

Wen DUAN

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RESEARCH INTERESTS

Human-computer interaction, human-AI teaming, computer-supported cooperative work, multilingual teams, AI-supported gender equity

EDUCATION

- 2016.8-2022.5 **CORNELL UNIVERSITY**
Ph.D. Communication/Human-Computer Interaction
Committee: Susan Fussell (Chair), Lee Humphreys, Malte Jung, Andrea Won
- 2014.9-2017.7 **SHANGHAI INTERNATIONAL STUDIES UNIVERSITY**
MA English Language & Literature (with an emphasis on Intercultural Communication)
Thesis Advisor: Steve Kulich
- 2007.9-2011.7 **BEIJING INTERNATIONAL STUDIES UNIVERSITY**
BA. English Language & Literature

RESEARCH AND PROFESSIONAL EXPERIENCE

- 2024.12 - now **SCHOOL OF COMPUTING, CLEMSON UNIVERSITY** CLEMSON, SC
Research assistant professor
- 2022.4-2024.12 **SCHOOL OF COMPUTING, CLEMSON UNIVERSITY** CLEMSON, SC
Post-doctoral fellow
- 2016.8-2022.3 **DEPT COMMUNICATION, DEPT INFORMATION SCIENCE**
CORNELL UNIVERSITY ITHACA, NY
Research assistant
- 2019.5-2019.8 **NTT COMMUNICATION SCIENCE LABS** KYOTO, JAPAN
Research intern
- 2018.5-2018.8 **NTT COMMUNICATION SCIENCE LABS** KYOTO, JAPAN
Research intern

2017.6-2017.8

NTT COMMUNICATION SCIENCE LABS
Research intern

KYOTO, JAPAN

PUBLICATIONS

Dissertation

Duan, W. (2022). Understanding the Challenges of Sharing Humor across Linguistic and Cultural Boundaries (Doctoral dissertation, Cornell University).

Refereed Publications (*indicates corresponding author)

1. **Duan, W.**, Zhang, R., Weng, N., Freeman, G., & McNeese, N.J. (2026). Bridging Minds and Machines: Mapping the Terrain of Communication in Human-AI Teams — A Systematic Literature Review. *Proceedings of the ACM on Human-Computer Interaction, CSCW'2026*.
2. **Duan, W.**, Freeman, G., & McNeese, N.J. (2026). Beyond a Neutral Tool or Teammate: Envisioning AI Interventions for Women's Equity in Male-Dominated Teams. *Proceedings of the CHI Conference on Human Factors in Computing Systems (CHI '26)*. <http://doi.org/10.1145/3772318.3790504>
3. **Duan, W.**, Zhou, S., Scalia, M., Yin, X., Zhang, R., Weng, N., Freeman, G., Gorman, J., Funke, G., Tolston, M., & McNeese, N.J. (2026). "If They Didn't Even Trust Their AI Teammate, I Wasn't Going To": Understanding Trust Contagion across Multiple Human-AI Teams. *Proceedings of the ACM on Human-Computer Interaction, CSCW'2026*. <http://doi.org/10.1145/3788055>
4. **Duan, W.**, Flathmann, C., Scalia, M., Freeman, G., Gorman, J., McNeese, N.J., Zhang, R., Zhou, S., & Hauptman, A. (2025). Trusting Autonomous Teammates in Human-AI Teams - A Literature Review. *Proceedings of the CHI Conference on Human Factors in Computing Systems (CHI '25)*, April 26-May 1, 2025, Yokohama, Japan. <https://doi.org/10.1145/3706598.3713527>
5. **Duan, W.**, Li, L., Freeman, G., & McNeese, N.J. (2025). A Scoping Review of Gender Stereotypes in Artificial Intelligence. *Proceedings of the CHI Conference on Human Factors in Computing Systems (CHI '25)*, April 26-May 1, 2025, Yokohama, Japan. <https://doi.org/10.1145/3706598.3713093>
6. **Duan, W.**, Zhou, S., Scalia, M., Freeman, G., Gorman, J., Tolston, M., Funke, G., & McNeese, N.J. (2025). Understanding the processes of trust and distrust spread within human-AI teams: A qualitative approach. *Computers in Human Behavior*. <https://doi.org/10.1016/j.chb.2025.108560>
7. **Duan, W.**, McNeese, N.J., & Li, L. (2025). Gender Stereotypes toward Non-gendered Generative AI: The Role of Gendered Expertise and Gendered Linguistic Cues. In *Proceedings of the ACM on Human-Computer Interaction, 9(GROUP)*, Article 18 (January 2025), 35 pages. <https://doi.org/10.1145/3701197>
8. Lancaster, C.M., **Duan, W.**, Mallick, R., & McNeese, N.J. (2025). Human-Centered Team Training for Human-AI Teams: From Training with AI Tools to Training for AI Teammates. *Proceedings of the ACM on Human-Computer Interaction, 9(CSCW2)*, (April 2025), Article 100. <https://doi.org/10.1145/3710998>
9. Zhou, S., **Duan, W.**, Yin, X., Scalia, M., Hao, R., Weng, N., Funke, G., Tolston, M., Freeman, G., Schelble, B., Gorman, J., & McNeese, N.J. (2025). The spread of trust and distrust in human-AI teams. *Applied Ergonomics*, 130. <https://doi.org/10.1016/j.apergo.2025.104648>

