

# Data Algorithm Governance 강의 계획서

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## I. 개요

- 강의 목표: AI 비즈니스 실무자들이 알고리즘 거버넌스의 개념과 AI 규제 및 데이터 프라이버시 프레임워크를 이해함으로써 빅데이터 및 AI 기반 비즈니스 모델의 개발 및 적용과정에서 발생하는 윤리적, 법적 문제를 사전에 방지할 수 있도록 교육한다.
- 강의 방식: 실무 사례 중심의 강의, 수업 중 토론, 학생 개별 발표

## II. 수업 목표

- 데이터 사용과 프라이버시, 알고리즘 설계와 AI 리스크, 거버넌스, 편향과 AI 공정성 등의 개념을 이해하여 기업의 법적/윤리적 리스크를 최소화하는 AI 비즈니스 모델을 구축한다
- AI 알고리즘 사례 분석: 금융, 의료, 채용 등 다양한 산업 분야에서 데이터 알고리즘을 활용한 사례를 분석하여 실질적인 비즈니스 가치 창출 전략을 수립한다.
- 실무 중심의 거버넌스 : 데이터 수집부터 폐기까지 전 단계에 걸친 거버넌스 프로세스, 데이터 전처리를 통해 알고리즘 편향이 최소화된 안전한 AI 시스템을 구축한다.
- 투명성, 신뢰가능성, 설명가능성을 갖춘 인공지능(XAI) 개발의 목적을 이해하고 실제 비즈니스에서 신뢰가능한 AI 시스템을 구현할 수 있도록 교육한다.

## III. 강의 주제

### 1 주차 (Sept 2): 데이터 프라이버시, 가명정보 처리, EU 데이터보호규정(GDPR)

- 데이터 프라이버시의 중요성 <https://www.ibm.com/kr-ko/topics/data-privacy>
- 개인정보보호위원회, 가명정보 처리 가이드라인(2024.2.)  
<https://www.pipc.go.kr/np/cop/bbs/selectBoardArticle.do?bbsId=BS217&mCode=D010030000&nttId=9900#LINK> ; <https://www.shinkim.com/kor/media/newsletter/2342>
- 개인정보보호위원회, AI 개발·서비스를 위한 공개된 개인정보 처리 안내서 (2024.7)  
<https://www.pipc.go.kr/np/cop/bbs/selectBoardArticle.do?bbsId=BS074&mCode=C020010000&nttId=10362#LINK>
- 개인정보보호위원회, '이루다' 개발사 (주)스캐터랩에 과징금·과태료 등 제재 처분 (2021)  
<https://www.pipc.go.kr/np/cop/bbs/selectBoardArticle.do?bbsId=BS074&mCode=C020010000&nttId=7298>
- 약국관리 프로그램 'Pharm Manager 2000'을 제작한 약학정보원(KPIC)이 암호화된 환자 개인정보 등을 환자들의 동의를 받지 않고 한국 IMS 헬스데이터에게 공급한 사례  
(민사 1) <https://www.boannews.com/media/view.asp?idx=80239>  
(민사 2) <https://www.doctorsnews.co.kr/news/articleView.html?idxno=129093>  
(형사) <http://www.dailypharm.com/Users/News/NewsView.html?ID=313507>
- OpenAI's ChatGPT is violating Europe's privacy laws, Italian Data Protection Authority  
<https://techcrunch.com/2024/01/29/chatgpt-italy-gdpr-notification/>  
<https://techcrunch.com/2023/04/01/chatgpt-blocked-in-italy/>
- Survey on Data Collection for Machine Learning <https://arxiv.org/pdf/1811.03402>

- Preserving Privacy While Sharing Data 2022 MIT Sloan Management Review <https://sloanreview.mit.edu/article/preserving-privacy-while-sharing-data/>
- 차분 프라이버시(Differential Privacy)의 가능성과 한계 <https://sapi.co.kr/wp-content/uploads/2020/05/차분-프라이버시의-가능성과-한계-구분호.pdf>
- FTC Releases 2023 Privacy and Data Security Update <https://www.ftc.gov/news-events/news/press-releases/2024/03/ftc-releases-2023-privacy-data-security-update>
- Preserving Privacy in AI Applications through Anonymization of Sensitive Data [https://www2.deloitte.com/content/dam/Deloitte/de/Documents/Innovation/Deloitte\\_Trustworthy%20AI%20Data%20Anonymization\\_Feb2022.pdf](https://www2.deloitte.com/content/dam/Deloitte/de/Documents/Innovation/Deloitte_Trustworthy%20AI%20Data%20Anonymization_Feb2022.pdf)
- 데이터 프라이버시 문제에 대한 통계적 접근과 관련 이슈 <https://repository.kihasa.re.kr/bitstream/201002/30210/1/2018.08%20No.262.05.pdf>
- 개인 데이터 통합, 마이데이터(MyData) 사업, 개인신용정보전송요구권 <https://www.mydatacenter.or.kr:3441/myd/mydsvc/sub1.do>

