

Resume Screening AI at Apex Talent Solutions

A Data Ethics Analysis

Ryan McCurry

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Agenda

Algorithm & Scenario

The Apex Resume Screening AI

System Diagram

Where the Ethics Risks Occur

Concepts

Data Provenance & Power

Recommendation

Addressing the Data Ethics Issue

References

Sources from Coursework

Algorithm & Scenario

Algorithm

- Resume scoring AI that assigns each applicant a score from 0–100
- Top-scoring candidates are passed to a human recruiter for final review
- Low-scoring candidates are filtered out automatically

Training Data

- 10 years of Apex Talent Solutions' internal placement and hiring records
- Profiles for applicants purchased from third-party data brokers
- Third-party broker profiles were not primarily compiled for job suitability

Who is affected?

- Job applicants: Scored and evaluated without their knowledge
- Human recruiters: Receive a filtered pool of top-scoring candidates
- Client companies: Only see candidates approved by recruiters

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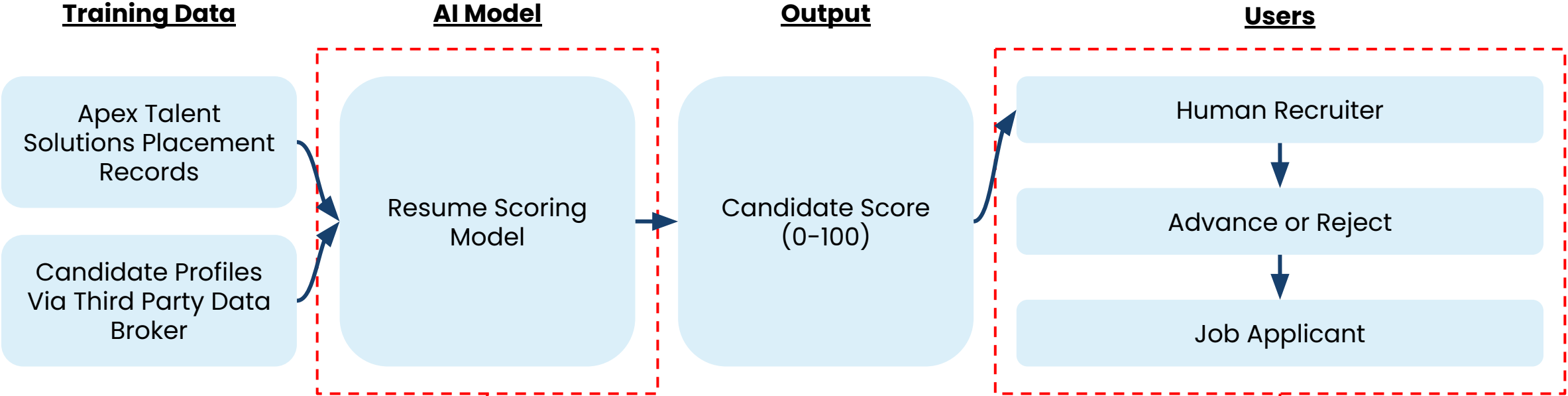
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Risk #1: Data Provenance

Training data reflects a decade of potentially biased hiring decisions, supplemented by broker profiles of unknown origin and accuracy

Risk #2: Power Imbalance

Applicants are scored and potentially rejected by an AI system they are unaware of, using data about them they cannot see or contest

Course Concepts

Data Provenance

- Data sets are the result of human processes and decisions, they are not purely objective (Onuoha, 2016)
- Apex's training data reflects past human decisions, not necessarily the quality of the candidate measured
- Broker profiles compile thousands of attributes which can lead to multiple forms of discrimination (Melendez & Pasternack, 2019)

Power

- AI systems assist those who deploy them, not those evaluated by them (Kalluri, 2020)
- Applicants have no way to investigate or contest results of the AI system and are simply the subjects of the data
- Power is heavily weighted toward Apex and its clients, who benefit from efficiency gains while applicants take on all of the risk with no visibility

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Recommendation

Establish Informed Consent and Data Transparency

Implementation

- Notify applicants that an AI system is used to score their resume
- Disclose that third-party data broker profiles may be used in their evaluation
- Give applicants access to broker data being used about them and the ability to contest inaccuracies
- Audit the provenance of both internal training data and broker data sources before further use

Reasoning

- Data collection is a transaction involving real people on both sides (Onuoha, 2016)
- Those evaluated by AI systems should have the ability to investigate and contest them (Kalluri, 2020)

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Resources

Kalluri, P. (2020, July 7). Don't ask if artificial intelligence is good or fair, ask how it shifts power. *Nature*, 583, 169. <https://www.nature.com/articles/d41586-020-02003-2>

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Thank you