

# Building AI Assistants for Teaching and Research with Gemini Gems and NotebookLM

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## The Problem

- Faculty adoption of AI is low
- Not primarily a technology issue
- A mismatch with faculty work

# AI Adoption Is a Workflow Problem

- AI adoption fails when framed as a tool
- AI adoption succeeds when aligned to workflows
- Faculty adopt tools that support their work

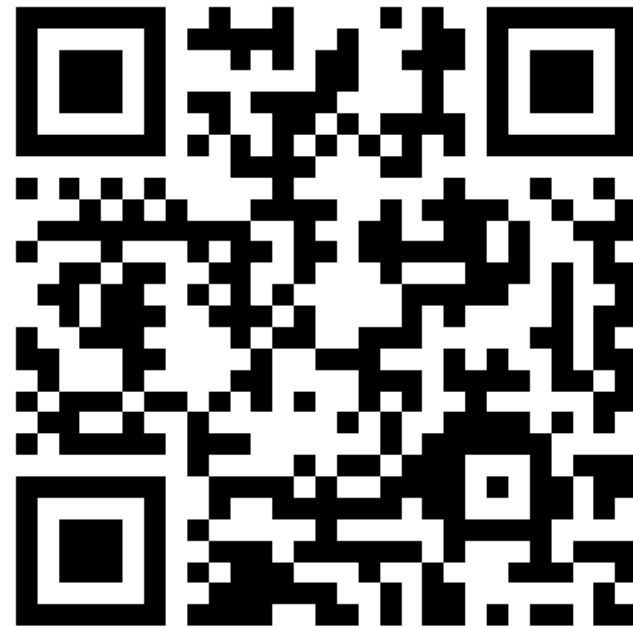


# Question: What are Faculty Motivations?

(Listed in alphabetical order)

- Institutional Administration
- Mentoring & Advising
- Professional, Institutional, & Public Service
- Research & Scholarship
- Teaching & Instruction

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## Answer: What are Faculty Motivations?

1. Research & Scholarship
  2. Teaching & Instruction
  3. Mentoring & Advising
  4. Professional, Institutional, & Public Service
  5. Institutional Administration
- Did you rank faculty motivations differently?
  - Differences reflect how faculty priorities are often misunderstood.

# What Matters to Faculty

- Faculty are not evaluated on adopting tools.
- They are evaluated on research, teaching, and advising.
- These are defined through promotion and tenure.
- If a tool does not support these priorities, it will not be adopted.

# What Faculty Actually Do (1)

- **Research, Scholarship, and Creative Activity**
  - Primary factor for promotion and tenure
- **Teaching & Instruction**
  - Required for tenure
  - Paramount for teaching faculty
- **Mentoring & Advising**
  - Bridges teaching and research
  - Significant for advancement

## What Faculty Actually Do (2)

- **Professional, Institutional, & Public Service**
  - Baseline expectation for all faculty
  - Lower priority than teaching and research
- **Institutional Administration**
  - Lowest priority for most faculty roles.



# The Key Driver

- Promotion and tenure determine faculty priorities.

# What Faculty Are Not Motivated By

- Learning new technologies
- Exploring tools for their own sake
- Top-down IT-driven initiatives



# The Problem with AI Initiatives

- Focus on tools instead of work
- Ignore faculty priorities (promotion and tenure)
- Overcomplicate simple tasks



## What Would Work Instead

- Start with faculty work, not technology
- Align AI with research and teaching tasks
- Reduce friction and complexity
- **Support promotion and tenure priorities**

## What This Looks Like in Practice

- Examples of AI supporting faculty workflows
- Teaching and research tasks



# Faculty Task: Teaching Simulation

- Example: Interpersonal Psychotherapy (IPT) for Postpartum Depression Role Play Gem
- Note: All links require FSU Google login.



<https://bit.ly/IPTGem>

# Faculty Task: Assessment Design

- Example: Canvas Quiz Question Generator Gem



<https://bit.ly/CanvasQuizMaker>

# Faculty Task: Feedback and Grading

- Example: Religious Studies Discussion Grading Feedback Gem



<https://bit.ly/DiscussionGradingGem>

# Faculty Task: Course Design

- Example: Course-Level-Objectives and Module-Level-Objectives Alignment Gem



<https://bit.ly/CourseObjectivesGem>

## Faculty Task: Literature Review

- Example: NotebookLM Audio Overview of Book: *Disrupted Development and the Future of Inequality in the Age of Automation*



<https://bit.ly/BookAudioOverview>

# Faculty Task: Argument Evaluation

- Example: Audio Critique of Book in NotebookLM: *No Bosses, No Gods*



<https://bit.ly/BookAudioCritique>

# Faculty Task: Primary Source Research

- Example: Primary sources reviewed in NotebookLM: *Banner of Light*, Spiritualist Newspaper



<https://bit.ly/SearchNLMSources>

## The Bottom Line

- Faculty do not adopt tools
- Faculty adopt solutions to their work
- If it does not align with faculty priorities, it will not be adopted