## 2 주차 (Sept 9): AI 비즈니스의 알고리즘 활용과 공정거래법의 쟁점

- 비즈니스 기회 창출을 위한 AI 알고리즘의 활용 <https://assets.kpmg.com/content/dam/kpmg/kr/pdf/kr-im-ai-algorithm-201806.pdf>
- ‘알고리즘 조작’ 논란 확산...플랫폼 보험 중개, 공정경쟁 저해 우려 [www.fins.co.kr/news/articleView.html?idxno=95997](http://www.fins.co.kr/news/articleView.html?idxno=95997)
- 플랫폼의 보험상품 취급과 알고리즘 사전 검증 <https://shorturl.at/HFBVQ>
- Shoppers Are Caught Off Guard as Prices on Everyday Items Change More Often <https://www.wsj.com/articles/shoppers-are-caught-off-guard-as-prices-on-everyday-items-change-more-often-11643970606>
- Retailers, Are You Getting the Full Value of Your Dynamic Pricing Strategy? <https://www.bain.com/how-we-help/retailers-are-you-getting-the-full-value-of-your-dynamic-pricing-strategy/>
- 알고리즘으로 가격 차별...‘다이나믹 프라이싱’ <https://www.lawtimes.co.kr/news/181985>
- Amazon used an algorithm to essentially raise prices on other sites, the FTC says <https://www.nbcnews.com/business/business-news/amazon-used-algorithm-essentially-raise-prices-rcna123410>
- 알고리즘을 이용한 Amazon.com 의 PB(Private Brand) 랭킹 조작: FTC, State of Washington vs. Amazon.com <https://www.ftc.gov/news-events/news/press-releases/2023/09/ftc-sues-amazon-illegally-maintaining-monopoly-power>
- 알고리즘을 이용한 쿠팡과 씨피엘비(CPLB)의 PB(Private Brand) 랭킹 조작 (공정거래위 과징금 부과 사례) [https://t.ly/a\\_1CE](https://t.ly/a_1CE)
- 전자상거래에서의 소비자 오인 가능성과 알고리즘 공개의무 [https://sapi.co.kr/wp-content/uploads/2021/09/전자상거래에서의-소비자-오인-가능성과-알고리즘-공개의무\\_0923\\_2.pdf](https://sapi.co.kr/wp-content/uploads/2021/09/전자상거래에서의-소비자-오인-가능성과-알고리즘-공개의무_0923_2.pdf)

## 3주차 (Sept 16) 합성데이터/ 얼굴 인식 AI 모델 (추석 휴강. 온라인 보강 Sept 21. 2pm)

- AI models fed AI-generated data quickly spew nonsense <https://www.nature.com/articles/d41586-024-02420-7>
- Best Practices and Lessons Learned on Synthetic Data for Language Models <https://arxiv.org/pdf/2404.07503v1>

