

Arden C. Roeder, Ph.D.

Lecturer
Baylor University
Department of Communication
arden_roeder@baylor.edu

EDUCATION

- Ph.D. **University of Oklahoma** 2021
Organizational Communication
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
Thesis: *Antecedents of Verbal Rumination in Organizations*
Advisor: Johny T. Garner, Ph.D.
- B.B.A. **Baylor University** 2015
Cum Laude
Majors: Baylor Business Fellows, Human Resource Management, Marketing
Minors: Corporate Communication, Mathematics

ACADEMIC APPOINTMENTS

- Lecturer** 2021-present
Department of Communication, Baylor University
- Instructor** 2020-2021
Department of Communication, University of Oklahoma
- Graduate Teaching Assistant** 2017-2020
Department of Communication, University of Oklahoma
- Graduate Teaching Assistant** 2015-2017
Department of Communication Studies, Texas Christian University
- Graduate Research Assistant** 2015-2017
Department of Communication Studies, Texas Christian University

PEER-REVIEWED JOURNAL PUBLICATIONS

Ford, J. L., Rice, R. M., Bisel, R. S., Fox, S., Howard, T., Howe, W. T., McAllum, K., **Roeder, A. C.**, Scott, A. L., & Williams, E. A. (2025). Navigating complexity: A forum on communication research in high reliability organizations. *Management Communication Quarterly*, 39(3), 561-594.

Bisel, R. S., Rush, K. A., & **Roeder, A. C.** (2024). Professional caregivers' communicative resilience and flourishing during the COVID-19 pandemic: When disruption lasts. *International Journal of Business Communication* 61(4), 760-782.

Roeder, A. C., & Bisel, R. S. (2024). Managing disruption(s) at work: A longitudinal study of communicative resilience and high-reliability organizing. *Communication Monographs*, 91(1), 56-78.

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

BOOK CHAPTERS

Bisel, R. S., & **Roeder, A. C. (2025).** *Communication resources and work team resilience*. In M. L. Doerfel, J. A. Theiss, M. K. Venetis, & K. M. Scharp (Eds.), *The Routledge handbook of communication and resilience*. Routledge.

CURRENT PROJECTS

Special Issue Editor, *International Journal of Business Communication*: "Interesting" Quantitative Business Communication Scholarship [proposal accepted; in progress]

Howe, W. T., & **Roeder, A. C. (2024).** Veteran resilience during COVID-19: A comparison of veterans and civilians according to the communication theory of resilience. *Veterans in Society*. [data analysis in progress]

CONFERENCE PRESENTATIONS

Roeder, A. C. (2024). *Mentoring in Organizational Communication*. Chair of special session at the annual meeting of the National Communication Association, New Orleans, LA.

Roeder, A. C. (2024). *Communication for the greater regard: Examining resilience as a communication process*. Panel discussion to be presented at the annual meeting of the National Communication Association, New Orleans, LA.

Roeder, A. C. (2024). *Navigating complexity: Communication research in high reliability organizations*. Panel discussion to be presented at the annual meeting of the National Communication Association, New Orleans, LA.

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 presented at the annual meeting of the National Communication Association, National Harbor, MD.

Roeder, A. C. (2023). *Mentoring in Organizational Communication*. Chair of special session 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 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.¹** (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

- Roeder, A.** (2024). Mindfulness and reliability in organizational communication. Guest lecturer for Organizational Communication graduate seminar, Baylor University.
- Roeder, A.** (2022). Methods of research in high-reliability organizations. Guest lecturer for Organizational Communication graduate seminar, Baylor University.
- 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.

¹ Denotes maiden name.

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.

STUDENT ADVISING AND MENTORSHIP

Thesis Chair	2024-2025
Madeline Leard (B.B.A., Baylor Business Fellows, Corporate Communication)	

AWARDS, GRANTS, AND RECOGNITIONS

<i>Outstanding Teaching Award</i> , NCA Organizational Communication Division	2024
<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> , TCU Department of Communication Studies	2017

PROFESSIONAL DEVELOPMENT

Adjunct Faculty Teaching Workshop, Baylor Academy for Teaching and Learning	2021
<i>How Learning Works: 7 Research-Based Principles for Smart Teaching</i> , Dr. Ryan Bisel	2017
Course Development Assistant, Texas Christian University	2016

LEADERSHIP AND SERVICE

Baylor Business Fellows Affiliate Faculty	2024-present
Mentoring Program; NCA Organizational Communication Division	
Chair	2023-2025
Committee Member	2021-2023
Baylor TriDelta Leadership and Communication Training Seminar	2024

Baylor Organizational Communication Symposium Series Planning Committee	2022-2024
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>	2022-2024
<i>NCA Group Communication Division</i>	2022-2024
<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

AFFILIATIONS AND MEMBERSHIPS

National Communication Association
 Organizational Communication Division
 Group Communication Division
 Applied Communication Division
International Communication Association