James Anthony Hale
Ph.D. Candidate in Computer Science, University of Southern California
Institute for Creative Technologies
Los Angeles, California
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Research Interests

AI Conflict Resolution, Social Simulation, Affective Computing

Education

Ph.D., University of Southern California, Computer Science – Expected December 2026
Advisor: Jonathan Gratch

M.S., University of Southern California, Computer Science – May 2025

B.S., University of Tulsa, Computer Science & Mathematics – May 2021
Minor: High Performance Computing

Professional Experience

Graduate Research Assistant
Institute for Creative Technologies, University of Southern California
Advisor: Jonathan Gratch
2021 - Present

Teaching Experience

Graduate Teaching Assistant
University of Southern California
Affective Computing (CSCI 534) – Dr. Jonathan Gratch, Spring 2025
Fundamentals of Computation (CSCI 102) – Mark Redekopp, Fall 2024

Undergraduate Teaching Assistant
University of Tulsa
Operating Systems (CS 3053) – Dr. Mauricio Papa, Spring 2020 and 2021
Databases (CS 4163) – Dr. Sandip Sen, Fall 2020
Fundamentals of Algorithm and Computer Applications (CS 2003) – Dr. Sandip Sen, Summer 2019 and 2020
Data Structures (CS 2123) – Dr. Tyler Moore, Fall 2019

Affiliations

Citizenship: United States of America, Cherokee Nation

Publications

Journal Articles

Hale, James, Emmanuel J. Dorley, Peter H. Kim, and Jonathan Gratch. 2026. "IVAs to Study Gender Bias in Negotiation." Journal of Multimodal User Interfaces.

Hale, James, Peter H. Kim, and Jonathan Gratch. 2025. "'Provably Fair' Algorithms May Perpetuate Racial and Gender Bias: A Study of Salary Dispute Resolution." Autonomous Agents and Multi-Agent Systems 39 (1): 20.

West, Taylor N., Michael M. Prinzing, Catherine Garton, Catherine J. Berman, Jieni Zhou, **James Hale**, Jonathan Gratch, and Barbara L. Fredrickson. 2025. "Improving Social Connection with Weak Ties and Strangers: Effects of a New Micro-Intervention on Interaction Quality and Social Behavior." *The Journal of Positive Psychology* 20 (4): 652–662.

Sen, Sandip, Chad Crawford, Adam Dees, Rachna Nanda Kumar, and **James Hale**. 2020. "Effects of Parity, Sympathy and Reciprocity in Increasing Social Welfare." The Knowledge Engineering Review 35: e31.

Peer-Reviewed Conference Papers

Hale, James, and Jonathan Gratch. 2026. "AI Mediators Regulate Emotion and Create Value in Disputes." Proceedings of the International Conference on Affective Computing and Intelligent Interaction (ACII). Puebla, Mexico.

Hale, James, Mehran Bahmani, and Jonathan Gratch. 2026. "Gender Stereotype Threat in AI-Assisted Negotiation." Proceedings of the 26th ACM International Conference on Intelligent Virtual Agents (IVA). Puebla, Mexico.

Kwon, Deuksin, Kaleen Shrestha, Bin Han, Spencer Lin, **James Hale**, Jonathan Gratch, Maja Matarić, and Gale M. Lucas. 2026. "Can LLMs Truly Embody Human Personality? Analyzing AI and Human Behavior Alignment in Dispute Resolution." Proceedings of the AAAI Conference on Artificial Intelligence (AAAI), Special Track on AI for Social Impact. Singapore.

Rakshit, S., **James Hale**, Kushal Chawla, Jeanne M. Brett, and Jonathan Gratch. 2025. "Emotionally-Aware Agents for Dispute Resolution." Proceedings of the International Conference on Affective Computing and Intelligent Interaction (ACII). Canberra, Australia.

Hale, James, Sushrita Rakshit, Kushal Chawla, Jeanne M. Brett, and Jonathan Gratch. 2025. "KODIS: A Multicultural Dispute Resolution Dialogue Corpus." Proceedings of the 2025 Conference of the North American Chapter of the Association for Computational Linguistics: Human Language Technologies (NAACL-HLT). Albuquerque, New Mexico: 12771–12785.

Hale, James, Lindsey Schweitzer, and Jonathan Gratch. 2024. "Pitfalls of Embodiment in Human-Agent Experiment Design." Proceedings of the 24th ACM International Conference on Intelligent Virtual Agents (IVA). Glasgow, Scotland: 1–9.

Hale, James, Adam Dees, Jayson Garrison, and Sandip Sen. 2022. "Evaluating Adaptive and Non-adaptive Strategies for Selecting and Orienting Influencer Agents for Effective Flock Control." Proceedings of the International Conference on Principles and Practice of Multi-Agent Systems (PRIMA). Valencia, Spain: 509–522.

Hale, James, Peter H. Kim, and Jonathan Gratch. 2022. "Preference Interdependencies in a Multi-Issue Salary Negotiation." Proceedings of the 22nd ACM International Conference on Intelligent Virtual Agents (IVA 2022). Faro, Portugal: 1–8.

Geraghty, Robert, **James Hale**, and Sandip Sen. 2021. "FUN-Agent: A HUMAINE Competitor." Proceedings of the International Conference on Distributed Artificial Intelligence. Shanghai, China: 171–184.