- 안면인식기술의 법적 쟁점 : 데이터 수집 단계의 법적 리스크 [https://sapi.co.kr/wp-content/uploads/2021/09/%EC%95%88%EB%A9%B4%EC%9D%B8%EC%8B%9D%EA%B8%B0%EC%88%A0%EC%9D%98-%EB%B2%95%EC%A0%81-%EC%9F%81%EC%A0%90\\_0923\\_2.pdf](https://sapi.co.kr/wp-content/uploads/2021/09/%EC%95%88%EB%A9%B4%EC%9D%B8%EC%8B%9D%EA%B8%B0%EC%88%A0%EC%9D%98-%EB%B2%95%EC%A0%81-%EC%9F%81%EC%A0%90_0923_2.pdf)
- Artificial intelligence, algorithms, and social inequality <https://compass.onlinelibrary.wiley.com/doi/full/10.1111/soc4.12962>
- AI bias : Why fair artificial intelligence is so hard to make [www.vox.com/future-perfect/22916602/ai-bias-fairness-tradeoffs-artificial-intelligence](http://www.vox.com/future-perfect/22916602/ai-bias-fairness-tradeoffs-artificial-intelligence)
- Racial Discrimination in Face Recognition Technology <https://sitn.hms.harvard.edu/flash/2020/racial-discrimination-in-face-recognition-technology/>
- Facebook to Pay \$550 Million to Settle Facial Recognition Suit <https://www.nytimes.com/2020/01/29/technology/facebook-privacy-lawsuit-earnings.html>
- ACLU v. Clearview AI <https://www.aclu.org/cases/aclu-v-clearview-ai>
- Sam Altman's Eye-Scanning Worldcoin Venture Blocked in Spain <https://www.wsj.com/tech/cybersecurity/sam-altmans-eye-scanning-worldcoin-venture-blocked-in-spain-057b7b14>
- Managing Data Privacy Risk in Advanced Analytics, MIT Sloan Management Review <https://sloanreview.mit.edu/article/managing-data-privacy-risk-in-advanced-analytics/>
- Rite Aid Corporation, FTC v. [www.ftc.gov/legal-library/browse/cases-proceedings/2023190-rite-aid-corporation-ftc-v](http://www.ftc.gov/legal-library/browse/cases-proceedings/2023190-rite-aid-corporation-ftc-v)
- FTC Signals Tough Line in First AI Discrimination Case Under Section 5 [www.perkinscoie.com/en/news-insights/ftc-signals-tough-line-in-first-ai-discrimination-case-under-section-5.html](http://www.perkinscoie.com/en/news-insights/ftc-signals-tough-line-in-first-ai-discrimination-case-under-section-5.html)

#### 4 주차 (Sept 22) : AI 편향, 유럽연합(EU AI Act)과 미국의 AI 규제

- 편향적 인공지능: 알고리즘으로 재생산되는 편향의 원인과 유형 <http://cdss.yonsei.ac.kr/index.php/issue-brief/?mod=document&uid=128>
- Shedding light on AI bias with real world examples, <https://www.ibm.com/blog/shedding-light-on-ai-bias-with-real-world-examples/>
- Why AI bias can hurt your business, The Wired <https://www.wired.com/sponsored/story/why-ai-bias-can-hurt-your-business-ey/>
- What Do We Do About the Biases in AI? Harvard Business Review <https://hbr.org/2019/10/what-do-we-do-about-the-biases-in-ai>
- Data, Power and Bias in Artificial Intelligence [https://csrcs.seas.harvard.edu/sites/projects.iq.harvard.edu/files/csrcs/files/ai4sg\\_2020\\_paper\\_81.pdf](https://csrcs.seas.harvard.edu/sites/projects.iq.harvard.edu/files/csrcs/files/ai4sg_2020_paper_81.pdf)
- AI 채용 문제점 ① 편향된 데이터로는 공정한 채용이 불가능 <https://service.prism.work/insight/?q=YToyOntzOjEyOiJrZXI3b3JkX3R5cGUiO3M6MzoiYWxsIjtzOjQ6InBhZ2UiO2k6MTt9&bmode=view&idx=14131229&t=board>
- Organizations Face Challenges in Timely Compliance With the EU AI Act <https://sloanreview.mit.edu/article/organizations-face-challenges-in-timely-compliance-with-the-eu-ai-act/>

- Manage AI Bias Instead of Trying to Eliminate It, MIT Sloan Management Review  
<https://sloanreview.mit.edu/article/manage-ai-bias-instead-of-trying-to-eliminate-it/>
- US Federal Trade Commission (FTC) Guideline Using Artificial Intelligence and Algorithms <https://www.ftc.gov/business-guidance/blog/2020/04/using-artificial-intelligence-algorithms>

