

Natalie Bidnick Andreas, Ed.D.

Curriculum Vitae

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EDUCATION:

Doctor of Education, Education Policy, Organization, and Leadership

Research Emphasis: AI-Mediated Communication, Learning Design & Leadership

University of Illinois at Urbana-Champaign, 2025.

Master of Liberal Arts, Creative Writing, St. Edward's University, 2015.

B.A. in Corporate Communications & Public Affairs, Southern Methodist University, 2007.

ACADEMIC APPOINTMENTS

The University of Texas at Austin, Austin, Texas, 2023 to present

Assistant Professor of Instruction, Department of Communication, Moody College of Communication,

Lecturer, Department of Communication, Moody College of Communication (Fall 2023)

St. Edward's University, Austin, Texas, 2022 to 2023

Lecturer, Department of Communication Studies

Austin Community College, Austin, Texas, 2017 to 2023

Adjunct Assistant Professor, Department of Business, Government, and Technical Communications

Palo Alto College, San Antonio, Texas, 2017 to 2022

Adjunct Assistant Professor, Department of English, Communications, Foreign Languages, INRW.

+19 years of professional industry experience: full employment history available upon request.

BOOKS

Andreas, N. B. (2027). *The Feedback Machine: How AI Governs Learning, Writing, and Work*. Intellect Books / University of Chicago Press. *Manuscript under preparation.

Andreas, N. B. (2022). *The First-Year College Writer's Toolkit*. Kendall Hunt Publishing.

PEER-REVIEWED ARTICLES AND ACADEMIC PUBLICATIONS

- Andreas, N. B. (in press). Building AI Feedback Literacy: Innovative Assignment Ideas for Today's Writers. *The National Teaching and Learning Forum*. Wiley
- Andreas, N. B. (in press). Generative AI in Writing Assessment: Translating Research into Practical Applications in Global Education. In *Annual Review of Comparative and International Education 2024*.
- Andreas, N. B. (in press). Virtuous Classrooms or digital dystopia? Unveiling the ethical dilemmas of the metaverse in higher education. *Lecture Notes in Educational Technology*. Springer Nature.
- Andreas, N. B. (2025). Scaling human-centered feedback: AI tools in continuous performance management. *Strategic HR Review*. <https://doi.org/10.1108/shr-07-2025-0073>
- Andreas, N. B. (2025, July 14). *Beyond the Red Pen: Reimagining Feedback in an AI-assisted era*. The Teaching Professor. <https://www.teachingprofessor.com/topics/grading-feedback/beyond-the-red-pen-reimagining-feedback-in-an-ai-assisted-era/>
- Andreas, N. B. (2024). Leveraging Digital Channels for Faculty Development: Promoting Connection and Belonging through Digital Forums. *Journal of Faculty Development*, 38(3).
- Andreas, N. B. (2024). Ethics in international HRD: examining conversational AI and HR chatbots. *Strategic HR Review*, 23(3), 121–125. <https://doi.org/10.1108/shr-03-2024-0018>
- Andreas, N.B. (2024). Generative AI in Higher Education Composition Assessment. In: Peters, M.A., Heraud, R. (eds) *Encyclopedia of Educational Innovation*. Springer, Singapore. https://doi.org/10.1007/978-981-13-2262-4_303-1
- Andreas, N. B. (2023, August 9). Unleashing the Power of Active Learning: Revolutionizing Online Education for Unprecedented Engagement and Achievement. *Faculty Focus | Higher Ed Teaching & Learning*.
- Andreas, N. B. (2023, June 8). Relishing the New Normal: Best Practices for HyFlex Teaching and Learning. *Innovation Abstracts*.

