination in algorithmic hiring considering technological, legal, and ethical aspects. FINDHR aims to create new ways to ascertain discrimination risk, produce less biased outcomes, and meaningfully incorporate human expertise. Moreover, it aims to create procedures for software development, monitoring, and training.
  Role. WP coordinator. Member of the Max Planck Institute research unit.

Research Groups

- **Responsible Computing Group** (2021 - Present)

  Located at Max Planck Institute for Security and Privacy, Bochum, and led by Asia Biega, the group focuses on developing, examining, and computationally operationalizing principles of responsible computing, data protection, and governance. As a member of this group, my research focuses on algorithmic fairness and data protection.

- **Artificial Intelligence, Machine Learning & Control** (2019 - Present)

  Located at the University of Padova and led by Gian Antonio Susto, working on machine learning approaches and applications, including unsupervised learning, reinforcement learning, and trustworthy AI. As a member of this group, my research focuses on algorithmic fairness in the medical domain.

- **Information Management Systems** (2019 - 2022)

  Located at the University of Padova and led by Nicola Ferro, the group studies the design, modeling, and implementation of advanced information retrieval tools - such as search engines. As a member of this group, I studied algorithmic fairness in information access systems.

- **Human Language Technologies** (2019)

  Located at the Italian National Council of Research, Pisa, and led by Fabrizio Sebastiani, the research interests of the group include text classification, information extraction, and quantification. As a visiting researcher, I studied quantification with applications to algorithmic fairness.

Peer-reviewed Publications

Journal Papers

- [J8] M. Ceccon, G. Cornacchia, D. Dalle Pezze, A. Fabris, G. A. Susto: Underrepresentation, label bias, and proxies: Towards Data Bias Profiles for the EU AI act and beyond. *Expert Systems with Applications*. 2025. ISSN: 1873-6793. DOI: https://doi.org/10.1016/j.eswa.2025.128266.
  Scimago: Artificial Intelligence, quartile Q1 2024.

- [J7] M. Rondina, A. Vetrò, A. Fabris, G. Silvello, G. A. Susto, M. Torchiano, J.C. De Martin: Experience: Bridging Data Measurement and Ethical Challenges with Extended Data Briefs. *ACM Journal of Data and Information Quality*. 2025. ISSN: 1936-1955. DOI: https://doi.org/10.1145/3726872.
  Scimago: Information Systems, quartile Q2 2024.

- [J6] A. Fabris, D. Chicco, G. Jurman: The Venus score for the assessment of the quality and trustworthiness of biomedical datasets. *BioData Mining*. 2025. ISSN: 17560381. DOI: 10.1186/s13040-024-00412-x.
  Scimago: Computer Science Applications, quartile Q1 2024.

- [J5] A. Fabris, N. Baranowska, M. J. Dennis, D. Graus, P. Hacker, J. Saldivar, F. J. Zuiderveen Borgesius, A. J. Biega: Fairness and Bias in Algorithmic Hiring: A Multidisciplinary Survey. *ACM Transactions on Intelligent Systems and Technology*. 2025. ISSN: 21576904. DOI: 10.1145/3696457.
  Scimago: Artificial Intelligence, quartile Q1 2024.

- [J4] T. Scantamburlo, A. Cortes, F. Foffano, C. Barrue, V. Distefano, L. Pham, A. Fabris: Artificial Intelligence Across Europe: A Study on Awareness, Attitude and Trust. *IEEE Transactions on Artificial Intelligence*. 2025. ISSN: 26914581. DOI: 10.1109/TAI.2024.3461633.
  Scimago: Artificial Intelligence, quartile Q1 2024.

- [J3] A. Fabris, A. Esuli, A. Moreo Fernández, F. Sebastiani: Measuring Fairness Under Unawareness of Sensitive Attributes: A Quantification-Based Approach. *Journal of Artificial Intelligence Research*. 2023. ISSN: 1076-9757. DOI: https://doi.org/10.1613/jair.1.14033.
  Scimago: Artificial Intelligence, quartile Q1 2023.

- [J2] A. Fabris, S. Messina, G. Silvello, G.A. Susto: Algorithmic Fairness Datasets: the Story so Far. *Data Mining and Knowledge Discovery,* special issue on Bias and Fairness in AI. 2022. ISSN: 1573-756X. DOI: https://doi.org/10.1007/s10618-022-00854-z.
  Scimago: Information Systems, quartile Q1 2022.