## 5 주차 (Sept 29): AI 리스크, 신뢰성, 알고리즘 거버넌스

- AI: These are the biggest risks to businesses and how to manage them  
<https://www.weforum.org/agenda/2023/07/ai-biggest-risks-how-to-manage-them/>
- AI's Trust Problem, Harvard Business Review 2024  
<https://hbr.org/2024/05/ais-trust-problem>
- 금융산업에서의 AI 활용 방안에 따른 리스크 요인 분석 (자본시장연구원)  
<https://www.kcmi.re.kr/common/downloadw.php?fid=26494&fgu=002002&fty=004003>
- 금융분야 AI 활용 활성화 및 신뢰확보 방안 (금융위원회 FSC)  
<https://www.fsc.go.kr/no010101/78235?srchCtgr=&curPage=&srchKey=&srchText=&srchBeginDt=&srchEndDt=>
- Eliminating Algorithmic Bias Is Just the Beginning of Equitable AI, Harvard Business Review <https://hbr.org/2023/09/eliminating-algorithmic-bias-is-just-the-beginning-of-equitable-ai>
- Auditing Algorithmic Risk, MIT Sloan Management Review (2024)  
<https://sloanreview.mit.edu/article/auditing-algorithmic-risk/>
- Avoid ML Failures by Asking the Right Questions, MIT Sloan Management Review  
<https://sloanreview.mit.edu/article/avoid-ml-failures-by-asking-the-right-questions>
- Algorithmic governance <https://policyreview.info/concepts/algorithmic-governance>
- Managing algorithmic risks Safeguarding the use of complex algorithms and machine learning <https://www2.deloitte.com/content/dam/Deloitte/us/Documents/risk/us-risk-algorithmic-machine-learning-risk-management.pdf>
- AI 리스크에 대한 글로벌 대응 동향 및 시사점  
<https://www.samsungsds.com/kr/insights/ai-risks-and-responses.html>
- Assessing Risks and Impacts of AI (ARIA), US NIST  
<https://ai-challenges.nist.gov/uassets/6>; <https://ai-challenges.nist.gov/aria>

## 6 주차 (Oct 7): 학생 독립 발표

- 강의 계획서의 자료 중 흥미를 느끼는 테마의 사례들을 선택하여 심층분석 (25-30 분)

## 7주차 (Oct 14): 공공영역의 알고리즘 책무성, 투명성, 설명가능성

- When—and—Why You Should Explain How Your AI Works, Harvard Business Review.  
<https://hbr.org/2022/08/when-and-why-you-should-explain-how-your-ai-works>
- Investigation into France CNAF's Algorithm for Mass Profiling in Welfare System  
<https://www.lighthousereports.com/methodology/how-we-investigated-frances-mass-profiling-machine>

- The flawed algorithm at the heart of Robodebt (Australia's automated system) <https://pursuit.unimelb.edu.au/articles/the-flawed-algorithm-at-the-heart-of-robodebt>
- This Algorithm Could Ruin Your Life (Dutch city of Rotterdam's welfare algorithm) <https://www.wired.com/story/welfare-algorithms-discrimination>
- 3.3 *Transparency and Explainability* in Artificial Intelligence Index Report 2024 - Stanford University (pp. 180-185) [https://aiindex.stanford.edu/wp-content/uploads/2024/04/HAI\\_2024\\_AI-Index-Report.pdf](https://aiindex.stanford.edu/wp-content/uploads/2024/04/HAI_2024_AI-Index-Report.pdf)
- Requirements for Trustworthy Artificial Intelligence <https://scholarworks.indianapolis.iu.edu/server/api/core/bitstreams/c748d7f0-5d6b-4f09-9467-f69db4eb6f07/content>
- AI-Related Risks Test the Limits of Organizational Risk Management (Pros/ Cons) <https://sloanreview.mit.edu/article/ai-related-risks-test-the-limits-of-organizational-risk-management/>
- 설명가능한 AI란 무엇인가? <https://www.ibm.com/kr-ko/topics/explainable-ai>
- 설명가능한 인공지능(Explainable AI; XAI) 연구동향과 시사점 (PDF)
- AI 신뢰성을 위한 XAI 기술 동향 (PDF)
- The Foundation Model Transparency Index 2024 <https://crfm.stanford.edu/fmti/May-2024/index.html>
- “알고리즘 통제: 투명성의 구체적 기준” [https://sapi.co.kr/wp-content/uploads/2021/09/알고리즘-통제-투명성의-구체적-기준\\_0923\\_2.pdf](https://sapi.co.kr/wp-content/uploads/2021/09/알고리즘-통제-투명성의-구체적-기준_0923_2.pdf)
- Algorithm Accountability : France, the Digital Republic Law <https://www.ogpstories.org/algorithm-accountability-what-government-can-do-right-now/>
- EU Artificial Intelligence Act 1) <https://artificialintelligenceact.eu/high-level-summary/> 2) 한국어 번역문 <https://www.klri.re.kr/kor/data/S/1026/view.do>

## 8 주차 (Oct 21): 중간고사

- 제시하는 이슈를 분석하여 수기로 작성 후 pdf 스캔. 당일 자정까지 제출 (학점 20%)  
주어진 주제/이슈의 분석은 학생이 독립적으로 수행해야 함.

