



HR & THE WORLD OF AI

“HITTING DIFFERENT” IN 2025



Illinois State University
is not responsible for
the content or the
opinions shared within
this presentation.

All content is that of the
presenter and/or
generated by AI

CONTENT

01

BRIEF HISTORY OVERALL TECH

02

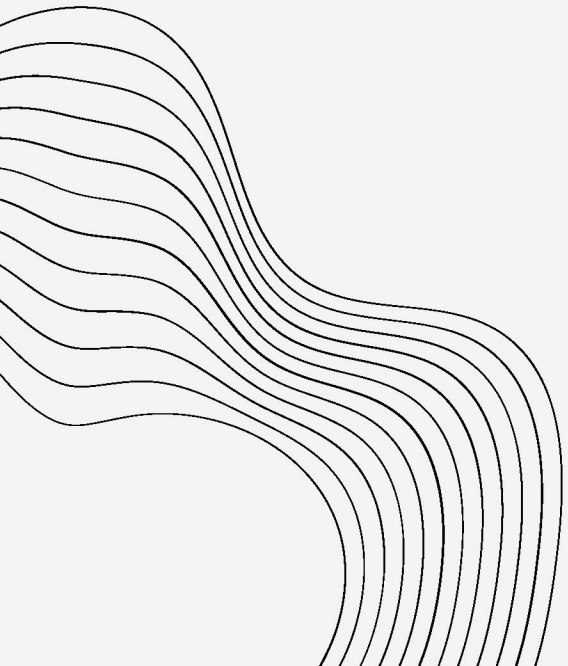
CONCERNS AND OPPORTUNITIES

03

COMMON TOOLS (LLM'S)

04

SAMPLES AND "ADVICE"











