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Q1. How concerned are you about the use of artificial intelligence (AI) becoming more common in the job recruiting process?

		Financial Aid			Gender		
	Total	No	Yes	Other	Female	Male	Non Binary
Very concerned	13%	12%	13%	1%	9%	17%	16%
Somewhat concerned	46%	41%	47%	48%	50%	42%	47%
Not too concerned	33%	38%	32%	35%	34%	33%	32%
Not at all concerned	8%	8%	7%	15%	7%	8%	6%
Refused	0%	0%	0%	0%	0%	0%	0%
Total	100%	99%	99%	99%	100%	100%	101%
(Unweighted N)	(1976)	(644)	(1305)	(27)	(833)	(1050)	(93)

		Major					Political Leaning		
	Total	Arts Humanities	Interdisciplinary	Sciences	Social Sciences	Other	Democrat	Independent	Republican
Very concerned	13%	8%	14%	12%	15%	13%	13%	13%	11%
Somewhat concerned	46%	39%	50%	44%	48%	48%	50%	46%	37%
Not too concerned	33%	38%	28%	36%	31%	33%	30%	34%	38%
Not at all concerned	8%	15%	7%	8%	6%	7%	6%	7%	14%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	99%	100%	100%	101%	99%	100%	100%
(Unweighted N)	(1976)	(80)	(52)	(526)	(370)	(942)	(627)	(1052)	(293)

Artificial Intelligence poll
January 2020 - 2000 US college students



		Race						
	Total	White	Asian	Black Or African American	Hispanic Latino	American Indian	Two Or More Races	Other
Very concerned	13%	11%	9%	12%	22%	16%	13%	19%
Somewhat concerned	46%	44%	56%	55%	43%	45%	46%	48%
Not too concerned	33%	38%	30%	26%	26%	39%	38%	19%
Not at all concerned	8%	8%	4%	7%	9%	0%	3%	14%
Refused	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	101%	99%	100%	100%	100%	100%	100%
(Unweighted N)	(1976)	(1340)	(212)	(91)	(143)	(13)	(144)	(29)

		Year (ctd.)								
	Total	2016	2017	2018	2019	2020	2021	2022	2023	Other
Very concerned	13%	54%	16%	30%	11%	13%	14%	8%	16%	6%
Somewhat concerned	46%	21%	59%	29%	41%	49%	48%	49%	40%	51%
Not too concerned	33%	25%	24%	34%	39%	28%	33%	35%	37%	34%
Not at all concerned	8%	0%	0%	7%	8%	10%	5%	8%	8%	9%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	99%	100%	99%	100%	100%	100%	101%	100%
(Unweighted N)	(1976)	(19)	(18)	(57)	(180)	(429)	(506)	(468)	(190)	(92)

Q2. How accurate do you think artificial intelligence is when it comes to evaluating whether someone is a promising job candidate or not?

		Financial Aid			Gender		
	Total	No	Yes	Other	Female	Male	Non Binary
Very accurate	3%	3%	4%	2%	1%	7%	1%
Somewhat accurate	38%	38%	38%	30%	33%	45%	25%
Not too accurate	50%	51%	50%	55%	55%	42%	64%
Not at all accurate	9%	9%	8%	13%	10%	7%	10%
Refused	0%	0%	0%	0%	0%	0%	0%
Total	100%	101%	100%	100%	99%	101%	100%
(Unweighted N)	(1968)	(641)	(1300)	(27)	(830)	(1045)	(93)

		Major					Political Leaning		
	Total	Arts Humanities	Interdisciplinary	Sciences	Social Sciences	Other	Democrat	Independent	Republican
Very accurate	3%	1%	9%	4%	3%	3%	4%	3%	3%
Somewhat accurate	38%	33%	37%	41%	37%	37%	36%	38%	42%
Not too accurate	50%	57%	49%	49%	51%	50%	51%	51%	46%
Not at all accurate	9%	9%	4%	7%	10%	9%	9%	8%	9%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	99%	101%	101%	99%	100%	100%	100%
(Unweighted N)	(1968)	(80)	(51)	(521)	(370)	(940)	(626)	(1048)	(292)

