

Creating a GAI Usage Policy

Integrating Integrity Through Student Engagement

Traffic Light Model

- **Red Light:** Absolutely no GAI usage allowed.
- **Yellow Light Statement:** GAI usage is limited to specific tasks or specific tools.
- **Green Light Statement:** GAI usage is encouraged.

The AI Assessment Scale

1	NO AI	The assessment is completed entirely without AI assistance in a controlled environment, ensuring that students rely solely on their existing knowledge, understanding, and skills You must not use AI at any point during the assessment. You must demonstrate your core skills and knowledge.
2	AI PLANNING	AI may be used for pre-task activities such as brainstorming, outlining and initial research. This level focuses on the effective use of AI for planning, synthesis, and ideation, but assessments should emphasise the ability to develop and refine these ideas independently. You may use AI for planning, idea development, and research. Your final submission should show how you have developed and refined these ideas.
3	AI COLLABORATION	AI may be used to help complete the task, including idea generation, drafting, feedback, and refinement. Students should critically evaluate and modify the AI suggested outputs, demonstrating their understanding. You may use AI to assist with specific tasks such as drafting text, refining and evaluating your work. You must critically evaluate and modify any AI-generated content you use.
4	FULL AI	AI may be used to complete any elements of the task, with students directing AI to achieve the assessment goals. Assessments at this level may also require engagement with AI to achieve goals and solve problems. You may use AI extensively throughout your work either as you wish, or as specifically directed in your assessment. Focus on directing AI to achieve your goals while demonstrating your critical thinking.
5	AI EXPLORATION	AI is used creatively to enhance problem-solving, generate novel insights, or develop innovative solutions to solve problems. Students and educators co-design assessments to explore unique AI applications within the field of study. You should use AI creatively to solve the task, potentially co-designing new approaches with your instructor.