10. **Duan, W.**, McNeese, N.J., Freeman, G., & Li, L. (2024). Mitigating gender stereotypes toward AI agents through an eXplainable AI (XAI) approach. *Proceedings of the ACM on Human-Computer Interaction*, 8 (CSCW2), Article 430 (November 2024), 35 pages. <https://doi.org/10.1145/3686969>
11. **Duan, W.**, Zhou, S., Scalia, M., Yin, X., Weng, N., Zhang, R., Freeman, G., McNeese, N.J., Gorman, J., & Tolston, M. (2024). Understanding the Evolvement of Trust Over Time within Human-AI Teams. *Proceedings of the ACM on Human-Computer Interaction*, 8 (CSCW2), Article 521 (November 2024), 31 pages. <https://doi.org/10.1145/3687060>
12. Zhang, R., **Duan, W.**, Flathmann, C., McNeese, N.J., Knijnenburg, B., & Freeman, G. (2024). Verbal vs. Visual: How Humans Perceive and Collaborate with AI Teammates Using Different Communication Modalities in Various Human-AI Team Compositions. *Proceedings of the ACM on Human-Computer Interaction*, 8 (CSCW2), Article 437 (November 2024), 31 pages. <https://doi.org/10.1145/3686976>
13. **Duan, W.**, Weng, N., Scalia, M. J., Zhang, R., Tuttle, J., Yin, X., ... & McNeese, N. J. (2024). Getting Along With Autonomous Teammates: Understanding the Socio-Emotional and Teaming Aspects of Trust in Human-Autonomy Teams. In *Proceedings of the Human Factors and Ergonomics Society Annual Meeting*. Sage CA: Los Angeles, CA: SAGE Publications. <https://doi.org/10.1177/10711813241272123>
14. Mallick, R., Flathmann, C., **Duan, W.**, Schelble, B. G., & McNeese, N. J. (2024). What you say vs what you do: Utilizing positive emotional expressions to relay AI teammate intent within human-AI teams. *International Journal of Human-Computer Studies*, 192, 103355.
15. Hauptman, A. I., Schelble, B. G., **Duan, W.**, Flathmann, C., & McNeese, N. J. (2024). Understanding the influence of AI autonomy on AI explainability levels in human-AI teams using a mixed methods approach. *Cognition, Technology & Work*, 1-21.
16. Li, L., Freeman, G., & **Duan, W.** (2024). Exploring Redesigning Digital P2P Payments to Facilitate Social Connections: A Participatory Design Approach. In *Extended Abstracts of the CHI Conference on Human Factors in Computing Systems* (pp. 1-8).
17. Musick, G., **Duan, W.*.**, Najafian, S., Sengupta, S., Flathmann, C., Knijnenburg, B., & McNeese, N.J. (2024). To share or not to share: Understanding and modeling individual disclosure preferences in recommender systems for the workplace. In *Proceedings of the ACM on Human-Computer Interaction*, 8(GROUP), Article 9. <https://doi.org/10.1145/3633074> .
18. Flathmann, C., **Duan, W.**, Mcneese, N. J., Hauptman, A., & Zhang, R. (2024). Empirically Understanding the Potential Impacts and Process of Social Influence in Human-AI Teams. *Proceedings of the ACM on Human-Computer Interaction*, 8(CSCW1), 1-32.
19. Zhang, R., **Duan, W.**, Flathmann, C., McNeese, N. J., Freeman, G., & Williams, A. (2023). Investigating AI teammate communication strategies and their impact in human-AI teams for effective teamwork. *Proceedings of the ACM on Human-Computer Interaction*, 7, CSCW2, Article 281 (October 2023), 31 pages. <https://doi.org/10.1145/3610072>
20. Musick, G., Gilman, E.S., **Duan, W.**, McNeese, N.J., Knijnenburg, B., & O'Neill, T. (2023). Knowing unknown teammates: Exploring anonymity and explanations in a teammate information-sharing recommender system. *Proc. ACM Hum.-Comput. Interact.* 7, CSCW2, Article 284 (October 2023), 34 pages. <https://doi.org/10.1145/3610075>