Artificial Intelligence poll
January 2020 - 2000 US college students



		Race						
	Total	White	Asian	Black Or African American	Hispanic Latino	American Indian	Two Or More Races	Other
Very accurate	3%	2%	4%	2%	8%	13%	2%	0%
Somewhat accurate	38%	38%	33%	34%	46%	39%	37%	14%
Not too accurate	50%	51%	59%	56%	37%	43%	50%	79%
Not at all accurate	9%	9%	3%	7%	9%	5%	11%	7%
Refused	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	99%	99%	100%	100%	100%	100%
(Unweighted N)	(1968)	(1338)	(210)	(88)	(143)	(13)	(143)	(29)

		Year (ctd.)								
	Total	2016	2017	2018	2019	2020	2021	2022	2023	Other
Very accurate	3%	52%	11%	13%	3%	4%	1%	2%	7%	1%
Somewhat accurate	38%	29%	40%	43%	28%	37%	40%	39%	42%	35%
Not too accurate	50%	19%	48%	40%	57%	51%	51%	49%	47%	51%
Not at all accurate	9%	0%	0%	5%	13%	8%	8%	10%	4%	13%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	99%	101%	101%	100%	100%	100%	100%	100%
(Unweighted N)	(1968)	(19)	(18)	(57)	(180)	(428)	(503)	(466)	(190)	(92)

Q3. Which of the following do you expect large companies today to analyze with artificial intelligence tools? Select all that apply.

		Financial Aid			Gender		
	Total	No	Yes	Other	Female	Male	Non Binary
Resumes	73%	75%	73%	75%	70%	76%	93%
On-camera interviews	27%	28%	26%	34%	24%	30%	26%
Take home tests/technical screenings	69%	68%	69%	73%	68%	70%	67%
Background checks	84%	85%	84%	81%	86%	81%	92%
None	3%	4%	2%	4%	3%	2%	0%
Refused	0%	0%	0%	0%	0%	0%	0%
(Unweighted N)	(1950)	(637)	(1286)	(27)	(821)	(1038)	(91)

		Major					Political Leaning		
	Total	Arts Humanities	Interdisciplinary	Sciences	Social Sciences	Other	Democrat	Independent	Republican
Resumes	73%	73%	47%	74%	69%	75%	73%	72%	75%
On-camera interviews	27%	17%	32%	23%	34%	27%	25%	28%	26%
Take home tests/technical screenings	69%	74%	55%	68%	70%	69%	66%	69%	76%
Background checks	84%	88%	53%	84%	81%	87%	83%	84%	88%
None	3%	4%	3%	2%	4%	2%	2%	3%	3%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%
(Unweighted N)	(1950)	(80)	(50)	(517)	(363)	(934)	(619)	(1038)	(291)

Artificial Intelligence poll
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		Race						
	Total	White	Asian	Black Or African American	Hispanic Latino	American Indian	Two Or More Races	Other
Resumes	73%	77%	65%	64%	75%	27%	80%	68%
On-camera interviews	27%	25%	28%	34%	27%	48%	25%	10%
Take home tests/technical screenings	69%	71%	61%	66%	64%	83%	76%	67%
Background checks	84%	88%	76%	80%	78%	55%	90%	80%
None	3%	2%	2%	2%	3%	5%	0%	6%
Refused	0%	0%	0%	0%	0%	0%	0%	0%
(Unweighted N)	(1950)	(1326)	(207)	(89)	(140)	(13)	(142)	(29)

