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References:

Gilbert & Johnson, "A Study of Admissions Software for Achieving Diversity," PsychNology Journal, 2013.
- Focuses on college admissions
(Link)

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Reference: Applications Quest



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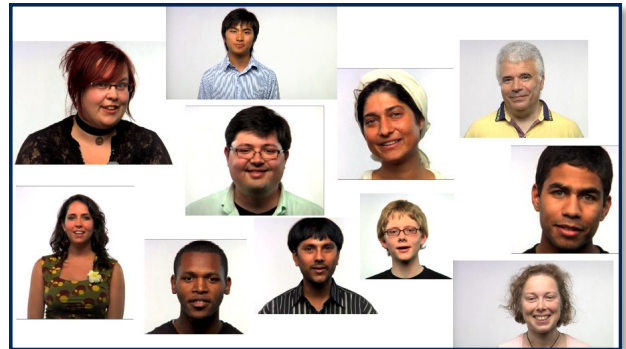
Applications Quest Hiring Software

Auburn University is seeking a licensee or development partner for a software application that aids companies in selecting diverse candidates for interviewing.

Overview: In recent years, diversity has become increasingly significant for employers to obtain and maintain in the workplace. In the 2018 Global Recruiting Trends report, it was reported that 78% of recruiters say that diversity is the top trend impacting how they hire. However, the largest reason recruiters struggle with meeting their diversity goals, according to a plurality of hiring managers and talent professionals, is finding diverse candidates to interview. Applications Quest is an AI-driven software application that strives to help companies select a diverse and qualified applicant pool for interviewing, without underlying bias or use of quotas.

Advantages:

- REMOVES BIAS - Utilizes artificial intelligence to remove human bias and modernize the hiring process
FAST- Reduces time spent sorting and reviewing applications
INEXPENSIVE - Reduces cost of human labor by automating application analysis.



Description: Applications Quest helps companies narrow down potential candidates using a standardized computing approach to selecting diverse and qualified applicants for the next stage in the hiring process. Using a combination of a patented mathematical method called nominal population metrics as well as standard clustering algorithms, Applications Quest updates the hiring process, making it more efficient, quicker, and less tedious. This allows HR professionals to shift their priorities from menial sorting to more crucial duties.

Applications Quest speeds up the initial application sorting process by shifting a larger portion of the task of reviewing and sorting a large amount of individual applications to a software-based process. The software is able to compare each application to every other application and measure the difference between each combination of applications, a task nearly impossible for humans to complete in a timely manner on a large scale. Using the results of the individual comparisons, the applications are grouped into a user-specified number of clusters, each containing applications that are the most similar to each other. The software then recommends an equal number of candidates from each cluster that maximizes the diversity of the interviewee pool.

Status:

- Core algorithm patented in US (8,612,176)
Commercial-ready code developed (some adaptations for hiring process needed)
IP co-owned between Auburn University and University of Florida
This technology is available for the field of use of job hiring

