

KOFI ARHIN

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EDUCATION

Ph.D. Information Systems

Rensselaer Polytechnic Institute, Troy NY

(August 2018 – August 2023)

MPhil. Management Information Systems

Ghana Institute of Management and Public Administration

(August 2014 – June 2015)

MSc. Management Information Systems

Ghana Institute of Management and Public Administration

(August 2012- June 2014)

BSc. Development Planning

University of Science and Technology, Kumasi Ghana

(August 2005- June 2009)

Certificate in Software Engineering and Database Management

IPMC, College of Technology, Accra, Ghana

(July 2011-October 2011)

WORK HISTORY

RPI Summer Research Extern

IBM, Yorktown Heights NY

(June 2022-August 2022)

- Worked on developing a tool to automatically detect problematic samples in benchmark toxic language datasets

RPI Summer Research Extern

IBM, Yorktown Heights NY

(June 2021-August 2021)

- Worked with the Trustworthy AI team on research regarding prediction outcomes and fairness in toxic text datasets
- Presented the team's work at the 2021 NeurIPS Data-Centric AI Workshop

Summer Research Assistant

CDPHP, Albany NY

(June 2019-August 2019)

- Worked with the research team on developing models to support patient recommendations
- Submitted a research paper to the 2019 IEEE BIBM Conference

Teaching and Research Assistant

Rensselaer Polytechnic Institute, Troy, NY

(August 2018 – June 2023)

- Served as a teaching assistant for courses such as Foundations of Data Science, Machine Learning, Business Analytics Capstone Projects, Sports Analytics, and Introduction to Economics

Lecturer in Information Systems

Ghana Institute of Management and Public Administration

(July 2015 to July 2018)

- Courses taught include Management Information Systems (MIS), Human-Computer Interaction (HCI), Software Engineering, Ethical and Legal Issues in Computing and IT Project Management

RESEARCH

Conferences and Workshops

- Arhin, K., Hickman, L., Kuruzovich, J. (December, 2022) Learning from Exemplar Answers: A Novel Feature Selection Approach to Improve AI Fairness. Conference on Artificial Intelligence, Machine Learning, and Business Analytics
- Arhin, K., Hickman, L., Kuruzovich, J. (February, 2022) You Don't Sound Black: Codeswitching, AI, and the Use of HR Platforms in Candidate Selection. *MIS Quarterly (Special Issue on Digital Technologies and Social Justice) Author Development Workshop, 2022*
- Arhin, K., Baldini, I., Wei, D., Ramamurthy, K. N., and Singh, M. (December 2021). Ground-Truth, Whose Truth? Examining the Challenges with Annotating Toxic Text Datasets. *NEURIPS Data-Centric AI Workshop, 2021*
- Arhin, K., Nevo, D. (2020). Never Trust a Phish: Phishing Detection from a Trust-Distrust Perspective. *INFORMS Annual Meeting, 2020*
- Arhin, K., Kuruzovich, J. N. (2020). Integrating Artificial and Human Intelligence: Predictive Collaborative Systems. *Symposium on Statistical Challenges in Electronic Commerce Research, 2020*
- Shou, X., Mavroudeas, G., New, A., Arhin, K., Kuruzovich, J. N., Magdon-Ismail, M., & Bennett, K. P. (2019, November). Supervised Mixture Models for Population Health. In *2019 IEEE International Conference on Bioinformatics and Biomedicine (BIBM)* (pp. 1057-1064). IEEE.
- Towards Securing Information: An Organizational Communication Perspective. *African Conference on Information Systems and Technology (ACIST), Cape Town, South Africa (July, 2017)*

Journal Papers

- Arhin, K. & Wiredu, G. O. (2018) "An Organizational Communication Approach to Information Security," *The African Journal of Information Systems, 10 (4), 1*

Working Papers

- Arhin, K., Baldini, I., Ramamurthy, K. N., Wei, D., and Singh, M. Flying Under the Radar: Identifying Problematic Samples in Toxic Text Datasets with a Low Resource Tool.
- Arhin, K., Hickman, L., Kuruzovich, J. You Don't Sound Black: African American English, AI, and the Use of HR Platforms in Candidate Selection.
- Hickman, L., Kuruzovich, Ng, V., Arhin, K., Wilson, D. Can Machines Be Fairer than Humans? Oversampling Minority Success During Machine Learning Model Training to Enhance Distributive Justice.
- Arhin, K., Hickman, L., Kuruzovich, J. Learning from Exemplar Answers: A Novel Approach to AI Fairness in Personnel Selection via Loose Coupling.
- Arhin, K., Nevo, D., Nevo, S., Horne, B. D. You and AI: Similarity, Perceived Fairness and Autonomy in News Veracity Recommendations on Social Media Platforms.

SKILLS

- **Research Methods:** Natural Language Processing, Machine Learning, Econometrics, Statistics
- **Data Analysis Tools:** Python, SAS, Stata, RStudio (R), Tableau
- **Computer Programming Languages:** HTML, CSS, PHP, Python

MEDIA APPEARANCE / MENTIONS

- Local MSNBC Channel on COVID-19 Scams. [Click here to watch interview](#)

PROFESSIONAL AFFILIATION

- Member, Association of Information Systems (AIS)
- Member, Academy of Management (Communication, Digital Technology, and Organization Division)
- Member, Institute of Electrical and Electronic Engineering (IEEE) – Ghana Chapter

SERVICE / VOLUNTEER WORK

- Served as a reviewer for the International Conference on Information Systems, Academy of Management, NeurIPS, Conf-IRM, IEEE Transactions on Engineering Management, African Journal of Information Systems, among others.
- Organizing Committee Member, GRASAG Research Conference, 2021
- Local Organizing Committee Member, IEEE PowerAfrica Conference 2017
- Local Organizing Committee Member, African Conference on Information Systems and Technology (ACIST) 2016

HOBBIES

Soccer, Basketball, Reading, 3D Modeling

References available upon request