

Mir Rabby

The University of Texas at Austin
Department of Communication Studies
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EMPLOYMENT

2022—present	The University of Texas at Austin <i>Assistant Instructor/Teaching Assistant</i> Department of Communication Studies
2024—present	The University of Texas at Austin <i>Graduate Research Assistant (GRA)</i> Technology & Information Policy Institute (TIPI)
2021—2022	North Dakota State University <i>Graduate Teaching Assistant (GTA)</i> Department of Communication
2016—2021	Jahangirnagar University, Bangladesh <i>Assistant Professor</i> (on study leave) Department of Journalism and Media Studies
2015—2016	American International University-Bangladesh <i>Lecturer</i> Department of Media and Mass Communication
2010—2015	The Daily Star (an English daily), Bangladesh <i>Copy Editor/City Editor (in charge)</i>

EDUCATION

- Ph.D. The University of Texas at Austin, expected Spring 2026
Communication Studies (*Concentration*: Organizational communication & technology)
4.0/4.0 (all coursework completed)
- M. A. The University of Texas at Austin, expected Spring 2027
Quantitative Methods
Educational Psychology (EDP)
- M.A. North Dakota State University, 2022
Communication (*Emphasis*: Organizational communication)
Thesis title: Anonymity, social identification, and online social influence
Committee: Dr. Stephenson J. Beck, Dr. Zoltan Majdik, and Dr. Pamela Emanuelson
4.0/4.0
- M.A. University of Dhaka, 2012
Mass Communication and Journalism
Thesis title: Online news consumption pattern: A survey on Dhaka University students
3.59/4.0
- B.A. University of Dhaka, 2011
Mass Communication and Journalism
3.56/4.0

PUBLICATIONS (PEER-REVIEWED)

- 2025 Zeng, C., **Rabby, M.**, & Ahmed, R. Exploring the relationship between internal crisis communication and organizational crisis preparedness: A study on Bangladesh garment workers. *International Journal of Strategic Communication*, ahead of print.
<https://doi.org/10.1080/1553118X.2025.2454668>
- 2025 Kim, K., Stephens, K. K., McGlone, M. S., **Rabby, M.**, Mendez Murillo, R., Castellanos, S., & Faust, K. M. (2025). Enhancing individual disaster preparedness by improving trust, risk perception, and message effectiveness. *Sustainable Cities and Society*, 121.
<https://doi.org/10.1016/j.scs.2025.106164>
- 2024 Palomares, N. A., Murray, C., **Rabby, M. M. F.**, Blich, M., Baumler, R., & Boro, S. E. Anonymous and insecure bullies are less depressed than confident and identifiable ones, but only if remorseful: Cyberbullying goals, identifiability, and depression. *Cyberpsychology, Behavior, and Social Networking*, 28(2), 120-125. <https://doi.org/10.1089/cyber.2024.0289>
- 2023 **Rabby, M. M. F.**, Platt, C. A., & Zeng, C. Assimilation, organizational support, and impostor syndrome as predictors of GTAs' communicatively restricted organizational stress (CROS). *Communication Reports*, 36(1), 15-29.
<https://doi.org/10.1080/08934215.2022.2083203>
- 2021 **Rabby, M. M. F.** Mangal Shobhajatra: A symbolic representation of Bangladesh's syncretistic culture. *Jahangirnagar University Review (Part-C)*, 30, 423-446.
- 2020 **Rabby, M. M. F.** South Asian river systems: Environmental and human impacts of dams. *Jahangirnagar University Review (Part-C)*, 29, 351-381.
- 2014 **Rabby, M. M. F.**, & Hoque, S. Online news consumption pattern: A survey on Dhaka University students. *Social Science Review*, 31(2), 171-190.