- [J1] A. Fabris, A. Purpura, G. Silvello, G.A. Susto: Gender stereotype reinforcement: Measuring the gender bias conveyed by ranking algorithms. *Information Processing & Management*. 2020. ISSN: 1873-5371. DOI: https://doi.org/10.1016/j.ipm.2020.102377.
  Scimago: Information Systems, quartile Q1 2020. **Best Ph.D. paper award**.

Conference Papers

- [C7] M. Ceccon, D. Dalle Pezze, A. Fabris, G. A. Susto: Multi-label continual learning for the medical domain: A novel benchmark. *Proceedings of the IEEE/CVF Winter Conference on Applications of Computer Vision*. WACV 2025, 28 February–4 March, Tucson, USA. DOI: https://doi.org/10.1109/WACV61041.2025.00696.

- [C6] J. Simson, A. Fabris, C. Kern: Lazy Data Practices Harm Fairness Research. *Proceedings of the 7th ACM conference on Fairness, Accountability, and Transparency*. FAccT 2024, 3–6 June, Rio de Janeiro, Brazil. DOI: https://doi.org/10.1145/3630106.3658931.

- [C5] A. Fabris, G. Silvello, G.A. Susto, A. Biega: Pairwise Fairness in Ranking as a Dissatisfaction Measure. *Proceedings of the 16th ACM conference on Web Search and Data Mining*. WSDM 2023, 27 February–3 March, Singapore. DOI: https://doi.org/10.1145/3539597.3570459.

- [C4] A. Fabris, S. Messina, G. Silvello, G.A. Susto: Tackling Documentation Debt: A Survey on Algorithmic Fairness Datasets. *Proceedings of the second ACM conference on Equity and Access in Algorithms, Mechanisms, and Optimization*. EAAMO 2022, 6–9 October, Arlington, USA. DOI: https://doi.org/10.1145/3551624.3555286.

- [C3] A. Fabris, A. Mishler, S. Gottardi, M. Carletti, M. Daicampi, G. A. Susto, G. Silvello: Algorithmic Audit of Italian Car Insurance: Evidence of Unfairness in Access and Pricing. *Proceedings of the 4th AAAI/ACM Conference on Artificial Intelligence, Ethics and Society*. AIES 2021, 19–21 May, Virtual Event. DOI: https://doi.org/10.1145/3461702.3462569.

- [C2] D. Biasion, A. Fabris, G. Silvello, G. A. Susto: Gender Bias in Italian Word Embeddings. *Proceedings of the Seventh Italian Conference on Computational Linguistics*. CLIC-IT 2020, 1–3 March, Virtual Event. CEUR Proceedings Vol. 2769: https://ceur-ws.org/Vol-2769/paper_16.pdf.

- [C1] A. Fabris, M. Nicolaou, I. Kotsia, S. Zafeiriou: Dynamic Probabilistic Linear Discriminant Analysis for Video Classification. *Proceedings of the 2017 IEEE International Conference on Acoustics, Speech and Signal Processing*. ICASSP 2017, 5–9 March, New Orleans, USA. DOI: https://doi.org/10.1109/ICASSP.2017.7952663.

Workshop Papers

- [W6] T. Scantamburlo, P. Falcarin, A. Veneri, A. Fabris, C. Gallese, V. Billa, F. Rotolo, F. Marcuzzi:: Software Systems Compliance with the AI Act: Lessons Learned from an International Challenge. *Proceedings - 2024 IEEE/ACM International Workshop on Responsible AI Engineering*. RAIE 2024, 16 April, Lisbon, Portugal. DOI: 10.1145/3643691.3648589.

