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English 612

Dr. Woods

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Algorithms Within the Workplace

<table>
<tr><td colspan="2">Classroom Description: My hypothetical classroom will be a post-secondary class given at a junior college. Students would be adults of all ages, and mainly have their degrees focused in English, Education, and Computer Science. This class meets in-person once a week for two hours and has sixteen students.</td></tr>
<tr><td colspan="2">Course Description: This class would be titled Privacy and Surveillance: the Language of Control. This course and its sections will focus on: defining, understanding, researching, and creating resources in the world of privacy and surveillance.</td></tr>
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<tr><td>Overall Course goals:</td><td>By the end of this course students will be able to define the terms privacy and surveillance, along with their differences.
By the end of this course students will be able to identify different types of privacy and surveillance used in their daily life.</td></tr>
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	● By the end of this course students will be able to create/research ways to prevent unwanted surveillance.
Lesson Description:	This lesson will touch on the surveillance techniques used for hiring employees in the work place. After the completion of this unit, students will be able to explain how algorithms work within the hiring process.
Lesson Objectives:	● Students will be able to describe the makeup of an algorithm. ● Students will be able to identify some of the characteristics workplace algorithms can pick up on in a resume. ● Students will be able to journal their thoughts/solutions on the problems with these algorithms.
Materials and Equipment	● Notebook paper ● Class Whiteboard ● Student's Character Resume ● 8 sets of Algorithm Hiring Trait Cards (Appendix A) (Aerotek 2025, IFOW 2022)

Introduction: 7-14 mins Materials: Notebook paper Class Whiteboard	● Background knowledge: Students would have been asked after their last class period to create a fictional resume on a human fictional character. ● The instructor will ask the class to list off some of the careers their fictional characters have had. Past careers will be written on one section of the board and on the other section the instructor will write the job the characters are applying for. ● The teacher will then ask the students to write down what jobs on the board their character would be the best at. This judgment must be based on the information on their resume alone. ● The instructor will ask for a few volunteers to present what they wrote on their characters. The teacher will then explain how these judgments are similar to the judgments algorithms make towards job applicants.

Procedures for Activities:

Activity One: (Wason 2025)	● Students will be put into four groups of four and will be taught the game "Going on a Picnic." (Some students may already know this game since it is played in many elementary

20- 30 mins	schools).
	The instructor will give further information on the game.
	Example on instructions: One person will be the rulemaker and come up with one rule as to what can come to the picnic. The three remaining students will then take turns asking what they can bring to the picnic. The rulemaker will then either tell the student they can come or they can't come to the picnic based on if the item matched their rule. This round of the game will continue until the rule is found out. Each student will get one chance to be the rulemaker.
	Example of round:
	Hidden Rule: items must start with a consonant.
	Player: "I am going to bring a sandwich to the picnic."
	Rulemaker: "You may come to the picnic."
	Player: "I am going to bring apples to the picnic."
	Rulemaker: "You may not come to the picnic."
	● The teacher will then explain how sometimes algorithms can abide by these crazy rules. (Wason 2025)
Activity Two:	● Students will then be placed into groups of two and ask to get

30- 40 mins Materials: Student's Character Resume 8 sets of Algorithm Hiring Trait Cards (Appendix A) (Aerotek 2025, IFOW 2022)	out their character's resume. Students will switch character resumes and be asked to pick up a card from the Algorithm Hiring Trait card deck on the table. ● Round One: Students will be asked to judge this character based on the trait they drew and asked to write their thoughts down. Each student will then ask the other student questions about that character and compare the trait again. Students will then write on their new perspective of the character. ● Before Rounds Two and Three: students will give each other back their character resumes and have one of the students go to the next table (with a different student/character resume waiting for them). The Algorithm Hiring Trait Cards will stay at their original desks. ● Students will then repeat the process of round one for rounds two and three. ● Once all rounds are completed the teacher will call attention back to the front and ask volunteers what their thoughts were on judging a trait on a character's resume (v.s. actually hearing/getting to know the character). ● (Hopefully students will realize some of the traits cannot be judged fairly because they are not present in the resume). ● The teacher will then address the more prejudiced traits not

	given in the Hiring Trait Cards that some companies look for, such as: gender, race, culture, sexual orientation, religion, class, disability, and body size (Aerotek 2025, IFOW 2022).
Activity Three: 25 -30 mins Materials: Notebook paper	• The instructor will then ask the students to write down a list of positive (if there are any) and negative attributes of algorithms being used in the hiring process of the workforce. • Students will then be asked to write two to three solutions to their negative attributes. (Some solutions might range from just going in person when seeking job information, to staying away from jobs that use algorithms in general).

Assessment and Homework

Closure: Last 6 mins of class	• The teacher will ask the class to think on how they could implement some of the changes they came up with in their daily lives (not the workforce) in which algorithms are present. • For the next class, students will bring a list they found/researched on algorithms in their daily life.

Appendix A   **Algorithm Hiring Trait Cards** (Aerotek 2025, IFOW 2022)

1. Education	2. Based on the hiring company's qualities of their best worker.
3. Personality	4. Age
5. The grade level of the applicant's writing.	6. Time Management Skills

References

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