



THE **HOPE** SUMMIT

BELMONT UNIVERSITY

Hope Summit Workshop Series

Bridging the AI Accountability Gap

Presented by: **ORACLE**



Dr. Erich Baker

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and Professor of Computer Science*



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Professor of Computer Science and Mathematics*



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Bridging the AI

Accountability Gap

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Designing Cross-Sector Strategies for Ethical, Transparent, and Responsible AI

The rapid adoption of artificial intelligence across industry, government, and education has outpaced the development of robust accountability systems—creating an “accountability gap” that leaves organizations vulnerable to ethical breaches, harmful outcomes, and public distrust. Without clear governance, effective auditing, and shared standards for responsible AI, decisions with far-reaching impacts are being made without transparency or adequate oversight. This workshop convenes industry leaders, policymakers, funders, and educators to co-design cross-sector solutions—with the hope of piloting them in real-world contexts and integrating them into training pipelines, so that future professionals are prepared to lead responsibly. Without decisive, coordinated action, we risk entrenching bias, eroding trust in institutions, and missing the opportunity to harness AI’s potential for transformative innovation.

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PART ONE

Setting the Stage and Discussion

How does your work interact with AI and AI accountability?

What do you see as the most challenging step in the AI maturity model?

If you could modify the maturity model, what changes would you make—and what would you keep the same?

From your perspective, what are the most significant threats posed by AI today?

Beyond well-known concerns such as job displacement and biased decision-making, what other AI-related risks do you believe are underappreciated?