## 9 주차 (Oct 28): AI 헬스케어와 알고리즘

- Does AI Help or Hurt Human Radiologists' Performance? It Depends on the Doctor <https://hms.harvard.edu/news/does-ai-help-or-hurt-human-radiologists-performance-depends-doctor>
- 미국 건강보험 이동성 및 책임법(HIPAA)에 의한 보건의료데이터 개인정보 보호 [https://www.kiri.or.kr/pdf/연구자료/연구조사자료/rs-2014-07\\_09.pdf](https://www.kiri.or.kr/pdf/연구자료/연구조사자료/rs-2014-07_09.pdf)
- 미국 HIPAA 규정을 준수하며 Google 애널리틱스를 사용하기 <https://support.google.com/analytics/answer/13297105?hl=ko>
- 보건복지부, 「보건의료데이터 활용 가이드라인」 : 가명처리 방법 2024 [www.mohw.go.kr/board.es?mid=a10501010000&bid=0003&list\\_no=1480106&act=view](http://www.mohw.go.kr/board.es?mid=a10501010000&bid=0003&list_no=1480106&act=view)
- Patient data for commercial companies- ethical framework for sharing patients' data <https://jme.bmj.com/content/early/2023/05/24/jme-2022-108781>

- How Health Care Algorithms and AI Can Help and Harm  
<https://publichealth.jhu.edu/2023/how-health-care-algorithms-and-ai-can-help-and-harm>
- A Health Care Algorithm Offered Less Care to Black Patients  
[www.wired.com/story/how-algorithm-favored-whites-over-blacks-health-care](http://www.wired.com/story/how-algorithm-favored-whites-over-blacks-health-care)
- “Millions of black people affected by racial bias in health-care algorithms” Nature  
<https://www.nature.com/articles/d41586-019-03228-6>
- DeepMind’s Streams app faces legal action over NHS data use  
<https://www.cnbc.com/2021/10/01/google-deepmind-face-lawsuit-over-data-deal-with-britains-nhs.html>
- Prediction of respiratory failure risk in patients with pneumonia in the ICU  
<https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0291711>

## 10 주차 (Nov 4): AI Agents / 다크패턴 UX와 소비자 보호

- We Need to Control AI Agents Now (Jonathan Zittrain)  
[www.theatlantic.com/technology/archive/2024/07/ai-agents-safety-risks/678864/](http://www.theatlantic.com/technology/archive/2024/07/ai-agents-safety-risks/678864/)
- 2010 Flash Crash in The Stock Market  
<https://corporatefinanceinstitute.com/resources/equities/2010-flash-crash/>
- Practices for Governing Agentic AI Systems (OpenAI)  
<https://cdn.openai.com/papers/practices-for-governing-agentic-ai-systems.pdf>
- Dark Patterns, the tricks websites use to make you say yes, explained  
<https://www.vox.com/recode/22351108/dark-patterns-ui-web-design-privacy>
- Dark Patterns : Legal Cases  
<https://www.deceptive.design/cases>
- FTC Sues Amazon.com for Enrolling Prime Users ‘Without Consent’  
[www.thewrap.com/ftc-sues-amazon-prime-enrolling-users-without-consent/](http://www.thewrap.com/ftc-sues-amazon-prime-enrolling-users-without-consent/)
- TikTok held liable for nudging children towards privacy-intrusive settings (EU)  
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- Beyond Dark Patterns: A Concept-Based Framework for Ethical Software Design  
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- Dark Patterns will now be heavily regulated  
<https://www.williamfry.com/knowledge/dark-patterns-not-a-new-concept-but-will-now-be-heavily-regulated/>
- 다크패턴 관련 규제동향  
<https://www.shinkim.com/kor/media/newsletter/pdf/2181>
- '다크패턴'에 대한 공정거래위원회 자율관리가이드라인  
[https://www.ftc.go.kr/www/selectReportUserView.do?key=10&rpttype=1&report\\_data\\_no=10140](https://www.ftc.go.kr/www/selectReportUserView.do?key=10&rpttype=1&report_data_no=10140)

