SARAH GIBSON

AI Strategy · Human Formation · Institutional Change

This page outlines detailed training and workshops. *For consulting and long-term partnerships, visit professorgibson.com.*

This isn't about tools. It's about forming people who know how to use them well.

Most AI training focuses on tools. This work focuses on people, practice, and institutional direction. These workshops are designed for institutions navigating the intersection of human formation, institutional change, and AI adoption. They are about helping institutions think clearly, act intentionally, and build shared direction in an AI-enabled world.

This work is both rigorous and accessible. Complex ideas are made clear, practical, and usable so faculty and leaders can engage with confidence. Participants don't just understand more; they leave feeling supported, equipped, and ready to try something new.

Sarah Gibson works with colleges, universities, nonprofits, and organizations seeking to move beyond AI adoption toward meaningful, mission-aligned integration. She helps institutions not just use AI, but use it in ways that deepen purpose, develop people, and strengthen what makes them distinct.

With 17 years in higher education, including leadership in institution-wide AI adoption, she brings both the theory and lived experience required to move institutions forward. Her work includes partnerships with the Council of Independent Colleges and leadership in one of the first independent institutions to implement AI tools universally across faculty, staff, and students.

Each engagement is tailored to your institution's context and goals. Many institutions choose to begin with a full faculty development day that combines multiple workshops into a single, cohesive experience. ***If you don't see exactly what you need, it can be designed to fit your institution.***

How this work comes together.

Institutions don't need to do everything at once. Training is designed to meet you where you are and help you move forward.



Build awareness and shared understanding

Create a common language so your community understands what AI is, what it isn't, and why it matters in your context.



Develop skills and confidence in practice

Move from conversation to application, giving faculty and staff clear ways to begin using AI in their work.



Align around direction and priorities

Bring stakeholders into alignment around how AI should be approached, used, and guided across the institution.



Translate into curriculum, policy, and systems

Embed that direction into courses, frameworks, and workflows so AI integration becomes consistent and sustainable.

Most institutions begin with an assessment or workshop, then move into strategy and implementation over time.

FOUNDATIONS & MINDSET

For institutions building awareness and shared language

AI Foundations

AI Training

Build a clear, grounded understanding of artificial intelligence that gives your institution a shared language and practical foundation for engagement.

This is not a generic introduction to AI. It is a structured, applied session that helps participants move beyond headlines and hype into a clear understanding of capabilities, limitations, and implications for teaching, leadership, and institutional work.

Rather than focusing solely on tools, this workshop lays the foundation for how your institution will think about and engage with AI moving forward.

Focuses on:

- What AI is—and what it is not
- Capabilities and limitations
- Implications for teaching, work, and leadership

Deliverables:

- Shared institutional language around AI concepts and use
- Clear understanding of capabilities, limitations, and risks
- Practical examples relevant to teaching, leadership, and operations
- Initial alignment across participants on key questions and considerations
- Identified areas for further exploration or development

Process & Timeline: This workshop is typically delivered as a **2-hour, half-day, or full-day session,** depending on institutional goals and depth.

The session includes guided instruction, real-world examples, facilitated discussion, and applied reflection to ensure participants not only understand the material but can begin using it in their own context.

Ideal for: *Institutions at the early stages of AI exploration, faculty and staff seeking clarity, and leadership teams looking to build a shared foundation before moving into strategy or implementation.*

Next step: *Leads to Faculty AI Curriculum Design, depending on institutional goals.*

AI & Human Formation in Practice

AI Training · Human Formation

Translate your institution's mission, values, and educational philosophy into concrete practices in an AI-enabled world. This is where institutions define what they are forming before AI defines it for them.

Rather than a theoretical conversation about "being human." It is a structured, applied experience that helps faculty and leadership define what they are forming, and how that formation shows up in courses, decisions, and institutional life.

As AI reshapes how students learn, create, and engage with knowledge, institutions must move beyond reaction and toward intention. This workshop helps bridge that gap, connecting institutional identity to everyday academic and operational practices.