1964

AT&T Picturephone



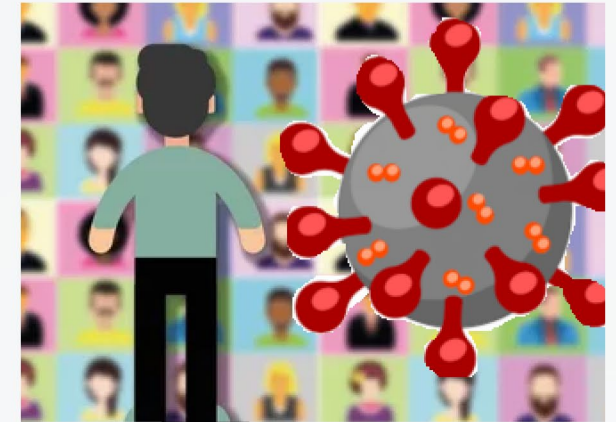
1992

CU SeeMe



1995 - 2004

Webex & GoToMeeting



2010'S-20

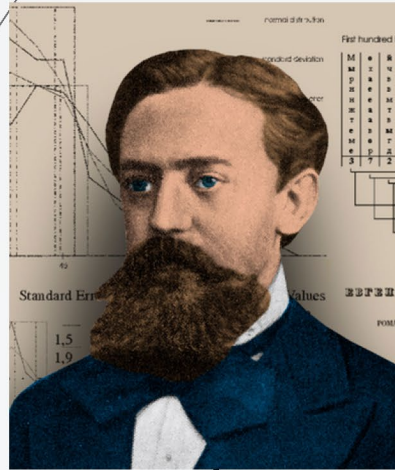
Zoom





1689

Lloyds of London



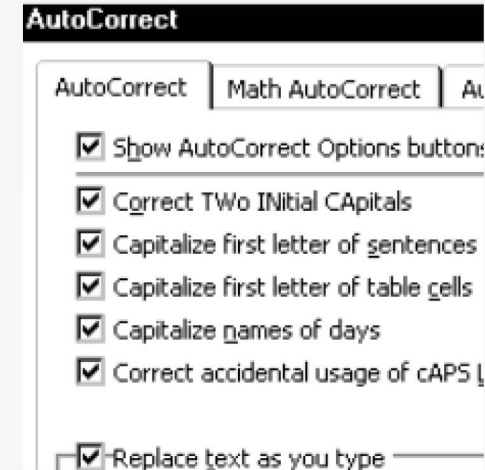
1900'S

Alexander Markov



1958-60'S

Term AI



90'S-00'S

Autocorrect



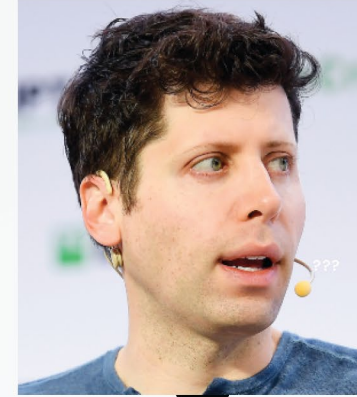
2012
Alexnet



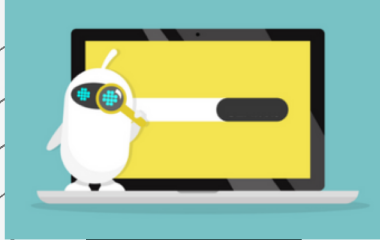
2016
MS Tay



2018
BERT



2020
GPT



2020

Transparency?
GPT 3?
Clean? Hallucinations?

2023

GPT 4o
Bard (now Gemini)

2024

Perplexity, Claude,
Salesforce
Canva
Etc.

2025

Deepseek? On-prem
preferred? Better cat
videos?

DATA SECURITY AND PRIVACY

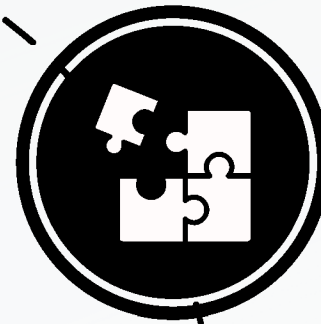
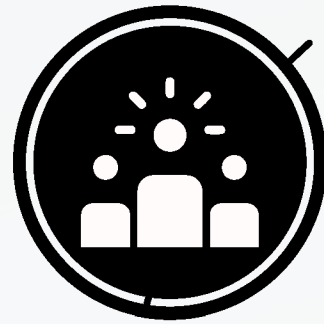
FERPA

HIPAA

COPPA

GDPR

NORA




Elizabeth Adams PhD





Fairness in AI
Accountability in AI
Leadership in AI
Algorithmic Accuracy in AI


slides and content available at eadams.tech

Log in to your account

 Sign in with Google

 Sign in with Apple

 Sign in with Facebook

 Sign in with GitHub

Sign in with SSO

Or continue with email

Email

