At Northwestern University, I hold a joint appointment in Computer Science and Design. Since my arrival I have made a point of engaging in service at the departmental, school, and university levels, as well as engaging in professional service in my field. In and out of Northwestern, my service activities have made significant contributions to (1) building culture and infrastructure to advance research training; and (2) supporting growing academic communities at Northwestern and beyond.

1 Building culture and infrastructure to advance research training

- **Computer Science**: As the chair of the undergraduate research committee since tenure, I spearheaded numerous initiatives to advance undergraduate research in the department, including: (1) designing, implementing, and directing a new honors thesis program for undergraduates in Computer Science; (2) developing a new web system for faculty to post research opportunities and students to find them; (3) creating curated course pathways to help students learn how to get involved in research earlier; (4) co-hosting and co-designing undergraduate research fairs and events; and (5) co-creating a new research track to enable second-year students to learn the fundamentals of academic research through a collaborative group project. Increasingly, Northwestern CS is becoming a place where more and more undergraduates are getting involved in research.

- **HCI & Design**: Northwestern hosts a vibrant community of students and faculty who are interested in Design and HCI, but many of whom are homed through different departments and schools and thus interact infrequently. To connect our community, pre-tenure I organized the Segal Design Seminar Series; served on the Segal Research Council; and hosted Pair Research sessions to connect students and faculty across departments and schools to help one another on projects and to form new collaborations. Post-tenure I am directing the Design Cluster, a fellowship and education program for PhD students working in HCI & Design across disciplines. I revamped the program's curricula to teach representations for thinking about design research, and to promote dialogue with diverse faculty.

- **University**: I have made supporting undergraduate research a priority at the university by (1) collaborating with Peter Civetta, the Director of the Undergraduate Research Program, to promote undergraduate research in Computer Science and Design; (2) serving on the Undergraduate Research Grant (URG) committee, where I reviewed 65 independent research grant applications from students; (3) participating in the Undergraduate Research and Arts Expo, as keynote presenter and as a judge; and (4) supporting 78 students applying for URG funding (38 of which were post-tenure), which accounted for over one third of the overall CS total.

- **My field and beyond**: For years I have served as a leader for advancing research mentoring in my field and beyond. Beyond directing the Design, Technology, and Research (DTR) program at Northwestern, I founded the Agile Research University program (http://agileresearch.io), which to date, has supported 15 faculty across institutions on site visits and 70+ faculty who use the research mentoring tools, resources, and starter kits that I have developed. Post-tenure, my research mentoring methods and best practices in DTR have been produced and disseminated through a documentary film (see http://forward.movie), which has engaged hundreds of faculty and students across 30+ institutions. I write an annual letter to foster dialogue in academic communities and innovation on topics related to research mentoring and learning (http://dtr.northwestern.edu/letters), and facilitate a cross-institutional support group for junior faculty in computing (http://haoqizhang.com/group) to support faculty mentors across 12 institutions.

2 Supporting growing academic communities at Northwestern and beyond

- **Computer Science**: To support the learning experiences of CS students at Northwestern in and out of the classroom, I: (1) formally and informally advise 20+ students each year on courses, internships, and careers; (2) served on the curriculum committee; (3) designed a modern hackerspace by renovating the T-Lab; and (4) served as a judge and mentor at WildHacks, Chicago's largest intercollegiate hackathon.

  To support the tremendous growth of CS, I: (1) led the redesign of the CS website; (2) helped to revamp the CS PhD recruitment process; (3) served as a member of the CS+X Strategic Planning committee; (4) actively contribute to faculty searches by serving on the theory and faculty of instruction search committees, and playing active roles in recruiting faculty in Databases, Robotics, HCI, and CS+Education; and (5) regularly serve on the admissions committee for Computer Science and the Technology and Social Behavior (TSB) program.

- **University**: I have worked on supporting the growing community of student entrepreneurs at the Garage at Northwestern. I designed new programming and made purchases to support Garage residents, and served on the search committee for the new executive director in 2022. Post-tenure I am also serving on the executive committee of the Northwestern Institute on Complex Systems (NICO).

- **Crowd Computing**: Over the years I worked to build and connect an interdisciplinary research community around human computation and crowdsourcing. Toward this goal, I co-organized the Human Computation (HCOMP) workshop (2011, 2012), developed it into an AAAI conference (2013), chaired the Works-In-Progress and Demo track (2014), co-organized CrowdCamp (2014, 2015), mentored at the Doctoral Consortium (2014, 2015), chaired the Doctoral Consortium (2016), and served on the HCOMP steering committee (2014 to 2020). In addition, I served as an editor and advisor for FollowTheCrowd, a blog that has been chronicling research in crowd computing across disciplines.

- **Transforming academic conference scheduling for SIGCHI.** I led efforts to transform the conference scheduling process at ACM CHI and ACM CSCW. I led project Cobi, a system and process that engages an entire academic community to contribute to scheduling large conferences. Serving as Scheduling Chair, I worked to deploy Cobi at the largest HCI and social computing conferences (CHI 2013-2015, CSCW 2014-2015). Planning with Cobi, organizers who used to spend 100 hours on scheduling now spent only 5 hours. They resolved hundreds of previously hidden conflicts to produce schedules that better met the wishes, needs, and constraints of many community members.

- **Program Committees & Reviewing in HCI, Social and Crowd Computing, AI, and the Web.** As an interdisciplinary researcher, I have served on 14 program committees and as a reviewer in numerous top conferences and journals in HCI (CHI, UIST, TOCHI), Social and Crowd Computing (CSCW, HCOMP), AI (AAAI, IJCAI, AAMAS, JAIR, AIJ, ML), and the Web (WWW). I have also written several letters for tenure and promotion cases for peer institutions, and served in national-level positions including numerous NSF panels.

Further details of my service activities are presented in my CV.