21.  Zhang, R., Knijnenburg, B., Schelble, B., Flathmann, C., Musick, G., McNeese, N., & **Duan, W.** (2023). I Know This Looks Bad, But I Can Explain: Understanding When AI Should Explain Actions in Human-AI Teams. *ACM Transactions on Interactive Intelligent Systems*.
<https://doi.org/10.1145/3635474>
22. Li, X., Yamashita, N., **Duan, W.**, Shirai, Y., & Fussell, S.R. (2023). Improving Non-Native Speakers' Participation with an Automatic Agent in Multilingual Groups. In *Proceedings of the ACM on Human-Computer Interaction, 7(GROUP), Article 12*. <https://doi.org/10.1145/3567562>.
23. Hauptman, A. I., **Duan, W.**, & Mcneese, N. J. (2022). The Components of Trust for Collaborating with AI Colleagues. In *Companion Publication of the 2022 Conference on Computer Supported Cooperative Work and Social Computing*, 72–75. <https://doi.org/10.1145/3500868.3559450>
24. **Duan, W.**, Yamashita, N., Shirai, Y., & Fussell, S.R. (2021). Bridging Fluency Disparity between Native and Nonnative Speakers in Multilingual Multiparty Collaboration Using a Clarification Agent. In *Proceedings of the ACM on Human-Computer Interaction, 5, CSCW2, Article 435*. ACM, New York, NY, USA. <https://doi.org/10.1145/3479579>
25. **Duan, W.** & Fussell, S.R. (2021). Understanding and Identifying Design Opportunities for Facilitating Humorous Interactions in Multilingual Multicultural Contexts. In *CHI Conference on Human Factors in Computing Systems Extended Abstracts (CHI '21 Extended Abstracts)*, May 08–13, 2021, Yokohama, Japan. ACM, New York, NY, USA, 6 pages. <https://doi.org/10.1145/3411763.3451668>
26. **Duan, W.**, Yamashita, N., & Fussell, S.R. (2019). Increasing Native Speakers' Awareness of the Need to Slow Down in Multilingual Conversations Using a Real-Time Speech Speedometer. In *Proceedings of the ACM on Human-Computer Interaction, 3, CSCW, Article 171*. ACM, New York, NY, USA. 25 pages. <https://doi.org/10.1145/3359273>.
27. **Duan, W.**, Yamashita, N., Hwang, S.Y., & Fussell, S.R. (2018). "Let Me Ask Them to Clarify If You Don't Want To" - A Clarification Agent for Nonnative Speakers. In *Extended Abstracts of the 2018 CHI Conference on Human Factors in Computing Systems (CHI EA '18)*. ACM, New York, NY, USA, Paper LBW524, <https://doi.org/10.1145/3170427.3188600>

Book Chapters

1. **Duan, W.**, McNeese, N., & Zhang, R. (2023). Communication in human-AI teaming. In T. Reimer, E. Park, & J. Bonito (Eds.), *Group Communication: An Advanced Introduction*. Routledge/Taylor and Francis.
2. Sengupta, S., **Duan, W.**, Flathmann, C., & McNeese, N. J. (2026). Sustaining human-AI collaboration: Exploring the interplay between ethics and trust. In T. Reimer, L. van Swol., & A. Florack (Eds.), *The Routledge Handbook of Communication and Social Cognition*. Routledge/Taylor and Francis.