Participants move from abstract values to actionable clarity—identifying how human formation can be preserved, strengthened, and made visible in an AI-integrated environment.

Focuses on:

- Defining what your institution is forming in an AI-enabled world
- Translating mission and values into observable student outcomes
- Identifying human-centered competencies that should not be outsourced to AI
- Connecting formation to courses, experiences, and institutional practices
- Aligning faculty and leadership around a shared vision of student development

Deliverables:

- A clear articulation of human formation in an AI-enabled context
- Defined human-centered competencies aligned to your institution's mission
- Practical examples of how formation shows up in courses and student experiences
- Alignment around what your institution is intentionally developing in students
- Identified opportunities to integrate formation into curriculum and practice

Process & Timeline: This workshop is typically delivered as a half-day or full-day session, depending on institutional goals and depth.

The experience includes guided reflection, facilitated discussion, institutional mapping, and applied exercises ensuring participants not only define formation, but begin translating it into practice.

Ideal for: *Institutions seeking to connect mission to practice, leadership teams engaged in strategic planning, and faculty groups working to align teaching with institutional identity in an AI-enabled world.*

Next step: *Leads to Human Formation Framework Development, AI-Integrated Curriculum Mapping, or broader institutional strategy work.*

AI Decision-Making & Discernment

AI Training · Human Formation · Leadership Formation

Develop the ability to make wise, context-aware decisions about AI use across teaching, leadership, and institutional life.

As AI capabilities expand, the question is no longer simply "Can we use this?" but "Should we—and when, and why?" This workshop helps institutions move beyond tool-based thinking into principled, mission-aligned decision-making.

Rather than offering rigid rules or one-size-fits-all answers, this session equips participants with a framework for discernment grounded in institutional values, educational purpose, and real-world complexity.

Participants engage in real scenarios, surface tensions, and practice making decisions that reflect both opportunity and responsibility.

Focuses on:

- Moving from "Can we use this?" to "Should we—and why?"
- Evaluating tradeoffs between efficiency, learning, and formation
- Applying institutional values to real AI use cases and decisions
- Navigating ambiguity with clarity, consistency, and confidence
- Building shared language for responsible, context-aware AI use

Deliverables:

- A clear framework for AI-related decision-making
- Shared language for discussing tradeoffs, risks, and opportunities
- Increased confidence in navigating complex or ambiguous situations
- Alignment around how institutional values guide AI use
- Practical examples of decision-making across teaching, leadership, and operations

Process & Timeline: This workshop is typically delivered as a half-day or full-day session, depending on institutional goals and depth.

The experience includes scenario-based discussion, facilitated decision-making exercises, and guided reflection, ensuring participants not only understand the framework, but can also apply it in real contexts.

Ideal for: *Leadership teams, faculty groups, and institutions seeking clarity on how to approach AI decisions in a way that is consistent, thoughtful, and aligned with their mission.*

Next step: *Often paired with AI & Human Formation in Practice or followed by policy, governance, or curriculum design work.*

TEACHING & LEARNING

For institutions ready to move into practice

Faculty AI Curriculum Design

AI Training · Teaching & Learning

Help faculty rethink assignments, assessments, and learning experiences in light of AI.

This is not about adding AI to existing courses. It is a structured, applied experience that helps faculty redesign learning in ways that reflect how students actually work and learn today.

As AI changes how students generate ideas, complete tasks, and engage with content, traditional assignments and assessments no longer function the same way. This workshop helps faculty move beyond reaction and toward intentional course design, ensuring that learning remains meaningful, rigorous, and clear.

Participants work directly with their own courses to identify where AI shifts expectations, where learning can be strengthened, and how to design with clarity in an AI-enabled environment.

