

RYAN S. BISEL, PH.D.

University of Oklahoma
Department of Communication
610 Elm Ave., 224 Burton Hall
Norman, OK 73019
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EDUCATION

- Ph.D.** **Communication Studies—University of Kansas** **May 2008**
Expertise: Organizational Communication; Language and Social Interaction
Dissertation: *The (Dis)organizing Property of Communication: Error and Inefficiency in Coordinated Action.*
Advisor: Joann Keyton, Ph.D.
- M.A.** **Communication Studies—University of Kansas** **May 2005**
Areas: Organizational Communication; Rhetoric
Thesis: *Integrating Control and Consent: Unobtrusive Control in a Community Leadership Initiative.*
Advisor: Debra J. Ford, Ph.D.
- B.A.** **Organizational Communication—William Jewell College** **May 2002**
Honors project: Business ethics and persuasion

ACADEMIC APPOINTMENTS

- 2019-present Professor
Department of Communication, University of Oklahoma
- 2013-2019 Associate Professor
Department of Communication, University of Oklahoma
- 2013-2015 Faculty Fellow
Center for Teaching Excellence, University of Oklahoma
- Fall 2015 Interim Director of Graduate Studies
Department of Communication, University of Oklahoma
- 2008-2013 Assistant Professor
Department of Communication, University of Oklahoma
- 2003-2008 Graduate Teaching Assistant
Department of Communication Studies, University of Kansas

- 2005-2006 Graduate Research Assistant for Joann Keyton, Ph.D.
Department of Communication Studies, University of Kansas
- 2004-2005 Editorial Assistant, *Journal of Applied Communication Research*
Department of Communication Studies, University of Kansas
- 2004 Graduate Research Assistant, Kansas Health Foundation
Department of Communication Studies, University of Kansas

Courses Taught

COMM 2113: Business and Professional Communication
COMM 3223: Small Group Communication
COMM 3263: Organizational Communication
COMM 4713: Communication Capstone
COMS 130: Speaker-Audience Communication
COMS 104: Introduction to Communication
COMS 150: Personal Communication
COMS 310: Organizational Communication
COMS 356: Research Methods in Communication

LSAL 5313: Organizational Communication for Leaders [G]
COMM 5053: Qualitative Research Methods [G]
COMM 5313: Qualitative Research Methods [G]
COMM 5323: Advanced Qualitative Methods in Communication [G]
COMM 5333: Organizational Communication [G]
COMM 5373: Leadership and Communication [G]
COMM 5810: Communicative Theory of the Firm [G]
COMM 6233: Small Group Communication [G]

RESEARCH AND PUBLICATIONS

BOOKS

- Bisel, R. S., & Bisel, D. L. (2023). *Organizational constitution and entrepreneurship: Movable type*. New York: Routledge.
- Kramer, M. W., & Bisel, R. S. (2017, 2021). *Organizational communication: A lifespan approach* (2nd edition). Oxford: University Press.
- Bisel, R. S., & Kramer, M. W. (Eds.). (2020). *Case studies in organizational communication: A lifespan approach*. Oxford: University Press.
- Bisel, R. S. (2018). *Organizational moral learning: A communication approach*. New York: Routledge.
- 2018 Outstanding Book Award, Organizational Communication Division, NCA**
-2018 Top Book Award, Communication Ethics Division, NCA

ARTICLES PUBLISHED AND IN PRESS

**Indicates co-author was a graduate student while manuscript was in production.*

Bolino, M. C., *Flores, M. L., Kelemen, T. K., & Bisel, R. S. (2022). May I please go the extra mile?: Citizenship communication strategies and their effect on individual initiative OCB, work-family conflict, and partner satisfaction. *Academy of Management Journal*,

*Austin, J. T., & Bisel, R. S. (2022). The influence of colorblind and race-acknowledged organizational socialization messages during offer consideration. *International Journal of Business Communication*.

Ploeger-Lyons, N. A., & Bisel, R. S. (2022). Confronting idea stealers in the workplace: The unfortunate moral credentialing granted to power-holders. *International Journal of Business Communication*.

*Scott, A. L., Howe, W., & Bisel, R. S. (2022). Reviewing high reliability team (HRT) scholarship: A 21st century approach to safety. *Small Group Research*.

*Roeder, A. C., Bisel, R. S., & *Howe, W. (2021). High reliability organizing and communication during naturalistic decision making: National Weather Service (NWS) forecasting teams' use of "floating." *Journal of Applied Communication Research*, 49, 441-459.

*Roeder, A. C., Bisel, R. S., & *Morrissey, B. S. (2020). Weathering the financial storm: A professional forecaster team's domain diffusion of resilience, *Communication Studies*, 72, 1-16. **[Lead Article]**

Bisel, R. S., *Kavya, P., & Tracy, S. J. (2020). Positive deviance case selection (PDCS) as a method for organizational communication: A rationale, how-to, and illustration. *Management Communication Quarterly*, 34, 279-296.

