



## Upcoming Seminar

**Wednesday, 30.07.2025**

12.15-13.15

AWI room 00.010

### Internal Seminar

Edwin Ip, University Australia

" The Future of Hiring: How Automated Screening  
and Artificial Intelligence Tools Shape Job  
Applications and Hiring Decisions "

(Host: Christiane Schwieren)

## Abstract

### Internal Seminar

Edwin Ip

" The Future of Hiring: How Automated Screening and Artificial Intelligence Tools  
Shape Job Applications and Hiring Decisions "

Recent technological advances have led to a proliferation of low-cost automated and artificial intelligence (AI) screening tools used by employers during the application process. We study how automated interviews affect application and evaluation behavior using a natural field experiment with over 3000 applicants for 3 different jobs. Automated interviews deter 53% of applicants, with women being more likely to be deterred than men, and the deterrence does not increase the quality of the applicant pool. AI evaluations of automated interviews are likely to rate women and underrepresented minorities higher compared to professional human evaluators. In addition, we track applicants' outcomes using LinkedIn and find that AI evaluations are more predictive of employment outcomes of applicants than human evaluations.

## Talks and Research visits

**Sara Engeler** presented her paper with Christiane Schwieren "Pursuits for Status: Gender Differences in Competitive Behavior in the Presence of Social-Status Ranking" at the 2025 Florence Meeting on Behavioural and Experimental Economics.

## Miscellaneous

Giovanni Burro is leaving the Chair of Economic Theory I at the end of the semester. He will join Binghamton University as an Assistant Professor of Economics. Congratulations! For his professional future we wish him all the best.

This is the last newsletter issue of this summer semester 2025.  
The first issue of the winter semester 2025/26 will be sent on  
Wednesday, October, 8<sup>th</sup>.  
Enjoy your summer break!