MANUSCRIPTS UNDER REVIEW

- Rabby, M.**, Liu, X., & Scott, C. R. Linking anonymous organizational communication to key workplace outcomes in Brazil, China, France, and the U.S.
- Kim, K., Yang, E., Stephens, K. K., **Rabby, M.**, Mendez Murillo, R., McGlone, M. S., Castellanos, S., & Faust, K. Clear or compliant? The tension between regulatory requirements and public comprehension in boil water advisories.
- Mendez Murillo, R., Stephens, K. K., McGlone, M. S., **Rabby, M.**, Faust, K. M., Kim, K., & Castellanos, S. Bridging risk and culture: Communicative strategies for encouraging health-protective behaviors in Spanish-speaking Latina/o/x/e communities during extreme weather emergencies.
- Stephens, K. K., **Rabby, M.**, McGlone, M. S., Kreiser, A., Murillo, M. R., Castellanos, S., & Faust, K. M. Preparing for the extreme cold: Linking motivations, water infrastructure, and communication practices to protective actions.
- McGlone, M. S., Stephens, K. K., **Rabby, M.**, Kim, K., Mendez Murillo, R., Faust, K., & Castellanos, S. Water conservation and extreme weather preparedness messages: Helping utilities communicate to encourage public cooperation.

MANUSCRIPTS IN PREPARATION

- Rabby, M.**, Stephens, K. K., Hatangadi, R. M., & McGlone, M. Communicating safety: The impact of warning signs and messages on reducing risky driving in flood conditions.

- Rabby, M.**, Stephens, K. K., & Ruoxiao, S. When messages work: How exposure, knowledge perceptions, and information need shape message effectiveness.
- Rabby, M.**, & Yao, S. The social construction of organizational fairness in the age of algorithms: A thematic analysis of Uber and Lyft subreddits.
- Kim, K., **Rabby, R.**, Stephens, K. K., Mendez Murillo, R., McGlone, M. S., Castellanos, S., & Faust, K. A tale of two cities: Examining the divergent impact of water conservation messages using psychological reactance theory.
- Rabby, M.**, & Scott, C. R. For some it's okay, for some it's not: Predicting appropriateness assessments of anonymous workplace behaviors.
- Scott, C. R., & **Rabby, M.** Anonymity and attributions of appropriateness: Why communication motives matter.
- Liu, X., **Rabby, M.**, & Martin, J. Artificial intelligence in higher education. A thematic analysis of ChatGPT in discourse.
- Scott, C. R., **Rabby, M.**, Butterbaugh, N., & Vangelisti, A. Sealing lips and spilling beans: Predictors of secrecy behaviors in organizations.
- Cardenas, A., Koszarek, A. D., **Rabby, M. M. F.**, Jiminez, K., & Gracey, L. Identifying potential barriers and facilitators to the use of telemedicine and augmented intelligence for clinical care and research in the State of Texas.

CONFERENCE PAPERS & POSTERS (PEER-REVIEWED)

- 2025 **Rabby, M.**, Liu, X., & Scott, C. R. Linking anonymous organizational communication to key workplace outcomes in Brazil, China, France, and the U.S. *Submitted to the 111th Annual Convention of National Communication Association (NCA), to be held November 20-23 in Denver, CO, USA.*
- 2025 **Rabby, M.**, Stephens, K. K., Hatangadi, M. R., & McGlone, M. Communicating safety: The impact of warning signs and messages on reducing risky driving in flood conditions. *Submitted to the 111th Annual Convention of National Communication Association (NCA), to be held November 20-23 in Denver, CO, USA.*
- 2025 McGlone, M. S., Stephens, K. K., **Rabby, M.**, Kim, K., Mendez Murillo, R., Faust, K., & Castellanos, S. Water conservation and extreme weather preparedness messages: Helping utilities communicate to encourage public cooperation. *The 75th Annual Conference of International Communication Association (ICA), to be held June 12-16 in Denver, Colorado, USA. (Top Paper in Environmental Communication Division)*
- 2025 Mendez Murillo, R., Stephens, K. K., **Rabby, M.**, McGlone, M. S., Kim, K., Castellanos, S., & Faust, K. M. Cultural and structural communicative factors influencing environmental protective behaviors in Spanish-speaking Latina/o/x/e children and adults during extreme weather events. *The 75th Annual Conference of International Communication Association (ICA), to be held June 12-16 in Denver, Colorado, USA.*
- 2025 **Rabby, M.**, & Yao, S. The social construction of organizational fairness in the age of algorithms: A thematic analysis of Uber and Lyft subreddits. *The 75th Annual Conference of International Communication Association (ICA), held June 12-16 in Denver, Colorado, USA.*
- 2024 Liu, X., **Rabby, M.**, & Martin, J. Artificial intelligence in higher education. A thematic analysis of ChatGPT in discourse. *The 110th Annual Convention of National Communication Association (NCA), held November 21-24 in New Orleans, LA, USA. (Top Student Paper in Instructional Development Division)*