SELECTED PRESENTATIONS AND INVITED TALKS

- Andreas, N. B. (2025). *I don't just accept the feedback – I talk back: Feedback literacy in an AI-powered classroom* [Invited talk]. GenAI Dialogues series, Siebel Center for Design, University of Illinois.
- Andreas, N. B. (2025). *Writing Assessment in Higher Education: Historical Perspectives and Future Applications* [Conference Presentation]. NCA 111th Annual Convention, Denver.
- Andreas, N. B. (2025). *Virtuous Classrooms or Digital Dystopia? Unveiling the Ethical Dilemmas of the Metaverse in Higher Education* [Virtual Conference Presentation]. First International Conference on Metaverse and AI in Education for a Sustainable Society (ICMAIE 2025), Université Polytechnique

Hauts-de-France.

- Andreas, N. B. (2024). *Exploring the impact of automatic corrective feedback on writing assessment in undergraduate communication studies* [Conference Presentation]. NCA 110th Annual Convention, New Orleans.
- Andreas, N. B. (2024). *Elevating Communication Assessment through Project-Based Learning: Prioritizing Multimodal Formats in Reflective Pedagogy* [Conference Presentation]. NCA 110th Annual Convention, New Orleans.
- Andreas, Natalie, B. (2024). "Enhancing Reflective Practices Through Multimedia Artifacts and Performance-Based Learning." *2024 Technology-Enhanced Learning Symposium*. [Conference Presentation] 15 Aug., 2024. Conference Presentation.
- Andreas, Natalie, B. "2023 Learning Design Trends: Exploring Transformative Technology and Pedagogical Implications." *National Institute for Staff and Organizational Development*. 19 Oct., 2022. Conference Presentation
- Andreas, Natalie, B. "The Digital Wellness Paradigm: Three Methods for Managing Screen Fatigue in Virtual Learning Environments." *Quality Matters LX - Annual Conference*. 15 Nov., 2021. Virtual Conference Presentation
- Andreas, Natalie, B. "The Digital Wellness Paradigm: Three Methods for Managing Screen Fatigue in Virtual Learning Environments." *Spring Development Day 2021*. 15 Jan, 2021, Austin Community College. Virtual Conference Presentation. (*Selected as a campus-wide "Faculty Fave" Presentation.)
- Andreas, Natalie, B. "How Mobile Gamification Can Enhance Online Learning: Fostering Student Engagement with the 'Kahoot!' App." *EduTech 2020*. 13 November 2020, Palo Alto College. Virtual Conference Presentation.
- Andreas, Natalie, B. "Taming the Digital Dumpster Fire: 5 Free Tools to Enhance Online Learning and Productivity." *Distance Education Symposium*. 12 November 2020. Austin Community College. Virtual Conference Presentation.
- Andreas, Natalie, B. (Panelist) "Crisis Communications." Texas Military Department Public Affairs Seminar, 5 May 2019, Camp Mabry, Austin, Texas. Juried panel.
- Andreas, Natalie, B. "Screenager Classroom Engagement Tactics." Texas Realignment College and Career Readiness Symposium, 17 July 2017, Education Service Center Region 20, San Antonio, Texas. Invited presentation.