Enter your email address

Password

[Forgot password](#)

Enter your password

Sign in

Don't have an account? [Sign up](#)

Fairness in AI

Conversation Starter

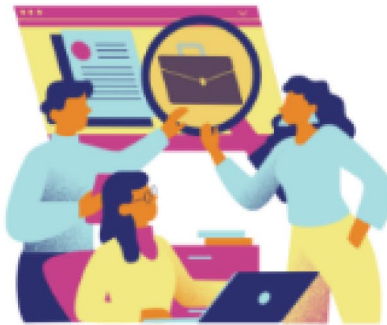
1 What is it?

Fairness in AI refers to the ethical principle of ensuring unbiased and equitable treatment of individuals and groups when designing, developing, and deploying artificial intelligence systems.

2 Its Importance

In the era of Responsible Artificial Intelligence (AI), fairness is a crucial aspect that leaders and employees need to address. Ensuring fairness in AI systems not only promotes ethical practices but also fosters inclusivity and equal opportunities for all.

By embarking on this journey together, we have the opportunity to cultivate a culture of responsibility in AI and bring about positive transformation in AI development. It is crucial that we prioritize fairness, which entails treating all individuals and groups impacted by AI systems equitably and considering their needs and perspectives.



5 Questions to Ask

3

How does our organization define fairness in the context of AI systems?