Conference Papers

1. Scalia, M.J., Hao, R., Zhou, S., Yin, X., **Duan, W.**, Weng, N., Tuttle, J., Bell, C., Tolston, M., Funke, G., Freeman, G., McNeese, N., & Gorman, J. (2025). A Dynamic Trust and Distrust Influence Metric that Predicts Team Trustworthiness and Affective Trust in Human Teams and Human-AI Teams. *Proceedings of the Human Factors and Ergonomics Society Annual Meeting 2025*.

2. Yin, X., Zhou, S., Scalia, M.J., Hao, R., **Duan, W.**, Tuttle, J., Weng, N., Tolston, M., Funke, G., Freeman, G., McNeese, N., & Gorman, J. (2025). Trust Contagion in Team of Teams (ToT) for Human-Autonomy Teaming. *Proceedings of the Human Factors and Ergonomics Society Annual Meeting 2025*.
3. Zhou, S., Yin, X., Scalia, M.J., Hao, R., **Duan, W.**, Funke, G., Tolston, M., Freeman, G., McNeese, N., & Gorman, J. (2025). Sensitivity of Self-Report Measures of Trust in Human-Autonomy Teaming. *Proceedings of the Human Factors and Ergonomics Society Annual Meeting 2025*.
4. Wang, Y., Nguyen, H., Andre, K., **Duan, W.**, McNeese, N.J., Flathmann, C. (2025). The Cross-effect of Human, AI and Team Resilience. *Proceedings of Human Factor and Ergonomics Society*.
5. Nguyen, H., Wang, Y., Andre, K., **Duan, W.**, Flathmann, C., McNeese, N.J. (2025). Modeling Adaptive Autonomy at the Team Level: Understanding Team-Wide Autonomy and its Impact on Situation Awareness in Human-Autonomy Teams. *Proceedings of Human Factor and Ergonomics Society*.
6. Schelble, B., Lancaster, C., **Duan, W.**, Mallick, R., McNeese, N., & Lopez, J. (2023). The Effect of AI Teammate Ethicality on Trust Outcomes and Individual Performance in Human-AI Teams. In *Proceedings of the 56th Hawaii International Conference on System Sciences*.

MANUSCRIPTS UNDER REVIEW OR REVISION

1. **Duan, W.**, Weng, N., Scalia, M., Zhou, S., Freeman, G., Gorman, J., Tolston, M., Funke, G., McNeese, N.J., Yin, X., & Hao, R. (under review). (Dis)Trust Contagion Without Performance Contagion: Investigating the Impact of (Dis)Trust Spread on Performance Within and Across Human-AI Teams. *Proceedings of the ACM on Human-Computer Interaction, GROUP2027*.
2. **Duan, W.**, Flathmann, C., Scalia, M., Schelble, B.G., Yin, X., Zhou, S., Freeman, G., Gorman, J., & McNeese, N.J. (R&R). A leap forward to future teaming: A research agenda for understanding the social processes underlying trust development in Human-AI teams. *Journal of Social Computing*.
3. Weng, N., **Duan, W.**, Guynup, C., Basappa, R., & McNeese, N.J. (R&R). Fast Break or Slow Play? How Tasks and Timing Shape Human Expectations of Proactive AI Support in Human-AI Teams. *Proceedings of the ACM on Human-Computer Interaction, CSCW'2026*.
4. Weng, N., **Duan, W.**, Nguyen, H., Wang, Y., & McNeese, N.J. (R&R). "AI is a friend, a teammate, not a supervisor": Understanding Human Perceptions of AI teammates' Monitoring in Human-AI Teams. *Proceedings of the ACM on Human-Computer Interaction, GROUP'2027*.
5. Flathmann, C., **Duan, W.**, Zhang, R., Schelble, B., & McNeese, N. (R&R). Understanding the Differing Impacts of Teamwork and Taskwork Autonomy in Human-Autonomy Teams. *Human Factors: The Journal of the Human Factors and Ergonomics Society*.
6. Gorman, J., Zhou, S., Scalia, M., Yin, X., Zhang, R., **Duan, W.**, Tolston, M., Funke, G., Freeman, G., & McNeese, N.J. (R&R). A Novel Dynamic Trust Spread Metric for Measuring the Spread of Trust and Distrust in Human Autonomy Teams (HATs). *Human Factors: The Journal of the Human Factors and Ergonomics Society*.