*Wang, T., Carte, T., & Bisel, R. S. (2020). Negativity decontaminating: Communication media affordances for emotion regulation strategies. *Information & Organization*, 30, 1-26.

*Howe, W. T., & Bisel, R. S. (2020). Third-party online organizational reviews: Explaining review-and-rating patterns of the United States military and large corporate organizations. *Computers in Human Behavior Reports*, 1, 1-8.

*Austin, J. T., *Wallace, B. S., *Gilmore, B. N., & Bisel, R. S. (2020). The micro-skills of communication design work: An academic team's development of sensebreaking messages. *Communication Studies*, 71, 239-314.

*Zanin, A. C., & Bisel, R. S. (2020). Concertive resistance: How teams can resist in the absence of resistance leadership. *Culture and Organization*, 26, 231-249.

Huffman, T., Tracy, S. J., & Bisel, R. S. (2019). Beautiful particularity: Using phronetic, iterative, heuristic approaches to a positively deviant case. *Communication Research and Practice*, 5, 327-341.

- Bisel, R. S., & Adame, E. A. (2019). Encouraging upward ethical dissent in organizations: The role of deference to embodied expertise. *Management Communication Quarterly*, 33, 139-159. **[Lead Article]**
- Banas, J. A., Bisel, R. S., Kramer, M. W., & Massey, Z. (2019). The serious business of instructional humor outside the classroom: A study of elite gymnastics coaches' uses of humor during training. *Journal of Applied Communication Research*, 47, 628-647.
- *Adame, E. N., & Bisel, R. S. (2019). Can perceptions of an individual's organizational citizenship behavior be influenced via strategic impression management messaging? *International Journal of Business Communication*, 56, 7-30. **[Lead Article]**
- *Adame, E. A., Bisel, R. S., Kosik, E., & Rygaard, J. (2019). Training the anesthesiologist trainer: Enhancing the quality of feedback during human patient simulations. *Health Communication*, 34, 638-643.
- *Bruscella, J. S., & Bisel, R. S. (2018). Four flows theory and materiality: ISIL's use of material resources in its communicative constitution. *Communication Monographs*, 85, 331-356.
- *Zanin, C. A., & Bisel, R. S. (2018). Discursive positioning and collective resistance: How managers can unwittingly co-create team resistance. *Management Communication Quarterly*, 32, 31-59.
- Bisel, R. S., Kramer, M. W., & Banas, J. A. (2017). Scaling up to institutional entrepreneurship: A life history of an elite training gymnastics organization. *Human Relations*, 70, 410-435.
- *Zanin, A. C., Bisel, R. S., & Adame, E. N. (2016). Supervisor moral talk contagion and trust-in-supervisor: Mitigating the workplace moral mum effect. *Management Communication Quarterly*, 30, 147-163. **[Lead Article]**
- Bisel, R. S., *Zanin, A., *Rozzell, B., *Baird, E., & Rygaard, J. (2016). Identity work in a prestigious occupation: Academic physicians' local social constructions of distributive justice. *Western Journal of Communication*, 80, 371-392. **[Lead Article]**
- Edy, J. A., Bisel, R. S., & *Overton, J. E. (2015). Hail to the chief: Using honorifics to refer to the president in cable news. *Howard Journal of Communication*, 26, 43-56.
- Bisel, R. S., Barge, J. K., Dougherty, D. S., Lucas, K., & Tracy, S. J. (2014). A round-table discussion of "big" data in qualitative organizational communication research. *Management Communication Quarterly*, 28, 625-649.
- Bisel, R. S., & Kramer, M. W. (2014). Denying what workers believe are unethical workplace requests: Do workers use moral, operational, or policy justifications publicly? *Management Communication Quarterly*, 28, 111-129.
- *Kelley, K. M., & Bisel, R. S. (2014). Leaders' narrative sensemaking during LMX role negotiations: Explaining how leaders make sense of who to trust and when. *Leadership Quarterly*, 25, 433-448.

