Interrogating GenAI Augmentation for CHIworkers: Strategies for Professional Autonomy and Accountability

Hauke Sandhaus
Cornell Tech
New York, USA
hgs52@cornell.edu

Kashif Imteyaz
Northeastern University
Boston, USA
imteyaz.k@northeastern.edu

Mohammed Almutairi
University of Notre Dame
Indiana, USA
malmutai@nd.edu

Pooja Prajod
Centrum Wiskunde & Informatica (CWI)
Amsterdam, Netherlands
pooja.prajod@cwi.nl

Divya Ramesh
University of North Carolina at Charlotte
Charlotte, USA
dramesh4@charlotte.edu

Saiph Savage
Northeastern University
Boston, USA
s.savage@northeastern.edu

Qian Yang
Cornell University
Ithaca, USA
qy242@cornell.edu

Michael Muller
Independent Researcher
Massachusetts, USA
michael.muller.hci@proton.me

Abstract

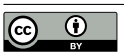
As Generative AI (GenAI) becomes deeply embedded in UX research, design, and software engineering, the HCI community faces a pressing challenge: balancing the acceleration of output with the risks of de-skilling, loss of flow state, and diminished accountability. The goal of this workshop is to move beyond simple AI disclosure statements to figure out how HCI professionals can maintain "deep work" and intellectual autonomy, rather than merely "scraping by" using AI outputs, and when full hand-off may be appropriate. Participants will be invited to bring concrete examples of AI-augmented workflows they consider responsible, or irresponsible, drawn from active practice (personal experience or user research). Through mapping real-world AI use and collaboratively brainstorming countermeasures, this hybrid workshop will bring together researchers and practitioners to define what ethical "co-thinking, co-creating and co-augmenting with AI" looks like. Ultimately, we aim to produce a shared repository of evolving responsible practices or a professional code of conduct, helping the community transition toward accountable, professional GenAI-augmented workflows.

CCS Concepts

• **Human-centered computing → HCI theory, concepts and models**.

Keywords

Generative AI, Professional Ethics, Future of Work, HCI Practice, Accountability, Co-thinking and Co-Creation with AI



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1 Motivation & Related Work

As GenAI becomes embedded across workplaces [9], it is reshaping the work practices of UX researchers, interaction designers, software engineers, data analysts, and content strategists alike, including professionals who rely on assistive technologies in their own workflows [8]. In response, the community has begun developing guidelines for responsible use [5], most prominently through disclosure requirements that make AI involvement transparent [15, 16]. Disclosure is a necessary first step, but it does not on its own address whether the practitioner deeply understood the output, whether professional skills are gradually eroding, or who bears responsibility when AI-augmented work fails [29]. Moving beyond transparency toward a more substantive framework for professional accountability is the central challenge this workshop takes up.

This challenge has roots in ongoing conversations within the CHIWORK and broader HCI communities [4, 15]. Recent work has highlighted the tension between automation-driven cost reduction and Human-Centered AI (HCAI) that augments human capabilities [4, 32]. Furthermore, the broader HCI community is actively exploring the transformative impact of GenAI on research cycles, from prototyping to data analysis, while grappling with the corresponding ethical considerations of generated content and reproducibility [7, 13, 21]. Building on these foundational discussions, this workshop addresses four critical themes:

- **AI Dependency & De-Skilling:** As practitioners delegate core tasks to GenAI, traditional "flow states" in deep work are

frequently disrupted [26]. Over-reliance on AI outputs can erode the tacit knowledge and craft skills underpinning high-quality work, raising questions about which competencies fade and the long-term consequences for HCI.

- **Accountability & Ownership:** As major AI companies shift away from initial safety pledges and place the burden onto individual workers [19, 20], intellectual autonomy is challenged. This makes it increasingly difficult to pinpoint responsibility across teams when errors or ethical dilemmas occur in collaborative environments.
- **Ethical Commitments & Empathy:** Unchecked AI usage can lower group creativity and lead to societal-level idea convergence, potentially discrediting the "empathetic commitments" foundational to HCI. This has led to "soft resistance" [31] against misaligned technologies [2] and calls for alternative-to-solutionist thinking [24].
- **Recapturing the Process:** We posit that the HCI community has a duty to re-imagine these tools. Moving past an automation-centric paradigm [4], we must recapture AI for professional good, ensuring human flourishing remains the arbiter of the design cycle and surfacing practices practitioners already consider responsible.