Focuses on:

- Redesigning assignments to reflect an AI-enabled learning environment
- Integrating AI into pedagogy without losing core learning goals
- Rethinking assessment in light of AI capabilities
- Making expectations around AI use clear and visible to students
- Aligning course design with both academic integrity and meaningful learning

Deliverables:

- A redesigned assignment aligned with AI-aware learning goals
- Clear AI policy language for course-level expectations
- A sample activity or workflow integrating AI into instruction
- Practical examples of AI-integrated pedagogy across disciplines
- Increased confidence in applying changes immediately

Process & Timeline: This workshop is typically delivered as a **half-day or full-day session,** depending on institutional goals and depth.

The experience includes course-based work, guided redesign, facilitated discussion, and applied exercises, ensuring participants leave not only with ideas, but with materials ready to implement.

Ideal for: *Faculty groups, departments, and institutions seeking to move from awareness to applied course design in an AI-enabled learning environment.*

Next step: *Leads to AI Academic Integrity in Practice, Conversations About AI with Students, or broader curriculum mapping and strategy work.*

AI Academic Integrity in Practice

AI Training · Teaching & Learning

Help institutions move beyond unclear or inconsistent expectations around AI use and into a shared, workable approach to academic integrity.

This does not focus on detection or enforcement. It is a structured experience that helps faculty define what appropriate AI use looks like and design learning environments where expectations are explicit and integrity is built into the process.

As AI becomes embedded in student workflows, ambiguity around acceptable use creates confusion, inconsistency, and breakdowns in trust. This workshop helps institutions move from reactive policies to clear, aligned practices that support both learning and accountability.

Participants move from uncertainty to clarity, establishing expectations that are consistent, communicable, and grounded in educational purpose.

Focuses on:

- Defining what appropriate AI use looks like across contexts and disciplines
- Designing assignments where integrity is built into the learning process
- Moving from enforcement to clarity and shared expectations
- Creating consistent language for faculty and students
- Aligning policies with actual classroom practice

Deliverables:

- Clear definitions of acceptable and guided AI use
- Faculty-facing language for course policies and syllabi
- Student-facing language to support understanding and accountability
- Practical examples of AI-aware assignment design
- Increased consistency across courses and departments

Process & Timeline: This workshop is typically delivered as a **2-hour or half-day session**, depending on institutional scope.

The experience includes real scenarios, facilitated discussion, and applied design work, ensuring participants can translate principles into practice.

Ideal for: *Institutions experiencing inconsistency or confusion around AI use, faculty groups seeking clarity, and academic teams working to align integrity practices across programs.*

Next step: *Often paired with Faculty AI Curriculum Design or followed by policy and governance development.*

Conversations About AI with Students

AI Training · Teaching & Learning

Equip faculty with the language, structure, and confidence to have clear, constructive conversations with students about AI use, expectations, and academic integrity.

This moves away from policing or reacting. It is about creating shared understanding, so students know what is expected, why it matters, and how to engage responsibly.

As AI becomes embedded in student workflows, unclear expectations lead to confusion, frustration, and breakdowns in trust. This session helps faculty move from ambiguity to clarity, establishing communication that supports both learning and integrity.

Focuses on:

- Communicating clear expectations around AI use
- Framing conversations to build trust rather than fear
- Navigating student questions and ambiguity with confidence
- Using consistent language across courses and assignments
- Addressing real scenarios and points of confusion

Deliverables:

- Clear language for communicating AI expectations to students
- Conversation frameworks for addressing AI use in different contexts
- Strategies for building trust and transparency in the classroom
- Examples of syllabus language and assignment-level guidance
- Increased confidence in navigating difficult or unclear situations

Process & Timeline: Typically delivered as a **2-hour or half-day session**, often paired with curriculum design or academic integrity work.

Includes real scenarios, guided discussion, and practical language development so faculty leave with tools they can immediately use.

