

# Arden C. Roeder, Ph.D.

Lecturer  
Baylor University  
Department of Communication  
Waco, TX  
[arden\\_roeder@baylor.edu](mailto:arden_roeder@baylor.edu)

## EDUCATION

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- Ph.D. **University of Oklahoma** 2021  
Organizational Communication; Cumulative GPA: 4.00  
Dissertation: *Communicating for resilience: A longitudinal study of processes and principles for managing organizational disruption*  
Advisor: Ryan S. Bisel, Ph.D.
- M.S. **Texas Christian University** 2017  
Communication Studies; Cumulative GPA: 4.00  
Thesis: *Antecedents of Verbal Rumination in Organizations*  
Advisor: Johny T. Garner, Ph.D.
- B.B.A. **Baylor University** 2015  
Cumulative GPA: 3.76; *Cum Laude*  
*Majors:* Baylor Business Fellows, Human Resource Management, Marketing  
*Minors:* Corporate Communication, Mathematics

## ACADEMIC APPOINTMENTS

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- Lecturer, Baylor University** 2021-present  
CSS 4303 Leadership and Communication  
CSS 1302 Speech for Business and Professional Students
- Instructor, University of Oklahoma** 2020-2021  
COMM 2513 Introduction to Statistics  
COMM 1113 Principles of Communication
- Graduate Teaching Assistant, University of Oklahoma** 2017-2020  
*Assisted instructor, taught bi-weekly, created and graded exams and assignments*  
COMM 2513 Introduction to Statistics  
COMM 1113 Principles of Communication  
*Observed course taught by main instructor, assisted with in-class facilitation*  
COMM 3263 Organizational Communication  
COMM 3223 Small Group Communication  
COMM 2113 Business and Professional Communication
- Graduate Teaching Assistant, Texas Christian University** 2015-2017  
COMM 10123 Communicating Effectively: In Your Profession  
COMM 10133 Business and Professional Speaking  
COMM 10123 Basic Speech Communication
- Graduate Research Assistant, Texas Christian University** 2015-2017

## RESEARCH INTERESTS

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I research the communicative process of resilience and its importance for individual and group dynamics, both in work and non-work domains. I am particularly interested in how individuals and groups enact communicative resilience processes amidst and following disruptive events, as well as how organizational members and leaders can most effectively use reliable organizing principles in communication to build and sustain reliability and resilience across time.

## PEER-REVIEWED JOURNAL PUBLICATIONS

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**Roeder, A. C., & Bisel, R. S.** (2023). Managing disruption(s) at work: A longitudinal study of communicative resilience and high-reliability organizing. *Communication Monographs*.

McAllum, K., Fox, S., Ford, J. L., & **Roeder, A. C.** (2023). Communicating compassion in organizations: A conceptual review. *Frontiers in Communication*, 8: 1144045.

**Roeder, A. C., Bisel, R. S., & Howe, W. T.** (2021). High-reliability organizing and communication during naturalistic decision making: U.S. National Weather Service (NWS) forecaster team's use of 'floating'. *Journal of Applied Communication Research*, 71(4), 441-459.

**Roeder, A. C., Bisel, R. S., & Morrissey, B. S.** (2021). Weathering the financial storm: A professional forecasters team's domain diffusion of resilience. *Communication Studies*, 72(1), 1-16.

**Roeder, A. C., Garner, J. T., & Carr, K.** (2020). Workplace relationships, stress, and verbal rumination in organizations. *Southern Communication Journal*, 85(2), 63-72.

## CONFERENCE PRESENTATIONS

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**Roeder, A. C.** (2023). *Engaged scholarship as a path to freedom: Co-drafting communication's commitments*. Group discussion facilitator at the annual meeting of the National Communication Association, National Harbor, MD.

**Roeder, A. C.** (2023). *Research methods, access, struggles, and opportunities when studying high reliability organizations*. Panel discussion to be presented at the annual meeting of the National Communication Association, National Harbor, MD.

**Roeder, A. C.** (2023). *Mentoring in Organizational Communication*. Panel discussion to be presented at the annual meeting of the National Communication Association, National Harbor, MD.

Bisel, R. S., Rush, K. A., & **Roeder, A. C.** (2023). *When disruption lasts: Professional caregivers' communicative resilience and flourishing during the COVID-19 pandemic*. Paper to be presented at the annual meeting of the National Communication Association, National Harbor, MD.

