

# KIMBERLY A. HOUSER

## ACADEMIC POSITIONS

William & Mary Law School, Williamsburg, Virginia  
Director of Cybersecurity and Data Science – 2023 to present

University of North Texas (UNT), Denton, Texas  
Clinical Assistant Professor – 2020 to 2023

Oklahoma State University (OSU), Stillwater, Oklahoma  
Assistant Professor of Legal Studies – 2018 to 2020

Washington State University (WSU), Pullman, Washington  
Clinical Assistant Professor of Business Law – 2013 to 2018

César Ritz Colleges – Brig, Switzerland  
Hospitality and Tourism Management Joint Program – 2016 to 2018  
Law and the Ethical Environment of Business Hybrid Course

Universitat Politècnica de València - Valencia, Spain  
Faculty-Led Study Abroad Summer 2016 and Summer 2017  
Law of Emerging Technologies and Social Media Law

## TEACHING/RESEARCH INTERESTS

Primary Interests: Privacy and Cyber Law (U.S., EU & UK), Tech Law, Corporate Law, Gender Diversity  
Additional Interests: Comparative Law, International Law, Intellectual Property Law, Employment Law

## ACADEMIC PUBLICATIONS

[\*Disrupting Venture Capital: Carrots, Sticks, and Artificial Intelligence\*](#), U.C. IRVINE LAW REVIEW (Forthcoming 2023) (with Kathryn Kisska-Schultze, Clemson University).

[\*The Data Trust Solution to Data Sharing Problems\*](#), VANDERBILT JOURNAL OF ENTERTAINMENT AND TECHNOLOGY LAW (Forthcoming 2023) (with John Bagby, Professor Emeritus, Pennsylvania State University).

[\*Navigating the Non-Fungible Token\*](#), UTAH LAW REVIEW (Forthcoming 2022) (with John Holden, Oklahoma State University).

[\*Taboo Transactions: Selling Athlete Biometric Data\*](#), 49 FLORIDA STATE UNIVERSITY LAW REVIEW 103 (2022) (with John Holden, Oklahoma State University).

[\*Sovereign Digital Currencies: Parachute Pants or the Continuing Evolution of Money\*](#), 18 NYU JOURNAL OF LAW & BUSINESS 527 (2022) (with Colleen Baker, University of Oklahoma).

[\*Board Gender Diversity: What the U.S. Can Learn from the EU on Substantive Equality\*](#), 63 WILLIAM & MARY LAW REVIEW 497 (2021) (with Jamillah Bowman Williams, Georgetown Law School).

[\*Artificial Intelligence and The Struggle Between Good and Evil\*](#), 60 WASHBURN LAW JOURNAL: SPECIAL ISSUE ON ARTIFICIAL INTELLIGENCE 475 (2021).

[\*It is Time to Move Beyond the “AI Race” Narrative: Why Investment and International Cooperation Must Win the Day\*](#), 18 NORTHWESTERN JOURNAL OF TECHNOLOGY AND INTELLECTUAL PROPERTY LAW 129 (2021) (with Anjanette H. Raymond, Indiana University).

[\*The Innovation Winter Is Coming: How the U.S.-China Trade War Endangers the World\*](#), 57 SAN DIEGO LAW REVIEW 549 (2020).

[\*Can AI Solve the Diversity Problem in the Tech Industry? Mitigating Noise and Bias in Employment Decision-Making\*](#), 22 STANFORD TECHNOLOGY LAW REVIEW 290 (2019).

[\*Personal data and the GDPR: Providing a competitive advantage for U.S. companies\*](#), 56 AMERICAN BUSINESS LAW JOURNAL 287 (2019) (with W. Gregory Voss, Toulouse Business School).

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### ACADEMIC PUBLICATIONS

[GDPR: The end of Google and Facebook or a New Paradigm in Data Privacy?](#), 25 RICHMOND JOURNAL OF LAW & TECHNOLOGY 1 (2018) (with W. Gregory Voss, Toulouse Business School).

[The use of big data analytics by the IRS: what tax practitioners need to know](#), 128 JOURNAL OF TAXATION 6 (Feb. 2018) (with Debra Sanders, Washington State University).

[The use of big data by the IRS: efficient solution or the end of privacy as we know it?](#), 19 VANDERBILT JOURNAL OF ENTERTAINMENT & TECHNOLOGY LAW 817 (2017) (with Debra Sanders, Washington State University).

