

Professor Emily Nordmann

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Present appointment

School of Psychology and Neuroscience, University of Glasgow

- Professor of Evidence-Informed Education (August 2025 – present)
- Senior Lecturer (August 2021 – July 2025)
- Lecturer (November 2018 – July 2021)

Employment history

School of Psychology, University of Aberdeen

- Lecturer (Scholarship, July 2015 – October 2018)
- Teaching Fellow (January 2012 – July 2015)
- Research Assistant (September 2008- January, 2012)

Academic qualifications

Formal qualifications

- Postgraduate Certificate in Teaching and Learning in Higher Education (e-learning), University of Aberdeen (September, 2014 – July, 2016)
- Doctor of Philosophy (Science), *The nature of lexical representations in language production*, University of Aberdeen (September, 2008 – February, 2013)
- MA (Hons) Psychology – 2:1, University of Edinburgh (September, 2004 – June, 2008)

Training and CPD

- Coaching Mindset (August, 2025)
- Future Leaders' Programme (September 2023 – May 2024)
- Recruitment and Selection (September 2022)
- How to be an effective mentor (March 2022)
- Challenging and effective conversations (January 2022)

Esteem indicators

- **Fellowships**
 - Principal Fellowship, AdvanceHE (November, 2024)
 - Fellowship, Higher Education Academy (July, 2016)
- **External awards**
 - Higher Education Teacher of the Year, Division of Academic, Researchers, and Teachers in Psychology, British Psychological Society (2020)
- **Internal awards**
 - MVLS Equality, Diversity, and Inclusion Team Award (2024)
 - Best Practice in Online Learning, University of Glasgow SRC Teaching Awards (2023)
 - Best College Teacher, College of Science and Engineering, University of Glasgow SRC Teaching Awards (2021)
 - Individual Excellence in Teaching Award, College of Science and Engineering, University of Glasgow (2020)
 - Best Inclusive Practice in Education, University of Glasgow SRC Teaching Awards (2020)
 - LGBTQ+ Staff Role Model, Aberdeen University LGBTQ+ Student Forum (2018)
 - Best Lecturer, Aberdeen University Students' Association Student-Led Teaching Awards (2017)
 - LGBTQ+ Staff Role Model, Aberdeen University LGBTQ+ Student Forum (2017)
 - University of Aberdeen College of Life Sciences and Medicine Excellence in Teaching Award (2015).

Teaching & related administration

Teaching experience

- Small group teaching across all levels of undergraduate and postgraduate conversion programmes (face-to-face and online) including teaching statistics using R and reproducible research practices;
- Undergraduate and postgraduate research project supervision;
- Lecture topics include Study Skills, Cognitive Psychology, Individual Differences, Research Methods and Statistics

Current teaching-related administrative and leadership roles

- Associate Dean for Learning & Teaching, College of MVLS
- Deputy Director of Education for the School of Psychology and Neuroscience
- Chair of School of Psychology and Neuroscience Learning & Teaching Committee
- Convenor of Transitions Working Group
- Lead of Recording of Teaching Policy Implementation Working Group
- Mentor to multiple LTS staff

Previous administrative and leadership roles

- Level 1 Psychology Year Lead (~600 students)
- Member of Hybrid Teaching Working Group
- Member of Flexible Submission Working Group
- School Quality Assurance Officer
- Open day coordinator
- Course lead for MSc Conversion course Research Methods (face-to-face and online, ~400 students)
- Course lead for SFC Upskilling Microcredential Applied Data Skills
- Founder and lead of LGBTQ+ Psychology Network

Research and related administration

Previous research-related administrative and leadership roles

- Head of Pedagogy and Education Research Unit (2022-2024)

PhD Students

- Gabi Lipan (September 2017 – August 2021). Mind the Gap: An investigation into factors influencing student, academic and employer expectations and perceptions of graduate attributes.
- Jennifer Mattscheey (2015 – 2019). The locus of the bilingual advantage.