## 11 주차 (Nov 11): 학생 독립 발표

- 강의 계획서의 자료 중 흥미를 느끼는 테마의 사례들을 선택하여 심층분석 (25-30 분)

## 12 주차 (Nov 18): 형사사법 시스템과 알고리즘.



- Analysis of the *Correctional Offender Management Profiling for Alternative Sanctions (COMPAS)* Recidivism Algorithm <https://www.propublica.org/article/how-we-analyzed-the-compas-recidivism-algorithm>
- The accuracy, fairness, and limits of predicting recidivism <https://www.science.org/doi/10.1126/sciadv.aao5580>
- Can you make AI fairer than a judge? Play our courtroom algorithm game <https://www.technologyreview.com/2019/10/17/75285/ai-fairer-than-judge-criminal-risk-assessment-algorithm/>
- Societal Impacts of Predictive Policing Algorithms (PPAs) in Crime Prevention [https://libraetd.lib.virginia.edu/downloads/x059c832h?filename=Smith\\_Joshua\\_STS\\_Research\\_Paper.pdf](https://libraetd.lib.virginia.edu/downloads/x059c832h?filename=Smith_Joshua_STS_Research_Paper.pdf)
- Artificial Intelligence in Predictive Policing Issue Brief <https://naacp.org/resources/artificial-intelligence-predictive-policing-issue-brief>
- Predictive policing algorithms are racist. They need to be dismantled. <https://www.technologyreview.com/2020/07/17/1005396/predictive-policing-algorithms-racist-dismantled-machine-learning-bias-criminal-justice/>
- Law Enforcement and Data-Driven Predictions <https://t.ly/Y3Tan>
- Robert Williams Arrest Case : Facial Recognition Led to Wrongful Arrests [www.nytimes.com/2024/06/29/technology/detroit-facial-recognition-false-arrests.html](https://www.nytimes.com/2024/06/29/technology/detroit-facial-recognition-false-arrests.html)

### 13 주차 (Nov 25): AI 학습 데이터, 저작권, 공정이용

- AI 학습과 뉴스 저작권 간의 ‘공정이용’ 갈등 <https://www.lawtimes.co.kr/LawFirm-NewsLetter/196993>
- 생성형 AI와 저작권 쟁점 <https://www.datocms-assets.com/45669/1701306602-231128-12.pdf>
- Eight newspaper publishers sue Microsoft and OpenAI over copyright infringement <https://www.cnbc.com/2024/04/30/eight-newspaper-publishers-sue-openai-over-copyright-infringement.html>
- The New York Times v.s OpenAI, Harvard Law Review <https://harvardlawreview.org/blog/2024/04/nyt-v-openai-the-times-about-face/>
- Reexamining "Fair Use" in the Age of AI <https://hai.stanford.edu/news/reexamining-fair-use-age-ai>
- Mark A. Lemley, Bryan Casey (2021) Fair Learning, Texas Law Review <https://texaslawreview.org/fair-learning/>
- Jenny Quang (2021) Does Training AI Violate Copyright Law <https://btlj.org/wp-content/uploads/2023/02/0003-36-4Quang.pdf>

### 14 주차 (Dec 2): AI와 노동시장, HR, 자동화 비디오 인터뷰

- AI Will Transform the Global Economy. Let's Make Sure It Benefits Humanity. [www.imf.org/en/Blogs/Articles/2024/01/14/ai-will-transform-the-global-economy-lets-make-sure-it-benefits-humanity](https://www.imf.org/en/Blogs/Articles/2024/01/14/ai-will-transform-the-global-economy-lets-make-sure-it-benefits-humanity)
- A.I. Is Going to Disrupt the Labor Market. It Doesn't Have to Destroy It. <https://www.chicagobooth.edu/review/ai-is-going-disrupt-labor-market-it-doesnt-have-destroy-it>