PART TWO

Panelists

Dr. Pablo Rivas

Director, Center for Responsible AI & Governance

Scott Charter

Director of AI Strategy, Oracle

Dr. Juan Sanchez

Chief Academic Officer, HCA Healthcare

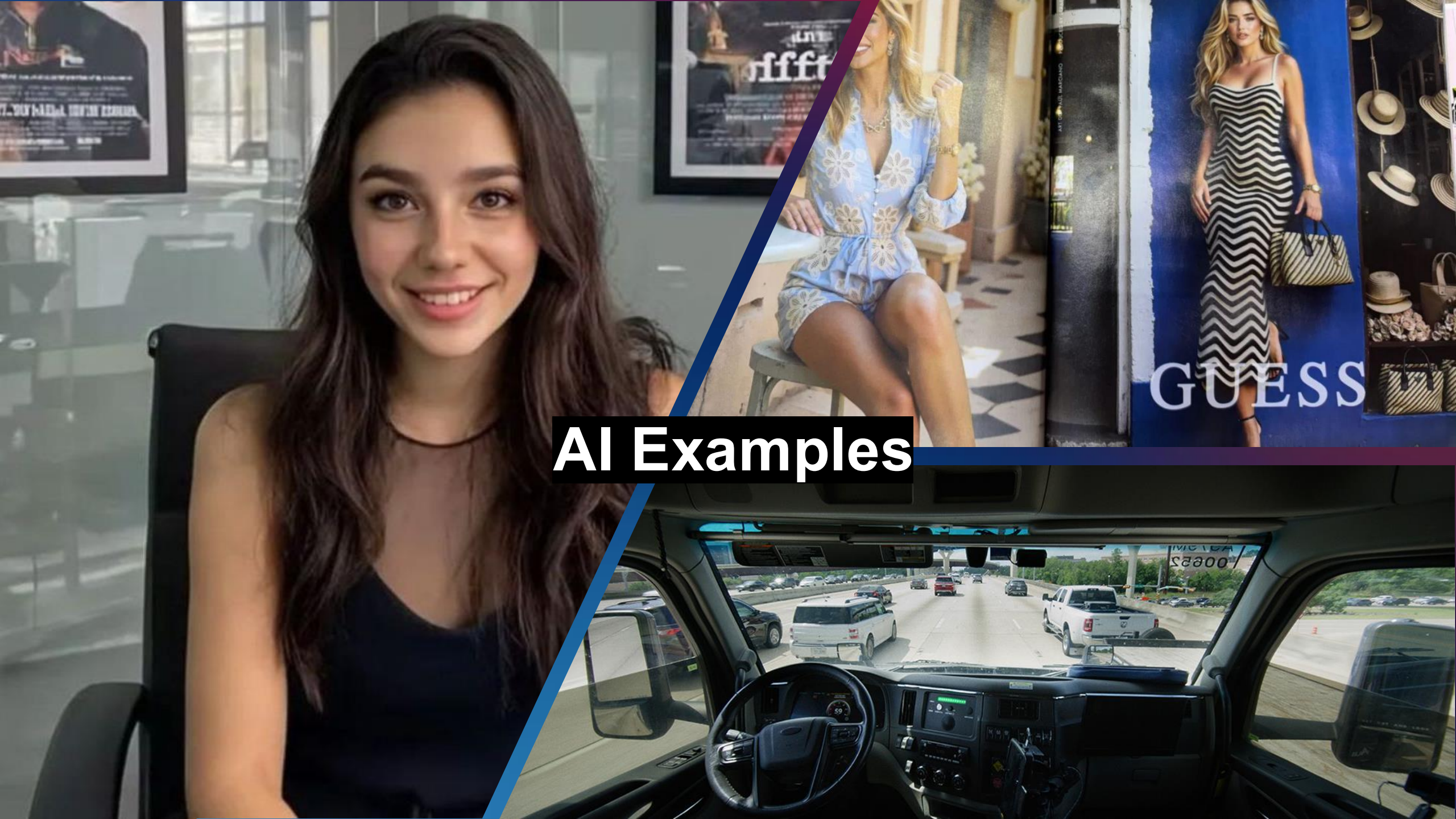
Dr. Jeff Donahoo, Moderator

Executive Director, Belmont Data & AI Collaborative, Belmont University

PART THREE

AI Exercise and Engagement

Engage in tabletop exercises, reflect on the experience and report out to the room.



AI Examples

Insights from Deloitte's State of Gen AI Report

with Dan Helfrich of Deloitte



Deloitte.

Dan Helfrich

Team Captain, Chair, and CEO
at Deloitte



DELOITTE'S AI FALLOUT



AI Risk

Rapid, Grassroots Adoption

Accountability Gap - Missing expertise, oversight, policy, and transparency

Risks

- Regulatory Scrutiny
- Reputational Damage
- Legal Liability

Still early in adoption

Window to determine our future is closing



The Challenge

- “Final” Answer on AI Ethics is Critical, but a Hard Place to Start
 - Postpone
 - Responsible AI Committee
- Risk: Ethics Washing
 - Disconnected from Operations
 - Lack of Authority
 - Prioritizes Reputation Over Real Change
- **Need:** A “walkable” path from where we are to where we want to be



AI Accountability Framework



- Maturity Model
- Starts Simple: What and Where?
- Progression
 - Enable Understanding
 - Socialize Importance (Organizational Alignment)
 - Evolve to First Principles

AI Accountability as Strategic Driver

- **Directional Shift:** Move from understanding to responsibility
- **Trade-offs:** Investing resources now reduces long-term risks
- **The Adoption Curve:** Leaders strive to reach the highest levels to foster trust and drive innovation

Need leaders of character with deep expertise across all domains to design path

Why Belmont?



- **Part of the Mission**

“Developing diverse leaders of purpose, character, wisdom, and transformational mindset, eager and equipped to make the world a better place.”

- **Character Formation Culture**

Comprehensive, campus-wide initiative centered on developing character, purpose, and wisdom through the Belmont Formation Collaborative (BFC)

- **SOUL Framework**

Seek Excellence: Aspire to excellence with humility, recognizing a much greater purpose beyond yourself

However, a real solution requires a strong community of partners

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What does it mean for your soul to thrive?

In Fall 2024, Belmont President Dr. Greg Jones introduced the SOUL framework to the Belmont community, a tangible representation of values that have always existed on campus and a poignant challenge to deepen our focus on each of these characteristics. Inspired by 3 John 1:2 (Beloved, I pray that in all respects you may prosper and be in good health, just as your soul thrives), the language of this framework was developed by groups tasked to examine the University's work around nurturing character and promoting leadership development in students, faculty and staff.