- *Ploeger, N. A., & Bisel, R. S. (2013). The role of identification in giving sense to organizational wrongdoing: Defending the organization. *Management Communication Quarterly*, 27, 155-183. **[Lead Article]**
- *Minei, E., & Bisel, R. S. (2013). Negotiating the meaning of team expertise: A firefighter team's epistemic denial. *Small Group Research*, 44, 7-32. **[Lead Article] 2014 Dennis Gouran Article of the Year Award, Group Communication Division, NCA**
- Bisel, R. S., & Messersmith, A. S. (2012). Organizational and supervisory apology effectiveness: Apology-giving in work settings. *Business Communication Quarterly*, 75, 426-449.
- Bisel, R. S., & *Arterburn, E. (2012). Making sense of organizational members' silence: A sensemaking-resource model. *Communication Research Reports*, 29, 217-226.
- Bisel, R. S., Messersmith, A. S., & *Kelley, K. M. (2012). Supervisor-subordinate communication: Hierarchical mum effect meets organizational learning. *Journal of Business Communication*, 49, 128-147.
- *Ploeger, N. A., *Kelley, K. M., & Bisel, R. S. (2011). The hierarchical mum effect: A new investigation of organizational ethics. *Southern Communication Journal*, 76, 465-481.
- Bisel, R. S., *Kelley, K. M., *Ploeger, N. A., & Messersmith, J. (2011). Workers' moral mum effect: On facework and organizational ethics. *Communication Studies*, 62, 153-170.
- Bisel, R. S., & Barge, J. K. (2011). Discursive positioning and planned change in organizations. *Human Relations*, 64, 257-283.
- Keyton, J., Beck, S., Messersmith, A. M., & Bisel, R. S. (2010). Ensuring communication research makes a difference: Thermometer, maps, and duct tape of communication practice. *Journal of Applied Communication Research*, 38, 306-309.
- Bisel, R. S., Messersmith, A. S., & Keyton, J. (2010). Understanding organizational culture and communication through a gyroscope metaphor. *Journal of Management Education*, 34, 342-366. **[Lead Article]**
- Bisel, R. S. (2010). A communicative ontology of organization?: A description, history, and critique of CCO theories for organization science. *Management Communication Quarterly*, 24, 124-131.
- Keyton, J., Bisel, R. S., & Ozley, R. (2009). Recasting the link between applied and theory research: Using applied findings to advance communication theory development. *Communication Theory*, 19, 146-160.
- Bisel, R. S. (2009). On a growing dualism in organizational discourse research. *Management Communication Quarterly*, 22, 614-638.
- Messersmith, A. S., Keyton, J., & Bisel, R. S. (2009). Teaching organizational culture. *Communication Teacher*, 23, 81-86.

- Messersmith, A. S., Keyton, J., & Bisel, R. S. (2009). Training practice as communication medium: A throughput model. *American Communication Journal*, 11. http://acjournal.org/holdings/vol11/02_Summer/Articles/110203%20Training%20as%20Communication%20Medium.pdf
- Bisel, R. S., & Ford, D. J. (2008). Diagnosing pathogenic eschatology. *Communication Studies*, 59, 340-354.
- Bisel, R. S., Ford, D. J., & Keyton, J. (2007). Unobtrusive control in a leadership organization: Integrating control and resistance. *Western Journal of Communication*, 71, 136-158.
- Bisel, R. S. (2006). Social scientific interviewing: Issues of facework and turn-taking. *Kentucky Journal of Communication*, 25, 183-200.

BOOK CHAPTERS

- Piercy, C., Bisel, R. S., & Treem, J. (2023). Agency in computer-mediated communication theorizing: Russian bots and the 2016 U.S. Presidential elections. In J. H. Lipschultz, & K. Freberg (Eds.), *Emerald handbook of computer-mediated communication and social media*.
- Bisel, R. S., Fairhurst, G. T., & Sheep, M. (2022). CCO theory and leadership. In T. Kuhn, & N. Bencherki (Eds.), *Routledge handbook of the communicative constitution of organizations*.
- Bisel, R. S., & Rush, K. A. (2021). Communicating in organizations. In *Oxford research encyclopedia of psychology*. University Press. [7,500 words]
- Bisel, D. L., & Bisel, R. S. (2020). Gossip, a leader's cowardice, and a glass ceiling experience. In R. Bisel, & M. Kramer (Eds.), *Cases in organizational communication: A lifespan approach* (pp. 153-157). New York: Oxford Press.
- Bruscella, J. S., & Bisel, R. S. (2019). Transactional constitution: ISIS' cooptation of Western discourse. In M. Krona & R. Pennington (Eds.), *The media world of ISIS* (pp. 223-245). Bloomington, IN: Indiana University Press.
- Bisel, R. S., & Adame, E. N. (2017). Post-positivistic/functionalist approaches. In C. R. Scott & L. K. Lewis (Eds.), *ICA international encyclopedia of organizational communication*. New York: Wiley-Blackwell. [10,000 words]
- Adame, E. N., & Bisel, R. S. (2017). Quantitative methods. In C. R. Scott & L. K. Lewis (Eds.), *ICA international encyclopedia of organizational communication*. New York: Wiley-Blackwell. [4,000 words]
- Bisel, R. S. (2017). Distortions. In C. R. Scott & L. K. Lewis (Eds.), *ICA international encyclopedia of organizational communication*. New York: Wiley-Blackwell. [3,300 words]
- Bisel, R. S., & *Zanin, A. (2016). Moral dissent in healthcare organizations. In E. A. Williams & T. Harrison (Eds.), *Organization, Communication, and Health* (pp. 119-133). New York: Routledge.

