Rebecca Baumler

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| **Academic Address**  Department of Communication Studies  University of Texas – Austin | **Contact Information**  r.baumler@utexas.edu |

**Education**

Ph.D. **The** **University** **of** **Texas** **at** **Austin**, anticipated May 2027

Communication Studies; Interpersonal Communication

Faculty Advisor: Dr. Nik Palomares

M.A. **The University of Kansas**, May 2023

Communication Studies; Relationships and Social Influence Focus; Organizational communication

Thesis***:*** *Transgressing workplace norms: Conceptualizing and communicating trans identity in the workplace*

Committee: Dr. Cameron Piercy (chair), Dr. Angela Gist-Mackey, Dr. Meggie Mapes

B.S. **The University of Central Missouri**, May 2021

Communication Studies; Emphasis in Social Influence

B.A. **The University of Central Missouri**, May 2021

Political Science; Emphasis in Public Law and Theory

**TEACHING AND RESEARCH EXPERIENCE**

2024 – 2027 **Graduate Teaching Assistant** – Department of Communication Studies, UT

2023 – present **Graduate Student Researcher** – Pride Health Lab, Dell Medical School, UT

* Collaborating on a qualitative study addressing interventions in primary care practices for LGBTQ+ youth experiencing suicidal ideation

2022 – present **Affiliate** – Center for LGBTQ+ Research & Advocacy, School of Social Welfare, KU

2022 **Research Assistant** – Department of Communication Studies, KU (Supervisor: Dr. Yan Bing Zhang)

2021 – 2023 **Instructor of Record** – Department of Communication Studies, KU

Courses taught:

* + COMS 310 Adv. Organizational and Professional Communication (Spring 2023)
  + COMS 330 Effective Business Communication (Spring 2023)
  + COMS 130 Speaker-Audience Communication (Fall 2021, Spring 2022, Fall 2023) 5 sections total.
  + COMS 130 Speaker-Audience Communication ONLINE (Summer 2022)

Fall 2022 **Graduate Teaching Assistant** – Department of Communication Studies

* + COMS 356 Introduction to Behavioral Methods in Communication Research

**PUBLICATIONS**

1. **Baumler, R. J.** & Piercy, C. W. (2024). Crystallized trans identity: How authenticity and identity communication affect job and life satisfaction. *Communication Research*. https://doi.org/10.1177/00936502241234840
2. **Baumler, R**. **J.** (2024). Negotiating trans identity and boundaries at work: How situational and personal factors affect workplace identity communication. *Western Journal of Communication.* https://doi.org/10.1080/10570314.2024.2324380

**PEER-REVIEWED ACADEMIC PRESENTATIONS**

1. **Baumler, R J.** (2024). The effects of all-gender signage on attitudes toward trans and non-binary individuals: Exploring the mediated impact of gender salience. [GLBT Studies] National Communication Association. New Orleans, LA; November 2024.
2. **Baumler, R. J.** & Butterbaugh, N. (2024). Connected fitness:A comparative study of fitness organizations’ online communities. [Organizational communication Research Escalator]. National Communication Association. New Orleans, LA; November 2024.
3. Palomares, N.A., **Baumler, R. J.,** Kim, M. S. (2024). Goal understanding, and anonymous cyberbullying in social media: How victims interpret, cope, and respond to hurtful messages online. [Social cognition] National Communication Association. New Orleans, LA; November 2024.
4. **Baumler**, **R**. **J.**, Palomares, N.A., & Piercy, C. W. (2024). Exploring pronoun disclosure in email signature blocks: An experimental study. 18th International Conference on Language and Social Psychology (ICLASP). June 2024.
5. **Baumler, R**. **J.** (2023). Negotiating trans identity and boundaries at work: How situational and personal factors affect workplace identity communication. [Business Communication] National Communication Association. National Harbor, MD; November 2023.
6. **Baumler, R. J.** & Piercy, C. W. (2023). Crystallized trans identity: How authenticity and identity communication affect job and life Satisfaction. [Organizational Communication]. National Communication Association. National Harbor, MD; November 2023.
7. **Baumler, R. J.** & Piercy, C. W. (2023). Who’s the fairest of them all: An experiment testing how source, explanation, and outcome affect perceived fairness in hiring decisions. [Human Machine Communication]. International Communication Association. Toronto, CA; May 2023.
8. **Baumler, R**. **J.** (2022). Rhetoric of in(ex)clusion: PFLAG's rhetoric of identification in ‘One voice can change the world: The PFLAG national policy guide and advocacy toolkit’ [GLBT Studies]. National Communication Association. New Orleans, LA; November 2022.
9. **Baumler, R**. **J.** (2022). *Trans*gressing workplace norms: Understanding the conceptualization and communication of trans identity in the workplace. Organizational Communication Mini Conference. Austin, TX; September 2022.
10. **Baumler, R. J.** (2022). Panel: Communication, social justice, and intergroup relations during COVID-19 presented at the 71st Midwest Conference on Asian Affairs. Lawrence, KS. September 2022.
11. Li, x., Jung, B., **Baumler, R**. **J.**, Jewell, A. E. & Zhang, Y. B. (2022). Lying Flat? Examining Chinese young adults’ endorsement of modern and traditional cultural values and their wellbeing. 17th International Conference on Language and Social Psychology (ICLASP). June 2022.