- 2024 Stephens, K. K., **Rabby, M.**, McGlone, M. S., Kreiser, A., Murillo, M. R., Castellanos, S., & Faust, K. M. Wrapped pipe dreams: Using protection motivation theory to understand why people prepare for extreme cold weather. *The 110th Annual Convention of National Communication Association (NCA)*, held November 21-24 in New Orleans, LA, USA.
- 2024 Mendez Murillo, R., Stephens, K. K., **Rabby, M.**, McGlone, M. S., Kim, K., Castellanos, S., & Faust, K. M. Embracing greater regard: Exploring the role of cultural and structural elements influencing protective behaviors in Spanish-Speaking Latina/o/x/e children and adults. *The 110th Annual Convention of National Communication Association (NCA)*, held November 21-24 in New Orleans, LA, USA.
- 2024 **Rabby, M.**, & Scott, C. R For some it's okay, for some it's not: Predicting appropriateness assessments of anonymous workplace behaviors. *The 74th Annual Conference of International Communication Association (ICA)*, held June 20-24 in Gold Coast, Queensland, Australia.
- 2024 Cardenas, A., Koszarek, A. D., **Rabby, M. M. F.**, Jiminez, K., & Gracey, L. Exploring barriers and facilitators for the usage of teledermatology and augmented intelligence to improve health equity [Poster]. *Student Advocacy, Leadership, Unity, and Diversity Conference (SALUD2024)*, held April 26-29 in Washington, DC, USA.
- 2024 Cardenas, A., Koszarek, A. D., **Rabby, M. M. F.**, Jiminez, K., & Gracey, L. Identifying potential barriers and facilitators to the use of telemedicine and augmented intelligence for clinical care and research in the State of Texas [Poster]. *Texas Medical Association Conference (TexMed 2024)*, held May 2-4 in Dallas, Texas, USA.
- 2023 Palomares, N.A., Murray, C., **Rabby, M.**, Blitch, M., & Boro, S. An anonymous and insecure bully is less depressed than a confident and identifiable one, but only if remorseful: How identifiability, superordinate goals, and message severity predict depression among bullies. *The 109th Annual Convention of National Communication Association (NCA)*, held November 16-19 in National Harbor, Maryland, USA.
- 2023 **Rabby, M.** How appropriate are anonymous workplace behaviors [Poster]. *Organizational Communication Mini-Conference (OCMC)*, held October 6-8 at Rutgers University, New Jersey, USA.
- 2023 Scott, C. & **Rabby, M.** Authenticity, anonymity, and attributions of appropriateness: Why communication motives matter. *The 73rd Annual International Communication Association (ICA) Conference*, held 25-29 May in Toronto, Ontario, Canada.
- 2022 Zeng, C., **Rabby, M.**, & Ahmed, R. (2022). Exploring the relationship between internal crisis communication and organizational crisis preparedness: A study on Bangladesh garment workers. *The 108th annual convention of National Communication Association (NCA)*, held November 17-20 in New Orleans, Louisiana, USA.
- 2022 Archer, S. J., Beck, S. J., Lautt, M., Krull, M., & **Rabby, M.** From connection to conflict: An exploration of disagreements on Facebook. *Central States Communication Association (CSCA) Annual Conference*, held March 30-April 2 in Madison, Wisconsin, USA.
- 2020 **Rabby, M. M. F.** A comparative analysis of pre-election news coverage: The cases of 2014 and 2018 parliamentary polls in Bangladesh. *First BIMSTEC Film, Media, and Journalism Studies Conference*, held January 19-20 in Dhaka, Bangladesh

GRANTS

Doctoral dissertation research in DRMS: Reconceptualizing algorithmic decision fairness through a lens of (in)visibility in gig work contexts