Selected publications

- Pownall, M., Soicher, R. N., & **Nordmann, E.** (2025). Open Research as an Ally to Teaching and Scholarship-Track Academics. *Journal of Perspectives in Applied Academic Practice*, 13(2). <https://doi.org/10.56433/dxhss233>
- **Nordmann, E.**, Hronska, B., & MacKay, J. R. (2025). How do higher education staff understand the terms hybrid, hyflex and blended learning? Choice, modality and uncertainty. *Research in Learning Technology*, 33. <https://doi.org/10.25304/rlt.v33.3353>
- Horlin, C., Hronska, B., & **Nordmann, E.** (2024). I can be a “normal” student: The role of lecture capture in supporting disabled and neurodivergent students’ participation in higher education. *Higher Education*, 1-18. <https://doi.org/10.1007/s10734-024-01201-5>
- Pownall, M., Pennington, C. R., Norris, E., Juanchich, M., Smailes, D., Russell, P. S., ... & Clark, K. (2023). Evaluating the pedagogical effectiveness of study preregistration in the undergraduate dissertation: A Registered Report. *Advanced in Methods and Practices in Psychological Sciences*. <https://doi.org/10.1177/25152459231202724>
- PsyTeachR Team (2022). Open-source tutorials benefit the field. *Nature Reviews Psychology* 1, 312–313. <https://doi.org/10.1038/s44159-022-00058-8>
- **Nordmann, E.**, McAleer, P., Toivo, W., Paterson, H., & DeBruine, L. M. (2022). Data visualisation using R, for researchers who don't use R. *Advanced in Methods and Practices in Psychological Sciences*. <https://doi.org/10.1177/25152459221074654>
- **Nordmann, E.**, Hutchison, J., & MacKay, J. R. D. (2021). Lecture rapture: The place and case for lectures in the new normal. *Teaching in Higher Education*. <https://doi.org/10.1080/13562517.2021.2015755>
- MacKay, J. R. D., **Nordmann, E.**, Murray, L., Browitt, A., Anderson, M., & Hutchison, J. (2021). The cost of asking ‘say that again?’: a social capital theory view into how lecture recording supports widening participation. *Frontiers in Education*. <https://doi.org/10.35542/osf.io/t7e5q>
- Kuepper-Tetzel, C. E., & **Nordmann, E.** (2021). Watch Party Lectures: Synchronous Delivery of Asynchronous Material. *Journal of Learning Development in Higher Education*. <https://doi.org/10.47408/jldhe.vi22.696>
- **Nordmann, E.**, Clark, A., Spaeth, E., & MacKay, J. R. D. (2021). Lights, camera, active! Appreciation of active learning predicts positive attitudes towards lecture capture. *Higher Education*. <https://doi.org/10.1007/s10734-020-00674-4>
- **Nordmann, E.**, Horlin, C., Hutchison, J., Murray, J., Robson, L., Seery, M., & MacKay, J. R. D., Dr. (2020). 10 simple rules for supporting a temporary online pivot

in higher education. *PLOS Computational Biology*.

<https://doi.org/10.1371/journal.pcbi.1008242>

- **Nordmann, E.**, Kuepper-Tetzel, C. E., Robson, L., Phillipson, S., Lipan, G., & McGeorge, P. (2020). Lecture capture: Practical recommendations for students and lecturers. *Scholarship of Teaching and Learning in Psychology*. <https://doi.org/10.31234/osf.io/sd7u4>
- Irwin, A., Irvine, C. P., Bekes, B., & **Nordmann, E.** (2020). Investigating the impact of status and context on workplace incivility. *Journal of Further and Higher Education*. <https://doi.org/10.31234/osf.io/xd69z>
- Irwin, A., **Nordmann, E.**, & Simms, K. (2019). Stakeholder perception of student employability: Does the duration, type and location of work experience matter? *Higher Education*, 78 (5), 761-781. <https://doi.org/10.1007/s10734-019-00369-5>
- **Nordmann, E.**, Calder, C., Bishop, P., Irwin, A., & Comber, D. (2019). Turn up, tune in, don't drop out: The relationship between lecture attendance, use of lecture recordings, and achievement at different levels of study. *Higher Education*, 77, 1065 – 1084. <https://doi.org/10.1007/s10734-018-0320-8>
- **Nordmann, E.**, & Jambazova, A.A. (2017). Normative data for idiomatic expressions. *Behavior Research Methods*, 1-18, <https://doi.org/10.3758/s13428-016-0705-5>
- **Nordmann, E.**, Cleland, A. A., & Bull, R. (2014). Familiarity breeds dissent: Reliability analyses for British-English idioms on measures of familiarity, meaning, literality, and decomposability. *Acta Psychologica*, 149, 87-95. <https://doi.org/10.1016/j.actpsy.2014.03.009>
- **Nordmann, E.**, Cleland, A.A., & Bull, R. (2013). Cat got your tongue? Using the tip-of-the-tongue state to investigate idiom production. *Cognitive Science*, 37 (8), 1553-1564.