- McAllum, K., Fox, S., Ford, J., & **Roeder, A.** (2023). Communicating compassion in organizations: A conceptual review. Paper presented at the annual meeting of the International Communication Association, Toronto, Ontario, Canada.
- Roeder, A. C.** (2022). *Mentoring in Organizational Communication*. Panel discussion presented at the annual meeting of the National Communication Association, New Orleans, LA.
- Howe, W. T., & **Roeder, A. C.** (2022). *Veteran resilience during COVID-19: A comparison of veterans and civilians according to the communication theory of resilience*. Paper presented at the Veterans in Society Conference, Phoenix, AZ.
- Roeder, A. C.** (2022). *Sustaining reliability and resilience in organizations and for ourselves*. Paper presented at The Aspen Conference on Engaged Scholarship, Aspen, CO.
- Roeder, A. C.** (2021). *The role of communication in individual and team resilience during organizational disruption*. Paper presented at the annual meeting of the National Communication Association, Seattle, WA.
- Roeder, A. C.** (2021). *Communicating for resilience: A longitudinal study of processes and principles for managing organizational disruption*. Paper presented at the Organizational Communication Mini-Conference, Lawrence, KS.
- Roeder, A. C.** (2020). *Resilience and distributed work: Bouncing forward during disruption*. Paper presented at the annual meeting of the National Communication Association, Indianapolis, IN.
- Roeder, A. C.** (2020). *HRO theory and organizational communication: A round-table discussion for setting the agenda*. Panel discussion presented at the annual meeting of the National Communication Association, Indianapolis, IN.
- Roeder, A. C.** (2020). *Unforeseen distributed work: Individual and team resilience amidst organizational disruption*. Paper presented at the Organizational Communication Mini-Conference, Tampa, FL.
- Roeder, A. C.,** Bisel, R. S., & Morrissey, B. S. (2020). *Weathering the financial storm: A professional forecaster team's domain diffusion of resilience*. Paper presented at the annual meeting of the International Communication Association, Gold Coast, Australia.
- Roeder, A. C.,** Howe, W. T., & Bisel, R. S. (2019). *Constituting team communication so that others might survive the storm: National Weather Service (NWS) forecasting teams' use of floating*. Paper presented at the annual meeting of the National Communication Association, Baltimore, MD.
- Roeder, A. C.** (2019). *Perpetuating polarization: An analysis of cyclical organizational discourse*. Paper presented at The Aspen Conference on Engaged Scholarship, Aspen, CO.

**Roeder, A. C.,** Howe, W., Bisel, R., & McLoughlin, M. (2019). *Whatever ‘floats’ your boat: An investigation of professional forecaster teams’ decision-making communication*. Paper presented at the OU Department of Communication Showcase Seminar, Norman, OK.

**McCormack, A. C.** (2018). *Synthesizing communicative theories of organizational resilience: Promises and potential challenges of a fuller view of resilience*. Paper presented at the annual meeting of the National Communication Association, Salt Lake City, UT.

**McCormack, A. C.,** Howe, W. T., & Bisel, R. S. (2018). “*Constituting ‘emergency’*”: *Forecaster teams’ decision-making communication*. Paper presented at The Aspen Conference on Engaged Scholarship, Aspen, CO.

**McCormack, A. C.** (2017). *Antecedents of verbal rumination in organizations*. Paper presented at the annual meeting of the National Communication Association, Dallas, TX.

### **INVITED PRESENTATIONS**

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**Roeder, A.** (2020; 2019). Canvas: Getting started and getting organized. Presented informational tools, tips, and advice during GTA training session. University of Oklahoma.

**Roeder, A.** (2020). Feedback and learning in small groups: Retrospective and prospective feedback, group learning, and after-action reviews. Guest lecturer for a Small Group Communication class, University of Oklahoma.

**Roeder, A. & Gilmore, B.** (2019; 2018) Psychological stresses, common anxieties, and coping strategies. Guest lecturer for Center for Faculty Excellence seminar, University of Oklahoma.

**Roeder, A.** (2019). Graduate student panel: Best practices for teaching assistants. Invited to speak on panel of experienced GTAs during university-wide GTA training session. University of Oklahoma.

**McCormack, A.** (2018). Supervisor-subordinate communication: Average and differentiated supervisor communication styles. Guest lecturer for an Organizational Communication class, University of Oklahoma.

### **PROFESSIONAL DEVELOPMENT**

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Adjunct Faculty Teaching Workshop, Baylor Academy for Teaching and Learning 2021

*How Learning Works: 7 Research-Based Principles for Smart Teaching*, Dr. Ryan Bisel 2017

Course Development Assistant, Texas Christian University 2016

### **SERVICE AND LEADERSHIP**

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Mentoring Program; *NCA Organizational Communication Division*

Chair

2023-present

Committee Member

2021-2023

Baylor New Student Programs; Faculty representative on job search committee	2022
Ad-hoc Journal Reviewer	
<i>Management Communication Quarterly</i>	2022
<i>Southern Communication Journal</i>	2022
<i>Western Journal of Communication</i>	2020
<i>Journal of Communication Management</i>	2020
Paper Reviewer	
<i>NCA Organizational Communication Division</i>	2022, 2023
<i>NCA Group Communication Division</i>	2022, 2023
<i>NCA Student Section</i>	2016, 2019
Communication Graduate Student Association, University of Oklahoma	
Treasurer	2019-2020
Co-Chair	2018-2019
Recruitment and Development Chair	2017-2018

### **AWARDS, GRANTS, AND RECOGNITIONS**

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<i>Dissertation Grant</i> , OU Department of Communication	2021
<i>Outstanding Graduate Teaching Award</i> , OU Department of Communication	2020
<i>Michael W. Kramer Scholarship for Excellence in Organizational Communication Research</i> , OU Department of Communication	2019
<i>Provost's Certificate of Distinction in Teaching</i> , awarded to top 10% graduate assistants based on student evaluations, University of Oklahoma	2017, 2019
<i>Outstanding Graduate Student of the Year</i> , Texas Christian University	2017
<i>Travel Grants, Research Grants</i> OU Graduate Student Senate	2017-2021

### **AFFILIATIONS AND MEMBERSHIPS**

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National Communication Association	2015-present
Organizational Communication Division	
Group Communication Division	
Applied Communication Division	
International Communication Association	2019-present