What steps are we taking to identify and mitigate bias in our AI algorithms?

How do we actively engage diverse stakeholders in the design and development of our AI systems to ensure a fair representation of perspectives?

How do we assess and address potential unintended consequences and discriminatory outcomes of our AI systems?

What measures are in place to promote transparency and accountability in the use of AI technologies to avoid unfair practices?

Elizabeth M. Adams
Leadership of Responsible AI™
eadams.tech



LEADERSHIP OF RESPONSIBLE AI

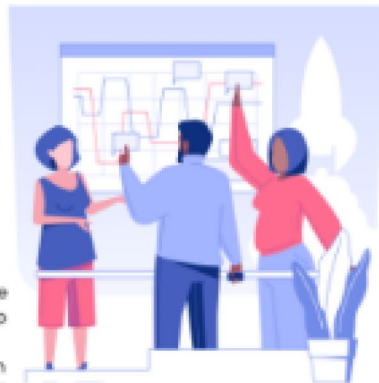
Mapping Stakeholder Theory to Responsible AI

1 What is it?

The significance of stakeholders in corporate management practices arose around 1984 when stakeholder theory (SKT) gained prominence. Dr. R. Edward Freeman is frequently referred to as the "father of stakeholder theory" since he pioneered the application of SKT in organizational management and business ethics, which addresses morals and values associated with capitalism (Freeman, 2010).

2 In Practice

It assists organizational leaders in gaining clarity about how they wish to do business and the precise kinds of relationships they wish to develop with their stakeholders to accomplish their objectives. Responsible AI (RAI) is intended to gain clarity about how we do "Artificial Intelligence" (AI) and how we can engage employee stakeholders to accomplish our objectives in AI.



Responsible AI Considerations

3

SKT emphasizes the interconnectedness of businesses, their customers, suppliers, employees, investors, and communities (Freeman et al., 2004)

Despite SKT's significance to business practice, there have been no studies published to date linking employee stakeholders impacted by AI to participation in the innovation process.

According to Abdul et al. (2018), individuals must be able to comprehend how technology may affect them and others, trust it, and feel in control of it. Responsible leadership should demonstrate how to engage employee stakeholders

Elizabeth M. Adams
Leadership of Responsible AI™



1 What is it?

Accountability in AI refers to the shared responsibility and answerability of leaders, employees, and organizations for their actions, decisions, and outcomes related to the development, deployment, and use of AI technologies.

2 Its Importance

Accountability in AI establishes trust. It ensures that AI-related choices are made with a clear understanding of the potential impact on individuals and society, promoting responsible and ethical behavior.

Accountability in AI is also critical for legal and regulatory compliance. By adhering to relevant laws, regulations, and industry standards, organizations can avoid legal risks, reputational damage, and penalties associated with non-compliance. Accountability in AI drives continuous improvement by encouraging organizations to learn from mistakes and refine AI practices.

Accountability in AI

Conversation Starter

5 Questions to Ask

3

Who is responsible for ensuring ethical AI practices within our organization, and how are we held accountable for our actions and decisions?

How is our organization promoting a culture of Accountability in AI?

How do we measure the effectiveness of our accountability practices?

What training programs are in place to help demonstrate what Accountability in AI looks like?

Who is accountable for monitoring and evaluating the performance and impact of our AI systems?



Elizabeth M. Adams
Leadership of Responsible AI™
eadams.tech



Algorithmic Accuracy in AI

Conversation Starter

1 What is it?

Algorithmic Accuracy refers to the degree to which an algorithm or AI model produces correct and reliable outcomes, predictions, or recommendations. It signifies the alignment between the algorithm's outputs and the true values or desired outcomes.

2 Its Importance

Algorithmic Accuracy safeguards against biased or discriminatory decisions that could harm individuals or perpetuate inequalities.

Algorithmic Accuracy enhances the trustworthiness and reliability of AI systems, fostering confidence and acceptance.

Algorithmic Accuracy contributes to fair and ethical practices, promoting transparency and accountability in decision-making processes.

