



Tennessee Artificial Intelligence Advisory Council

Action Plan

November 2025



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Tennessee's AI Vision

Tennessee can be a national leader in the responsible use of artificial intelligence (AI). The state will use AI to make government faster, simpler, and more efficient while protecting citizens' rights, privacy, and jobs. The vision is to help every Tennessean benefit from AI opportunities.

Artificial intelligence will change how we work, learn, and live. When guided by Tennessee's values of integrity, transparency, and fiscal responsibility, it can make our communities stronger. This plan explains how Tennessee will invest wisely, encourage innovation, and build trust in AI use across state and local government.

Key outcomes include:

- Faster, more efficient public services
- Safe and transparent use of AI
- A skilled, AI-ready workforce
- Growth in AI-related businesses and infrastructure

Message from the Chairs

Tennessee stands at a pivotal moment. The accelerating pace of AI adoption presents both opportunity and responsibility for every state in the nation, but few are as well-positioned as ours to lead in its responsible use. Tennessee's values of integrity, transparency, and fiscal responsibility form a foundation that makes innovation possible without compromising public trust. Our charge, as set forth in Tenn. Code Ann. § 4-3-3105, is to guide the State's understanding of AI's economic, workforce, and ethical implications and to recommend concrete actions that ensure Tennesseans benefit fully and fairly from this transformative technology.

Since the submission of our May 2025 Action Plan, the Council has moved from design to execution. Five standing subcommittees include: Outcomes, Engagement, Labor & Economy, Policy, and Action Plan. Each subcommittee has produced tangible progress. We completed Tennessee's first statewide inventory of AI use cases in government, surveyed local governments on their readiness and needs, launched a work program to measure AI's impact on key industries and occupations, and began building a legal and regulatory framework to guide responsible AI use across the public and private sectors. Together, these efforts represent the State's first integrated view of how AI can improve services, strengthen industry, and prepare our workforce for the jobs of the future.

This December 2025 report fulfills the Council's first annual statutory reporting requirement to the Governor and the General Assembly. It responds to all eight elements mandated in law that examine the current state of AI and its effects on labor markets; outlining how AI is

reshaping industries and foundational skills; recommending initiatives to stimulate economic growth and workforce development; identifying legal and policy needs; supporting innovation and displaced workers; aligning education and research; defining the benefits and risks of AI; and advancing transparency, accountability, and public trust. Each recommendation is grounded in research, stakeholder engagement, and the Council's conviction that Tennessee can and should be a national model for responsible AI.

Why Tennessee Can Lead

Our state's assets are uniquely aligned for this moment. We have a diversified economy, a favorable tax climate, robust infrastructure, and a culture of practical innovation. We are home to Oak Ridge National Laboratory, one of the nation's foremost AI research institutions, and to a network of universities and technical colleges already integrating AI literacy into their curricula. Our energy resources, broadband expansion, and logistics capacity give us the physical backbone to host the next generation of AI-enabled enterprises. When combined with the Governor's vision of efficient, citizen-focused government, these strengths position Tennessee to lead not only in adopting AI but in shaping how it serves the public good.

The federal government's own "America's AI Action Plan" calls on states to accelerate adoption through pilot programs, shared infrastructure, and workforce enablement. Peer states such as Georgia, Virginia, Oklahoma, and Florida have begun implementing enterprise AI strategies, but Tennessee's cohesive vision, cross-agency collaboration, and focus on measurable outcomes give us the chance to move faster and smarter. We can modernize government services, attract high-tech investment, and create quality jobs without expanding bureaucracy. Early leadership will ensure that our citizens, rather than external vendors or other jurisdictions, define the standards for ethical, efficient, and secure AI.

Why It Must Happen Now

AI is no longer theoretical; it is already transforming how government delivers services, how businesses operate, and how Tennesseans work and learn. Delay risks ceding competitive advantage and missing opportunities to increase efficiency and improve lives. Strategic investment today in the areas of data readiness, pilot projects, and AI literacy will pay dividends in productivity, cost savings, and citizen satisfaction for decades. Waiting invites fragmentation, duplication, and reactive regulation. Acting now allows Tennessee to establish coherent guardrails, demonstrate responsible innovation, and attract the talent and capital that accompany technological leadership.