This is a half-day, hybrid workshop held at CHIWork 2026. We will accommodate both in-person participants in Linz and a dedicated remote cohort. We will utilize Zoom for synchronized sessions (Welcome, Presentations, and Reflection) and separate breakout groups (physical and virtual boards) for working group discussions. The organizers will provide dedicated hardware to connect the physical room to remote attendees, ensuring a seamless hybrid experience.

2 Workshop Activities

Our planned activities are structured into three phases across a half-day schedule:

2.1 Before the Workshop

To ensure a high-quality cohort, we will actively recruit participants through HCI mailing lists and direct outreach to experts in GenAI and the future of work. Track 1 Position Papers will be peer-reviewed by the organizing committee for relevance and contribution to the workshop themes. Track 2 participants will be selected based on the depth and reflexivity of their 1-page AI disclosure. We will prioritize a diverse mix of career stages and practitioners. Accepted attendees will be invited to a dedicated Slack channel for asynchronous introductions.

This workshop is designed as a safe, inclusive, and reflexive space where participants can be vulnerable. To facilitate this, participants will be required to commit to a Workshop Code of Ethics that explicitly protects privacy and confidentiality during both workshop discussions and in the publication of materials. We actively encourage the open sharing of negative experiences, instances of "ethical friction," AI fatigue, and moments where AI use felt inappropriate, changed the research direction unexpectedly, or compromised collaboration. For example, a qualitative researcher might share how they used GenAI to extract specific participant quotes despite knowing its limitations, or a researcher might reflect on how AI-generated interview questions subtly altered their original research questions without their intention.

2.2 Main Workshop Schedule

The following schedule outlines our interactive session format:

Time		Activity
0:00 0:15	–	**Welcome & Introductions:** Setting the stage for a safe, reflexive space.
0:15 1:15	–	**Presentations & Public Disclosures:** Track 1 authors present 5-minute lightning talks. Track 2 attendees publicly read and share their disclosure statements. We will use these shared experiences to dynamically form our thematic working groups.
1:15 1:30	–	*Coffee Break & Networking*
1:30 2:30	–	**Working Groups (Mapping Realities):** Participants separate into thematic groups (e.g., "Qualitative Research", "Collaboration"). Groups will use virtual and physical sticky notes to summarize concrete examples of both *responsible* and *irresponsible* AI use within their specific HCI contexts. Discussions will be guided by themes of *Agency* (who owns the work), *Co-Thinking* (delegating vs. deep work), and *Empathy* (maintaining qualitative rigor).
2:30 3:15	–	**Reframing Strategies & Mediation:** Groups transition from black-and-white clustering to identifying the conditions and strategies necessary to make AI use appropriate, beneficial, and accountable. Recognizing that definitions of "responsible" AI use are highly contested, assigned *workshop facilitators will act as mediators* within each group to manage disagreements and guide the groups toward actionable consensus on *Professional Boundaries*.
3:15 3:45	–	**Collaborative Code of Conduct Write-Up:** Participants will collaboratively draft write-ups of responsible AI use policies via shared templates. To support this activity and the post-workshop paper, assigned organizers will serve as dedicated *note-takers*
3:45 4:00	–	**Reflection & Synthesis:** Reflecting on future responsible AI use and outlining the shared code of conduct per CHIwork theme or phase.

Table 1: Proposed half-day workshop schedule.

3 Organizers

Our organizing committee brings together a group of emerging and established scholars with expertise in responsible AI use. Junior researchers will take on specific chair responsibilities to drive the workshop's execution. Senior researchers will assist with participant outreach and facilitate group sessions.

Hauke Sandhaus (Lead Facilitator) is a PhD candidate at Cornell Tech researching how Generative AI shapes interactive system

design [26] and how students navigate self-initiated AI use in HCI workflows [27], as well as transparency in user research [6], and teaches workshops and summer classes on design ethics [25, 30].

Kashif Imteyaz (Co-lead Facilitator & Proceedings Chair) is a PhD student at Northeastern University. His work explores the design and evaluation of computational systems that support how people think, work together, and co-create with AI [13]. He also chairs the ACM SIGCHI Boston chapter.

Mohammed Almutairi (Remote Track Facilitator) is a PhD candidate at the University of Notre Dame, where he studies AI-augmented teamwork and human–AI collaboration. His research develops GenAI interventions and multi-agent simulation systems to examine coordination, agency, and accountability in collaborative work.

Pooja Prajod (Paper & Publicity Chair) is a postdoctoral researcher at CWI (Centrum Wiskunde & Informatica) in Amsterdam. She is part of the AI, Media, and Democracy (AIMD) lab, where she focuses on Responsible AI in news media. Specifically, she utilizes human-centered design principles to investigate AI-use disclosures in news production.