**Funding and Awards**

*Grant, Fellowships, and Scholarships*

2024 – 2027 Graduate School Decentralized Fellowship. University of Texas at Austin.

2024 – 2027 Moody/Provost Fellowship Supplement. University of Texas at Austin.

2023 – 2024 Graduate School Mentoring Fellowship. University of Texas at Austin.

2023 Department of Communication Studies Travel Fund. University of Texas at Austin.

2022, 2023 Student Caucus Travel Grant. National Communication Association.

2022 Diversity, Equity, Inclusion, and Belonging Professional Development Fund. University of Kansas.

2022 Department of Communication Studies Research Fund. University of Kansas.

2022 Graduate Scholarly Development Scholarship. University of Kansas.

**Invited Presentations**

February 2024 *Trans identity and experiences* in Johanna Hartelius’s CMS 364K: Gender and Communication at the University of Texas at Austin

**Service Activities**

*Departmental Service*

Spring 2024 Research Panel for Recruitment Day. University of Texas at Austin.

2022 – 2023 Secretary, Graduate Student Organization. University of Kansas.

Spring 2022 Faculty Representative, Graduate Student Organization. University of Kansas.

*University Service*

2022 – 2023 Graduate Student Representative, Gender and Sexuality Faculty Staff Council. University of Kansas.

2022 – 2023 Facilitator, Transgender student group. Center for Sexuality and Gender Diversity. University of Kansas.

*Reviewer*

*Conference reviews and planning*

* National Communication Association (2024)
  + GLBTQ Studies Division
* 31st Annual Emerging Scholarship in Women’s and Gender Studies Conference at the University of Texas at Austin (Spring 2024)
  + Reviewed submissions and coordinated panels.

*Ad-hoc Journal Reviewer*

* Journal of Language and Social Psychology (2023)

**Professional Experience**

Spring 2021 **Volunteer Social Media Coordinator**,Trans Empowerment Project,Knoxville, TN

* Create and post daily social media content for Facebook, Instagram, and Twitter.

Fall 2020 **Communications Intern**, Reproductive Freedom for All (formerly NARAL Pro-Choice Missouri), St. Louis, MO

* Optimized social media platforms by writing content that best represented the organization and their message.
* Designed communication packages like a 2020 Election Phone Banking Toolkit.
* Drafted op-eds and letters to the editor to raise awareness on key issues.

Summer 2020 **Public Policy Intern**, ACLU of Missouri, Kansas City, MO

* Researched and authored reports on civil rights and civil liberty issues such as local control of police in Kansas City, MO to help determine a resolution.
* Co-facilitated events such as a virtual prosecutor’s forum
* Collaborated with others on ACLU Missouri’s sex worker coalition to identify and address barriers sex workers face.
* Utilized Voter Action Network (VAN) to create emails and event profiles.

Summer 2019 **Advancement Intern**, Interlochen Center for the Arts, Interlochen, MI

* Stewarded 300+ scholarships awarded to students at Interlochen Arts Camp.
* Assisted with planning and facilitating four donor events.
* Used Salesforce to manage scholarships and track recipients.

2019-2020 **Volunteer Copywriter**, Fandom Forward (Formerly the Harry Potter Alliance), Remote

* Drafted, edited and queued daily social media posts for Instagram, Facebook, and X.
* Collaborated with others to develop message campaigns.