Xu, Bohan, **James Hale**, Shadow Pritchard, and Sandip Sen. 2020. "An Application of the Infinite Framework in a Human-Agent Negotiation Competition." Proceedings of the 8th International Conference on Human-Agent Interaction (HAI 2020). Virtual Event: 32–40.

Refereed Workshop Papers

Han, Bin, Danah Yun, **James Hale**, and Jonathan Gratch. "Implicit Cultural Identity Signals in Language: Detection and Effects in Negotiation Dialogue." In Proceedings of the Workshop on Social Context (SoCon) and Integrating NLP and Psychology to Study Social Interactions (NLPSI), co-located with the 15th Language Resources and Evaluation Conference (LREC 2026), Palma de Mallorca, Spain, 2026.

Hale, James, HanMoe Kim, Ahyoung Choi, Peter H. Kim, and Jonathan Gratch. "Can LLMs Mediate Synchronous Dispute Dialogues?" In Proceedings of the 10th Linguistic and Cognitive Approaches to Dialog Agents (LaCATODA 2026) Workshop at AAAI-26, pp. 128–142. Singapore, 2026.

Lin, Eleanor, **James Hale**, and Jonathan Gratch. "Toward a Better Understanding of the Emotional Dynamics of Negotiation with Large Language Models." In Proceedings of the 24th International Symposium on Theory, Algorithmic Foundations, and Protocol Design for Mobile Networks and Mobile Computing (MobiHoc '23), pp. 545–550. Washington, DC, USA, 2023.

Geraghty, Robert, **James Hale**, Sandip Sen, and Timothy S. Kroecker. "FUN-Agent: A 2020 HUMAINE Competition Entrant." In Proceedings of the 1st International Workshop on Multimodal Conversational AI, pp. 15–21. Seattle, WA, USA, 2020.

Hale, James, Peter Kim, and Jonathan Gratch. "Fairness in Elicitation, Mediation, & Negotiation." In Citizen-Centric Multiagent Systems (CMAS) Workshop at the International Conference on Autonomous Agents and Multiagent Systems (AAMAS 2023). London, England, 2023.

Extended Abstracts

Hale, James, Lindsey Schweitzer, and Jonathan Gratch. "Integration of LLMs with Virtual Character Embodiment." In Proceedings of the 24th ACM International Conference on Intelligent Virtual Agents (IVA 2024), pp. 1–3. Glasgow, Scotland, UK, 2024.

Hale, James, Harsh Jalan, Nidhi Saini, Shao Ling Tan, Junhyuck Woo, and Jonathan Gratch. "Negotiation Game to Introduce Non-Linear Utility." In Proceedings of the 22nd ACM International Conference on Intelligent Virtual Agents (IVA 2022), pp. 1–3. Faro, Portugal, 2022.

Talks and Presentations

Conference Presentations (Non-Archival Papers)

Bahmani, Mehran, Kevin Tasa, **James Hale**, and Jonathan Gratch. "How Negotiators React to AI-Augmentation in Negotiations: Examining the Role of Gender" Presented at the 39th annual conference of IACM. Vienna, Austria, 2026.

Hale, James, Peter H. Kim, and Jonathan Gratch. "Risk Aversion and Demographic Factors Affect Preference Elicitation and Outcomes of a Salary Negotiation." In Proceedings of the Annual Meeting of the Cognitive Science Society (CogSci 2023), Vol. 45. Sydney, Australia, 2023.

Symposia Presentations

Hale, James, HanMoe Kim, Ahyoung Choi, and Jonathan Gratch. "AI-Mediated Dispute Resolution." In Proceedings of the AAAI Spring Symposium Series, vol. 5, no. 1, pp. 67–70. San Francisco, CA, USA, 2025.

Hale, James, Eleanor Lin, Ian Wu, Yu Rong, Kushal Chawla, Gale Lucas, and Jonathan Gratch. "Instilling discipline in LLM-based negotiating agents." In Advancing conflict management research through the lens of AI. Presented at the 37th annual conference of IACM. Singapore, 2024.

Schweitzer, Lindsey, **James Hale**, Edward Fast, Jonathan Mell, Jonathan Gratch. "Animated Agents in Negotiation" In Advancing the AI and Negotiation

Research. Presented at the 36th annual conference of IACM. Thessaloniki, Greece, 2023.

Professional Service

Conference Organization

International Society for Research on Emotion (ISRE)
Submission Chair & Student Volunteer Coordinator – 2022

Conference Reviewer

Conference on Affective Computing and Intelligent Interaction (ACII)
2026
Conference on Human Factors in Computing Systems (CHI)
2026
Association for the Advancement of Artificial Intelligence (AAAI)
2026
Conference on Autonomous Agents and Multiagent Systems (AAMAS)
2025 - 2026
Conference on Intelligent Virtual Agents (IVA)
2024 - 2026

Workshop Organization

Social Influence in Conversations (SICon)
Program Chair – EMNLP 2024, ACL 2025
Publication Chair - ACL 2023

Workshop Reviewer

Citizen-Centric Multiagent Systems (C-MAS)
2024–2026

Student Mentoring

Research Mentor, USC ICT REU Program

Mayisa Tasnim	
Amherst College	Summer 2026
Daniel Amon-Kotey	
University of Maryland Baltimore County	Summer 2026
Sushrita Rakshit	
University of Michigan	Summer 2024
Eleanor Lin	
Columbia University	Summer 2023
Lindsey Schweitzer	
Middlebury College	Summer 2022