5 Questions to Ask

3

How have we examined the quality and representativeness of the data used to train our AI model?

What mechanisms are in place to regularly monitor and assess the performance and accuracy of our AI system?

How do we identify and rectify any discrepancies or errors?

How do we address any potential disparities across different demographic groups?

How do we demonstrate that we continuously update and refine our AI models based on new data and evolving requirements?



Elizabeth M. Adams
Leadership of Responsible AI™
eadams.tech





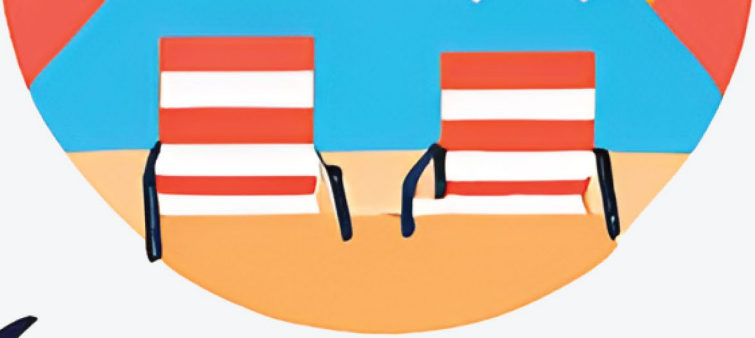
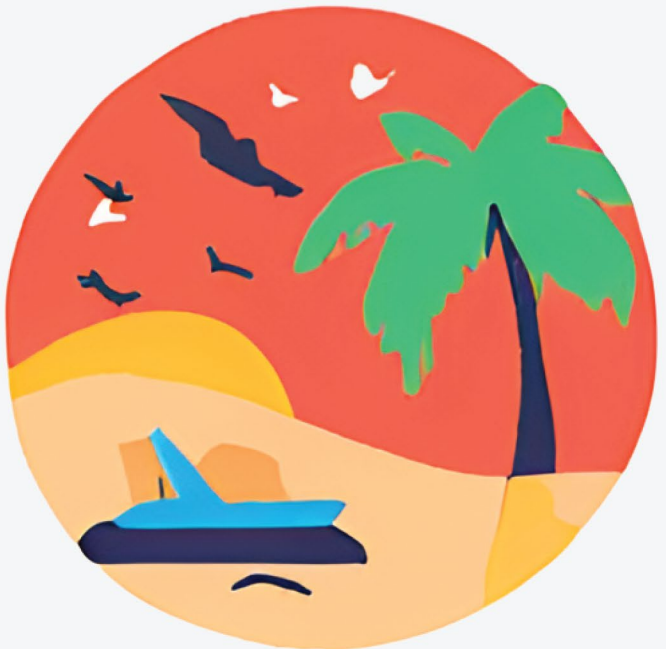
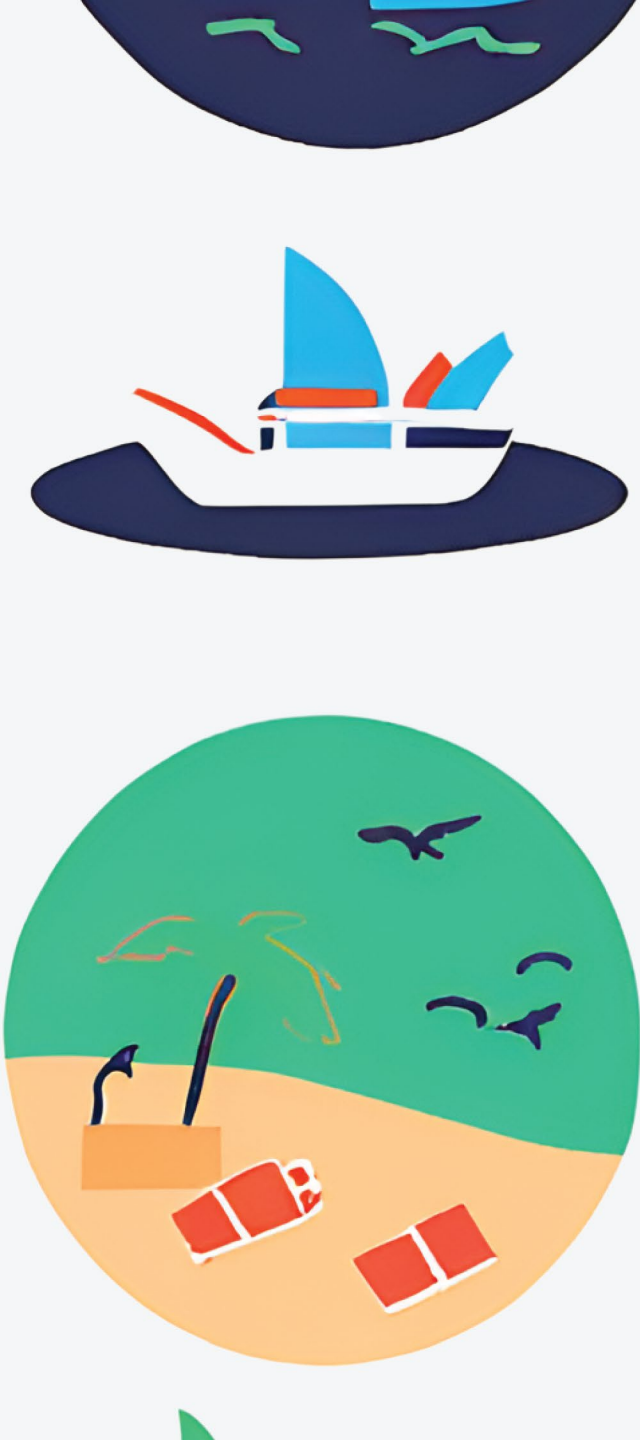
In some cases, the words most likely to appear next may not be the most factually accurate. For this reason, you should not rely on the factual accuracy of output from our models.