- Where Automated Job Interviews Fall Short, Harvard Business Review  
[www.hbr.org/2022/01/where-automated-job-interviews-fall-short](http://www.hbr.org/2022/01/where-automated-job-interviews-fall-short)
- 86% of Organizations Are Conducting Automated Video Interviews (AVIs).  
[www.gartner.com/en/newsroom/press-releases/2020-04-30-gartner-hr-survey-shows-86--of-organizations-are-cond](http://www.gartner.com/en/newsroom/press-releases/2020-04-30-gartner-hr-survey-shows-86--of-organizations-are-cond)
- New York City Local Law 114 for Automated Employment Decision Tools(AEDT)  
[www.nyc.gov/site/dca/about/automated-employment-decision-tools.page](http://www.nyc.gov/site/dca/about/automated-employment-decision-tools.page)
- NYC Tackles AI and Automated Decision-making in Employment and Recruiting  
<https://ktslaw.com/en/Insights/Alert/2023/8/NYC-Tackles-AI-and-Automated-Decision-making-in-Employment-and-Recruiting>
- AI 채용 문제점 ② AI 면접 결과에 대한 설명 불가능  
<https://service.prism.work/insight/?q=YToxOntzOjEyOiJrZXI3b3JkX3R5cGUiO3M6MzoiYWxsIjt9&bmode=view&idx=14403189&t=board>
- 고용노동부, 개인정보보호 가이드라인 [인사노무편]  
[https://moel.go.kr/policy/policydata/view.do?bbs\\_seq=20230101495](https://moel.go.kr/policy/policydata/view.do?bbs_seq=20230101495)
- 개인정보보호위원회, '자동화된 결정에 대한 개인정보처리자의 조치 기준'  
<https://www.pipc.go.kr/np/cop/bbs/selectBoardArticle.do?bbsId=BS074&mCode=C02010000&nttId=10174>

## 15 주차 (Dec 9): 기말고사

- 제시하는 이슈를 분석하여 수기로 작성 후 pdf 스캔. 당일 자정까지 제출 (학점 40%)  
주어진 주제/이슈의 분석은 학생이 독립적으로 수행해야 함. 중간고사용 보고서의 주제/이슈와 다른 과제가 주어질 예정.

## IV. 발표 주제의 선정

- 학생은 개별적으로 발표할 주제 및 분석 사례들을 confirm 받아야 함 (9 월 30 일까지))
- 영어 논문(Journals) : Harvard Business Review, MIT Sloan Management Review, Big Data & Society ; Internet Policy Review; AI & SOCIETY 참조
- 국제 컨퍼런스 자료 AAI/ACM Conference on AI, Ethics, and Society 참고

## V. 참고자료

- Artificial Intelligence Index Report 2024 - Stanford University  
[https://aiindex.stanford.edu/wp-content/uploads/2024/05/HAI\\_AI-Index-Report-2024.pdf](https://aiindex.stanford.edu/wp-content/uploads/2024/05/HAI_AI-Index-Report-2024.pdf)
- 개인정보보호위원회, 가명정보 처리 가이드라인(2024.2.4 개정)  
<https://www.pipc.go.kr/np/cop/bbs/selectBoardArticle.do?bbsId=BS217&mCode=D010030000&nttId=9900>
- 유럽연합 인공지능법(국문 번역자료) ; EU Artificial Intelligence Act  
<https://www.klri.re.kr/kor/data/S/1026/view.do>
- 유럽연합 일반개인정보보호법( EU GDPR) 가이드북 (국문 번역자료)  
[https://www.privacy.go.kr/front/bbs/bbsView.do?bbsNo=BBSMSTR\\_000000000049&bbscttNo=14518](https://www.privacy.go.kr/front/bbs/bbsView.do?bbsNo=BBSMSTR_000000000049&bbscttNo=14518)
- 개인정보위, AI 개발·서비스를 위한 공개 개인정보 처리안내서(2024.7)  
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- 보건복지부, 「보건의료데이터 활용 가이드라인」 (2024.1)  
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## VI. 평가 방법 및 커뮤니케이션 규칙

- 출석 및 학생 발표 (20%), 과제물 제출 (20%), 중간고사 (20%), 기말고사 (40%)
- 결석 4회 F 학점, 결석 3회 D 학점 부여. 병가 및 각종 시험을 출석으로 인정하지 않음.
- 중간 및 기말 보고서, 과제물(각 1 건) 수기로 작성. 스캔하여 1 개의 pdf 파일로 제출.
- 수강생은 '자기소개' 이메일을 **9월 1 일까지** [eunchang@gmail.com](mailto:eunchang@gmail.com)로 발송해야 함  
(포함내용: 전공학과, 이름, 수강이유, 빅데이터 관심분야, 희망하는 발표 테마+사례)
- 이메일 제목 작성시 반드시 아래의 커뮤니케이션 규칙을 준수해야 함
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  - ✓ ex: 경희대 Data Algorithm Governance, (기말)첨부파일 제목, 홍길동, 202242993
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