



Mannat Kaur, PhD

Academic Career

- April 2024 **PostDoc Researcher**, *Internet Architecture (INET) group*, Max-Planck-Institut für Informatik, Saarbrücken, DE
- Present Studying the human factors of internet operations through a sociotechnical-feminist lens.
Department Head: **Prof. Anja Feldmann, PhD**
- April 2023 **Researcher**, *ICT section, Department of Engineering Systems and Services (ESS)*, Faculty of Technology, Policy and Management (TPM), TU Delft, NL
- April 2024
- Sept 2018 **Ph.D. Human Factors in System Operations**, *ICT section, Department of Engineering Systems and Services (ESS)*, Faculty of Technology, Policy and Management (TPM), TU Delft, NL
- Dec 2022 Thesis: Towards Safe and Just Work Environments for System Administrators: A Qualitative Sociotechnical Investigation into System Administration
This PhD thesis includes a comprehensive systematization of human factors literature in the computer security domain, an in-depth interview investigation of coordination during the COVID-19 lockdown and a focus group study centering the gendered experiences of system administrators. It culminates in a set of recommendations for moving toward safe and equitable work environments for system administrators.
Supervisor: **dr.-Ing. Tobias Fiebig**
Promoter: **Prof.dr.ir. Marijn (F.W.H.A.) Janssen**
- Sept 2014 **M.Sc. Aerospace Engineering, Specialized in Control & Operations**, *TU Delft, NL*, 8.0
- Feb 2017 Thesis: Causes, Identification & Repair of loss of Common Ground in coordination in Air Traffic Management
Mathematical modelling & simulation of an aviation accident using agent-based frameworks to better understand how people coordinate with each other and technology, how this coordination breaks down and how it is repaired. A variability analysis shows the ineffectiveness of the “human error” perspective.
Supervisor: **Dr. Alexei Sharpans'kykh** | *Final thesis grade: 9.0*
Chair: **Prof.dr.ir. Henk (A.P.) Blom**
- Sept 2010 **B.E. Mechanical Engineering**, *RITM, VTU, Bangalore, IN*, 76.4% (*1st Class with Distinction*)
- July 2014 Final project focused on building a quad rotor aircraft copter and analyzing its performance characteristics.

Publications

- Oct 2026 **M. Kaur, A. Sharpans'kykh**, *Common Ground in coordination: The case of the 1977 Tenerife runway collision*, Cognitive Systems Research CSR, (2026)
- Aug 2026 **A.S. Inamdar, T. Fiebig, M. Kaur**, *The Ivory Tower Syndrome: Operators' Reflections on Academic BGP Security Solutions*, USENIX Security Symposium, (2026)
- June 2026 **M. Kaur, A. Hiwrale, S. Munot**, *A “Thousand Cuts”: Experiences of Women and Non-binary IT Workers with the Gendered Language of Computing*, ACM Conference on Fairness, Accountability, and Transparency FAccT, (2026)
- June 2026 **S. Athar, D. Gosain, A. Feldmann, M. Kaur, H. Dao**, *“Nobody should control the end user”: Exploring Privacy Perspectives of Indian Internet Users in Light of DPDPA*, ACM ASIA Conference on Computer and Communications Security AsiaCCS, (2026)
- Oct 2025 **S. Munot, T. Fiebig, M. Kaur**, *Compliance by Design or by Disguise? GDPR's Reshaping of Universities' Privacy Policies*, Workshop on Privacy in the Electronic Society WPES, (2025)

- Oct 2025 **S. Munot, T. Fiebig, M. Kaur**, “You just wanna sign on the dotted line and hope for the best”: Navigating the Cloudscapes of Higher Education, ACM HCI 9, Computer Supported Cooperative Work CSCW2, Article 267 (2025)
- Oct 2023 🏆 **M. Kaur, H. Sri Ramulu, Y. Acar, T. Fiebig**, “Oh yes! over-preparing for meetings is my jam :)”: The Gendered Experiences of System Administrators, ACM HCI 7, Computer Supported Cooperative Work CSCW1, Article 141 (2023)
>Awarded recognition for contribution to Diversity and Inclusion<
- Nov 2022 **M. Kaur, S. Parkin, M. Janssen, T. Fiebig**, “I needed to solve their overwhelmness”: How System Administration Work was Affected by COVID-19, ACM HCI 6, Computer Supported Cooperative Work CSCW2, Article 390 (2022)

Academic Activities

- 2025 - now **Ethics Review Board member**, Faculty of Mathematics & Computer Science, Saarland University
- 2025, 2026 **Lecturer**, Seminar, Humans of Computing: Past, Present & Future
- June 2026 **Speaker**, ACM FAccT, Montreal, Canada
- 2020 - 2027 **Reviewer**, CHI 2027, 2026, 2025, 2023 | CSCW 2025, 2023, 2022 | GIQ 2023 | ETIN 2020
- 2022 - 2027 **PC member**, NDSS 2027 | DIMVA 2026 & 2025 | STaR-IoT 2022
- June 2025 **Lecturer**, Saarland Informatics Campus (SIC) Lecture, Human aspects of running digital systems
- Feb 2024 **Guest lecturer**, Seminar, On the practice of System and Network Engineering
- Q3 2024 **Resident**, The Digital Everyday, 3-month online course about feminist inspection of technology
- Oct 2024 **Participant**, Cyberwitches and Feminist Technologies, Virtual seminar series
- Nov 2023 **Speaker**, RIPE 87, Rome, IT
- 2022, 2023 **Speaker**, ACM CSCW conference
- Oct 2023 **Participant**, CSCW Workshop: a toolbox of feminist wonder, Minneapolis, US, Virtual
- Sept 2023 **Participant**, Manifestations: Full Stack Feminism, Brighton and Hove, UK
- July 2023 **Participant**, IEEE STAST: Workshop on Socio-Technical Aspects in Security, Delft, NL
- 2018, 2023 **Participant**, RIPE 77 & 86, Amsterdam & Rotterdam, NL
- Sept 2019 **Participant**, Summer School: Human-Centered Systems Security, NERD.NRW, Aachen, DE
- Mar 2019 **Participant**, Winter School: Quantified Computer Security, University of Innsbruck, AT
- Nov 2018 **Speaker**, International Cross-industry Safety Conference (ICSC), Amsterdam, NL

Web Articles

- Mar 2026 **Privacy-Preserving Infrastructure for Online Focus Groups**, Published on Full Stack Feminism
- Oct 2023 “Oh yes! over-preparing for meetings is my jam :)”, Published on Medium
- Jan 2023 **The gendered experiences of non-cisadmen***, Published on APNIC Blog
- Nov 2022 **System administration work during the COVID-19 lockdown**, Published on APNIC Blog

Industry Experience

- 2018 **Safety Consultant**, Art of Work, Delft, NL
- Fall 2017 **Logistics & Communications Manager**, Central International Office, TU Delft, NL
- Fall 2016 **Head Coach**, Introduction Programme, TU Delft, NL
- Fall 2015 **Intern**, Bell Helicopter Supply Center (BHSC), Amsterdam, NL

Languages

English	First language, C2	Hindi	Native speaker
Dutch	Working proficiency, B2	Panjabi	Native speaker



Mannat Kaur – Google Scholar

+31 617354591 • mkaur@mpi-inf.mpg.de • [in mannatkaur](https://www.linkedin.com/in/mannatkaur)