Commitment to Transparency and Accountability

As we advance, we remain guided by Tennessee’s core values. We will ensure that every AI deployment in government is transparent, accountable, and protective of individual rights. We endorse the principles of “human in the loop” oversight for high-impact decision making, proportionate risk management, and open communication with the public about how AI is used in their communities. Transparency is not an afterthought; it is the prerequisite for sustained public trust.

Looking Ahead

The Council will continue its work through 2028, issuing annual reports to chart Tennessee’s progress. The recommendations in this 2025 report establish a baseline for measuring outcomes in economic growth, workforce transformation, and government efficiency. By embedding responsible AI practices into our institutions today, we can guarantee that Tennessee remains a state where innovation strengthens, not replaces, our commitment to service and fairness.

On behalf of the Tennessee Artificial Intelligence Advisory Council, we are proud to submit this inaugural annual report to the Governor and the General Assembly. Tennessee has the resources, leadership, and resolve to lead the nation in responsible AI adoption. The time to act is now.

Respectfully submitted,



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Executive Summary

Tennessee should step boldly into artificial intelligence. AI is already changing how the state delivers services, supports businesses, and prepares its workforce. Strategic investment in AI is not optional; it is essential for the future of modern and efficient government.

The Council has a broad mandate, but this report has a particular focus on ensuring that Tennessee state government leans into AI. There is no time to lose. Strategic investment in AI will be a cornerstone of responsible government in the coming decade. Generative AI is already reshaping service delivery, industry productivity, workforce expectations, and citizen expectations. National policy frames AI as a competitive imperative, most recently through “America’s AI Action Plan,” which prioritizes innovation, adoption, and infrastructure, and through recent federal actions to build domestic AI infrastructure and accelerate adoption across government. Together, these actions reinforce the assertion that timely, strategic, targeted investment by states will speed responsible adoption and produce tangible value for citizens.

The Council’s conversations with a diverse group of AI champions and entrepreneurs all point to a common truth: the fastest path to real-world value is portfolio experimentation. Iteration is key; run many low-risk pilots, measure rigorously, and scale only what works. The national plan explicitly calls for a “try-first” culture that includes regulatory-compliant sandboxes, AI centers of excellence, and accelerating AI adoption in government, paired with robust evaluation methods. Tennessee should institutionalize that cadence with stage-gated funding, rapid procurement pathways, and secure enterprise sandboxes, while keeping humans in the loop for oversight and high-risk decisions. Peer states in our region are following similar playbooks as evidenced by Georgia’s enterprise AI policies and 2025 guidance for state organizations, Oklahoma’s “Use of AI in Oklahoma State Government” standard and task-force recommendations, Virginia’s Executive Order No. 30 on Artificial Intelligence, and Florida’s 2025 Department of Government Efficiency task force directive to use AI to reduce waste, all offering concrete models focused on accelerating AI adoption at the state level.

We believe that early investment will allow the State to do more for Tennesseans without significant workforce growth. As Governor Lee has said, “Tennessee’s greatest asset is her people, and our state employees are no exception.” When Tennessee’s talented and committed workforce leverages the best in AI tools, they will clear backlogs, personalize citizen services, and provide 24/7 self-service for common requests more effectively and efficiently than ever. Tennessee’s approach should mirror the national strategy of accelerating government adoption, building an evaluation ecosystem, and empowering American workers through AI literacy and rapid reskilling.

Tennessee state government has already laid the groundwork for safe investment in AI. Policy and data governance strategies promulgated by Strategic Technology Solutions (STS) ensure that the rapid acceleration of AI adoption will not outpace responsible guardrails. It is time to leverage this effort to innovate.

Strategic investment in AI can take many forms, but the following four pillars would be a powerful place to start:

- 1. Modernization & Pilots** – Identify and fund enterprise and agency use cases with demonstrable value and clearly enumerated plans to measure the quantitative outcomes and return on investment; Implement a lab environment that is tasked with experimentation to iterate on solutions that will scale to drive government efficiency and improve citizen experience.
- 2. Data & Compute Readiness** – Continue to prepare the ground with secure statewide enterprise data sharing agreements, appropriate data governance, shared data pipelines, secure model hosting, and fit-for-purpose compute credits so agencies and local governments can experiment safely.
- 3. Workforce & Change Enablement** – Continue to promote statewide AI literacy, provide role-specific training for managers and frontline staff, adopt AI-enabled workflows, and partner with K-12 and higher education at every opportunity.
- 4. Safety, Security & Accountability** – Maintain and grow existing data governance controls to ensure the protection of state data but grow security and oversight organically to ensure right-sizing, accountability, and innovation.