Picture this: it's a Friday night and the crew is vibing hard with some fire playlists blasting in the dorm.

You hit up a local spot for dinner, grabbing some boba tea and Insta-worthy food. Then, it's off to a lit house party where everyone's flexing their best fits and the TikTok dances are on point. Saturday's for chilling, with a brunch that's straight-up bussin' and a chill sesh at the park where you're all just vibing and taking selfies. The night ends with a movie marathon that's peak cozy, making it a weekend that's both epic and memorable.

Build an AI-Friendly Culture





Tell me about your recent trip...



Prompt Engineering - Sounds pretty cool, right?

C - Character

R - Request

A - Audience

F - Format/Features

T - Tone

Y - Your Extra's / "Your" Q's

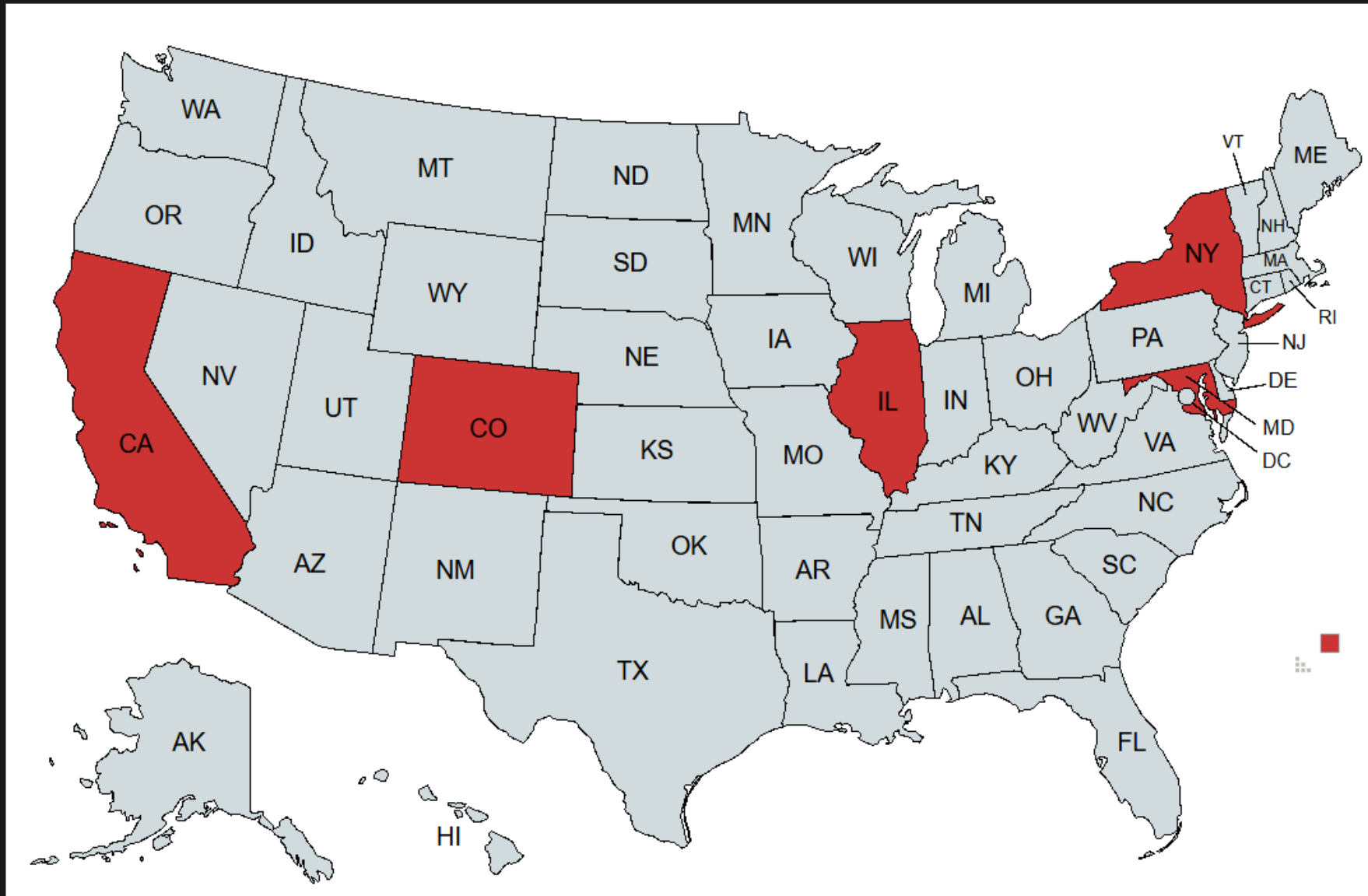
[Home](#)[Prospective Employee](#)[Current Employee](#)[Student Employee](#)[Retiree](#)[Supervisors](#)[Forms](#)

Human Resources

[iPeople](#) [Benefits](#) [ISU Jobs](#) 

**HR and LLM's
Still good buddies?**

Hiring & Recruitment



Hello, Derek

How can I help you today?

Explain the following code step-by-step in detail



Ideas to surprise a friend on their birthday



Improve the readability of the following code



Settle a debate: how should you store bread?



Humans review some saved chats to improve Google AI. To stop this for future chats, turn off Gemini Apps

I would like to post a position vacancy at Illinois Central College for a new adjunct professor. Acting as the advertising recruiter for this position, could you please offer a short two to three sentence summary of teaching at ICC that includes some of the attractive benefits of serving as a junior college instructor? After that, could you please construct a job description that includes a general summary, a typical breakdown of duties by percent, and some standard qualifications that might be desired and required to stand out as a premiere instructor at a premiere junior college? Headers would be great, and a reference list of how you found this information would also be great at the end.



Teaching at Illinois Central College offers a rewarding opportunity to shape young minds and contribute to the vibrant tapestry of our community. As an adjunct professor, you'll enjoy the flexibility of balancing teaching with your other commitments while making a profound impact on students' lives.