Selected pre-prints

- Bartlett, J. E., Mahrholz, G., & Nordmann, E. (2025, April 21). Practice what you preach: Designing student assignments that advance open and reproducible science. https://doi.org/10.31219/osf.io/jb72d_v1
- Horlin, C., Sandtvos, A., Venson, R., McDougall, L., Hacking, K., & **Nordmann, E.** (2024, February 20). Category is... Staff and student experiences of Rainbow Office Hours. <https://doi.org/10.35542/osf.io/f9r5k>
- Pownall, M., Blundell-Birtill, P., **Nordmann, E.**, Sutherland, E., & Harris, R. (2022). Connected, Active, and Accessible: Student Perceptions of the Future of Teaching and Learning in Psychology. <https://doi.org/10.31234/osf.io/cswnw>
- McAleer, P., Stack, N., Woods, H., DeBruine, L. M., Paterson, H., **Nordmann, E.**, ... Barr, D. J. (2022). Embedding Data Skills in Research Methods Education: Preparing Students for Reproducible Research. <https://doi.org/10.31234/osf.io/hq68s>
- Jarvis, N., & **Nordmann, E.** (2022). Blended Learning Experiences of LGBTQ+ and Neurodivergent Students: A mixed-methods study. <https://doi.org/10.35542/osf.io/xhpwe>
- Lipan, G., Irwin, A., **Nordmann, E.**, & Perkins, J. (2020). The 7i model: A common language for graduate attributes. <https://doi.org/10.31234/osf.io/cu8je>
- **Nordmann, E.**, & McGeorge, P. (2018). Lecture capture in higher education: time to learn from the learners. Retrieved from psyarxiv.com/ux29v

Open educational resources

- [Intro to ChatGPT](#)

- [How to study](#)
- [Using evidence](#)
- [Missing history of psychology](#)
- [Rainbow Office Hours: A practical guide for staff](#)
- [Decolonising the curriculum: Slaves voyages data visualisation tutorial](#)
- [PsyTeachR: Level 1 Data Skills](#)
- [PsyTeachR: Fundamentals of Quantitative Analysis](#)
- [PsyTeachR: Applied Data Skills](#)
- [PsyTeachR: Data Visualisation Using R for Researchers who don't Use R.](#)
- [Lecture capture: Practical recommendations for students and lecturers](#)
- [Using R and pre-registration to teach reproducible research](#)
- [QAA Widening Participation with Lecture Recording](#)

Invited keynotes, talks, and workshops on the topic of lecture capture

- Talk given for University of Edinburgh (June, 2025)
- Talk for School of Biomedical Science, University of Leeds (May, 2025)
- Talk for Imperial College London maths & stats seminar series (February, 2025)
- **Keynote** for Sheffield Hallam Learning & Teaching Conference (December, 2024)
- Talk for Jisc and Echo360 (November, 2024)
- Talk for St Andrews' psychology seminar series (October, 2024)
- Talk for Queen's University Belfast, Medical Education Conference (January 2024)
- Workshop for Queen's University Belfast, Lecture Capture Policy Group (January 2024)
- Talk for University of Southampton, Learning & Teaching Conference (September 2023)
- **Keynote** for University of Reading Annual Teaching & Learning Conference (July 2023).
- Annual Disability Lecture, University of Cambridge (April 2023).
- **Keynote** Queen's University Belfast L&T Conference (January 2023).
- **Keynote** for Navitas Europe Learning and Teaching Conference (October 2022).
- Echo360: Developing Inclusive Educational Practices with Video-Based Learning (December 2021).
- **Keynote** for Queen's University Belfast L&T Conference (September 2021)
- **Keynote** for University of Amsterdam L&T Conference (June 2021).
- Workshop for AbLE network, Abertay University (April 2020).
- **Keynote** for Opencast Summit, Ghent University, Belgium (February 2020).
- **Keynote** for eduhub days 2020, University of Bern, Switzerland (January 2020).
- Talk given at University of Ljubljana (September 2019).
- Talk given at University of Strathclyde lecture capture evaluation workshop (September 2019).
- Talk given at Solihull College & University Centre Annual Higher Education Development Conference (June 2019).
- **Keynote** given at Media & Learning Conference, Leuven, Belgium (June 2019).
- Seminar given at Language and Cognition Seminar Series, University College London (March 2019).
- Talk given at University of Edinburgh lecture capture evaluation conference (January 2019).
- Webinar given for Echo360 webinar series (December 2018).
- Workshop given at Durham University Learning & Teaching Network (June 2018).