		Year (ctd.)								
	Total	2016	2017	2018	2019	2020	2021	2022	2023	Other
Resumes	73%	80%	48%	78%	84%	76%	72%	70%	64%	78%
On-camera interviews	27%	18%	39%	43%	25%	26%	30%	23%	30%	20%
Take home tests/technical screenings	69%	43%	52%	65%	76%	72%	72%	67%	59%	69%
Background checks	84%	32%	33%	58%	90%	85%	86%	87%	82%	85%
None	3%	0%	3%	1%	3%	2%	2%	4%	2%	4%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
(Unweighted N)	(1950)	(19)	(18)	(56)	(180)	(424)	(500)	(459)	(190)	(89)

Q4. *Would you be more likely or less likely to interview with a company if you knew it would use artificial intelligence to analyze interview answers you gave on camera?*

		Financial Aid			Gender		
	Total	No	Yes	Other	Female	Male	Non Binary
More likely	4%	3%	5%	2%	2%	8%	2%
Wouldn't make any difference	59%	64%	58%	54%	54%	64%	57%
Less likely	37%	33%	38%	44%	43%	29%	41%
Refused	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	101%	100%	99%	101%	100%
(Unweighted N)	(1968)	(641)	(1300)	(27)	(831)	(1045)	(92)

		Major					Political Leaning		
	Total	Arts Humanities	Interdisciplinary	Sciences	Social Sciences	Other	Democrat	Independent	Republican
More likely	4%	2%	5%	5%	4%	4%	6%	3%	5%
Wouldn't make any difference	59%	45%	56%	63%	60%	57%	54%	63%	54%
Less likely	37%	53%	39%	32%	36%	39%	41%	34%	40%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	101%	100%	99%
(Unweighted N)	(1968)	(80)	(52)	(522)	(368)	(940)	(625)	(1048)	(293)

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		Race						
	Total	White	Asian	Black Or African American	Hispanic Latino	American Indian	Two Or More Races	Other
More likely	4%	4%	6%	2%	10%	0%	3%	0%
Wouldn't make any difference	59%	55%	70%	61%	63%	82%	59%	39%
Less likely	37%	41%	24%	37%	27%	18%	38%	61%
Refused	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1968)	(1338)	(210)	(88)	(143)	(13)	(143)	(29)

		Year (ctd.)								
	Total	2016	2017	2018	2019	2020	2021	2022	2023	Other
More likely	4%	46%	16%	13%	3%	5%	3%	3%	5%	2%
Wouldn't make any difference	59%	41%	66%	60%	62%	53%	60%	62%	62%	53%
Less likely	37%	13%	18%	27%	35%	42%	37%	36%	33%	45%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	101%	100%	100%
(Unweighted N)	(1968)	(19)	(18)	(56)	(180)	(429)	(504)	(465)	(190)	(92)

Q5. If you interviewed for a job and later found out you were evaluated by artificial intelligence tools rather than a human, how would it affect your trust in the company?

		Financial Aid			Gender		
	Total	No	Yes	Other	Female	Male	Non Binary
I would trust the company more	4%	1%	4%	0%	2%	6%	3%
It wouldn't make any difference	50%	51%	49%	62%	45%	56%	38%
I would trust the company less	47%	48%	47%	38%	52%	38%	59%
Refused	0%	0%	0%	0%	0%	0%	0%
Total	101%	100%	100%	100%	99%	100%	100%
(Unweighted N)	(1964)	(637)	(1300)	(27)	(829)	(1043)	(92)

		Major					Political Leaning		
	Total	Arts Humanities	Interdisciplinary	Sciences	Social Sciences	Other	Democrat	Independent	Republican
I would trust the company more	4%	0%	9%	3%	4%	4%	5%	2%	5%
It wouldn't make any difference	50%	45%	55%	55%	46%	48%	43%	54%	49%
I would trust the company less	47%	54%	36%	42%	50%	48%	52%	43%	46%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	101%	99%	100%	100%	100%	100%	100%	99%	100%
(Unweighted N)	(1964)	(80)	(52)	(522)	(366)	(938)	(624)	(1045)	(293)