Adjunct Professor Position

General Summary

Illinois Central College seeks a dynamic and experienced adjunct professor to teach [Course Name] in the [Department] department. The successful candidate will be responsible for delivering high-quality instruction, fostering student learning, and contributing to the college's mission.

Duties and Responsibilities (Approximate Percentages)

- **Instruction:** 70% - Develop and deliver engaging course content, assess student performance, and provide timely feedback.
- **Student Advising:** 15% - Advise students on academic progress, career goals, and course selection.
- **Curriculum Development:** 10% - Contribute to curriculum development and

Training & Development

90-Day Plan

Focus: Performance Optimization and Team Integration

Goals:

1. Meet or exceed all key performance indicators
2. Contribute to team knowledge sharing and best practices

≡ Related

What are some key performance indicators to track for a new call center employee +

How can I ensure the new employee feels integrated into the remote team +

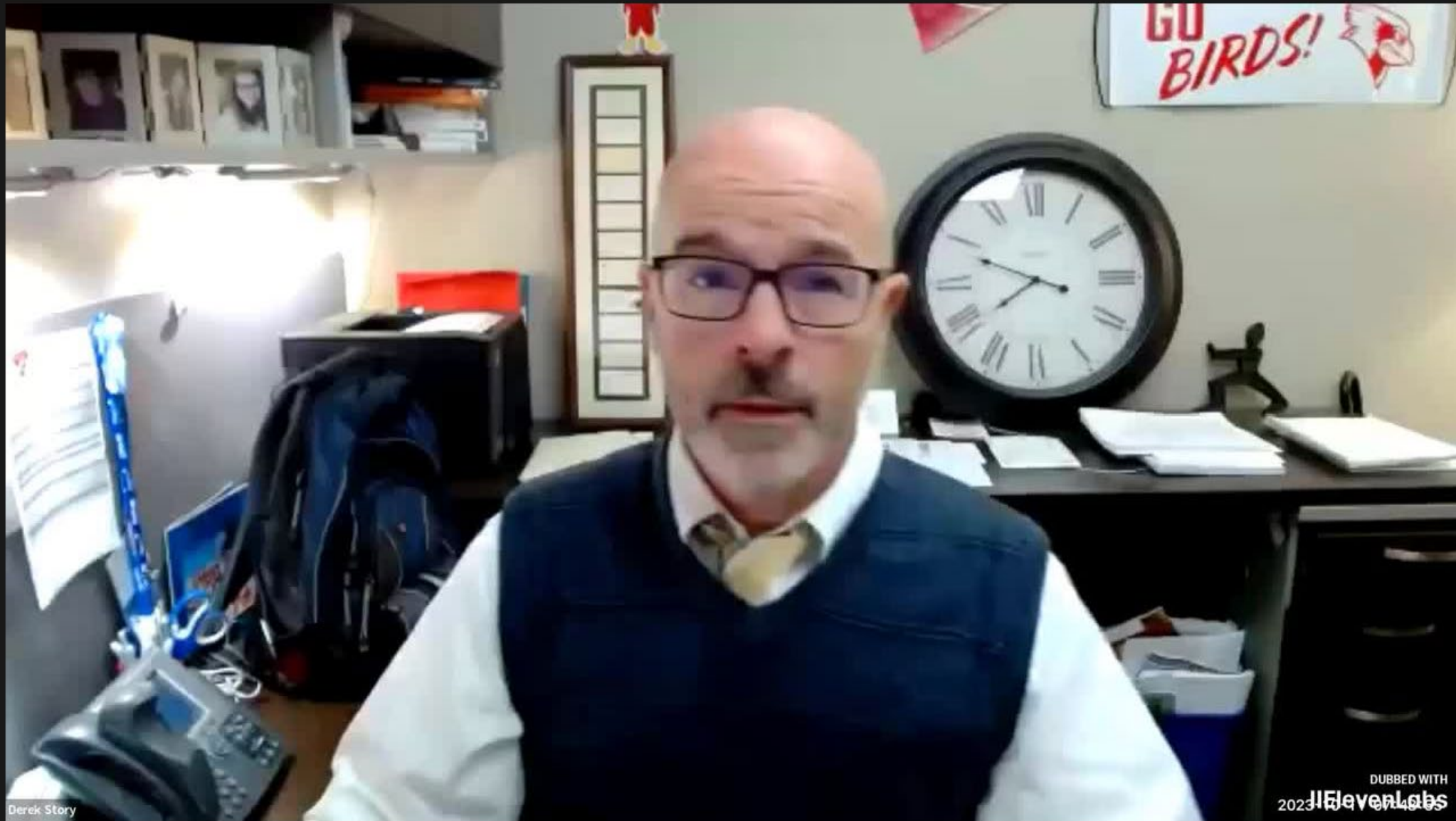
What specific training sessions should be included in the first 30 days +