- Talk given at Media & Learning Conference, Leuven, Belgium (June 2018).

Invited keynotes, talks, and workshops on the topic of teaching data skills & reproducibility

- Talk given for UK Conference on Teaching Statistics (June, 2025)
- Talk given for School of Psychology, University of Leeds (May, 2025)
- Workshop given for APS Annual Convention, San Francisco (May 2024)
- **Keynote** for Get Published! Student Conference, Oxford Brookes (April 2024)
- Talk given for University of Edinburgh (March 2024)
- Seminar given for Mary Immaculate College, Limerick (March 2024)
- Talk given for University of York (February 2024)
- Talk given for University of Bath (July 2023)
- Talk given for University of Westminster, RIOT Club (December 2022).
- Talk given for Live from Lucy, University of Cambridge (December 2021).
- Talk given for Solent University seminar series. July 2021.
- Talk given for Teaching R in Psychology workshop, Lancaster University (July 2021).

Invited keynotes, talks, and workshops – other

- Teaching Track for Life. Talk given for T-FUN Network (May, 2025)
- Teaching study skills and data skills in the age of AI. Talk given for Strathclyde political science seminar series (January, 2025)
- Supporting Academic Integrity in the Age of AI. Talk given for Lovelace-Hodgkin Symposium on AI Ethics (October, 2024)
- Psychology of Swearing. **Keynote** for UWS Undergraduate Conference (April 2024).
- Supporting Academic Integrity in the Age of AI. Talk given for University of Edinburgh (March 2024).
- Psychology of Swearing. Seminar given for Mary Immaculate College, Limerick (March 2024)
- From the ashes: Inclusive psychology as the new normal. **Keynote** for BPS DART-P CPD event (April 2021).
- Designing an inclusive psychology programme for the new normal. Talk given for Keele Institute for Innovation and Teaching Excellence, Keele University (November 2020).
- Meet the Experts (Emily Nordmann, Jill Mackay and Simon Horrocks). Digital Education Programme, Cardiff University (August 2020).

Peer review

- Advanced in Methods and Practices in Psychological Science
- Computers and Education
- FEBS Open Bio
- Frontiers in Education
- Higher Education
- International Journal of Human-Computer Interaction
- Scholarship of Teaching and Learning in Psychology
- Psychology of Learning and Teaching

Public engagement and other publications

- Nordmann, E., Kuepper-Tetzel, C., Robson, L., MacKay, J., & Banas, K. (2024). [Banning lecture capture would not free students from loneliness](#). *Times Higher Education*.
- Nordmann, E. [Lecture capture: a second chance?](#) *The Psychologist*.
- Nordmann, E. & Horlin, C. (2023). [Lecture recordings make for inclusive learning](#). *wonkHE*
- Horlin, C., Hronska, B., Nordmann, E. (May, 2023). [Lecture capture: An inclusive and flexible safety net for all](#). *SEDA blog*
- Nordmann, E., Toivo, W., O'Neill, R. (February, 2022). [New rules on lecture transcripts give academics an impossible choice](#). *Times Higher Campus*
- Nordmann, E. (December, 2021). [Second chances: why students love recorded lectures](#). *Education Technology*.
- Nordmann, E. & Kuepper-Tetzel, C. (November, 2021). [In praise of the 'watch party' – an update to the flipped learning model](#). *Times Higher Campus*
- Horlin, C., Nordmann, E., & Cleland-Woods, H. (April, 2021). [Promoting community and inclusiveness to diverse and dispersed students](#). *Times Higher Campus*
- Nordmann, E. & McDougall, L. [4 ways to help students transition to university](#). *TES*.
- [Interview for Education Technology](#)
- Nordmann, E. (February, 2020). Bright Club Stand-up Comedy.
- [Interview for the Guardian](#) (December, 2019):
- Nordmann, E. (June, 2019). SciCurious Podcast Live. *Glasgow Science Festival*.
- Nordmann, E. (November, 2018). Bright Club Stand-up Comedy.
- Nordmann, E. (May, 2018). [The impact of a preprint](#). *wonkHE*
- Nordmann, E. (May, 2018). [Capturing the lecture?](#) *wonkHE*
- Nordmann, E. (February, 2018). Bilingualism and Figurative Language. *Café Philiosophque*
- Nordmann, E. (May, 2017). The science of swearing. *May Fest, University of Aberdeen*.
- Nordmann, E. (October, 2016). [Five f***ing fascinating facts about swearing](#). *The Conversation*
- Nordmann, E. (September, 2016). Bright Club Stand-up Comedy for *Explorathon 2016*.
- Nordmann, E. (August, 2016). Measuring bias. *Diva*, 58-59.
- Nordmann, E. (May, 2016). Lost in Translation. *May Fest, University of Aberdeen*.
- Nordmann, E. (June, 2015). Could your gay CV stop you getting a job? *Diva*, 42-43.