Subcommittee Progress

The Council's work in 2025 has been organized through five subcommittees: **Outcomes, Engagement, Labor & Economy, Policy,** and **Action Plan**. These subcommittees were constituted in the Council Charter and have guided the content and organization of this report.

AI Advisory Council Status Report:

- **Outcomes Subcommittee** – Defined and launched the statewide AI use-case inventory across departments to identify high-value pilots and risks, with examples spanning eligibility determinations, document analysis, search, and fraud reduction.
- **Engagement Subcommittee** – Designed and fielded a local-government AI survey and began options analysis for transparency and outreach (e.g., regular forums). Findings indicate that training and funding are primary needs at the local level.
- **Labor & Economy Subcommittee** – Developed a work program assessing AI's impact on Tennessee's industries and workforce (manufacturing, healthcare, IT), partnered with experts, and identified needs for AI literacy, reskilling, and ROI measurement.
- **Policy Subcommittee** – Built a process to inventory state and federal policy activity, examine transparency and safety baselines, and prepare options for a forward-looking legal and regulatory framework for trustworthy AI adoption.
- **Action Plan Subcommittee** – Prepared the May status report to the General Assembly and coordinates input for the December report and subsequent deliverables.

The full Council has also commissioned short-term special projects, such as the DeepSeek risk review to inform safe adoption and vendor management of adversarial AI models, with recommendations elevated to state leadership.

Statutory Findings & Recommendations

The sections that follow distill subcommittee findings and recommendations to align with the eight elements set forth in Tenn. Code Ann. § 4-3-3105 and the chartered subcommittee structure.

1) Current state of AI and likely impact on Tennessee’s labor market

Finding – Artificial intelligence is already automating and assisting many types of work. Studies show that jobs involving data, writing, and analysis are the most affected. However, AI can also create new opportunities when paired with human skill and creativity. Employment outcomes will depend on how quickly businesses and governments adopt AI and how well workers adapt through training and support.

Recommendations:

- **Labor Market Monitoring** – Direct the Departments of Labor & Workforce Development and Economic & Community Development (ECD) to maintain an “AI & Work” dashboard that tracks AI’s occupational exposure, wage effects, and training uptake, informed by neutral research and by the availability of jobs at all experience levels. Using models like MIT’s Iceberg to gain a deeper understanding of the impact of AI on the Tennessee workforce.
- **Skills First** – Encourage state hiring guidelines and contracting requirements to recognize micro credentials and demonstrated skills alongside degrees for AI-adjacent roles, consistent with federal skills-based hiring trends. Encourage the creation of courses of study such as the “AI for All” Minor at the University of Memphis, which is designed to equip students from all majors with the skills and knowledge to integrate AI into their field of study and future careers.
- **Sector Councils** – Convene industry-specific roundtables (healthcare, logistics, manufacturing, public safety) to validate near-term AI use cases and related training demand.

2) How AI may reshape key industries, occupations, and foundational skillsets

Finding – AI is impacting all major industries and specific job functions within those industries. For example, AI is helping hospitals summarize medical notes, manufacturers predict equipment failures, and governments respond faster to citizens. Across all industries, digital literacy, data analysis, and problem-solving with human oversight are becoming essential skills.

Recommendations:

- **Targeted Credentials** – Expand short-cycle credentials through the Tennessee Board of Regents (TBR) and Tennessee Colleges of Applied Technology (TCAT), including AI literacy and data analysis, building on TBR's partnership to offer Google AI Essentials.
- **Applied Research Pathways** – Leverage the University of Tennessee's (UT) AI Tennessee Initiative and Oak Ridge National Laboratory's (ORNL) Center for AI Security Research (CAISER) for industry sector challenges (e.g., rural health access, supply chain resilience).
- **K-12 Alignment** – Encourage districts to adopt clear AI classroom and assessment guidance aligned to the U.S. Department of Education's recommendations that should be age-appropriate, research-supported, and subject to parental oversight.

3) Initiatives to stimulate economic growth, create jobs, and enhance talent development

Finding – States that clear barriers to AI adoption, while providing guardrails for AI implementation, will be able to leverage this technology in the most effective way. Public sector pilot projects, modern procurement rules, and workforce investment can attract private-sector innovation. States that invest early in practical AI applications see measurable savings and stronger business growth.

