

Title:

When AI Improves Performance, What Happens to Learning?

Abstract:

AI can substantially improve human performance, but successful performance with AI does not necessarily translate into stronger learning. Growing evidence suggests that AI assistance can reduce the cognitive and metacognitive engagement needed to develop durable knowledge and skills, particularly when people delegate activity without adequately monitoring or evaluating AI contributions. This talk examines what happens to learning when performance is increasingly supported by AI. It considers different patterns of human-AI interaction, from overreliance and autopilot performance to more productive forms of engagement in which people selectively delegate, verify AI contributions, and internalize knowledge and strategies developed while working with AI. Drawing on evidence from a series of empirical studies, the talk examines how these processes shape the relationship between immediate performance and subsequent learning. It concludes by considering how AI systems, learning environments, and assessment practices can support the development of human capability while benefiting from the performance gains that AI can provide.