Research grants and collaborations

Funding and grants

- Nordmann, E., Horlin, C., Robertson, A., Ghazli-Mohammed, Z. (August 2023, £512.50). EDI Network Launch & Networking. *MVLS College Equality Diversity and Inclusion Fund*.
- Jack, E., Bock, M., **Nordmann, E.** (August 2023, £2952). Learning analytics dashboard and tutorials. Learning and Teaching Development Fund, University of Glasgow.
- **Nordmann, E.**, Bartlett, J., Mahrholz, G., Alexander, C., Jack, E., & Bock., M. (August 2022, \$2000). Supporting the use of Echo360 analytic data for research purposes. *Echo360 e3 Grants*.
- MacKay, J., **Nordmann, E.** & Hutchison, J. (October, 2019, £4600). Lecture capture and widening participation. *QAA Scotland Collaborative Cluster Funding*.
- **Nordmann, E.** & Baylan, S. (September, 2019, £2632). *Making the Most of Lectures*. Learning and Teaching Development Fund, University of Glasgow.
- **Nordmann, E.**, Morrow, L., Swingler, M., Cleland-Woods, H., McAleer, P., Dawydiak, D., Moxey, L., Wilson-Smith, K. (January, 2019, £2578.64) *Pay it back, feed it forward: a peer-led approach to supporting the effective use of feedback*. Learning and Teaching Development Fund, University of Glasgow.
- Irwin, A. & **Nordmann, E.** (November, 2017, £5000). *The Human Factor in Agriculture: Introducing non-technical skills to UK Agriculture*. Impact, Knowledge Exchange and Commercialisation award, University of Aberdeen.
- Poobalan, A. A., **Nordmann, E.**, & Comber, D. (May, 2017, £1500). *Lecture recording and its impact on lecture attendance and academic performance*. Medical Education Scholarship Programme, University of Aberdeen.
- **Nordmann, E.**, Boerkoel, A., Irwin, A., Bishop, P., & Trinder, C. (April, 2017, £1050). *Telling tales: using student narratives to aid transition*. Learning and Teaching Enhancement Programme, University of Aberdeen.
- **Nordmann, E.**, Irwin, A., & Perkins, P. (February, 2016, £77,338). Mind the Gap: An investigation into factors influencing student, academic and employer expectations and perceptions of graduate attributes. Skills Development Scotland and Scottish Graduate School of Social Science Co-funded ESRC Postgraduate Studentships.
- **Nordmann, E.**, & Leiper, L. (October, 2015, £2250). *Enhancing Students' Online Professionalism & Employability*. Learning and Teaching Enhancement Programme, University of Aberdeen.
- **Nordmann, E.** (September, 2013). Grindley Grant for Conference Attendance, £500.

Professional activities beyond the University

External Examiner

- BSc Psychology, University of Edinburgh (2023 – present)
- BSc/MSci Psychology and Language Sciences, University College London (2022 – present)
- B.A in Applied Social Sciences, Robert Gordon University (2018 –2022)

Teaching

- Intro to R and Data Visualization – course taught for All of Us Researcher Academy, 2021-2024
- Intro to Data Wrangling and Analysis Using R – course taught for All of Us Researcher Academy, 2021-2024

Consultancy

- Queen’s University Belfast (2023-2024). Consultant for lecture capture policy development and implementation.