How can I measure the success of the new employee's onboarding process +

What are some common challenges new call center employees face and how can they be addressed +

- Peer feedback sessions

Self-Service/Automation



Derek Story

DUBBED WITH
2023 ElevenLabs

Work Web

+ New chat



Boost your knowledge
Help me learn about [topic]

Improve your writing
Rewrite this to sound more professional and less verbose:

Track what's important
Summarize messages from my manager in the last 48 hours

Arrive prepared
Help me prepare for my next meeting

Copilot

Agents

- Visual Creator
- Get agents
- Create an agent

Recent chats

- Do you have any advice to m... 1/29
- Can we make this more formal? 1/29
- A product description detailin 1/29
- Make a picture of a boat speed 1/29
- Make an illustration of a spac 1/29

[See more](#)

Operations Policy/Procedures



Key Inconsistencies Across Policies

1. Terminology and Definition

- "Overload," "Extra Service Credit," and "Second extra service" are used but not consistently defined across policies.
 - Policy 3.2.11 defines "Extra Service Credit."
 - Policy 3.2.21 uses "Overload."
 - Policy 3.3.7 uses "Second extra service."

2. Approval Processes

- Approval steps vary slightly across policies.
 - 3.2.11 requires written justification.
 - 3.2.21 outlines a PAF process.
 - 3.3.7 requires annual reapproval.

3. Audience-Specific Language

- 3.2.21 is clearly targeted at Academic Staff.
- 3.3.7 separates guidance for Instructional Staff, but is inconsistent.
- 3.2.11 is comprehensive but does not address specific roles.

✓ Next Steps I Can Help With

Would you like me to:

- Draft a **unified policy document** with audience-based sections?
- Create a **glossary of terms** for inclusion?
- Rewrite the **preamble** to reflect ISU's core values?
- Provide a **visual flowchart** of the approval process?

Let me know how you'd like to proceed!

Sources ▾



Can you draft the unified policy document?

What should be included in the glossary of terms?



Message Copilot



ision

responsibilities.

file under contract.

d improve clarity:

out muddying the waters, as long

ible stewardship of resources.

Final Thoughts...
Questions/Comments?

References?

Gideon Lewis-Kraus from Wired Magazine on the history of Autocorrect

Lloyd's of London homepage on some initial predictive analytics

Gallaugher's Information Technology for Today's Manager on Markov, Alexnet, Tay, and more

Paul Bahr from Peachtree Sound on Twitch, AI for entertainment, AR, and more

Dr. Terri horton (futurist, consultant, author) on onboarding, employee development, policy development

TED, CUPA-HR, SHRM, and HBR on AI and the intersection of business specifically in the human fields

Elizabeth Adams on the ongoing and historical bias in AI and technology

Connor Grennan on AI in the workplace

Anna Kourouniotis at Duke University on Copilot

Additional support from:

IdentityReview.com (ai in HRM)

wellable.co (top hr ai tools)

Forbes.com (pitfalls of data driven AI)

Gartner.com (AI in HR)

CoinTelegraph (AI Human Resources and the Risks)

Derek Story
djstory@ilstu.edu