Writing Prompt: Job Ads

The Context: In our lab, we observed LLMs rank candidates based on specific resumes. Often, these models identify "top talent" not through a holistic understanding of human potential, but through statistical pattern matching.

The Task:

Write a reflection that connects your lab results to our discussions from the text readings. To help you, here are two particular directions to go, and your writing should be about half a page for each. We'll have a chance to do some peer review and revision after the initial write up.

1. **Stochastic Logic vs. Human Judgement (Raaijmakers, Ch. 1-2)** How is the LLM's "choice" of a candidate actually a probabilistic prediction of language patterns rather than a "decision." How does the model's reliance on *distributional semantics* (the idea that words derive meaning from their neighbors) affect how it perceives a "good" resume?

2. **The Ethical Framework (Coeckelbergh, Ch. 1-2)** In the context of *moral agency* and *moral patiency*, if the LLM eliminates a highly qualified candidate due to a biased training pattern, where does the moral responsibility lie? Is the LLM a "neutral tool," or has it become a "mediator" that changes the ethical nature of hiring?