### OTHER PUBLICATIONS

LEGAL GUIDE TO SOCIAL MEDIA: RIGHTS AND RISKS FOR BUSINESSES, ENTREPRENEURS, AND INFLUENCERS (2<sup>nd</sup> edition, Allworth: 2022).

[Stablecoins, National Currencies, CBDCs, and Banks](#), THE CLS BLUE SKY BLOG (Oct. 18, 2021) (with Colleen Baker, University of Oklahoma).

[Opinion: Congress must regulate COVID-19 contact tracing apps to protect the privacy of Americans](#), THE HOUSTON CHRONICLE (Aug. 13, 2020) (with Janine Hiller, Virginia Tech).

[Artificial Intelligence in Hiring: Problem or Solution?](#), THE CLS BLUE SKY BLOG (Aug. 7, 2020).

[The European Commission on the Privacy Shield: All Bark and No Bite?](#), ILLINOIS JOURNAL OF LAW, TECHNOLOGY & POLICY – TIMELY TECH (Dec. 20, 2018) (with W. Gregory Voss, Toulouse Business School).

[Can Facebook and Google survive the GDPR?](#), OXFORD BUSINESS LAW BLOG (Aug. 29, 2018) (with W. Gregory Voss, Toulouse Business School).

[IRS violating privacy law – must do better](#), THE HILL (Jan. 20, 2018).

KIMBERLY A. HOUSER, LEGAL GUIDE TO SOCIAL MEDIA (Allworth: 2013).

### WORK-IN-PROGRESS/UNDER REVIEW

*Next-Generation Data Governance* (with John Bagby, Professor Emeritus, Pennsylvania State University, Under review).

*Investor-Driven Climate Accountability* (with Lindsay Sain Jones, University of Georgia Athens, Under review)

*The Future of ESG Reporting in the U.S.: Lessons from the EU* (with W. Gregory Voss, Toulouse Business School, Work-in-progress)

*Data Governance and Cybersecurity for Corporate Boards* (Work-in-progress)

### AWARDS, HONORS AND GRANTS

Fulbright Specialist Roster, U.S. Department of State (2022-2025)

Research Grant, G. Brint Ryan College of Business, UNT (2022)

Visiting Scholar, Ostrom Workshop, Data Trust Working Group, Indiana University (2020-22)

Holmes Cardozo Distinguished Paper Award, *Leveling the Playing Field in Venture Capital*, Academy of Legal Studies in Business (2021)

Finalist, Holmes Cardozo Best Paper Award, *Taboo Transactions: Selling Athlete's Biometric Data*, Academy of Legal Studies in Business (2020)

Finalist, Best Sports & Entertainment Law Best Paper Award, *Taboo Transactions: Selling Athlete's Biometric Data*, Academy of Legal Studies in Business (2020)

Richard W. Poole Research Excellence Award, Spears School of Business, OSU (2019).

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### AWARDS, HONORS AND GRANTS

Social Science Foo Camp, Facebook, O'Reilly Media & Sage (2018).

Dean's Excellence Award, Carson College of Business, WSU (2016/17).

Research Grant, Carson College of Business, WSU – Privacy Law (2017)

Provost's Leadership Academy, WSU (2016/17).

International Business Fellow, WSU (2016/17).

Finalist, Charles M. Hewitt Master Teacher Competition, *Ethical Decision-Making Using the Nolan Ryan Baseball Card Case*, Academy of Legal Studies in Business (2016).

Outstanding Clinical Faculty Award, Carson College of Business, WSU (2016).

Exceptional Professor Award, Associated Students of WSU, WSU (2016).

Outstanding Professor, National Society of Minorities of WSU, WSU (2016).

### INTERNATIONAL RESEARCH PROJECTS AND PRESENTATIONS

Doctoral Supervisor, DBA Dissertation: Victoriano Travieso, *The US and EU tech start-ups and SMEs GDPR compliance: Great data problems revealed*, Geneva Business School (2019/present)

Subject Matter Expert, Eurofound project - Human and ethical implications of automation and digitisation at the workplace on work organisation and working conditions, Fundamental Rights Agency, European Commission Report 2 – Delphi Survey with national policy stakeholders (2021/22)

Subject Matter Expert, Eurofound project - Human and ethical implications of automation and digitisation at the workplace on work organisation and working conditions, Fundamental Rights Agency, European Commission Report 1 – Desk Research (2021)