Ideal for: *Faculty navigating unclear expectations, institutions experiencing confusion or inconsistency around student AI use, and teams seeking to build trust and clarity in the classroom.*

Next step: *Often paired with AI Academic Integrity in Practice or Faculty AI Curriculum Design.*

TOOLS & BUILD

For institutions ready to build and scale

BoodleBox Bootcamp

AI Training · Tools & Systems

Develop the ability to work across AI models and build coordinated workflows that support teaching, communication, and institutional operations.

This is not a tool demo. It is a structured, hands-on experience that helps participants move beyond single-tool use into a flexible, multi-model approach that reflects how AI is actually used in the real world.

As AI becomes embedded in daily work, the challenge is no longer access; it is coordination. This workshop helps participants understand how tools connect, how workflows scale, and how AI can extend both individual and institutional capacity. This is not just using AI. It is learning to build with AI.

BoodleBox Bootcamp can be delivered as a full-day experience or as a sequence of focused sessions.

Focuses on:

- Working across multiple AI models and platforms
- Designing workflows that connect tools and tasks
- Applying AI in both classroom and administrative contexts
- Moving from isolated use to coordinated systems
- Building repeatable, scalable processes

Deliverables:

- A clear understanding of multi-model AI workflows
- Practical examples of integrated AI use across contexts
- A working understanding of how to use BoodleBox effectively
- Initial workflows or use cases aligned to participant needs
- Increased confidence in building with AI, not just using it

Structure Options:

Full-Day Bootcamp (Recommended):
A comprehensive experience that moves from foundational understanding to applied builds and workflow integration.

Includes All Modular Sessions (Can be delivered separately):

- **BoodleBox 101**
  Introduction to platform structure, capabilities, and model interaction
- **Assignments & Teaching Workflows**
  Applying BoodleBox to course design, content creation, and instructional support
- **Bot Building**
  Designing and building custom bots aligned to specific use cases
- **Bot Chaining & Workflow Integration**
  Connecting bots and tools into coordinated, repeatable workflows

Process & Timeline: This workshop **can be delivered as a full-day intensive or as a series of sessions over time,** depending on institutional goals.

The experience includes guided instruction, hands-on building, applied exercises, and real-world use cases—ensuring participants leave with both understanding and usable outputs.

Ideal for: *Institutions ready to move beyond basic AI use, faculty and staff seeking practical applications, and teams interested in building scalable workflows and systems.*

Next step: *Leads to Build Your Own Bot Workshop, AI Ecosystem Design, or broader institutional implementation and systems work.*

Build Your Own Bot Workshop

AI Training · Tools & Build

Introduce participants to the logic of building with AI by designing and creating custom bots aligned to real workflows.

This is a hands-on experience where participants move from idea to implementation—learning how to structure prompts, define logic, and build tools that extend their work.

As AI becomes more powerful, the ability to create simple, targeted tools becomes a key skill. This workshop helps participants move from consuming AI outputs to building systems that support their own goals.

Participants leave not only with a working bot, but with the understanding needed to continue building.

Focuses on:

- Prompt design and structured logic
- Translating workflows into AI-supported processes
- Building bots for teaching, communication, or operations
- Iteration and refinement of outputs
- Applying AI to real, repeatable use cases

Deliverables:

- A functional, use-case-specific AI bot
- A clear understanding of how to design and refine prompts
- A repeatable process for building additional bots
- Practical applications aligned to participant roles
- Increased confidence in creating AI-supported tools

Process & Timeline: This workshop is typically delivered as a **2-hour, half-day, or full-day** session depending on depth.

The experience includes guided building, iteration, and testing—ensuring participants leave with working tools and the knowledge to expand them.

Ideal for: *Faculty, staff, and teams ready to move from using AI to building with it, and institutions seeking practical, high-impact applications of AI.*

Next step: *Leads to BoodleBox Bootcamp, AI Ecosystem Design, or broader workflow and systems development.*

LEADERSHIP & STRATEGY

For provosts, deans, and leadership teams

Preparing for an AI-Native World

AI Training · Leadership & Strategy

Help leadership teams understand the deeper shift taking place as AI-native students and employees enter institutions, and what that means for learning, leadership, and institutional identity.