Artificial Intelligence poll
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		Race						
	Total	White	Asian	Black Or African American	Hispanic Latino	American Indian	Two Or More Races	Other
I would trust the company more	4%	2%	4%	2%	11%	0%	1%	3%
It wouldn't make any difference	50%	49%	58%	50%	48%	69%	50%	43%
I would trust the company less	47%	49%	38%	48%	42%	31%	49%	54%
Refused	0%	0%	0%	0%	0%	0%	0%	0%
Total	101%	100%	100%	100%	101%	100%	100%	100%
(Unweighted N)	(1964)	(1335)	(210)	(87)	(143)	(13)	(143)	(29)

		Year (ctd.)								
	Total	2016	2017	2018	2019	2020	2021	2022	2023	Other
I would trust the company more	4%	46%	17%	10%	3%	3%	3%	1%	8%	1%
It wouldn't make any difference	50%	23%	59%	56%	51%	52%	45%	54%	51%	41%
I would trust the company less	47%	31%	24%	34%	46%	46%	52%	44%	42%	58%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	101%	100%	100%	100%	100%	101%	100%	99%	101%	100%
(Unweighted N)	(1964)	(19)	(18)	(56)	(180)	(428)	(502)	(465)	(189)	(92)

Q6. What forms of bias, if any, do you worry artificial intelligence could bring into the hiring process? Select all that apply.

		Financial Aid			Gender		
	Total	No	Yes	Other	Female	Male	Non Binary
Ableism	42%	39%	43%	38%	44%	38%	72%
Racism	42%	41%	42%	44%	43%	38%	69%
Sexism	40%	39%	41%	39%	44%	34%	69%
Other	32%	28%	33%	45%	35%	26%	57%
None	27%	30%	26%	35%	23%	33%	12%
Homophobia	24%	21%	24%	37%	25%	20%	53%
Refused	0%	0%	0%	0%	0%	0%	0%
(Unweighted N)	(1894)	(623)	(1244)	(27)	(793)	(1013)	(88)

		Major					Political Leaning		
	Total	Arts Humanities	Interdisciplinary	Sciences	Social Sciences	Other	Democrat	Independent	Republican
Ableism	42%	54%	31%	37%	37%	46%	49%	42%	24%
Racism	42%	36%	38%	40%	43%	44%	58%	38%	14%
Sexism	40%	44%	39%	38%	38%	42%	54%	37%	15%
Other	32%	34%	31%	28%	29%	36%	32%	34%	26%
None	27%	17%	13%	33%	27%	25%	16%	27%	53%
Homophobia	24%	19%	37%	24%	21%	24%	33%	21%	8%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%
(Unweighted N)	(1894)	(77)	(50)	(498)	(356)	(907)	(600)	(1012)	(280)

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		Race						
	Total	White	Asian	Black Or African American	Hispanic Latino	American Indian	Two Or More Races	Other
Ableism	42%	43%	40%	47%	36%	44%	39%	43%
Racism	42%	38%	41%	54%	48%	34%	37%	36%
Sexism	40%	39%	39%	50%	40%	31%	33%	28%
Other	32%	33%	29%	30%	33%	31%	42%	42%
None	27%	30%	23%	17%	24%	20%	25%	32%
Homophobia	24%	22%	20%	33%	24%	21%	19%	17%
Refused	0%	0%	0%	0%	0%	0%	0%	0%
(Unweighted N)	(1894)	(1283)	(204)	(88)	(135)	(13)	(139)	(28)

		Year (ctd.)								
	Total	2016	2017	2018	2019	2020	2021	2022	2023	Other
Ableism	42%	34%	30%	38%	41%	48%	38%	43%	42%	50%
Racism	42%	35%	17%	33%	42%	43%	40%	45%	41%	45%
Sexism	40%	14%	34%	49%	41%	41%	37%	42%	43%	45%
Other	32%	20%	10%	23%	42%	31%	35%	32%	19%	48%
None	27%	21%	18%	23%	32%	25%	31%	23%	25%	30%
Homophobia	24%	19%	29%	20%	22%	24%	21%	25%	31%	28%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
(Unweighted N)	(1894)	(18)	(18)	(55)	(173)	(416)	(488)	(441)	(182)	(89)

Q7. Which statement comes closer to your views on the use of artificial intelligence in the hiring process, even if neither is exactly right?