Recommendations:

- **Establish a Statewide AI Pilots Fund** – The General Assembly should consider an appropriation to award competitive, stage-gated grants for enterprise or domain pilots (e.g., service delivery, accessibility, records automation, fraud detection), with required evaluation plans, bias and performance testing, and “scale or stop” decisions. STS would publish results and govern a published library of reusable agents or components for statewide reuse.
- **Modern Procurement** – Adapt model AI clauses for contracts and risk assessments to include AI transparency, testing, and security requirements.
- **Talent Pipelines** – Support scholarships and micro-credentials across community colleges and TCATs that prepare workers for AI-impacted jobs, prioritizing displaced and under skilled workers.
- **Incentivize Relocation** – Expand ECD's Transportation Network Growth Opportunity (TNGO) initiative and Innovation & Research for Industry Success (IRIS) Grant to grow incentives for manufacturers to relocate AI-focused research and development and relevant technical talent to Tennessee.
- **AI Literacy for Educators** – Provide statewide professional development so teachers can use AI tools to improve instruction and reduce administrative work.
- **Local Innovation Spaces** – Create safe pilot environments where schools and communities can test AI solutions for real challenges without unnecessary barriers.

- **Stay in TN Scholarship** – Offer scholarships that incentivize graduates to live and work in Tennessee after completing their studies. Invest in incentives to retain talented young professionals in Tennessee, thereby keeping critical talent and creating a workforce that supports AI-enabled employers.
- **“Build with AI in Tennessee” Marketing Campaign** – Consider the incorporation of “Build with AI in Tennessee” into ECD marketing materials. Use this marketing campaign to promote TN's value, highlighting cost of living, business climate, and AI successes. Messaging around TN's strengths will build brand awareness, aiding in the attraction of both key talent and potential target companies.

4) Legal or policy changes to ensure responsible and ethical AI while protecting Tennesseans’ rights

Findings – Tennessee already protects citizens from AI misuse through laws such as the ELVIS Act, which prohibits unauthorized use of a person’s voice or likeness. As AI tools evolve, Tennessee must balance innovation with privacy, fairness, and transparency.

Tennessee has the resources and strategic advantages to become a national leader in AI innovation and adoption. Tennessee offers:

- **Energy & Infrastructure:** Reliable transportation networks, growing broadband connectivity, and energy systems capable of supporting high-demand technologies like data centers and advanced manufacturing.
- **Business Community:** A strong and diverse private sector, with global corporations, entrepreneurial startups, and industry associations that can partner in building an AI-ready economy.
- **Tax System:** A favorable tax climate that encourages business formation, investment, and innovation.
- **Higher Education Ecosystem:** World-class universities, research institutions, and technical colleges that can lead in AI research, development, and workforce training.

If Tennessee harnesses these assets while adopting AI in ways that improve services and protect citizens, the state can strengthen public trust, reinforce its cultural identity, and create lasting economic prosperity.

Recommendations:

The AI Advisory Council recommends the following **guiding principles** to inform lawmakers as they consider AI’s impact on Tennessee:

- **Smart Regulation** – Align AI laws with existing state and federal rules on privacy, intellectual property, and free speech. Where regulation is necessary, it should be based on risk classification and demonstrated harm, rather than the type of technology. This approach helps protect Tennesseans without stifling innovation.

- **Avoid Overregulation** – Use flexible policies that encourage growth while preventing harm. Overly restrictive rules could hinder AI developers, investors, and infrastructure providers. Given the rapid pace of AI advancement, it is more effective to rely on adaptable state policies and procedures for specific technology tools, design standards, and operational requirements. Instead of rigid mandates, Tennessee should adopt flexible policies that attract AI companies. Proceed cautiously—early regulatory efforts in other states have shown that even well-intentioned rules can lead to unintended consequences due to the evolving nature of AI.
- **Support Industry Growth** – Encourage companies to establish long-term AI infrastructure (including data centers where appropriate), train a skilled workforce, and expand operations in Tennessee to stimulate economic growth. Reducing regulatory burdens will help ensure the state remains an attractive destination for AI infrastructure development.
- **Protect Individual Rights** – Defend citizens’ rights to control unique attributes such as their personal data, image, and voice.
- **Let Courts Interpret Law** – Determine whether existing legal frameworks and regulations are sufficient to address emerging AI challenges before creating new ones, filling in gaps where necessary.
- **Lead the Nation in AI Adoption** – Tennessee should position itself as a leader in using AI to deliver secure, efficient, and transformative public services. Enabling secure, statewide data sharing across agencies is critical to achieving a unified “One.TN” approach that enhances citizen access to government services. AI adoption must balance digital convenience with citizen privacy.