Awarding Agency: National Science Foundation (NSF, Award Number: 2520016)

Amount: \$29,283, *Project period:* 7/1/2025—6/30/2026

AWARDS, FELLOWSHIPS & HONORS

Doctoral Honors Seminar 2025

National Communication Association (NCA)

Professional Development Grant (Fall 2024)

\$400

Technology & Information Policy Institute (TIPI)
The University of Texas at Austin

Professional Development Awards (Fall 2022)

\$450

Graduate School
The University of Texas at Austin

Provost and Moody Fellowship (2022-2026)

\$5000

The University of Texas at Austin

Outstanding Grad Research Award (2022)

\$1000

College of Arts, Humanities and Social Sciences
North Dakota State University

Professor Sitara Parvin Award (2010)

\$350

University of Dhaka

INTERDISCIPLINARY RESEARCH UNDER GRANT FUNDING

Grant Title: Cain Collaborative Grant, Dell Medical School Health Transformation Research Institute, Amount: \$30,000, Awarded: August 2024

Project Title: Exploring factors impacting the usage of tele dermatology and augmented intelligence in clinical care in Texas.

(PI: Dr. Lia Gracey, Dell Medical School, The University of Texas at Austin)

- *Role:* Co-PI
- *Responsibilities:* Survey design, data analysis, research report writing
- *Collaborators:* Faculty and students from medicine and communication

Grant Title: CALM before the storm: Culturally appropriate language and messaging for influencing end user behavior during impending infrastructure failures, 08/19/22-08/19/25. Award# 2228706, National Science Foundation (NSF), Amount: \$750,000

(PI: Keri K. Stephens, Communication Studies, The University of Texas at Austin)

- *Role:* Research assistant
- *Responsibilities:* Survey/experiment design, data analysis, collaboration, manuscript writing
- *Collaborators:* Faculty and students from civil engineering and communication

NEWSPAPER/MAGAZINE PUBLICATIONS

Rabby, M. M. F. (2011, March 23). Local clothing brands make their mark. *The Daily Star*. <https://www.thedailystar.net/news-detail-178736>

Rabby, M. M. F. (2009, November 15). The passing of Claude Lévi-Strauss. *Natun Dhara*, 1(1), 61-61.

INVITED TALK/GUEST LECTURE

Persuasive Design and Technology, *Summer 2024*

- Created a 27-minute video lecture as part of *CMS 332K Theories of Persuasion*
- Drew from the Fogg Behavior Model and Functional Triad
- Used scenarios, graphs, and examples to illustrate concepts

SERVICE

Service To Field

Reviewer, Cyberpsychology, Behavior, and Social Networking, since 2024

Emerging Reviewer, Management Communication Quarterly (MCQ), since 2023

Reviewer, International Communication Association (ICA), since 2024

- Communication & Technology Division

Emergency Reviewer, International Communication Association (ICA), since 2024

- Communication & Technology Division

Reviewer, National Communication Association (NCA), since 2022

- Organizational Communication Division
- Group Communication Division
- Communication and Social Cognition Division

Service To Department

Secretary, Communication Studies Graduate Community (COMMSGC), 2024-2025

Volunteer, Communication Studies 125th Anniversary Celebrations, 2024

Volunteer, Organizational Communication Mini Conference (OCMC), 2022

MENTORING (UNDERGRADUATE)

Meera R. Hatangadi, International Relations and Global Studies, The University of Texas at Austin

TEACHING EXPERIENCE

The University of Texas at Austin

Assistant Instructor, Fall 2024-Spring 2025

Team-Based Communication (CMS 310K, *undergraduate, lower-division, FtF*)

Teaching Assistant (Voluntary), Spring 2025

Fundamentals of Statistics (EDP 380C, *graduate, FtF*)

Introduction to Statistics (EDP 371, *undergraduate, FtF*)

Introduction to Statistics-WB (EDP 371, *undergraduate, web-based*)

Teaching Assistant, Summer 2024

Theories of Persuasion-WB (CMS 332K, *undergraduate, upper-division, web-based*)