Divya Ramesh is an Assistant Professor of Human-Centered Computing at the University of North Carolina at Charlotte, USA, and a visiting scholar of Human-Computer Interaction at Mohamed bin Zayed University of AI (MBZUAI), UAE. She leads the Bridges for Responsible Computing group that combines interdisciplinary perspectives to advance accountable AI innovation for economic inclusion [22, 23].

Saiph Savage is an Assistant Professor and Director of the Civic AI Lab at Northeastern University, where she co-designs, develops, and studies public AI technologies that empower workers [11, 12], federal agencies, industry leaders, and NGOs [14].

Qian Yang is an Assistant Professor at Cornell University, researching AI interaction design including, foreseeability of harms in NLP [3], and designing with machine learning [33, 34].

Michael Muller works in the role of Independent Researcher, pursuing themes of critical computing, human centered AI, and social justice, including resisting AI solutionism [24].

4 Draft Call for Participation

We welcome you to CHIWork 2026! As Generative AI (GenAI) embeds into HCI workflows, balancing efficiency with accountability is critical. The "vibe coding" [10] era and AI-assisted analysis [28] have widened the "accountability gap" [18]. This workshop seeks to professionalize GenAI-augmented workers by defining ethical "co-thinking," shifting beyond simple disclosure toward intellectual autonomy.

We invite researchers and practitioners to join this half-day hybrid session. We offer two submission tracks:

- **Track 1: Position Papers.** Researchers may submit position papers (up to 4 pages, including references, via the ACM Manuscript Template) exploring accountability, tool critique, or AI dependency [29]. Accepted papers will be published open-access on a workshop proceedings server.
- **Track 2: General Attendees.** Industry professionals and researchers may participate by submitting a brief AI disclosure statement or a one-page reflection on how they write and include AI disclosures in their work. An extended reflection framework is provided in the Appendix for those who wish to go deeper.

4.1 Post-Workshop Plans & Dissemination

Accepted participants will join a community of practice aimed at producing a shared repository of responsible HCI behaviors. The primary output of the workshop will be a living "Professional Code of Conduct for the GenAI-Augmented HCI Worker," hosted open-access. This repository will include the synthesized "AI pitfalls" clustering and the responsible countermeasures developed during the session. Participants will be invited to indicate whether they consent to their submissions being incorporated into the workshop repository, summary articles, or future publications, and whether they prefer their contributions to be attributed to them or anonymized. Because the dynamics surfaced here, such as deskilling, diffused ownership, and disrupted flow, are common across knowledge work, we will frame these outputs for adaptation by other professional communities. Following the workshop, we intend to invite interested attendees to co-author a joint publication synthesizing our collective strategies for accountable GenAI use. We also intend to disseminate our findings through a summary article in a HCI magazine or journal, highlighting the evolving nature of ownership and accountability in the Generative AI era.

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A AI Use Statement Framework

While participants are free to structure their disclosures as they see fit, we provide the following thematic framework to help guide reflexive accounts of GenAI integration. We encourage participants to move beyond simple disclosure toward a deep reflection of agency, accountability, and "co-thinking."

A.1 HCI Research & Design Cycle

Characterize your GenAI usage across the following phases [7]:

- **Planning & Literature Review:** (e.g., finding papers, summarizing themes).
- **Prototyping & Design:** (e.g., wireframing, "vibe coding", asset generation).
- **Data Collection & Synthesis:** (e.g., transcript coding, persona creation).
- **Analysis & Coding:** (e.g., system prototype development, quantitative analysis).
- **Dissemination & Communication:** (e.g., manuscript writing, presentation development).

A.2 Thematic Areas for Reflection

We invite participants to reflect on their practice through the lens of recent HCI discourse:

Agency and Originality Drawing on studies of UX professionals [17]: How do you maintain status as the primary "arbiter" of the final design? Have you noticed shifts in your professional identity?

Co-Thinking in Development Grounded in research on AI's role in system development [26]: Which tasks have you delegated to AI, and which have you reclaimed for "deep work?"

Empathy and Quality Integrity Describe a specific instance where AI-driven acceleration felt at odds with qualitative depth. How did you verify rigor?

Resistance and Re-imagining Utilizing theories of soft resistance [31]: Where have you intentionally rejected AI use for ethical or professional reasons?

Professional Policies & Boundaries How do institutional standards (e.g., ACM GenAI Principles [1]) shape your sessions? When do you choose to **STOP** using AI?