

**ARTIFICIAL INTELLIGENCE AND AUTOMATED DECISION TOOL**

I. Purpose

The purpose of this policy is to define the authorized use of artificial intelligence and automated decision tools in decision-making by the campuses, divisions, and units of the University of Arkansas System as required by Arkansas law.<sup>1</sup> This policy applies to the use of artificial intelligence and automated decision tools by employees in decisions related to admissions, hiring, and other administrative uses. This policy does not apply to the use of artificial intelligence by students and faculty in the academic context.

II. Definitions

“Artificial intelligence” means a machine-based system that can, based on a given set of human-defined objectives, make predictions, recommendations, or decisions influencing a real or virtual environment.

“Automated decision tool” means a system or service that uses artificial intelligence and has been specifically developed and marketed, or specifically modified, to make or to be a controlling factor in making consequential decisions.

III. Authorized Use

Campuses, divisions, and units may authorize employees to use artificial intelligence and automated decision tools in the course and scope of their employment in a manner that is consistent with all relevant policies and supervisor approval. When artificial intelligence or automated decision tools are used to assist in decision-making, an authorized human employee or designee must make all final decisions regardless of the recommendation of the artificial intelligence or automated decision tool.

IV. Training Program

Campuses, divisions, and units that use artificial intelligence or automated decision tools must develop a training program for all employees that includes training on the appropriate use of artificial intelligence and automated decision tools in deciding the outcome of decisions in the course of an employee’s employment.

V. Prohibitions

Campuses, divisions, and units may not use artificial intelligence or automated decision tools to:

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<sup>1</sup> Act 848 of 2025; Ark. Code Ann. § 25-1-128.

- A. Express a personal political opinion to an elected official unless the opinion is within the course and scope of the employee's regular job duties or requested by an elected official or public entity;
- B. Engage in lobbying an elected official on a personal opinion if the employee is not a registered lobbyist for the campus or unit;
- C. Engage in illegal activities or activities otherwise prohibited by federal or state law; or
- D. Intentionally override or avoid the security and system integrity procedures of the campus or unit.

Employees who violate policies governing the use of artificial intelligence or automated decision tools will be subject to discipline in accordance with campus or unit discipline policies.

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