WISDOM

SEEK EXCELLENCE

OFFER GRATITUDE

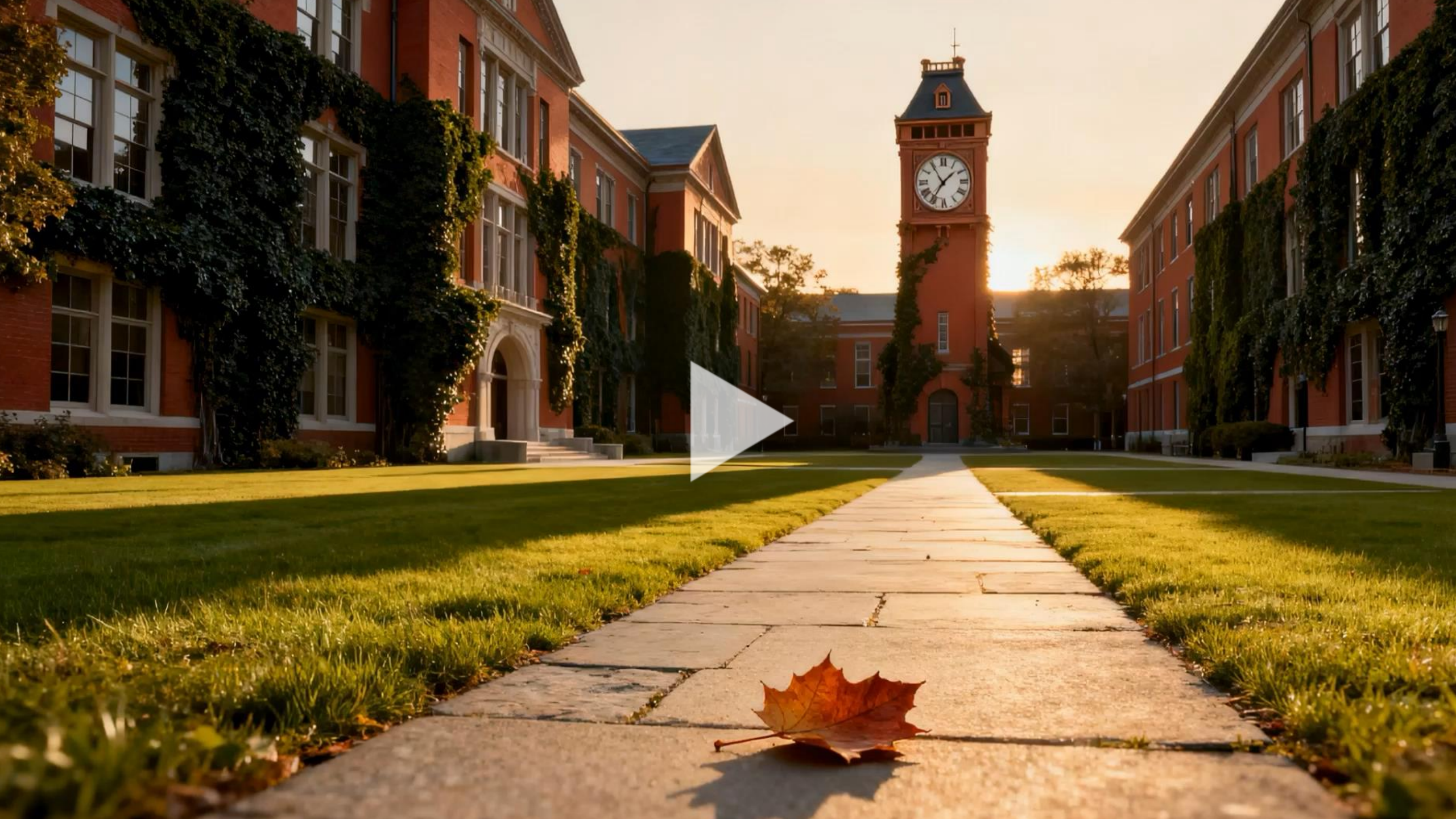
UNLEASH HOSPITALITY

LIVE THE DREAM TOGETHER

WISDOM

Living with SOUL

The Peace Prayer





Panel Discussion

Moderated by Dr. Jeff Donahoo

Scott Charter

*Director of AI Strategy,
Oracle*

Dr. Juan Sanchez

*Chief Academic Officer, HCA
Healthcare*

Dr. Pablo Rivas

*Director,
Center for Responsible AI & Governance*

Tabletop Exercise



AI Accountability: Risk & ROI

- Deploying AI Throughout Organization (aggressively)
- \$1M for AI Accountability & Incident Response
 - **Higher Spend (on AI Accountability):** Provides greater protection against future incidents through better oversight, detection, and mitigation capabilities
 - **Lower Spend:** Reserves more money for response but incurs higher incident costs