Assistant Instructor, Fall 2023-Spring 2024

Professional Communication Skills (CMS 306M, *undergraduate, lower-division, FtF*)

Teaching Assistant, 2022-2023

Digital Communication (CMS 341, *undergraduate, upper-division, hybrid/asynchronous*)

Crowds, Clouds, and Community (CMS 350C, *undergraduate, upper-division, FtF*)

North Dakota State University

Graduate Teaching Assistant, 2021-2022

Fundamentals of Public Speaking (COMM 110, *undergraduate, lower-division, FtF*)

Jahangirnagar University

Assistant Professor, 2016-2021

Media Research (JMS 302, *undergraduate, FtF/hybrid*)

English Writing Skills (JMS 106, *undergraduate, FtF*)

Advertising (JMS 404, *undergraduate, FtF*)

Newspaper Editing (JMS 204, *undergraduate, FtF*)

Writing for Audio-Visual Media (JMS 401, *undergraduate, FtF*)

Advanced Edition (JMS 504, *graduate-level, FtF*)

American International University-Bangladesh

Lecturer, 2015-2016

Quantitative Research Methods for Communication (MMC 2110, *undergraduate, FtF*)

Graphic Communication (MMC 2108, *undergraduate, FtF*)

Media Management & Marketing (MMC 3325, *undergraduate, FtF*)

MEMBERSHIPS

Member, National Communication Association (NCA)

Member, International Communication Association (ICA)

Affiliate, Technology & Information Policy Institute (TIPI)

RESEARCH METHODS

Quantitative Survey, Experiment, Content analysis

Qualitative Interview, Observation, Focus Group, Thematic Analysis

Computational Web scrapping, Supervised Learning (classification), Unsupervised Learning (clustering, topic modelling, decision tree)

TECHNICAL SKILLS/SOFTWARE

SPSS, JASP—statistical analysis

R—statistical analysis, data visualization

R Markdown, Quarto—output generation in HTML, PDF, Word formats

Python—data mining, web scrapping, APR

LIWC—textual analysis (sentiment, emotion)

Qualtrics—survey, experiment setup & hosting

Canva—design, presentation

MS Office—word processing, writing, editing, collaborating, scheduling

Google Suite, Box—data sharing, collaborating

PROFESSIONAL RESEARCH

Research Associate, [Best Sourcing](#) (business firm), 2014

Research Assistant, [MRDI](#) (media research firm), 2010

Research Assistant, [BCDJC](#) (media research firm), 2008-2009

TRAINING WORKSHOPS

Computational Visual Analysis, Northwestern University, *Fall 2024*

Inclusive Course Design Institute, The University of Texas at Austin, *Summer 2024*

Summer Institute of Computational Social Science, North Dakota State University, *Summer 2021*

MISCELLANEOUS EXPERIENCE

Event photography, Voluntarily covered several birthday and cultural events in Austin, TX (Camera: Canon 70D, Lens: Canon EFS 18-200mm Zoom)

Co-editor, Newsletter, Department of Communication, North Dakota State University, *Fall 2022*

Link: <https://www.ndsu.edu/fileadmin/communication/Newsletter-Fall-2022-compressed.pdf>

Trainer, Ethical journalism (workshop), Jahangirnagar University, *Spring 2018*

Trainer, News writing and editing (workshop), Jahangirnagar University, *Fall 2016*

GRADUATE COURSEWORK

Summer 2024 Art & Science of Negotiation

<i>Spring 2024</i>	Computational Methods Survey of Organizational Communication Correlation & Regression
<i>Fall 2023</i>	Experimental Design Work & Tech Grant Writing
<i>Spring 2022</i>	Macromorphic Communication Scale Development & Instrument Design (Cyber)bullying and Communication
<i>Fall 2022</i>	Communicating Knowledge Dialogue Supervised Teaching
<i>Summer 2022</i>	Organizing the Environment
<i>Fall 2021</i>	Qualitative Research Methods Relationships in Organizations
<i>Summer 2021</i>	Relating through Technology
<i>Spring 2021</i>	Conflict Communication Communication Theory Quantitative Research Methods
<i>Fall 2020</i>	Advanced Organizational Communication I Research Methods in Communication