5) Encouraging AI innovation and entrepreneurship; strategies to support displaced workers

Finding – Innovation thrives when experimentation is easy and safe. Government-led pilot programs can encourage private-sector innovation while training workers for the new economy.

Recommendations:

- **Innovation Challenges** – Invite vendors, startups, and academic teams to compete for STS Pilot Fund awards using shared problem statements (e.g., call backlogs, permit processing, benefits triage, citizen language access).
- **Regulatory Sandboxes** – Allow time-limited projects under human oversight to test emerging solutions.
- **Workforce Transition** – Expand rapid upskilling scholarships, apprenticeships, and on-the-job retraining through community colleges and TCATs; align with Department of Education and Department of Labor & Workforce Development guidance, enabling federal funds to support responsible AI use in education.

- **Inclusive Access** – Prioritize training and pilot services that reach rural and underserved communities to ensure benefits are broadly shared.

6) Policy changes related to workforce development, educational systems, and research opportunities

Finding – Education and research institutions are essential to preparing Tennessee’s workforce for AI. The state must align classroom practices and research priorities with its economic goals while keeping students safe.

Recommendations:

- **Educator Capacity** – Support AI literacy for teachers and administrators (uses, limits, data privacy) and encourage district-level policies consistent with federal guidance and existing state graduation pathways in computer science. Consider creating a statewide AI literacy framework and targeted professional development so educators can use AI to accelerate learning, improve instruction, offer students adaptive learning, and streamline operations—capabilities that compound human capital and productivity.
- **Open Educational Resources (OER)** – Expand OER initiatives to reduce costs and enable AI-assisted content development with transparency and proper attribution.
- **Research Partnerships** – Encourage joint UT–ORNL–industry projects on trustworthy AI, evaluation methods, and domain tools (health, AgriTech, infrastructure).
- **AI Literacy Across Grades** – Publish age-appropriate AI literacy targets aligned to TN standards and integrate into existing computer science/digital literacy pathways; include integrity/assessment guidance.
- **District Pilot Catalog** – Create a living database of approved AI tools and case studies to guide responsible adoption in schools.

7) Overview of AI goals, benefits, potential uses, and limitations

Finding – AI can improve government efficiency, provide faster service, and help analyze complex information. However, it can also create risks such as bias, inaccurate results, and security vulnerabilities. Managing these risks requires testing, monitoring, and human judgment.

Recommendations:

- **Guardrails by Design** – Follow national best practices such as the National Institute of Standards and Technology’s (NIST) Secure Software Development Framework.

- **Cyber Readiness** – Follow CISA joint guidance for securely deploying AI systems; treat AI as software that must be secure by design.
- **Human-in-the-loop** – Keep meaningful human review for consequential decisions (eligibility, enforcement, employment), with clear appeal pathways.

8) Recommended ways to promote transparency and accountability by measuring, monitoring, reporting outcomes, and progress

Finding – Transparent public sector AI builds trust and improves outcomes. Federal policy now requires federal agencies to name accountable AI officials and publish strategies; some states are also moving to the implementation of AI governance platforms and public reporting.

Local Government Survey

In March, the Engagement Subcommittee distributed a survey to local government officials about their use of AI and received 227 responses. These are the key findings from the survey:

- **Early-Stage Adoption** – Most local government AI projects are still in pilot phases.
- **Knowledge Gaps** – Many local officials report limited familiarity with AI.
- **Trust Concerns** – Data security and privacy remain top issues.
- **Leadership Impact** – Strong leadership support drives greater use.
- **Resource Constraints** – Funding and expertise are the main barriers to AI use and adoption.

Recommendations:

- **Unified Engagement Platform** – Establish a single, publicly accessible online engagement platform, serving as the state’s central hub for resources and transparency in AI use. Together with expanded training, funding, and guidance, the platform will make AI adoption more transparent, measurable, and accountable. It will enhance public trust, provide government officials with resources, and offer Tennesseans a clear view of how AI is being implemented in their communities. The subcommittee recommends legislative support and resources for the development and maintenance of the platform. Components of the platform should include:
 - **Policy governing the implementation and approval of AI tools across the state**
 - **Interactive Citizen AI Exploration** – an interactive list of real-world applications of AI in Tennessee communities, with examples of problems solved and outcomes achieved.
 - **AI Legislation Tracker** – plain-language updates on enacted and pending state laws governing AI.