Level	Spend
Level 0 - No Formal Accountability	\$0
Level 1 - Basic Accounting	\$50K
Level 2 – Explainability	\$200K
Level 3 - Bias Audits	\$500K
Level 4 - Harm-Benefit Analysis	\$700K
Level 5 - Stakeholder-Integrated Mitigation	\$950K

IVAN: AI Reporter

In this workshop, an AI reporter challenged us with a scenario based on our accountability maturity level and rated our response, giving actionable feedback on how we manage AI risks.

The session featured an AI reporter who introduced a scenario reflecting our accountability level and assessed our response, offering insights to strengthen our AI governance.



Table Report Out



Table 8: Accountability as Competitive Advantage

1. Can you envision scenarios where higher accountability maturity becomes a competitive advantage?
2. What market conditions or stakeholder pressures would need to exist for that to be true?
3. What industries or use cases are most likely to see accountability as a differentiator?
4. Can you share examples where ethical AI practices have already influenced market share or brand reputation?

Table 9: Making the Case to the Organization

1. How can organizations cultivate awareness of potential AI system biases as ethical concerns and missed opportunities for innovation, inclusion, and market expansion?
2. What steps can leaders take to encourage teams to proactively identify and address bias in AI systems before it becomes a liability?
3. How can organizations integrate bias detection into their innovation pipeline so that it becomes a source of competitive advantage rather than a compliance task?

Table 10: Valley of Death

There's a significant transition between organizations that analyze AI's risks and trade-offs internally (Level 4) and those that embed ethical principles into their core strategy and culture (Level 6). How do we avoid faltering in these transitions?

1. What kinds of cultural practices, leadership behaviors, and organizational rituals can help make AI accountability a shared value rather than a siloed responsibility?
2. How can organizations foster environments that embed ethical AI practices into everyday decision-making?
3. What rituals or practices (e.g., ethics reviews in product sprints, accountability champions) have worked in other domains like cybersecurity or sustainability that could be adapted for AI?

Table 11: Economics and Accountability

1. How can leaders effectively demonstrate the ROI of implementing an AI accountability framework so stakeholders see it as a strategic investment rather than a compliance checkbox and cost center?
2. What arguments or metrics resonate most with stakeholders to show that responsible AI is an investment in trust, risk mitigation, and long-term value?
3. What specific metrics (e.g., reduced risk exposure, improved customer trust scores) can organizations use to quantify the ROI of AI accountability?
4. How can these be communicated to different stakeholder groups?

Table 12: Sustainable Accountability

1. How can organizations design AI accountability frameworks that remain adaptable as technologies, regulations, and societal expectations evolve?
2. What guiding principles, governance structures, and feedback loops can prevent these frameworks from becoming rigid compliance artifacts?
3. How can leaders ensure they support continuous learning, innovation, and resilience—so accountability becomes a dynamic capability rather than a static obligation?

Table 13: Accountability Through Visibility

1. How can organizations operationalize transparency in AI systems so that it becomes a foundation for trust among customers, regulators, and partners?
2. What does meaningful transparency look like beyond publishing model cards or compliance reports?
3. How can organizations balance transparency with intellectual property protection and security concerns? What mechanisms can make transparency actionable and credible?
4. Can you share examples where transparency practices have strengthened trust or mitigated reputational risk?



Jacob Decoste

Enterprise Account Executive, Oracle

Wrap Up



- Table Summary
- Call to Action
 - Contribute to AI Accountability Framework (AIAF) Design
 - Pilot and Socialize Framework
 - Advise on Belmont Interdisciplinary Student Education and Experience Design
- We Want Your Feedback (data@belmont.edu)