

R. Baumler

CONTACT INFORMATION

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[Google Scholar](#)

EDUCATION

Ph.D. **The University of Texas at Austin**, anticipated May 2026

Communication Studies: Interpersonal Communication

Dissertation: Understanding the coming out process of trans and non-binary people: Towards a comprehensive account of gender identity disclosures

Advisor: Dr. Nicholas A. Palomares **Committee:** Dr. Matthew S. McGlone, Dr. Shiv Ganesh, Dr. E. Ciszek

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

Communication Studies: Organizational Communication

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

Committee: Dr. Cameron W. Piercy (advisor), Dr. Angela N. Gist-Mackey, Dr. Meggie Mapes

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

Communication Studies and Political Science

PUBLICATIONS

1. **Baumler, R. J.** & Palomares, N. A. (2026). Using gender-inclusive restrooms promotes positive attitudes toward trans and non-binary people: Explanations from gender salience and intergroup contact. *Sex Roles*, 92(1), 1. <https://doi.org/10.1007/s11199-025-01636-9>
2. **Baumler, R. J.**, Palomares, N.A, Piercy, C. W. (2025). Gender pronoun disclosure in email signature blocks: An experimental study. *Psychology of Language and Communication*. 29(1), 391–420. <https://doi.org/10.58734/plc-2025-0018>
3. **Baumler, R. J.** & Piercy, C. W. (2025). Crystallized trans identity: How authenticity and identity communication affect job and life satisfaction. *Communication Research*, 52(7), 859–884. <https://doi.org/10.1177/00936502241234840>
4. **Baumler, R. J.** & Piercy, C. W. (2025). Who's the fairest of them all: An experiment testing how source, explanation, and outcome affect perceived fairness in hiring decisions. *Media Psychology*. <https://doi.org/10.1080/15213269.2025.2546113>
5. **Baumler, R. J.** (2025). Negotiating trans identity and boundaries at work: How situational and personal factors affect workplace identity communication. *Western Journal of Communication*. 89(1), 132–154. <https://doi.org/10.1080/10570314.2024.2324380>
6. Palomares, N.A., **Baumler, R. J.**, Kim, M. S., Almaneih, A. S., Dennis, M., Ramissoon, P., Rivas, G., Sanchez, A., Sankhavaram, A., Shore, R., Van Cleve, C., & Wheless, M. (2025). Goal understanding and anonymous cyberbullying in social media: How victims interpret, cope, and respond to hurtful messages online. *Communication Research*. <https://doi.org/10.1177/00936502251318617>
7. Palomares, N. A., Murray, C., Rabby, M., Blich, M., **Baumler, R. J.**, Boro, S. E. (2025). 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. *Cyberpsychology, Behavior, and Social Networking*.
<https://doi.org/10.1089/cyber.2024.0289>

RESEARCH UNDER REVIEW

RESEARCH IN PROGRESS

1. **Baumler, R. J.** & McGlone, M. S. (In preparation). "It makes me feel like I'm floating in the clouds": A qualitative study of the experience of trans joy. Target outlet: *Journal of Social and Personal Relationships*.
2. **Baumler, R. J.** (In preparation). Trends, gaps, and future directions in transgender communication studies. Target outlet: *Annals of the International Communication Association*.
3. **Baumler, R. J.** (Data analysis in progress). Bystander intervention in misgendering. Target outlet: *Journal of Applied Communication Research*.
4. **Baumler, R. J.** (Data analysis in progress). The effect of political social media posts on relational turbulence. Target outlet: *Human Communication Research*.
5. Palomares, N.A., **Baumler, R. J.**, Stevens, H. R., & Weigel, S. (Data analysis in progress). Biased beliefs about blame in news coverage of campus sexual assault: The effects of sexual identity, perpetrator status, and sobriety on victim blaming. Target outlet: *Journal of Interpersonal Violence*.
6. Palomares, N. A. & **Baumler, R. J.** (In Preparation). Gender identity and language use: How gender pronouns and topic gender affect communication.
7. **Baumler, R. J.** & Palomares, N. A. (Data analysis in progress). Misgendering, bias, and personal gender pronouns in professional settings: Results from lab and field experiments. Target outlet: *Management Communication Quarterly*.
8. Palomares, N.A., Smith, B. K., **Baumler, R. J.**, Coughlin, J., Zamora, N., Wellman, N., Yu, Z. (Data analysis in progress). An experimental test of Relational Turbulence Theory.
9. Palomares, N.A., **Baumler, R. J.**, Kim, M. (Data analysis in progress). Cyberbullying and goal understanding: Effects of anonymity and publicity on how victims perceive and cope with hurtful messages online.
10. **Baumler, R. J.** (Data collection in progress). Perceptions of transgender identity disclosure. Target outlet: *Journal of Social and Personal Relationships*
11. **Baumler, R. J.** & Palomares, N. A. (IRB approved). The moderating role of intergroup contact on the relationship between gender cues and transphobia. Target outlet: *Group Processes and Intergroup Relations*
12. **Baumler, R. J.** & Palomares, N.A. (IRB approved). A longitudinal study on the coming out experiences of trans and gender diverse individuals. Target outlet: *Human Communication Research*