This does not focus on tools or trends. It is a structured, strategic experience that helps leaders step back from immediate pressures and consider the long-term implications of AI on knowledge, teaching, and institutional purpose.

As AI reshapes how students learn, create, and engage with information, traditional assumptions about expertise, assessment, and authority are changing. This workshop helps leaders move from reactive decisions to intentional direction grounded in mission, values, and a clear understanding of what is changing.

Participants engage in key questions about what their institution is preparing students for and how that preparation must evolve.

Focuses on:

- The rise of AI-native students and shifting expectations around learning
- Implications for curriculum, teaching, and institutional identity
- Tensions between efficiency, access, and formation
- Long-term considerations for leadership and strategy
- Defining what remains essential in an AI-enabled world

Deliverables:

- A clearer understanding of institutional implications of AI
- Shared language for discussing emerging shifts
- Identified areas of opportunity and concern
- Alignment around key questions for leadership decision-making
- A more intentional direction for navigating an AI-enabled future

Process & Timeline: This workshop is typically delivered as a **2-hour, half-day, or full-day** session depending on leadership needs and context.

The experience includes structured framing, guided discussion, and strategic reflection—ensuring leaders not only understand the moment, but can begin responding to it intentionally.

Ideal for: *Provosts, deans, executive teams, and institutional leaders seeking to understand and respond to the long-term implications of AI.*

Next step: *Leads to AI Positioning Framework Development, Human Formation Framework Development, or broader institutional strategy work.*

Retreat Facilitation

AI Training · Leadership & Strategy

Facilitate structured, decision-oriented working sessions that help leadership teams align around AI strategy, priorities, and next steps.

This is a guided experience designed to move conversations forward, clarify direction, surface tensions, and translate discussion into actionable outcomes.

As institutions navigate AI adoption, leadership alignment becomes critical. Without shared direction, efforts remain fragmented and inconsistent. This session helps leadership teams move from scattered initiatives to coordinated, intentional progress.

Participants engage in focused, facilitated work that connects institutional values, current realities, and future direction.

Focuses on:

- Aligning leadership around AI strategy and priorities
- Clarifying institutional direction and decision-making
- Surfacing tensions, tradeoffs, and competing priorities
- Connecting mission to AI-related decisions
- Defining next steps for implementation and coordination

Deliverables:

- Alignment across leadership on key priorities and direction
- A defined set of next steps or strategic actions
- Shared language for communicating direction internally
- Increased clarity around roles, responsibilities, and decisions
- A stronger foundation for ongoing institutional work

Process & Timeline: This engagement is typically delivered as a **half-day or full-day** session and can be integrated into existing retreats or planning processes.

The experience includes facilitated discussion, structured exercises, and decision-focused work—ensuring outcomes are clear, actionable, and aligned.

Ideal for: *Leadership teams at decision points, institutions experiencing fragmented AI efforts, and organizations seeking to move from conversation to coordinated strategy.*

Next step: *Leads to AI strategy development, governance work, curriculum integration, or ongoing advisory support.*

Engagement Formats

Workshops can be delivered in a variety of formats depending on your institution’s goals, timeline, and level of depth.

- **Workshop (2 hours):** Focused session to introduce key ideas or address a specific need
- **Half-Day Training:** Interactive experience that moves into application
- **Full-Day Faculty Development Experience:** A customized, high-impact day that integrates multiple workshops into a cohesive experience
- **Custom Training Series:** Multi-session engagement designed to build momentum over time

Each format can stand alone or be combined into a larger engagement, aligned to your institution's context and what it is ready to *build next.* Most institutions begin with a workshop or full faculty development day, then move into strategy and implementation over time.

All engagements begin with a complimentary discovery conversation.

This is where your mission meets AI.
This is where clarity begins.

Ready to align your team and move forward—intentionally?

sarah@professorgibson.com