		Financial Aid			Gender		
	Total	No	Yes	Other	Female	Male	Non Binary
Artificial intelligence takes the human aspect out of hiring and is detrimental to the process	66%	63%	67%	56%	73%	56%	75%
Artificial intelligence is a beneficial tool that allows companies to sort through large numbers of applicants	34%	37%	33%	44%	27%	44%	25%
Refused	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1965)	(639)	(1300)	(26)	(831)	(1042)	(92)

		Major					Political Leaning		
	Total	Arts Humanities	Interdisciplinary	Sciences	Social Sciences	Other	Democrat	Independent	Republican
Artificial intelligence takes the human aspect out of hiring and is detrimental to the process	66%	81%	50%	58%	69%	69%	72%	63%	62%
Artificial intelligence is a beneficial tool that allows companies to sort through large numbers of applicants	34%	19%	50%	42%	31%	31%	28%	37%	38%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1965)	(80)	(52)	(521)	(369)	(938)	(626)	(1044)	(293)

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		Race						
	Total	White	Asian	Black Or African American	Hispanic Latino	American Indian	Two Or More Races	Other
Artificial intelligence takes the human aspect out of hiring and is detrimental to the process	66%	66%	54%	76%	63%	42%	59%	70%
Artificial intelligence is a beneficial tool that allows companies to sort through large numbers of applicants	34%	34%	46%	24%	37%	58%	41%	30%
Refused	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1965)	(1334)	(210)	(88)	(144)	(13)	(143)	(29)

		Year (ctd.)								
	Total	2016	2017	2018	2019	2020	2021	2022	2023	Other
Artificial intelligence takes the human aspect out of hiring and is detrimental to the process	66%	67%	71%	52%	62%	70%	69%	65%	63%	57%
Artificial intelligence is a beneficial tool that allows companies to sort through large numbers of applicants	34%	33%	29%	48%	38%	30%	31%	35%	37%	43%
Refused	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
(Unweighted N)	(1965)	(19)	(18)	(56)	(181)	(428)	(504)	(463)	(189)	(92)

Survey Methodology

This survey was designed and conducted by College Pulse. Interviews were conducted in English among a sample of 2000 undergraduate students who are currently enrolled in the U.S.

The initial sample was drawn from College Pulse's Undergraduate Student Panel that includes over 240,000 verified students representing more than 800 different colleges and universities in all 50 states. Panel members are recruited by a number of methods to help ensure diversity in the panel population, including web advertising, permission-based email campaigns, and partnerships with university organizations.

To reduce the effects of any non-response bias, a post-stratification adjustment was applied based on demographic distributions from the 2017 Current Population Survey (CPS). The post-stratification weight rebalanced the sample based on the following benchmarks: age, race and ethnicity, and gender. The sample weighting was accomplished using an iterative proportional fitting (IPF) process that simultaneously balances the distributions of all variables. Weights were trimmed to prevent individual interviews from having too much influence on the final results.

The margin of error for this survey is $\pm 2.5\%$. Margins of error are typically calculated on probability-based samples and are not technically correct for non-probability online samples. We supply them here to provide a general assessment of error ranges that may be associated with the data.

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About College Pulse

College Pulse is an online survey and analytics company dedicated to understanding the attitudes, preferences, and behaviors of today's college students. College Pulse offers custom data-driven marketing and research solutions, utilizing its unique Undergraduate Student Panel that includes 240,000 undergraduate college student respondents from more than 800 four-year colleges and universities in all 50 states.

For more information, visit <https://collegepulse.com>