- [W5] J. Simson, A. Fabris, C. Kern: Unveiling the Blindspots: Examining Availability and Usage of Protected Attributes in Fairness Datasets.. *Proceedings of the 3rd European Workshop on Algorithmic Fairness*. EWAF 2024, 1-3 July, Mainz, Germany. CEUR Proceedings Vol. 3442: https://ceur-ws.org/Vol-3442/paper-08.pdf.
- [W4] A. Fabris, F. Giachelle, A. Piva, G. Silvello, G.A. Susto: A Search Engines for Algorithmic Fairness Datasets. *Proceedings of the 2nd European Workshop on Algorithmic Fairness*. EWAF 2023, 7-9 June, Winterthur, Switzerland. CEUR Proceedings Vol. 3442: https://ceur-ws.org/Vol-3442/paper-08.pdf.
- [W3] A. Fabris, G. Silvello, G.A. Susto, A. Biega: Dissatisfaction Induced by Pairwise Swaps. *Proceedings of the 13th Italian Information Retrieval Workshop*. IIR 2023, 8-9 June, Pisa, Italy. CEUR Proceedings Vol. 3448: https://ceur-ws.org/Vol-3448/paper-10.pdf.
- [W2] A. Fabris, A. Purpura, G. Silvello, G.A. Susto: Measuring Gender Stereotype Reinforcement in Information Retrieval Systems. *Proceedings of the 12th Italian Information Retrieval Workshop*. IIR 2021, 13-15 September, Bari, Italy. CEUR Proceedings Vol. 2947: https://ceur-ws.org/Vol-2947/paper22.pdf.
- [W1] G.M. Di Nunzio, A. Fabris, G. Silvello, G.A. Susto: Incentives for Item Duplication under Fair Ranking Policies. *Proceedings of the 2nd International Workshop on Algorithmic Bias in Search and Recommendation*. BIAS@ECIR2021, Virtual Event. DOI: https://doi.org/10.1007/978-3-030-78818-6_7.

Books

- [B1] A. Esuli, A. Fabris, A. Moreo Fernández, F. Sebastiani: Learning to Quantify. *Springer*. 2023. ISBN: 978-3-031-20467-8. DOI: https://doi.org/10.1007/978-3-031-20467-8.

Thesis

- [T1] A. Fabris: Algorithmic Fairness Datasets: Curation, Selection and Applications. *Doctoral School in Information Engineering*. 2023. Department of Information Engineering, University of Padua, Italy. https://www.research.unipd.it/retrieve/38ebeecc-545f-4271-9e64-b05eaec29fcb/tesi_definitiva_Alessandro_Fabris.pdf. **Elena Cornaro Award**.

Patents

- A. Fabris, M. Fawcett: Avoiding peak energy demand times by managing consumer energy consumption. *US Patent Office*. 2021. US011068820B2.

Invited Conference Talks

- **Computational Social Science: AI and Society – Invited speaker** — Mannheim, Germany
  Algorithmic Hiring: Bias, Equity, and Design Implications. (link) — *May 16th, 2025*
- **Fair Decision-Making and Control in Networked Systems – Invited speaker** — Milan, Italy
  Estimating Fairness from Limited Data. (link) — *December 15th, 2024*
- **Conference on Computers, Privacy, and Data Protection – Invited panelist** — Brussels, Belgium
  Fair Futures at Work: Co-Creation and AI-driven Solutions in Governing the Hiring Process. (link) — *May 24th, 2024*
- **Conference on Artificial Intelligence for Healthcare – Invited speaker** — Padova, Italy
  More than an Afterthought: don't Make AI Fair, Make Fair AI. (link) — *March 21st, 2024*

Invited Talks

- **University of Udine** — Udine, Italy
  Does fair ranking lead to fair hiring outcomes? A study of interventions, interfaces, and interactions — *June 11th, 2025*
- **Ruhr University Bochum** — Bochum, Germany
  Bias and AI: Discrimination in Algorithmic Hiring. (link) — *November 15th, 2023*
- **Dataninja Research Retreat (leading research consortium)** — Krefeld, Germany
  Privately Fair? (Un)avoidable Tensions between Algorithmic Fairness and Privacy. (link) — *September 6th, 2023*
- **Intesa Sanpaolo** — Turin, Italy
  Bias and the Data: Unfairness in Sociotechnical Systems Through the Lens of Algorithmic Hiring. — *April 4th, 2023*
- **Uppsala University** — Uppsala, Sweden
  Data-centric Factors of Algorithmic Unfairness. — *November 15th, 2022*
- **Nexa Center for Internet & Society** — Turin, Italy
  Algorithmic Fairness Datasets: Supporting Principled Data Practices. (link) — *November 7th, 2022*
- **Elsevier, RELX Search Guild** — Virtual Event
  Measuring Gender Stereotypes in Information Access Systems. — *October 28th, 2021*
- **Istituto per la Vigilanza sulle Assicurazioni** — Virtual Event
  Algorithmic Audit of Italian Car Insurance. — *May 5th, 2021*

