

Tom Sühr

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<https://github.com/tsuehr>

Google Scholar link

EDUCATION	Max Planck Institute for Intelligent Systems , Doctoral Candidate Machine Learning, Human Aspects of Machine Learning	09/2022 – Exp.09/2025
	Technical University of Berlin , Master of Science Information Systems Management	10/2019 – 07/2022
	Technical University of Berlin , Bachelor of Science Business Informatics	10/2014 – 07/2020
SELECTED WORK EXPERIENCE	Harvard University , Research Fellow Advisors: Prof. Himabindu Lakkaraju, Prof. Chiara Farronato	07/2021 – 07/2022
	Humboldt Institute for Internet and Society , Student Researcher Advisor: Prof. Christian Katzenbach	11/2020 – 07/2021
	The European Commission - Joint Research Center , Student Research Assistant Advisors: Prof. Carlos Castillo, Valerio Lorini	07/2019 – 12/2019
	Max Planck Institute for Software Systems , Research Intern Advisors: Prof. Krishna P. Gummadi, Prof. Asia J. Biega	08/2018 – 11/2018
	TU Berlin, Chair of Complex and Distributed Systems , Student Assistant Advisors: Prof. Carlos Castillo, Dr. Meike Zehlike	01/2018 – 05/2019
	M&H Group Novedia AG , Software Development Intern	08/2017 – 10/2017
	TU Berlin, Chair of Marketing , Research & Teaching Assistant Advisors: Prof. Katrin Talke, Dr. Florian Waldner	10/2016 – 12/2017
	Coca-Cola Europe, Knowledge, Insights & Planning , Working Student	03/2015 – 06/2016

SELECTED PUBLICATIONS

Journal Papers

- [1] Zehlike, M., Sühr, T., Baeza-Yates, R., Bonchi, F., Castillo, C., & Hajian, S. (2022). Fair Top-k Ranking with multiple protected groups. *Information Processing & Management*, 59(1), 102707.

Conference Papers

- [2] Sühr, T., Dörner, F., Samadi, S., Kelava, A. (2023) Do Personality Tests Generalize to Large Language Models? Accepted at *Socially Responsible Language Modelling Research (SoLaR) 2023 at NeurIPS*.

- [3] Sühr, T., Hilgard, S., & Lakkaraju, H. (2021, July). Does fair ranking improve minority outcomes? understanding the interplay of human and algorithmic biases in online hiring. *In Proceedings of the 2021 AAAI/ACM Conference on AI, Ethics, and Society* (pp. 989-999).(AIES'21)
- [4] Zehlike, M., Sühr, T., Castillo, C., & Kitanovski, I. (2020, April). Fairsearch: A tool for fairness in ranked search results. *In Companion Proceedings of the Web Conference 2020* (pp. 172-175). (WWW'20)
- [5] Sühr, T., Biega, A. J., Zehlike, M., Gummadi, K. P., & Chakraborty, A. (2019, July). Two-sided fairness for repeated matchings in two-sided markets: A case study of a ride-hailing platform. *In Proceedings of the 25th ACM SIGKDD International Conference on Knowledge Discovery & Data Mining* (pp. 3082-3092).(KDD'19)

Preprints

- [6] Sühr, T., Avanaki, N. J., Madhavan, A., Berk, R., Lommatzsch (2021). Image-Text Rematching for News Items using Optimized Embeddings and CNNs in MediaEval NewsImages 2021. *To appear in MediaEval 2021 Working Notes*
- [7] Zehlike, M., Sühr, T., & Castillo, C. (2020). A Note on the Significance Adjustment for FA* IR with Two Protected Groups. arXiv preprint *arXiv:2012.12795*.

Other

- [8] Katzenbach, C., Magalhães, J.C., Kopps, A., Sühr, T., & Wunderlich, L. (2021). The Platform Governance Archive (PGA). <https://pga.hiig.de/>

INVITED TALKS **"Fairness Preserving Interfaces for Rankings"**, FU-Berlin, 2020

"Two-Sided Fairness for Repeated Matchings in Two-Sided Markets: A Case Study of a Ride-Hailing Platform", The Science Platform Sustainability 2030, Berlin, 2019

"Two-Sided Fairness for Repeated Matching Markets", TU Berlin, 2019

PRESS &
SERVICES

Why Technology Alone Can't Solve AI's Bias Problem, <https://hbswk.hbs.edu/item/why-technology-alone-cant-solve-ais-bias-problem>
Harvard Business School Working Knowledge (2022)

PC Member: NeurIPS SoLaR Workshop (2023), EAAMO(2023), BIAS@ECIR (2022), PLOS-ONE Journal (2021)

AWARDS

Audience Award Research to Market Challenge (2020)
Won community award out of 50 teams in a business plan challenge about applying research to new business ideas.

Digital Platforms Award Research to Market Challenge (2020)
Won second prize out of 30 teams in a business plan challenge by working with 5 other team members on a platform that matches local stores with new product manufacturers under fairness constraints.

ACM SIGKDD Student Travel Award (2019)
Selected as one of 170 students to receive funding by the ACM network for attending the the 25th ACM SIGKDD Conference on Knowledge Discovery and Data Mining for promising newcomer researchers.

SELECTED
SKILLS

Programming Languages: Python, R, Java, Javascript, HTML+CSS
Machine Learning Frameworks: PyTorch, Scikit-learn
Selected Scientific & ML Skills: LLM fine tuning (axolotl, deepspeed), Empirical user studies (MTurk, Prolific, Qualtrix)