Grant Application Reviewer, Governmental Predictive Analytics: Legal Aspects, Opportunities and Technical Limitations /GovPA, for Linz Institute of Technology Law Lab, Johannes Kepler University, Linz, Austria (2021)

Co-PI, HSI Implementation and Evaluation Project: Artificial Intelligence Education: from theory to practice in undergraduate Construction and Mechanical Engineering programs, grant application to the National Science Foundation in collaboration with the College of Engineering, UNT (2021)

Presenter, *How to Empower Women Investment to Increase Innovation Finance Opportunities in Europe*, European Parliament – 11<sup>th</sup> Innovation Summit, Brussels, BE (February 5, 2020).

Facilitator, *Data Trusts: A tool for 21<sup>st</sup> century data governance*, UK Data Trust Initiative, Open Data Institute, Cambridge, UK (Jan. 28, 2021)

Scientific Committee, 5<sup>th</sup> Congress of the French Association of Law and Management (2019)

Presenter, *Who will win the AI race? A comparison of law and policy in the U.S., EU and China*, Academy of Legal Studies in Business, Montreal, CA (August 20, 2019).

Presenter, *Board Gender Diversity: A comparison of laws and initiatives in the EU and U.S.*, 5<sup>th</sup> Congress of the French Association of Law and Management, Paris, FR (June 21, 2019).

Invited Speaker, *GDPR: A chance to level the playing field. Boardroom presentation*, TNW, Amsterdam, NL (May 24, 2018).

Invited Speaker, *GDPR roundtable facilitator*, TNW, Engage presentation, Amsterdam, NL (May 24, 2018).

Invited Speaker, *Big Data and the IRS: The end of privacy*, Big Data Speaker Series, Sage Ocean, London, UK (March 8, 2018).

Keynote Speaker, *The GDPR for US companies: a comparison of EU and US data privacy laws*, 8<sup>th</sup> Academic International Conference on Interdisciplinary Legal Studies, University of Oxford, St. Anne's College, Oxford, UK (March 6, 2018).

## KIMBERLY A. HOUSER

### PRESENTATIONS/PANELS

- Revisions to the California Consumer Privacy Act*, Chicago Bar Association, virtual (Nov. 15, 2022) (with Jordan Blanke, Mercer University)
- Recent Developments in International Data Privacy Law*, Chicago Bar Association, virtual (June 1, 2022) (with Odia Kagan, Fox Rothschild; Amelia Vance, Public Interest Privacy Consulting, Inc.; Mark Webber, Fieldfisher; and Matt Loar, CBRE)
- Emerging Challenges in Cybersecurity*, Chicago Bar Association, virtual (May 17, 2022) (with Geeta Malhotra, Sidley & Austin and Stephen W. McNerny, Sidley & Austin)
- General Data Protection Regulation (GDPR) Compliance for Companies Based in the U.S.*, Chicago Bar Association, virtual (Jan. 18, 2022) (with Matt Loar, CBRE; Odia Kagan, Fox Rothschild; and Veronica Caton, Notre Dame Law School)
- Privacy Law in China*, Chicago Bar Association, virtual (Nov. 16, 2021) (with Wendy Zhang, McDermott, Will & Emery and Justyna Regan, Miller Canfield)
- The Present and Future of BIPA*, Chicago Bar Association, virtual (Sept. 21, 2021) (with Charlotte Tschider, Loyola Law School; Connor T. Gants, Barack & Ferrazzana; State Senator Jason Barkickman; Justyna Regan, Miller Canfield; Matt Loar, CBRE; and Donata Kalnenaite, Termageddon)
- What's in your wallet? Legal Issues Presented by Central Bank Digital Currencies (CBDC)*, Academy of Legal Studies in Business, virtual (Aug. 4, 2021)
- Non-Fungible Tokens: Collectable, Investment, or Something Else*, Academy of Legal Studies in Business, virtual (Aug. 2, 2021)
- Leveling the Playing Field in Venture Capital*, Academy of Legal Studies in Business, virtual (Aug. 2, 2021)
- Sovereign Digital Currencies*, National Business Law Conference, University of Tennessee College of Law (June 18, 2021)
- Use Cases of Data Trusts*, Data Trust Salon, Ostrom Workshop, Indiana University, virtual (May 20, 2021) (with Astha Kapoor, Aapati Institute, Delhi, India)
- Data Trusts - Disturbing the 'One Size Fits All' Approach to Data Governance*, Data Trust Salon, Ostrom Workshop, Indiana University, virtual (Dec. 17, 2020) (with Sylvie Delacroix, Birmingham Law School, UK; Neil David Lawrence, University of Cambridge, UK; and Jessica Montgomery, University of Cambridge, UK)
- AI in Employment: Problem or Solution*, Artificial Rights Symposium, Washburn University School of Law, Topeka, Kansas (November 5, 2020)
- Keeping your workplace safe from artificial intelligence and surveillance*, Brookings Institute, Washington, D.C. (April 14, 2021)
- Cybersecurity Issues for Municipalities*, OSU Municipal Clerks and Treasurers Institute and Academy, Stillwater, Oklahoma (March 13, 2020)
- The Innovation Winter is Coming: Implications of the U.S.-China Trade War*, Technology Futures Conference, Invited Speaker, Austin, Texas (January 24, 2020).
- Keeping your workplace safe from artificial intelligence and surveillance*, Brookings Institute, Washington, D.C. (April 14, 2021)
- Who will win the AI race? A comparison of law and policy in the U.S., EU and China?* Law and Ethics of Big Data Colloquium, Invited Participant, Washington and Lee University School of Law, Lexington, Virginia (April 24, 2019).
- EU v. U.S. Privacy Law - GDPR: A chance to level the playing field*, Loyola Law School International Law Symposium, Invited Speaker, Chicago, Illinois (February 8, 2019).
- The IRS and the Data Mess*, Technology Futures Conference, Invited Speaker, Austin, Texas (January 24, 2019).
- The IRS's Modern Use of Artificial Intelligence and Big Data for Tax Enforcement*, ABA Tax Section Annual Meeting, Invited Speaker, Atlanta, Georgia (October 4, 2018).