Conference Presentations

- **Convegno Nazionale CINI sull'Intelligenza Artificiale** — Trieste, Italy
  Is Underrepresentation Overemphasized? A Study of Data Bias and Algorithmic Fairness. — *June 23rd, 2025*
- **International Workshop on Learning to Quantify (@ ECML-PKDD)** — Turin, Italy
  Measuring Fairness under Unawareness of Sensitive Attributes. — *September 18th, 2023*
- **European Workshop on Algorithmic Fairness** — Winterthur, Switzerland
  Search Engines for Algorithmic Fairness Datasets. — *June 7th, 2023*
- **ACM Conf. on Web Search and Data Mining** — Singapore, Singapore
  Pairwise Fairness in Ranking as a Dissatisfaction Measure. — *February 28th, 2023*
- **ACM Conf. on Equity and Access in Algorithms, Mechanisms, and Optimization** — Arlington, USA
  Tackling Documentation Debt: A Survey on Algorithmic Fairness Datasets. — *October 9th, 2022*
- **ACM Conf. on Equity and Access in Algorithms, Mechanisms, and Optimization** — Arlington, USA
  Measuring Fairness under Unawareness of Sensitive Attributes: A Quantification-Based Approach. — *October 8th, 2022*
- **Italian Information Retrieval Workshop** — Virtual event
  Measuring Gender Stereotype Reinforcement in Information Retrieval Systems. — *September 14th, 2021*
- **AAAI/ACM Conf. on AI, Ethics, and Society** — Virtual event
  Algorithmic Audit of Italian Car Insurance: Evidence of Unfairness in Access and Pricing. — *May 21st, 2021*
- **International Workshop on Algorithmic Bias in Search and Recommendation (@ ECIR)** — Virtual event
  Incentives for Item Duplication under Fair Ranking Policies. — *April 1st, 2021*
- **Italian Conference on Computational Linguistics** — Virtual event
  Gender Bias in Italian Word Embeddings. — *March 1st, 2021*
- **IEEE Conf. on Acoustics, Speech and Signal Processing** — New Orleans, USA
  Dynamic Probabilistic Linear Discriminant Analysis for Video Classification. — *March 5th, 2017*

Academic Service

Program Chair
· European Workshop on Algorithmic Fairness (EWAF 2023).

Area Chair
· European Workshop on Algorithmic Fairness (EWAF 2024–2025).

Tutorial Chair
· ACM Conference on Fairness, Accountability, and Transparency (FAccT 2025).

Program Committee
· ACM Conference on Fairness, Accountability, and Transparency (FAccT 2023–2025).
· Workshop on AI bias: Measurements, Mitigation, Explanation Strategies (AIMMES 2024).
· ACM Web Conference; Fairness, Accountability, Transparency and Ethics on the Web Track (WWW 2023, 2026).
· NeurIPS: workshop on Algorithmic Fairness through the Lens of Time (AFT 2023).
· ECML PKDD: International Workshop on Learning to Quantify (LQ 2022–2024).
· ACM Conference on Recommender Systems: Workshop on Recommender Systems for Human Resources (RecSys in HR 2023).
· European Conference on Information Retrieval (ECIR 2021, 2026).

Conference Reviewer
· ACM Conference on Web Search and Data Mining (WSDM 2020–2023).
· Symposium on Advanced Database System (SEBD 2022).
· ACM Web Conference (WWW 2021).
· ACM International Conference on Information and Knowledge Management (CIKM 2019–2020).

Editorial Boards
· Member of the Editorial Review Board for the ACM Journal of Data and Information Quality (JDIQ).

Journal Reviewer
· ACM Computing Surveys (CSUR).
· Journal of Artificial Intelligence Research (JAIR).
· Data Mining and Knowledge Discovery (DAMI).
· Ethics and Information Technology (EIT).
· Machine Learning (ML).
· Information Processing & Management (IPM).
· Information Retrieval Series (IRS).

Proceedings Chair
· European Workshop on Algorithmic Fairness (EWAF 2023–2024).

Teaching

Lecturer

- B.Sc. course on "Architetture degli Elaboratori e Sistemi Operativi". I am responsible for the module on Computer Architectures. Course Teacher. 24hrs, 3CFUs. University of Trieste, B. Sc. in Artificial Intelligence and Data Analytics. 2025-26.
- M.Sc. course on "Symbolic & Reliable AI". I am responsible for the module on Reliable AI. Course Teacher. 24hrs, 3CFUs. University of Trieste, M. Sc. in Data Science and Artificial Intelligence. 2025-26.
- M.Sc. course on "Information Retrieval & Data Visualization". I am responsible for the module on Data Visualization. Course Teacher. 24hrs, 3CFUs. University of Trieste, M. Sc. in Data Science and Artificial Intelligence. 2024-25, 2025-26.
- Ph.D. course on "Fairness Accountability & Transparency (FATE) in AI". I am the sole lecturer responsible for this course, invited as an external expert. Course Leader. 18hrs. University of Padova, Ph.D. in Information Engineering. 2024-25.
- Online course on "Fairness in AI Recruitment". Lecturer & co-designer. Online, 2024 & 2025.

