The AI Innovator: The Often Missing Skill in the AI Boom

March 21, 2026



Shuhua Sun, Peter W. and Paul A. Callais Professor of Entrepreneurship and associate professor of management, was interviewed by The AI Innovator for a story about his research on AI and employee creativity. Sun found that AI boosts creativity primarily for employees with strong metacognition — the ability to plan, monitor and refine their thinking.

> As companies continue to invest in generative AI, the lesson may be that the most important upgrade is not the technology itself, but how people engage with it.

> “They should deploy AI, but what’s also important to remember is AI will not make their employees automatically more creative,” Sun said. “They probably need to train them or enhance employees’ use of metacognitive strategy so that they can truly leverage artificial intelligence to reap value.”

To read the story in its entirety, visit theaiinnovator.com:

https://theaiinnovator.com/the-often-missing-skill-in-the-ai-boom/