MANUSCRIPTS IN PROGRESS

1. **Duan, W.**, Flathmann, C., Walker, K., Embaugh, K., & McNeese, N.J. (in progress). Effects of Different Poisoning Strategies on Human Perceptions of and Interactions with Large Language Models.
2. **Duan, W.** Yang, C.*, Ohara, R., & McNeese, N.J. (in progress). Not All Support Is Equal: Gender-Specific Effects of AI Interventions on Team Participation and Authority.

3. **Duan, W.**, Weng, N., Zhou, S., Scalia, M., Yin, X., Zhang, R., Freeman, G., Gorman, J., Funke, G., Tolston, M., & McNeese, N.J. (in progress). Distrust Contagion across Multiple Human-AI Teams Drives Team Resilience.
4. **Duan, W.**, Freeman, G., McNeese, N.J. (in progress). Modeling and Shaping Human-AI Team Gender Dynamics.
5. **Duan, W.**, Lancaster, C.M., Freeman, G., & McNeese, N.J. (in progress). Implementing Integration Training for Human-AI Teams.
6. Bassapa, R., **Duan, W.**, Flathmann, C., & McNeese, N.J. (in progress). The Role of Role: How AI teammate function and context shape human perceptions.
7. Bassapa, R., **Duan, W.**, Mallick, R., Lancaster, C., Flathmann, C., & McNeese, N.J. (in progress). Creating the Dream Team: How Real Workers Want AI Teammates to Support Team Cognition.
8. Wang, Y., **Duan, W.**, Nguyen, H., André, K., Flathmann, C., & McNeese, N.J. (in progress). From Generic Adaptivity to Contextual Intelligence: Human Evaluations of AI Teammates in Dynamic Scenarios.
9. Nguyen, H., André, K., **Duan, W.**, Wang, Y., Flathmann, C., & McNeese, N.J. (in progress). Moments That Matter: Mapping Situations Where AI Teammates Should Adapt and How.
10. Scalia, M., **Duan, W.**, Zhou, S., Yin, X., Zhang, R., Gorman, J., Tolston, M., Funke, G., Freeman, G., & McNeese, N.J. (in progress). Defining Trust for Human-Autonomy Teams. *Human Factors: The Journal of the Human Factors and Ergonomics Society*.

GRANT CONTRIBUTION

As PI or Co-PI

2025	AFOSR. \$892,020	Blending Human and AI Leadership to Enable Predictive and Adaptive Human-AI Teaming [as PI: 60%]
2025	US ARMY. \$754,300	Enhancing Bidirectional Adaptive Autonomy to Improve the Situation Awareness and Shared Understanding of Human-Autonomy Teams (AWARDED) [as CO-PI: 25%]
2025	AFOSR. \$829,672	An Offensive and Defensive Strategy to Human-AI Teaming: Addressing the Impacts of Failure and Adversarial Influence to Bolster Human-AI Team Resilience [as CO-PI: 30%]
2024	US ARMY. \$1,056,559	Extending Transactive Memory and Theory of Mind to Enhance Collective Judgment Formation in Multi- Agent Intelligence Systems [as CO-PI: 25%]

