Diploma Thesis Evaluation Form

Author: Joana dos Santos Silva

Title: Algorithmic Discrimination

Programme/year: ISSA, 23/24

Author of Evaluation (~~supervisor~~/external assessor): Dr. Petr Spelda

Criteria	Definition	Maximum	Points
Major Criteria			
	Research question, definition of objectives	**10**	9
	Theoretical/conceptual framework	**30**	24
	Methodology, analysis, argument	**40**	35
Total		*80*	68
Minor Criteria			
	Sources	**10**	10
	Style	**5**	5
	Formal requirements	**5**	5
Total		*20*	20
TOTAL		*100*	88

Charles University, Faculty of Social Sciences, Institute of Political Studies /
Smetanovo nabrezi 6, 110 01 Prague 1, Czech Republic, info@fsv.cuni.cz, tel: +420 222 112 111

www.fsv.cuni.cz

Evaluation

Major criteria:

The dissertation analyzes algorithmic decision-making used in hiring. Conceptualization is based on sociotechnical debates regarding fairness and bias in machine learning models. Critical theory is then used to build a framework allowing the dissertation to study the use of machine learning in hiring processes.

Four well-selected cases (Amazon, TaskRabbit, HireVue, Fiverr) are analyzed to illustrate the issues. The analysis is based on evidence gathered from secondary sources and reports. The issues caused by technological limitations are captured persuasively. Case studies could be better analytically connected to the technological limitations.

Minor criteria:

Based on the anti-plagiarism software checks, it is formally confirmed that the submitted thesis is original and, to the best of my knowledge and belief, does not, in an ethically unacceptable manner, draw from the works of other authors.

All minor criteria are met.

Overall evaluation:

The dissertation is a solid piece of research on an important topic. The main shortcoming lies in a certain (analytical) gap between technological limitations of machine learning and the analyzed case studies.

Suggested grade: B

Signature