PEER-REVIEWED CONFERENCE PRESENTATIONS

1. Palomares, N.A. & **Baumler, R. J.** (2026). Women are sort of more tentative than men, aren't they? Do men and women still use language differently, similarly, and counterstereotypically as a function of gender salience. International Conference on Language and Social Psychology. Tucson, AZ; May 2026.
2. **Baumler, R. J.** & Palomares, N.A. (2025). Using gender-inclusive restrooms promotes positive attitudes toward trans and non-binary people: Explanations from gender salience and intergroup contact. [Communication and Social Cognition Division]. National Communication Association. Denver, CO; November 2025. *Top paper.
3. **Baumler, R. J.** & McGlone, M. S. (2025). "It makes me feel like I'm floating in the clouds": A qualitative study of the experience of trans joy. [GLBT Studies Division]. National Communication Association. Denver, CO; November 2025.
4. **Baumler, R. J.** (2025). Bystander intervention in misgendering. [GLBT Studies Division]. National Communication Association. Denver, CO; November 2025.
5. **Baumler, R. J.** (2025). Trends, gaps, and future directions in transgender communication studies. [Caucus on Gay, Lesbian, Bisexual, Transgender, and Queer Concerns]. National Communication Association. Denver, CO; November 2025.
6. **Baumler, R. J.** (2025) Perceptions of personal gender pronouns in professional settings: A field experiment and lab study. [Oral presentation]. Organizational Communication Mini Conference, Urbana, IL; October 2025.
7. **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 Division]. National Communication Association. New Orleans, LA; November 2024.
8. **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.
9. 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. [Communication and Social Cognition Division] National Communication Association. New Orleans, LA; November 2024.
10. **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.
11. **Baumler, R. J.** (2023). Negotiating trans identity and boundaries at work: How situational and personal factors affect workplace identity communication. [Business Communication Division] National Communication Association. National Harbor, MD; November 2023.

12. **Baumler, R. J.** & Piercy, C. W. (2023). Crystallized trans identity: How authenticity and identity communication affect job and life Satisfaction. [Organizational Communication Division]. National Communication Association. National Harbor, MD; November 2023.
13. **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 Division]. International Communication Association. Toronto, CA; May 2023.
14. **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 Division]. National Communication Association. New Orleans, LA; November 2022.
15. **Baumler, R. J.** (2022). *Transgressing workplace norms: Understanding the conceptualization and communication of trans identity in the workplace.* [Poster presentation]. Organizational Communication Mini Conference. Austin, TX; September 2022.
16. **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.
17. 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.

POPULAR PRESS COVERAGE OF ACADEMIC WORK

Work and identity

- Hellman, R. (2024, June 3). *Authenticity on the job dramatically benefits trans workers, study finds.* Phys.org. <https://phys.org/news/2024-06-authenticity-job-benefits-trans-workers.html>

FUNDING AND AWARDS

Grant, Fellowships, and Scholarships

- 2026 Pic-Wagner Endowed Graduate Fellowship. Department of Communication. The University of Texas at Austin. \$900
- 2026 Intersectional Qualitative Research Methods Institute. Latino Research Institute at The University of Texas at Austin.
- 2025 Research Development Grant. Organization for Feminist Research on Gender and Communication. \$2,500
- 2025 Department of Communication Studies Travel Fund. The University of Texas at Austin. \$800
- 2025 Guest lecture for the Department of Sociology. The University of Texas at Austin. \$250
- 2025 Doctoral Honors Seminar – Media Theory and Research Track. National Communication Association.