As contributor

2024	ONR. \$ 1,095,901	Minimizing the Impact of Cognitive and Physical Limitations from Humans and Autonomy Through the Development, Training, and Implementation of Human-Autonomy Teaming in Underwater Environments. (awarded) [PI: Nathan McNeese]
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2023	NSF. \$ 417,252	Artificial Intelligence Institute for Advances in Human-AI Decision Making at Scale (HAIMS). [PI: Nathan McNeese]
2022	DARPA. \$ 1,112,701	Multi-head Distributional Decision Maker Modeling for Human-Off-The-Loop Algorithmic Development. [PI: Tian Lan]
2022	NSF. \$ 3,000,000	Cyber: Internet of People and Things - Collaborative Intelligence through Human-AI Team Building. [PI: Laine Mears]

TEACHING EXPERIENCE

Instructor of Record, Department of Communication, Cornell University

Fall 2021	COMM 1101 (Introduction to Communication)	in-person, 154 students
Summer 2021	COMM 1101 (Introduction to Communication)	online, 25 students
Summer 2020	COMM 1101 (Introduction to Communication)	online, 25 students

Co-instructor

Spring 2021	COMM 2010 (Oral Communication)	in-person, 212 students
Fall 2020	COMM 1101 (Introduction to Communication)	in-person, 159 students
Fall 2019	COMM 1101 (Introduction to Communication)	in-person, 145 students

Recurring Guest Lectures

Designing technologies to overcome language barriers.

Fall 2021	INFO 3450 (Human-Computer Interaction Design)
Fall 2021	INFO 4240 (Designing Technology for Social Impact)
Fall 2020	INFO/COMM 2450 (Communication and Technology)
Fall 2019	INFO/COMM 2450 (Communication and Technology)
Fall 2018	INFO/COMM 2450 (Communication and Technology)
Spring 2020	INFO/COMM 4450 (Computer-mediated Communication)
Spring 2019	INFO/COMM 4450 (Computer-mediated Communication)

Teaching Assistant, Dept Information Science, Dept Communication, Cornell University

Spring 2019	INFO/COMM 4450 (Computer-mediated Communication)
Fall 2018	INFO/COMM 2450 (Communication and Technology)
Spring 2018	INFO/COMM 3400 (Personal Relationships and Technology)
Fall 2017	COMM 2820 (Research Methods in Communication Studies)

Teaching Assistant, Shanghai International Studies University

Spring 2015	Qualitative Methods in Social Scientific Research and Ethnography
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STUDENT MENTORING

PhDs, Human-centered computing, Clemson University

Kwame André	Fall 2025 - now
Rhea Basappa, Yunhao Wang, Han Nguyen,	Fall 2024 - now
Phoebe Nan Weng	Fall 2023 - now
Rohit Mallick	Spring 2022 – Spring 2025
Beau Schelble, Allyson Hauptman, Caitlin Lancaster,	Spring 2022 – Summer 2024
Geoff Musick, Rui Zhang, Elizabeth Gilman	Spring 2022 – Spring 2023

Undergrads, Human-centered computing, Clemson University

Christian Ihekweazu, Alyssa Williams

Undergrads and Master students, Cornell University (2017-2021)

Michelle (Woojoo) Kim, Lily Englert, Alexa Batino, Jintana Cunningham, Paula Moya Nieto, Joy Zhang, Francis Rayos del Sol, Mind Apivessa, Zoe Wilkie Tomasik, Barron DuBois, Srishti Belwariar, Sterling Kelly, Kexin Lou, Sarah Shin, Audra Kim, Junhan Zeng, Bella Hu, Nicholas Kakheladze, Benjamin Stewart, Julia Bernstein, Emily Augustyniak, Vishruth Ashok

SERVICE

Program Committees

- Program committee for ACM CSCW 2022, ACM CSCW 2024, ACM CHI 2025, ACM CHI 2026
- Organizing committee for ACM Conference on Intelligent User Interfaces (IUI) 2024

Reviewing

- ACM CHI, ACM CSCW, ACM GROUP paper review (2018-now)
- ACM TEI
- ACM IUI
- Scientific Reports
- Computers in Human Behavior
- International Journal of Human-Computer Interaction
- Group & Organization Management
- Small Group Research
- American Journal of Psychology
- International Journal of Psychology