SELECTED INDUSTRY COMMENTARIES

- Andreas, N. B. (2025, December 4). Why the “About Us” Page Will Become a Strategic Asset in 2026. *reworked.co*.
<https://www.reworked.co/employee-experience/why-the-about-us-page-will-become-a-strategic-asset-in-2026/>
- Andreas, N. B. (2025, August 4). Ditch unnecessary meetings with visual collaboration tools. *reworked.co*.
<https://www.reworked.co/collaboration-productivity/ditch-unnecessary-meetings-with-visual-collaboration-tools/>
- Andreas, N. B. (2025, July 8). When AI writes, humans disconnect. *reworked.co*.
<https://www.reworked.co/collaboration-productivity/when-ai-writes-humans-disconnect/>
- Andreas, N. B. (2025, March 11). The rise of AI-Driven Leadership: Can Machines manage People? *reworked.co*.
<https://www.reworked.co/digital-workplace/the-rise-of-ai-driven-leadership-can-machines-manage-people/>
- Andreas, N. B. (2024, November 14). Streamlining Workflows With Slack AI: Hype vs. Reality. *reworked.co*.
<https://www.reworked.co/collaboration-productivity/streamlining-workflows-with-slack-ai-hype-vs-reality/>
- Andreas, N. B. (2024, April 11). *To Craft Fulfilling Workplaces in the AI Age, Embrace the Human Element*. Reworked.co.
<https://www.reworked.co/digital-workplace/to-craft-fulfilling-workplaces-in-the-ai-age-embrace-the-human-element/>
- Andreas, N. B. (2024, May 30). *Both Upskilling and Reskilling Are Critical in the AI-Driven Workplace*. Reworked.co.
<https://www.reworked.co/learning-development/both-upskilling-and-reskilling-are-critical-in-the-ai-driven-workplace/>
- Andreas, N. B. (2024, August 12). *AI’s Transformation of Workflow Automation: Current Trends and Applications*. Reworked.co.
<https://www.reworked.co/digital-workplace/ais-transformation-of-workflow-automation-current-trends-and-applications/>

SELECTED MEDIA / INTERVIEWS

- Wisner, W. (2025, November 14). *AI-Generated Kids Videos are flooding YouTube—What Parents should know*. Parents. <https://www.parents.com/kids-are-watching-ai-generated-videos-on-youtube-11798060>
- Weekman, K. (2025, April 30). YouTube broke the internet and disrupted Hollywood’s star-making machine. *Yahoo Entertainment*.
<https://www.yahoo.com/entertainment/article/youtube-broke-internet-disrupted-hollywoods-190905458.html?guccounter=1>

- Haupt, A. (2025, March 28). Are you a hostile punctuator??? *TIME*.
<https://time.com/7272258/hostile-punctuation-texting-email-exclamation-question-marks/>
- Bergman, S. (2024, November 22). Is Mark Cuban on Bluesky? Here's what you need to know. *Newsweek*.
<https://www.newsweek.com/mark-cuban-bluesky-x-posts-1989411>
- Sinay, D. (2024, April 23). Artificial intelligence has come for Our. . Beauty Pageants? *Glamour*.
<https://www.glamour.com/story/artificial-intelligence-beauty-pageant>
- Barry, David (2024). Apple Vision Pro price tag will limit its use in the digital workplace. *Reworked*.
- Greenawalt, D. (2024, January 5). Be Present This New Year. *HigherEd Jobs*.
<https://www.higheredjobs.com/articles/articleDisplay.cfm?ID=3755>
- Brodsky, S. (2023, March 20). Google Glass Is Gone—Here's Why VR Needs to Learn From That Failure. *Lifewire*.
- Perry, K. (2017, April 5). 3 Easy Ways to Royally Muck Up Your Freelance Contracts. *Entrepreneur*.
- Morell, K. (2016, October 5). Perfecting the Art of Procrastination. *Bloomberg*.
- Christensen, S. T. (2015, May 14). 9 LinkedIn Super Tips For Job Seekers, Brand Builders And Hiring Managers. *Forbes*.
- Eagen, J. (2015, October 13). 5 ways to deal with a rogue blogger. *PR Daily*.

AWARDS & FELLOWSHIPS

- 2025-2029 Provost's Teaching Fellow, *Center for Teaching and Learning, The University of Texas at Austin*.
- 2024-2025 Fractalizing Pedagogy Fellow, *Center for Teaching and Learning, The University of Texas at Austin*
- 2024-2025 Teaching Innovation Grant, *Center for Teaching and Learning, The University of Texas at Austin*
- 2021 Excellence Award Recipient, *National Institute for Staff and Organizational Development*.
- 2020-2021 Cohort Fellow, *Teaching & Learning Academy, Austin Community College*.
- Bauer Foundation Fellow, *Meadows School of the Arts, Southern Methodist University*.