

JOSE M. ALVAREZ

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CURRENT POSITION

Postdoctoral Researcher

Nov 2024 - Present

Department of Computer Science, KU Leuven

Leuven, BE

- Joint project between the Research Centre for Information Systems Engineering (LIRIS) and the Declarative Languages and Artificial Intelligence (DTAI) Section

EDUCATION

Ph.D. in Data Science, *with distinction*

Nov 2020 - Jul 2024

Scuola Normale Superiore, Pisa, Italy

Thesis: Causality for Fair Machine Learning: Selected Topics and Applications

Advisor: Salvatore Ruggieri

Examiners: Joshua Loftus, Mykola Pechenizkiy

M.Sc. in Econometrics and Empirical Economics, *with distinction*

Sep 2015 - May 2017

Toulouse School of Economics, Toulouse, France

B.A. in Economics, History, *summa cum laude*

Sep 2011 - May 2015

University of Florida, Florida, USA

International Baccalaureate

Sep 2009 - May 2011

Lester B. Pearson United World College, B.C., Canada

EXPERIENCE

Marie Skłodowska-Curie Early-Stage Researcher

Nov 2020 - Oct 2024

Department of Computer Science, University of Pisa

Pisa, IT

- Early-stage researcher (ESR) with the *NoBIAS: AI without Bias ITN*, an interdisciplinary research project funded by Horizon 2020
- Included two industry research visits to SCHUFA (Summer 2023) and Generali IT (Fall 2021), and one academic research visit to KU Leuven under Prof. Bettina Berendt (Fall 2022)

Senior Consultant – Operational & Financial Risk Modeling

May 2017 - Oct 2020

Risk Advisory, Deloitte

Brussels, BE

- Designed, developed, and deployed statistical machine learning models for Benelux clients in the energy, utilities, and financial sectors
- Built an end-to-end time series forecasting tool at the *Deloitte aiStudio* in Frankfurt, DE, as the chosen Belgium representative

Summer Economist

Jun - Aug 2016

Cabinet Office, UK Government

London, UK

- Provided insights via statistical analysis to policy makers on a range of topics, such as studying the volunteering determinants in the UK and the variation in electoral costs across local authorities

Summer Strategic & Commercial Analyst

Jun - Aug 2016

Frontera Energy

Bogota, CO

- Elaborated daily oil and gas price reports, providing economic insight into the effects of current events on price fluctuations in the market world markets for briefings and weekly presentations

AWARDS

Best Reviewer , International Conference on Machine Learning (ICML)	2024
Borsa di Ricerca , University of Pisa	2023 - 2024
Marie Skłodowska-Curie Fellowship , University of Pisa	2020 - 2023
Phi Beta Kappa , University of Florida	2015
Honors Program , University of Florida	2011 - 2015
Davis United Word College Scholar , University of Florida	2011 - 2015
United Word College Scholarship , Lester B. Pearson College	2009 - 2011

PUBLICATIONS

(* shared first author)

1. **José M. Álvarez**, A. Mastropietro, and S. Ruggieri. The initial screening order problem. *CoRR*, abs/2307.15398, 2024. *Forthcoming in WSDM, 2025*. [[arXiv](#)] [[code](#)]
2. **J. M. Álvarez**, A. Bringas-Colmenarejo, A. Elobaid, S. Fabbriizzi, M. Fahimi, A. Ferrara, S. Ghodsi, C. Mougan, I. Papageorgiou, P. Reyero, et al. Policy advice and best practices on bias and fairness in AI. *Ethics and Information Technology*, 26(2):31, 2024. [[paper](#)]
3. **J. M. Álvarez** and S. Ruggieri. Counterfactual situation testing: Uncovering discrimination under fairness given the difference. In *EAAMO*, pages 2:1–2:11. ACM, 2023. [[paper](#)] [[code](#)]
4. **J. M. Álvarez***, K. M. Scott*, B. Berendt, and S. Ruggieri. Domain adaptive decision trees: Implications for accuracy and fairness. In *FAccT*, pages 423–433. ACM, 2023. [[paper](#)] [[code](#)]
5. C. Mougan, **J. M. Álvarez**, S. Ruggieri, and S. Staab. Fairness implications of encoding protected categorical attributes. In *AIES*, pages 454–465. ACM, 2023. [[paper](#)] [[code](#)]
6. S. Ruggieri, **J. M. Álvarez**, A. Pugnana, L. State, and F. Turini. Can we trust fair-AI? In *AAAI*, pages 15421–15430. AAAI Press, 2023. [[paper](#)]
7. M. Lazzari, **J. M. Álvarez**, and S. Ruggieri. Predicting and explaining employee turnover intention. *Int. J. Data Sci. Anal.*, 14(3):279–292, 2022. [[paper](#)]

PREPRINTS

1. J. M. Álvarez and S. Ruggieri. Causal perception. *CoRR*, abs/2401.13408, 2024. *Under preparation*. [[arXiv](#)]
2. J. M. Álvarez and S. Ruggieri. Mutatis Mutandis: Revisiting the comparator in discrimination testing. *CoRR*, abs/2405.13693, 2024. *Under submission*. [[arXiv](#)]
3. F. Palomba, A. Pugnana, J. M. Alvarez, and S. Ruggieri. A causal framework for evaluating deferring systems. *CoRR*, abs/2405.18902, 2024. *Under submission*. [[arXiv](#)]

PARTICIPATION

Invited speaker, Causality Reading Club, University of Pisa	Jul 2024
Presentation, 3rd European Workshop on Algorithmic Fairness	Jul 2024
Invited speaker, EAAMO Bridges, ALP Working Group	May 2024
Invited speaker, ASR Group, University of Oslo	Nov 2023
Poster, ACM EAAMO	Oct 2023
Doctoral colloquium, ACM EAAMO	Oct 2023

Presentation, ECML PKDD Workshop on Bias and Fairness in AI	Sep 2023
Presentation, ACM FAccT	Jun 2023
Invited speaker, KDD Lab Seminar, University of Pisa	May 2023
Poster, IMS International Conference on Statistics and Data Science	Dec 2022
Poster, NeurIPS Workshop on Algorithmic Fairness through the Lens of Causality	Dec 2022
Invited speaker, 1st Comète Workshop on Ethical AI, Inria Polytechnique	Sep 2022
Doctoral colloquium, ACM FAccT	Jun 2022
Presentation, 1st European Workshop on Algorithmic Fairness	Jun 2022
Invited speaker, NoBIAS Monthly Colloquium	Oct 2021

LEADERSHIP AND COMMUNITY SERVICE

Reviewer

2025	AISTAT
2024	ACM FAccT, NeurIPS, EWAF, ICLR, ICML, ECML-PKDD, ACM AIES
2023	ACM FAccT, NeurIPS, EWAF, AFT Workshop
2022	AFCP Workshop

European Workshop on Algorithmic Fairness (EWAF) 2022 -

- Area chair, and social media co-chair for [EWAF'24](#) (3rd edition)
- Co-organizer, social media chair, and sponsorship co-chair for [EWAF'23](#) (2nd edition)

European Association for Algorithmic Fairness (EAAF) 2023 -

- Co-founder of [EAAF](#), which organizes EWAF, and member of the inaugural board

SKILLS

Software	Python, R, \LaTeX , Git
Languages	Spanish (Native), English (Bilingual), Italian (Fluent), French (Intermediate)

PERSONAL

Interests	Football, Drums, Reading
Nationalities	Venezuelan, Italian

Last updated: November 4, 2024