## **KIMBERLY A. HOUSER**

### **PRESENTATIONS/PANELS**

*How California's Consumer Privacy Act of 2018 compares to the GDPR*, Panel on the Governance of Innovation, Academy of Legal Studies in Business, Portland, Oregon (August 20, 2018).

*Discrimination, bias and big data: problem or solution?* Law and Ethics of Big Data Colloquium, Invited Participant, Babson College, Boston, Massachusetts (April 27, 2018).

*In Big Data algorithms we trust (Nizan Packin)*, Law and Ethics of Big Data Colloquium, Discussant, Babson College, Boston, Massachusetts (April 27, 2018).

*Panel on Net Neutrality*, Associated Student of WSU, Panelist (March 20, 2018).

*IRS and Big Data: The end of privacy*, Ignite! 2018, Invited Speaker, SXSW, Austin, Texas (March 13, 2018).

*Facilitator: GDPR discussion*, Social Science Foo Camp, Invited Participant, Facebook, O'Reilly Media & Sage, Facebook HQ, Mountain View, California (February 2, 2018).

*Social Media and College Students: Legal issues for today*, Alpha Omicron Pi, WSU (October 16, 2017).

*A comparison of US and EU privacy law*, Academy of Legal Studies in Business, Savannah, Georgia (August 8, 2017).

*The Dangers of the IRS's use of Predictive Analytics*, Panel, Academy of Legal Studies in Business Annual Conference, San Juan, Puerto Rico (August 15, 2016).

*The use of big data by the IRS: efficient solution or the end of privacy as we know it?* Law and Ethics of Big Data Colloquium, Invited Participant, Kelley School of Business - Indiana University, Bloomington, Indiana (April 8, 2016).

*Big Data as Efficient National Market System Enabler: Dodd-Frank Balances Systemic Risk with Privacy & Confidentiality (John W. Bagby)*, Law and Ethics of Big Data Colloquium, Discussant, Kelley School of Business - Indiana University (April 8, 2016).

*Law and Technology*, Pre-law Association, WSU, Moderator (March 31, 2016).

*Legal Issues for Managers and Executives*, MBA Boot Camp, WSU (August 19, 2015).

*Social Media Law and Online Professionalism*, First Year Law Student Professionalism Course, Guest Speaker, University of Idaho College of Law (April 20, 2015).

*Social Media Law for Facebook Pages*, WSU Alumni Association Leadership Conference, Guest Speaker, WSU (October 3, 2014).

