Serafina Kamp

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Education

2022– **PhD**, *Computer Science Engineering*, University of Michigan, Ann Arbor
Advised by Ben Fish and Liz Bondi-Kelly

2018–2022 **B.S.E**, *Computer Science Engineering*, University of Michigan, Ann Arbor
Honors Program in the College of Engineering
Minor in Mathematics and Philosophy
GPA: 3.76/4.00

Work and Research Experience

Jul–Sep 2025 **Visiting Researcher**, *The Ethics Institute at Northeastern University*, Boston, MA
Mentors: Sina Fazelpour and Kathleen Creel
Investigated the effects of crowd-sourced market value prediction tools on firms and workers learning to negotiate wages in a labor market. Drew on literature from economics, computer science, and law to develop a model and conduct a simulation study to provide insights into possible effects of such tools.

May–Aug 2021 **Machine Learning Intern**, *Vectorform*, Royal Oak, MI
Conducted data collection, stakeholder engagement, and literature reviews on the topic of electric load forecasting. Discovered two machine learning models that led to success for forecasting electric load, benchmarked by the Microsoft Azure model. Developed technical documentation to track project methodology and results.

Jan–Apr 2021 **Undergraduate Intern**, *HRL Laboratories*, Malibu, CA
Mentors: Thaddeus Ladd and Rex Brown
Wrote simulations with SeQUeNCe for Quantum Network repeater protocols in Python to evaluate the efficiency of network topologies and verified protocol implementation details and results with existing academic papers.

May–Aug 2020 **Research Assistant**, *Summer Undergraduate Research Experience, University of Michigan*, Ann Arbor, MI
Mentor: Ronald Dreslinski
Assisted in improving table detection machine learning algorithms by collecting and annotating training data for existing methods and creating a hybrid model by combining current methods with another well-known method in the area (YOLOv3).

Jan–Dec 2019 **Research Assistant**, *Secure Cloud Manufacturing, University of Michigan*, Ann Arbor, MI
Collaborated in a multidisciplinary design team to investigate the security of cyber physical systems in manufacturing processes. Developed a local API in Java to handle data retrieval and processing from the testbed and assisted in setting up a gRPC server in Java on the local testbed which communicated with the above local API to allow for remote access of data.

Teaching Experience

Jan–Aug 2024 **Graduate Student Instructor**, *EECS 298 Social Consequences of Computing, University of Michigan*, Ann Arbor, MI

Developed homework and lab assignments which include Python programming and reflection questions and held a weekly lab section. Led a team over the summer to redesign course components based on feedback from the previous semester.

Jul–Aug 2022 **Teaching Assistant**, *Michigan Institute of Data Science, University of Michigan*, Ann Arbor, MI

Created and taught a lab to high school students in Python exploring k-means to segment images and how this preprocessing affects downstream machine learning tasks.

Jan 2021–Aug 2022 **Instructional Aide**, *EECS 445 Introduction to Machine Learning, University of Michigan*, Ann Arbor, MI

Facilitated a discussion section to reinforce concepts learned in lecture. Assisted in creating and writing homework problems, projects, exam questions, and discussion notes.

May–Aug 2019 **Summer Instructor**, *ID Tech Camps*, Ann Arbor, MI

Designed a week-long lesson plan based on an established curriculum on the topics of video game design and development in RPG maker and Pi-top assembly and coding in python. Worked with groups of 8-10 middle-school-aged kids each week and helped them finish an individual project in the scope of the curriculum.

Publications

In Submission

2025 **Kamp, S.**, Creel, K., & Fazelpour, S. Who Benefits from Salary Prediction Tools? A Simulation Study of Worker Power and Wage Inequality in AI-Mediated Salary Negotiations

2025 **Kamp, S.**, Liebman, R., & Fish, B. Last-Iterate Convergence of No-Regret Learning for Equilibria in Bargaining Games. arXiv preprint arXiv:2507.03150.

Conference Papers

2025 **Kamp, S.**, & Fish, B. Equal Merit Does Not Imply Equality: Discrimination at Equilibrium in a Hiring Market with Symmetric Agents. In Proceedings of the AAAI Conference on Artificial Intelligence (Vol. 39, No. 17, pp. 17724-17732).

Workshop Papers

2023 **Kamp, S.**, Nkeng, T., Riquelme, V., & Fish, B. Beliefs, Relationships, and Equality: An Alternative Source of Discrimination in a Symmetric Hiring Market via Threats. In Joint European Conference on Machine Learning and Knowledge Discovery in Databases (pp. 261-280). Cham: Springer Nature Switzerland.

2021 **Kamp, S.**, Zhao, A. L. L., & Kutty, S. Robustness of fairness: An experimental analysis. In Joint European Conference on Machine Learning and Knowledge Discovery in Databases (pp. 591-606). Cham: Springer International Publishing.

Journal Papers

2022 Colter, Z., Fayazi, M., Benameur-El Youbi, Z., **Kamp, S.**, Yu, S., & Dreslinski, R. Tablext: A combined neural network and heuristic based table extractor. Array, 15, 100220.

Preprints

2023 **Kamp, S.**, Fayazi, M., Benameur-El, Z., Yu, S., & Dreslinski, R. Open information extraction: A review of baseline techniques, approaches, and applications. arXiv preprint arXiv:2310.11644.

Presentations

2025 Poster presentation for accepted paper at AAAI conference

2024 Poster presentation at EAAMO 2024 conference

2023 Talk for accepted paper at BIAS workshop at ECML PKDD, Politecnico di Torino

2021 AI Symposium poster presentation, University of Michigan

2021 Talk for accepted poster, Grace Hopper Celebration

2019 MDP Design Exposition poster presentation, University of Michigan

Awards

2024 University of Michigan CSE DEI Service Award

2024 Office of Diversity Equity and Inclusion DEI Summit Student Organization Grant

2022 Honorable Mention NSF Graduate Research Fellowship Program

2021 First Place Undergraduate Poster in ACM Student Research Competition at GHC

2020 Aptiv Scholarship

2018 Regent's Merit Scholarship

2018 Channel 7 WXYZ Best and Brightest Award

2018 Michigan Affiliate NCWIT Award for Aspirations in Computing

Service

Jan 2024–Present EAAMO Bridges Inequality Working Group Co-Lead

Sep 2023–Jan 2025 University of Michigan Algorithmic Fairness Reading Group Founder and Organizer

Jun 2023–Jun 2024 Computer Science Engineering Graduates (CSEG) DEI Co-Chair

Professional Organizing EAAMO Conference Travel Grants and Registration Co-Chair (2024,2025), University of Michigan AI Symposium Poster and Demo Session Co-Chair (2025)

Professional Reviewing EAAMO (2025), FAccT (2025), NeurIPS (2025)

Skills

Programming Languages Python, Java, C++, R

ML & Optimization CVXPY, Scikit-Learn, Tensorflow, Pytorch