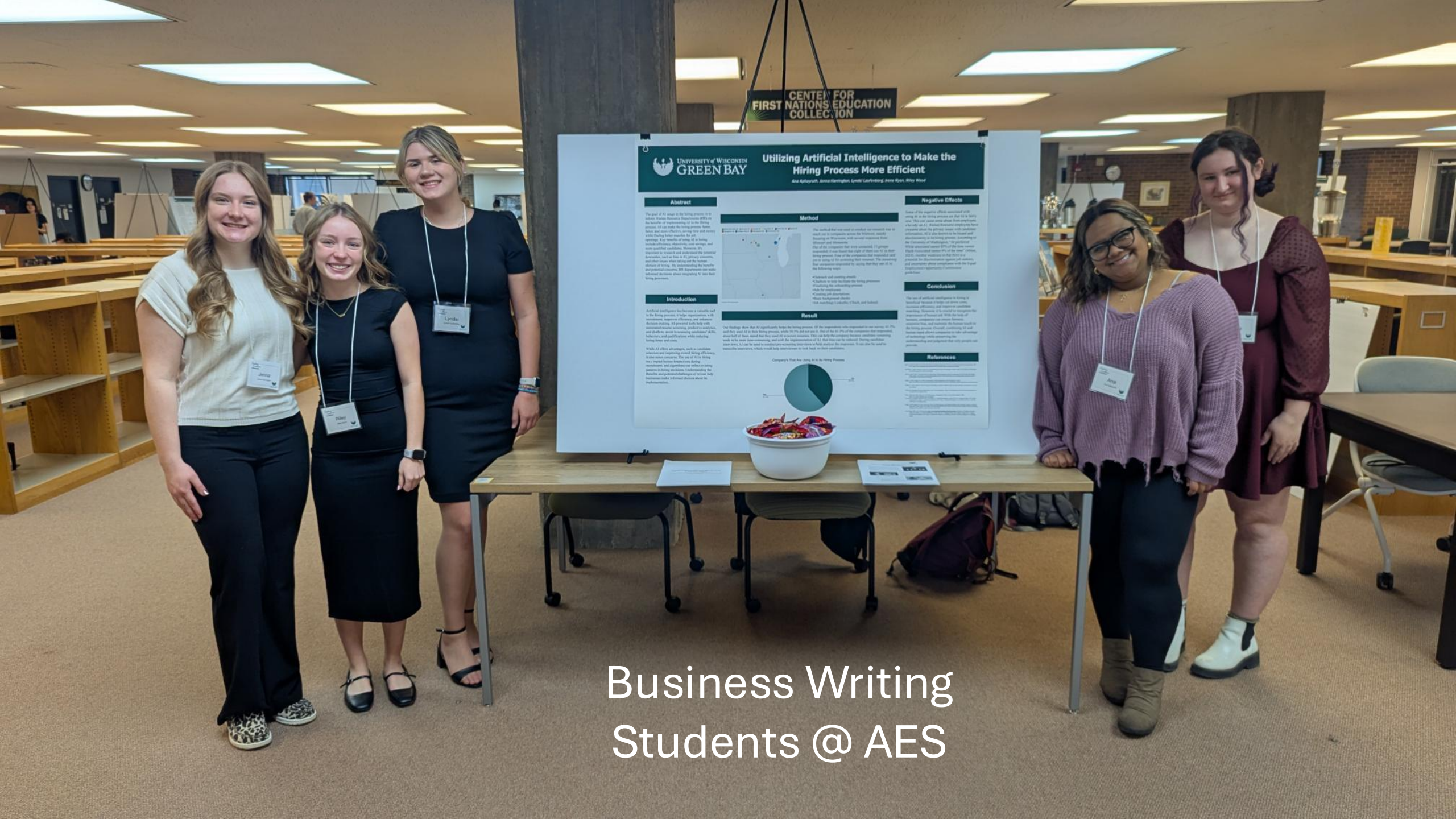
Getting Back to Values

- International Center for Academic Integrity
- Cited in *The Opposite of Cheating* (Gallant & Rettinger, 2025)
- Why do we cheat?

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Because we're human!



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GREEN BAY

Utilizing Artificial Intelligence to Make the Hiring Process More Efficient

Alex Aphornvith, Berna Harrington, Lyndi Laufenberg, Jesse Ryan, Riley Wood

Abstract

The goal of AI usage in the hiring process is to reduce Human Resources Department (HR) on the benefits of implementing AI in the hiring process. AI can make the hiring process faster, easier, and more effective, saving time and money while finding better matches for the job opening. Key benefits of using AI in hiring include efficiency, accuracy, cost savings, and more qualified candidates. However, AI exposure is essential and understood the potential drawbacks, such as bias in AI, privacy concerns, and other issues often taking and the human element of hiring. AI, understanding the benefits and potential concerns. HR departments can make informed decisions about integrating AI into their hiring processes.

Introduction

Artificial intelligence has become a valuable tool in the hiring process. It offers numerous advantages, including efficiency, accuracy, and cost savings. However, it also presents challenges, such as bias, privacy concerns, and the potential for job displacement. This paper explores the benefits and potential drawbacks of using AI in hiring, providing a balanced view of its role in the recruitment process.

While AI offers advantages, such as candidate selection and improved hiring efficiency, it also raises concerns. The use of AI in hiring may impact human interactions during interviews, and algorithms can reflect existing biases in hiring practices. Understanding the benefits and potential challenges of AI can help businesses make informed decisions about its implementation.

Method



The method that was used to conduct our research was to search for companies across the University of Wisconsin-Green Bay and Wisconsin. We selected companies that were listed in the Wisconsin Business Directory. We then contacted the companies and asked them to participate in our study. We used a survey to collect data on their hiring practices and their use of AI in hiring. The data was then analyzed to identify trends and patterns in the hiring process.

Our findings show that AI significantly helps the hiring process. Of the respondents who responded to our survey, 61% said they used AI in their hiring process, while 39% did not use it. Of the 61% of the companies that responded, 61% of those said that they used AI to screen resumes. The top three reasons for using AI were to save time, to find better candidates, and to reduce bias in hiring. The top three reasons for not using AI were that it was too expensive, that it was too complicated, and that it was not accurate.

Company's That Are Using AI in Hiring Process



Negative Effects

Some of the negative effects associated with using AI in the hiring process are that it is a costly tool. The cost can come from the software used to implement AI, or from the time and resources needed to train the AI system. Additionally, AI is also known to be biased and discriminatory in the hiring process. According to the University of Pennsylvania, "AI-powered hiring algorithms can perpetuate existing biases and discrimination against job seekers, and potentially cause compliance with the Equal Employment Opportunity Commission guidelines."

Conclusion

The use of artificial intelligence in hiring is beneficial because it helps to save time, increase efficiency, and improve candidate matching. However, it is essential to recognize the importance of human input. The role of the hiring manager is to provide context and make the final decision. AI should be used as a tool to assist in the hiring process, not as a replacement for human judgment.

References

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Business Writing
Students @ AES

**ICAI
Fundamental
Values**

- Honesty
- Trust
- Fairness
- Respect
- Responsibility
- Courage

**Write one
sentence for
each of these
values that
connects to
your pedagogy**

- Honesty
- Trust
- Fairness
- Respect
- Responsibility
- Courage

In small groups, create a red or green light policy incorporating three of these values:

Red/Green

Group One

- **Honesty**
- **Trust**
- **Fairness**

Red/Green

Group Two

- **Respect**
- **Responsibility**
- **Courage**

Use values to create academic integrity policy that incorporates GAI usage:

- Yellow Light
- AIAS Planning, Collaboration, or Exploration

What specific assignments
complicate umbrella policies?

How might we discuss these policies with our students?

What ramifications and
consequences are warranted?