Invited Lecturer

- Invited lecturer at the University of Padova, B.Sc. course "Gender Studies and Ethics in Artificial Intelligence", 2022-2023.
- Invited lecturer at the University of Padova, M.Sc. course "Advanced Databases", 2022.
- Invited lecturer at the University of Padova, M.Sc. course "Big Data and Social Network Analysis", 2022.
- Invited lecturer at the University of Padova, Ph.D. course "Explainable Machine Learning", 2021.

Supervisor

Doctoral Degree

- Marina Ceccon, Ph.D. in Information Engineering, University of Padova. Topic: algorithmic fairness in medical imaging. 2023 - Present, co-supervised with G.A. Susto.

Master's degree

- Marina Ceccon, Master's degree in Computer Engineering, University of Padova, "Continual Learning and Fairness Techniques for Pathology Classification of Chest X-ray Images", 2022, co-supervised with G.A. Susto.
- Alberto Piva, Master's degree in Computer Engineering, University of Padova, "A web Application for Searching Fairness Datasets", 2022, co-supervised with G. Silvello.
- Stefano Messina, Master's degree in Computer Engineering, University of Padova, "Fairness Datasets: a Comprehensive Survey of the Collections Employed in Algorithmic Fairness Research", 2021, co-supervised with G.A. Susto.
- Stefano Gottardi, Master's degree in Automation Engineering, University of Padova, "A Fairness Analysis in Italian Car Insurance Pricing", 2021, co-supervised with G.A. Susto.
- Davide Biasion, Master's degree in Computer Engineering, University of Padova, "Gender Bias in Italian Word Embeddings", 2020, co-supervised with G.A. Susto.

Bachelor's degree

- Alina Fogar, Bachelor's degree in Artificial Intelligence and Data Science, University of Trieste, "Fairness negli algoritmi di Machine Learning: il Problema della Generalizzazione", 2025
- Francesco Pio Monaco, Bachelor's degree in Information Engineering, University of Padova, "Bias negli Algoritmi di Machine Learning. Il Caso degli Algoritmi per l'Assistenza Sanitaria negli Stati Uniti", 2022, co-supervised with G.A. Susto.

Honors, Awards, and Scholarships

- **Humboldt Research Fellowship** (2023): granted by Alexander von Humboldt Foundation for research on *Measuring Algorithmic Fairness with Limited Data*. Selection rate: 20-25%.
- **Elena Cornaro Award** (2023): awarded to my Ph.D. thesis by Centro Elena Cornaro to recognize research on gender studies. Top 1 in 60+ submissions nationwide.
- **Best Ph.D. paper award** (2021): granted by Elsevier Information Processing & Management.
- **Ph.D. scholarship**: granted by University of Padova.
- **Work- and study-abroad scholarships**: granted by University of Padova (Erasmus, Erasmus+, Boston University Exchange Scholarship).

Leadership and Outreach

- I am a **founding member** of the **European Association for Algorithmic Fairness**. The association acts as a steering committee for the European Workshop on Algorithmic Fairness: https://2025.ewaf.org/.
- My work on discrimination in the Italian car insurance system has been featured in **national and international media**, including
  - "Il Calcolo Opaco", *Report*, RAI3, June 12th, 2023 (link).
  - "Costly birthplace: discriminating insurance practice", *AlgorithmWatch*, February 4th, 2022 (link).
  - "Se la discriminazione è assicurata", *Left*, February 4th, 2022.
  - "Sei di Napoli? Paghi di più anche se vivi a Milano", *Il Venerdì*, October 29th, 2021.
- I was interviewed by "Il Mattino di Padova" on AI, medicine, and recruitment, March 21st, 2024 (link)
- I give lessons on **AI ethics** in **high school** classes, including Liceo Berto (Mogliano Veneto), Istituto Kennedy (Monselice), Istituto Rossi (Vicenza), Liceo Fermi (Padova), Liceo Vendramini (Pordenone).
- I worked as a **tour guide** for the **interactive science** museum *Imparare Sperimentando* (Pordenone).