- **Educational Resources** – accessible explanations, glossaries, and multimedia tools to improve public understanding of AI and its role in government.
- **Accountability Roles** – Encourage the state to provide a structure and process to manage AI risk management and reporting in a standard format. Each cabinet agency or domain is encouraged to designate an official responsible for AI risk management and reporting. AI risk management should be incorporated into existing state and agency risk management programs.
- **Algorithmic Impact Assessments** – For high-impact systems, post non-sensitive review summaries and performance dashboards; conduct periodic bias and error reviews.
- **Public Communications** – Disclose on citizen-facing state websites what AI is used as a supportive tool to state employees and may have been utilized in the creation of posted content. When AI chatbots are used, provide clear disclosure to users and offer human handoff options.

Observation

Transparency is a worthy goal, and Tennesseans have every right to understand how AI is being used in government. The field of AI is changing so quickly, however, that even definitions are overtaken by events in months and weeks rather than years. Any effort to catalogue AI or disclose its use is necessarily complex at best. In a relatively short time, AI implementations will become so varied and ubiquitous that separating AI-enabled systems from the rest will become an exercise in futility. Tennessee state government should recognize this reality and begin to develop guardrails for information technologies that presume the inclusion of at least some AI in a system and account for its use without unduly burdening the processes of government.

Many people are unsure about how artificial intelligence will affect their jobs, privacy, and daily lives. The Tennessee AI Advisory Council understands these concerns and is committed to guidelines that support AI use in a safe and responsible manner. State leaders will continue to work closely with their partners in the Federal Government, academia, and the private sector to monitor and guide how this technology is developed and used. The goal is to be open and transparent, protect people's rights, and leverage AI to provide benefits to all Tennesseans.

Additional Topics of Interest to the Council

- **Empower Agencies to Pilot AI** – Agencies should be able to apply for funding to test the AI tools that improve efficiency or citizen experience. The Tennessee AI Steering Committee is already filling this role and could be adapted to evaluate proposals and provide accountability during implementation.
- **Governance, Security, and Evaluation** – The state should empower overall management of state AI oversight to a governance body for continued oversight. The

state should also invest in and implement an enterprise AI governance platform to ensure compliance and accountability through governance and management of AI tools. Endorse the NIST AI RMF 1.0 and Generative AI Profile statewide as voluntary benchmarks for agency programs and a reference point for vendors; require proportionate assurances (testing, explainability, human oversight) for high-impact use cases.

- **Invest in AI Infrastructure** – The power and cooling requirements of AI at scale will become the currency of the AI revolution. Tennessee is well-positioned to set the standard in AI infrastructure, but it will require a coordinated approach to empower innovation and minimize the impact on the communities where it is deployed. The state should be given authority to explore negotiating rates associated with energy consumption to power future AI-equipped systems.
- **Increased Review Where Appropriate** – For significant new systems affecting eligibility, rights, or safety, encourage pre-deployment reviews.
- **Content Authenticity** – Direct agencies that publish audiovisual content to adopt content attribution standards to help the public verify state-issued media and counter deepfakes.
- **Workplace Fairness** – Remind state entities and vendors that Title VII and Americans with Disabilities Act requirements apply to AI-assisted hiring and evaluation; reference the Equal Employment Opportunity Commission’s technical assistance on adverse impact in AI-enabled selection.

Current Status and Looking Ahead

Tennessee is prepared to turn preparation into performance. The Council recommends strategic, targeted state investment that (1) empowers the state to run enterprise or domain stage-gated pilots with rigorous measurement, (2) equips them with shared data and compute resources, (3) builds skills for managers and frontline staff, and (4) hardens safety and accountability. This “test-learn-scale” approach delivers near-term service improvements without dramatic workforce growth and aligns with federal strategy and peer-state practice. These advisory recommendations to the Governor and General Assembly align with the Council’s statutory mandate and chartered subcommittees and are designed to help Tennessee lean safely into AI, delivering measurable benefits for all Tennesseans while maintaining the public’s trust. The Council’s work will continue through December of 2028 with additional recommendations as AI continues to evolve and shape the world. The Tennessee AI Advisory Council is confident that this interim report provides strategic guidance for immediate enthusiasm and investment.