### **SERVICE**

Member, International Committee, UNT (2022/present)

Vice-Chair, Chicago Bar Association Cybersecurity and Privacy Section (2021/present)

Review Editor, *Frontiers in Artificial Intelligence* (2021/present)

Diversity Statement Committee, G. Brint Ryan College of Business, UNT (2020/present)

Scholarship Committee, G. Brint Ryan College of Business, UNT (2020/present)

Mentor, Historically Black Colleges and Universities (HBCU) Battle of the Brains (2020/present)

Business Law Subject Matter Expert, *Quality Matters* (2014/present)

Reviewer, *American Business Law Journal*, Academy of Legal Studies in Business (2014/present)

Member, Academy of Legal Studies in Business (2013/present)

Member, Chicago Bar Association – (2013/present)

## **KIMBERLY A. HOUSER**

### **SERVICE**

Thesis Adviser, Honors College, The Fashion Heist: Design Piracy and Counterfeit Goods in the Fashion Industry, UNT (2021)

Co-Founder, Data Trust Salon series, Indiana University and UNT Collaboration through the Ostrom Workshop (2020/21)

Organizer, Technology Law Colloquium, Academy of Legal Studies in Business Annual Conference (2020)

Reviewer, Federal Law Review (2020)

Chair, Technology Section of Academy of Legal Studies in Business (2018/20)

Faculty Senate, Senator for the Carson College of Business, WSU (2017/18)

Faculty Adviser, Global Case Competition – 3<sup>rd</sup> place finalist, WSU (2016)

Honors Thesis Adviser, Honors College – Technology and the Law, WSU (2015)

Honors Thesis Adviser, WSU Honors College – Law School's Effect on the Psychological Health of Law Students, WSU (2015)

Faculty Adviser, Global Case Competition – 3<sup>rd</sup> place finalist, WSU (2015)

Faculty Adviser, Business Plan Competition, WSU (2015)

Carson College of Business Strategic Development Committee, WSU (2014/15)

Mentor, First Scholars Program, WSU (2014/15)

Faculty Adviser, Beta Alpha Psi Mentoring Program, WSU (2013/15)

Faculty Adviser, Global Case Competition – 5<sup>th</sup> place finalist, WSU (2014)

Judge, Mock Trial Competition Joint Collaboration of University of Idaho Law School and WSU Accounting Department (2014)

Evaluator, Honors Thesis, Internet sales and use tax, Honors College, WSU (2014)

### **CURRICULUM AND COURSE MATERIAL DEVELOPMENT**

Cybersecurity and Privacy Law Certificate (William & Mary Law School: Executive Education Program) – currently designing certificate program and creating online courses for the executive education program to be implemented in 2023-2024

Corporations (William & Mary Law School: International LLM Program, 2022) – created asynchronous online course

ONLINE BUSINESS LAW LEARNING SYSTEM (McGraw-Hill, 2020-2022) – creation of modules for digital business law course including eLearning materials, cases studies, writing prompts, case briefs, exam bank, and instructor's manual.

Mylab assets for Cheeseman - Business Law 11/e (Pearson, 2020) – update chapter warm-up questions for 54 chapters and chapter quizzes for 54 chapters.

Quizzes for Prenkert – Business Law: The Ethical, Global, and E-Commerce Environment 17/e (McGraw-Hill, 2020).

Instructor's Manual for Melvin – Legal and Ethical Environment of Business 1/e (McGraw-Hill, 2019).

Mylab assets for Cheeseman - Business Law 10/e (Pearson, 2017) – creation of chapter warm-up questions for 54 chapters and chapter quizzes for 54 chapters.

Business Law (Washington State University, 2016) – creation of hybrid course for partnership with Cesar-Ritz Colleges

Mylab assets for Cheeseman - Business Law 9/e (Pearson, 2015) – creation of XL study plan questions for 54 chapters.

