IFEOMA Y. AJUNWA, J.D., LL.M., Ph.D.

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

Key Research Interests: A.I. and Law, 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, Privacy Law, Contracts, Business Associations, LPE, Law and Film, Law and Literature

Grant Funding:

Fulbright U.S. Scholar 2021-2022

Microsoft, Inc. 2021
Unrestricted gift 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"

Administrative and Leadership Experience: **Associate Dean** for Projects and Partnerships at Emory Law School, **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.

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**, **Indiana Law Journal**, **Ohio State Law Review**, **Yale Law Journal**, 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 forthcoming with **Oxford University Press.**

ACADEMIC APPOINTMENTS

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

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 2021–2024
Adjunct Associate Professor of Business

Yale Law School, Information Society Project
Resident Fellow 2023 – 2024
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 – 2021
Associated Member of the Faculty

Harvard Law School 2017
Teaching Fellow (Copyright X)

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** 2024
(Concentration in A.I. Law)

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
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 double-major
Departmental Honors in Sociology
McNair Scholar
Outstanding Senior Award

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, 2025).

LAW REVIEW PUBLICATIONS

1. Ifeoma Ajunwa, *A.I and Captured Capital,* Yale L. J. *Forum* (Forthcoming 2025)

2. Ifeoma Ajunwa and Forrest Briscoe, *Genetic Privacy*, 100 IND. L. J.___(forthcoming 2025).

3. Ifeoma Ajunwa, *Artificial Intelligence, Afrofuturism, and Economic Justice,* 112 Geo. L.J. 1267 (2024).

4. Ifeoma Ajunwa and Austin Kamer, *Data Privacy by Contract* 45 CARDOZO L. REV. 102 (2024).

5. Ifeoma Ajunwa, *Automated Governance,* 101 N.C. L. REV. 355 (2023).

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

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

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

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

10. 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).

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

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

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

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

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

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

17. 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, *The Artificial Intelligence Commission* (early draft for law review submission)
2. Ifeoma Ajunwa and Kirin Chang, *Provenance* (development stage)
3. Ifeoma Ajunwa, *The Law and Political Economy of A.I.* (development stage)
4. Ifeoma Ajunwa, *A.I. Governance as ESG* (development stage)

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

2024

Invited: Fordham Law, Yale Law School, Rep. Ro Khanna's Congressional Roundtable, Duke Law, Harvard Law
Conferences: Privacy Law Scholars, CULP

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

- National Public Radio (NPR) (March 26, 2024), The White House issued new rules on how government can use AI. Here's what they do.
- Morning Edition Interview, National Public Radio (NPR) (August 30, 2023), *The Quantified Worker*.
- Morning Edition Interview, National Public Radio (NPR) (May 15th, 2023), Congress wants to regulate AI, but it has a lot of catching up to do.
- Morning Edition Interview on National Public Radio (NPR) (June 21, 2022), What if an Artificial Intelligence program actually becomes sentient?
- Marketplace Morning Report Interview (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 gift 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 2013
To present research at American Sociological Association Conference

Ford Foundation Pre-Doctoral Fellowship (Honorable Mention) 2012

International Fellows Fellowship, (SIPA, Columbia University) 2011 – 2012
To attend courses and for field trips to White House & U.N. Headquarters

Paul F. Lazersfeld Fellowship, Columbia University 2010 – 2015
Full tuition and stipend for 5 years

Frank C. Newman Human Rights Fellowship 2007
Cost of travel to speak at the U.N. Human Rights Council

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

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

ACTIVITIES, SERVICE, & MEMBERSHIPS

Editorial Service

Comparative Labor Law and Policy Journal
Editorial Board Member 2024 –

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

Emory Law School

Member SVPR Research Council 2024 –
Member, AI and Tech Planning Committee 2024 –
Member, AI and Tech Appointments Committee 2023–2024
Member, Diversity and Inclusion Committee 2023–2024

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

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