2025 Department of Communication Studies Graduate Community Supplemental Research Award. The University of Texas at Austin. \$250

2024 Department of Communication Studies Travel Fund. The University of Texas at Austin. \$700

2024 Student Caucus Travel Grant. National Communication Association. \$200

2024 – 2027 Moody/Provost Fellowship Supplement. The University of Texas at Austin. \$15,000

2024 – 2027 Graduate School Decentralized Fellowship. The University of Texas at Austin. \$12,000

2023 – 2024 Graduate School Mentoring Fellowship. The University of Texas at Austin. \$35,000

2023 Department of Communication Studies Travel Fund. The University of Texas at Austin. \$700

2023 Student Caucus Travel Grant. National Communication Association. \$200

2022 Diversity, Equity, Inclusion, and Belonging Professional Development Fund. University of Kansas. \$500

2022 Department of Communication Studies Research Fund. University of Kansas. \$500

2022 Graduate Scholarly Development Scholarship. University of Kansas. \$250

2022 Student Caucus Travel Grant. National Communication Association. \$200

2021 American Democracy Project Grant for Politics and Social Justice Week. University of Central Missouri.

2021 15 to Finish Scholarship. University of Central Missouri. \$1,000

2020 American Democracy Project Grant for Politics and Social Justice Week. University of Central Missouri.

2020 Robert A. and Edith M. Young Scholarship in Political Science. University of Central Missouri. \$1,135

2018, 2019, 2020 The Carnegians and Dale Carnegie Scholarship. University of Central Missouri. \$1,500

2019 Joseph E. Kallenbach Scholarship. University of Central Missouri. \$250

2017 – 2021 Red and Black Scholarship. University of Central Missouri. \$6,000

Unfunded Grants and Fellowships

2025 Society for the Psychological Study of Social Issues Grants-in-Aid.

2023 Institute for Digital Humanities Microgrant. University of Kansas.

2022 Institute for Digital Humanities Fellowship. University of Kansas.

Awards and Honors

2021 Colleges of Arts, Humanities, and Social Sciences Outstanding Student. University of Central Missouri.

2021 Political Science Department Outstanding Senior. University of Central Missouri.

2021 Keynote Speaker for Communication Studies Senior Showcase. University of Central Missouri.

2020 Member of Dean's Advisory Committee. University of Central Missouri.

ADDITIONAL RESEARCH EXPERIENCE

2022 – present **Affiliate** – Center for LGBTQ+ Research & Advocacy, School of Social Welfare, KU <https://socwel.ku.edu/center-affiliates>

2023 – 2024 **Graduate Research Assistant**– Pride Health Lab, Dell Medical School, UT

- Collaborated on a qualitative study addressing interventions in primary care practices for LGBTQ+ youth experiencing suicidal ideation
 - Analyzed data from seven focus groups, wrote results section, and outlined paper

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

TEACHING EXPERIENCE

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

- CMS 358 Comm and Personal Relationships (Spring 2026) approx. 60 students
- CMS 334k Lying and Deception (Fall 2025) approx. 150 students
- COM 340 Leadership and Urban Engagement – Asynchronous (Summer 2025) approx. 50 students
- CLD Internship Course – Asynchronous (Summer 2025) approx. 25 students
- CMS 358 Comm and Personal Relationships (Spring 2025) approx. 60 students
- CMS 334k Nonverbal Communication (Fall 2024) approx. 90 students

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

- COMS 310 Adv. Organizational and Professional Communication (Spring 2023), approx. 25 students
- COMS 330 Effective Business Communication (Spring 2023), approx. 25 students
- COMS 130 Speaker-Audience Communication (Fall 2021, Spring 2022, Fall 2023) 5 sections total, approx. 25 students per section
- COMS 130 Speaker-Audience Communication ONLINE (Summer 2022) approx. 25 students

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

- COMS 356 Introduction to Behavioral Methods in Communication Research approx. 60 students

INVITED TALKS, PRESENTATIONS, AND LECTURES

November 2025 *Gender and communication* in Gaëlle Meslay's UGS 303: Sociology of Mental Health. Department of Sociology. The University of Texas at Austin.

February 2024 *Trans identity and experiences* in Johanna Hartelius's CMS 364K: Gender and Communication. Department of Communication Studies. The University of Texas at Austin

October 2022 *Descriptive statistics* in Ashely Muddiman's COMS 365: Introduction to Behavioral Methods in Communication. Department of Communication Studies. University of Kansas.

SERVICE ACTIVITIES

Departmental Service

2024 – 2025 Professional Development Committee Chair, Communication Studies Graduate Community. The University of Texas at Austin.

Spring 2024 Research Panel for Recruitment Day. The 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

Ad-hoc Journal Reviewer

- Journal of Language and Social Psychology 2023 – present
- International Journal of Business Communication 2024 – present
- Socius 2025 – present

Conference reviews and planning

- National Communication Association
 - Communication and Social Cognition Division (2025)
 - GLBTQ Studies Division (2024, 2025)
- 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.

PROFESSIONAL EXPERIENCE

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

- Created and posted 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.