## KIMBERLY A. HOUSER

### PROFESSIONAL EXPERIENCE

#### General Counsel – HCP Realty Advisors, Inc. and Rail Yard, Inc. – Austin, TX - 2009-2020

- Provided legal advice to technology platform company and real estate services company
- Drafted and negotiated agreements relating to software development, software licensing, content and data licensing, data storage, web portal, website development and maintenance, technology licensing, web partner, data sharing, employment, consulting, outsourcing, joint marketing, end-user, terms of use, privacy policies, nondisclosure and other documents relating to technology tools for commercial building owners, tenants, and telecommunications companies
- Drafted and negotiated agreements relating to real estate acquisitions, dispositions, workouts, commercial leasing, brokerage, property management, appraisals, valuations, telecommunications access, right-of-entry, and easements
- Reviewed surveys, title commitments, construction reports, environmental reports and recorded documents, drafted exception letters, reviewed commercial loan documents, prepared closing documents
- Advised management on state and federal regulatory compliance (including privacy, data security, advertising, telecommunications, and e-commerce issues), intellectual property, employment, and liability issues
- Created standardized contract templates for customers and vendors
- Monitored corporate activities for regulatory compliance and identified areas of legal or ethical risks and made recommendations for the mitigation of such risks
- Investigated and resolved contract and employee disputes and supervised outside counsel

#### Attorney - Law Offices of Kimberly A. Houser – Chicago, IL - 1998-present (virtual after 2009)

- Advise businesses on state and federal regulatory compliance (including data privacy and protection, telecommunications, advertising, and e-commerce issues), intellectual property, employment, and liability issues
- Draft and negotiate contracts (software license, development and maintenance, logistical services, technology licensing, employment, independent contractor, operating and shareholder agreements)
- Assist clients with PIAs, responding to data breaches, privacy complaints, potential infringement issues, and evaluating data collection activities
- Conduct training on social media marketing, privacy and data security best practices
- Represent buyers and sellers of businesses (including drafting and negotiating confidentiality, loan, and sale agreements; conducting due diligence; and drafting closing documents)
- Represent purchasers and sellers of office buildings, shopping centers and industrial parks (including coordination and review of due diligence materials, drafting of exception letters and closing documents, and handling post-closing issues)
- Manage litigation counsel on matters involving employment, contract, and real estate-related disputes
- Form corporations and limited liability companies, file annual reports, and maintain corporate minutes

#### Staff Attorney - Rudnick & Wolfe n/k/a DLA Piper – Chicago, IL - 1997-1998

- Represented clients and provided legal advice concerning commercial real estate lending and commercial real estate sales, purchases, and leasing
- Conducted independent title research, reviewed surveys, drafted exception letters, and facilitated the closings of real estate transactions
- Drafted and negotiated office, retail, industrial and hotel lease agreements, construction agreements, non-disturbance agreements, subordination agreements, cross-easement agreements, consents, and lease summaries; provided legal advice on real estate and contract law

### EDUCATION

University of Illinois College of Law  
Juris Doctor

University of Texas at Austin  
Bachelor of Business Administration – International Business

Please see [ABA Council Statement 2](#) declaring a Juris Doctor equivalent to a Ph.D. for educational employment purposes. The American Bar Association (ABA) is the accrediting body for American law schools.

### LICENSURE/CERTIFICATION

Illinois Law License (Active)

Certified Information Privacy Professional – Europe (CIPP/E)

U.S. Federal District Court, Northern District of Illinois, General Admission

Quality Matters Online Course Design & Peer Reviewer Certification

## KIMBERLY A. HOUSER

### SELECTED MEDIA COVERAGE

*The Same Law Firm Is Representing Celsius, Voyager and Babel Finance*, BLOCKWORKS, Jack Kubinek (Jul. 20, 2022) – interview on recent crypto lender bankruptcies

*Must Read – Book Pick with author Kimberly A. Houser*, Podcast with host Linda Lemos (June 14, 2022) – interview on new edition of THE LEGAL GUIDE TO SOCIAL MEDIA

[\*La lunga notte de Lionel Messi\*](#), ZETA MAGAZINE, Antonio Cefalu (May 2022) – interview for Italian magazine on the use of athlete’s biometric data

*Sovereign Digital Currencies: Parachute Pants or the Continuing Evolution of Money – Kimberly Houser*, THESIS podcast with host Giovanni Fumei (May 5, 2022) – interview on central bank digital currencies

*From Berkshire Hathaway to Silicon Valley, little to show for diversity pledges, critics say*, CBS News – Kate Gibson (Apr. 30, 2021) – interview on progress on diversity pledges

*Privacy concerns with COVID-19 tracing apps*, Good Morning Show – KDFT, Dallas-Fort Worth (Aug. 5, 2020) – interview on phone app privacy issues

*Diversity in hiring a key to eradicating AI bias*, TECHTARGET, Patrick Thibodeau (Apr. 19, 2019) – interview on the use of AI to reduce bias