- *Homsey, D. M., & Bisel, R. S. (2016). Subtle meaning evolutions in the meanings of work in the Lebanese-American community. In S. S. Packer & E. Gabor (Eds.), *Immigrants and the meanings of work: A global perspective*. New York: Peter Lang.
- Keyton, J., Bisel, R. S., & Messersmith, A. S. (2013). Communication approaches to organizational culture [Abordagens da comunicação para a cultura organizacional]. In M. Marchiori (Ed.), *Faces of organizational culture and communication: Challenges and theoretical perspectives* (Vol. 3, pp. 91-101). Brazil: Difusao.
- Bisel, R. S., & Keyton, J. (2013). Speaking up is not an easy choice: Boatrocking as ethical dilemma. In S. May (Ed.), *Case studies for organizational communication: Ethical principles and practices* (2nd ed., pp. 295-303). Thousand Oaks, CA: Sage.
- Bisel, R. S., & Messersmith, A. S. (2009). How dare he manage our talk? In J. Keyton & P. Shockley-Zalabak (Eds.), *Case studies for organizational communication: Understanding communication processes* (3rd ed., pp. 53-56). Los Angeles, CA: Roxbury.
- Mabachi, N. M., & Bisel R. S. (2006). Finalizing your itinerary: Outlining the speech. In D. J. Ford, L. G. Leonard, & N. M. Mabachi (Eds.), *Speaker-audience communication: Survival guide* (pp. 14-17). Boston: Pearson.
- Bisel, R. S., & Zlatek, M. M. E. (2005). Rules of the road III: Ethical public speaking. In D. J. Ford, L. G. Leonard, & N. M. Mabachi (Eds.), *Speaker-audience communication: Survival guide* (pp. 29-31). Boston: Pearson.
- Zlatek, M. M. E., & Bisel, R. S. (2005). Navigating rough waters: Working with a hostile audience. In L. G. Leonard, N. M. Mabachi, & D. J. Ford (Eds.), *Speaker-audience communication: Survival guide* (pp. 36-38). Boston: Pearson.

NON-REFEREED PUBLICATIONS

- Bisel, R. S. (2018). Invited book review of Brummanns, B. H. J. M. (Ed.). (2018). The agency of organizing. *Management Communication Quarterly*, 32, 462-464.
- Koschmann, M. A., et al. (2012). An eye for an I: Thoughts about Management Communication Quarterly from the next generation. *Management Communication Quarterly*, 26, 656-681.
- Bisel, R. S. (2010). Forum introduction: Communication is constitutive of organizing (CCO). *Management Communication Quarterly*, 24, 122-123.
- Bisel, R. S. (2007). Organizational effectiveness: Tact, truth, and power. *Communication Currents*, 2.

HONORS AND AWARDS

- 2022 Top Paper Panel, Group Communication Division, National Communication Association Annual Meeting, New Orleans, LA, November 2022
- 2021 Top Paper Panel, Business Communication Division, National Communication Association Annual Meeting, Seattle, WA. November, 2021

2020 Best of the B.E.S.T. Presentation Award in the Organizational Communication Division, International Communication Association, Australia (Virtual), May 2020

2020 Top Paper in the Communication & Technology Interest Group, Central States Communication Association, Chicago, IL, April 2020

2019 Kinney-Sugg Outstanding Professor Award, College of Arts & Sciences, University of Oklahoma

2019 Stanley L. Saxton Applied Research Award Recipient, Carl Couch Center for Social and Internet Research (CCCSIR), University of Dayton, October 2019

2018 Outstanding Book Award, Organizational Communication Division, National Communication Association, Salt Lake, UT, November 2018

2018 Top Book Award, Communication Ethics Division, National Communication Association Meeting, Salt Lake, UT, November 2018

Top Paper Panel, Organizational Communication Division, National Communication Association Meeting, Salt Lake, UT, November 2018

Top Paper Award, Training and Development Division, National Communication Association, Annual Meeting, Dallas, TX, November 2017

Top Paper Panel, Health Communication Division, Western States Communication Association, Annual Meeting, Salt Lake City, UT, February 2017

Top Paper Panel, Group Communication Division, National Communication Association Annual Meeting, Philadelphia, PA, November 2016

Best Paper Award, Business Communication Division, National Communication Association Annual Meeting, Las Vegas, NV, November 2015

Dennis Gouran 2013 Article Award, Group Communication Division, National Communication Association Meeting, Chicago, IL, November 2014

Top Paper Award, Organizational Communication Division, International Communication Association Annual Meeting, Seattle, WA, May 2014

Top Paper Award, Applied Communication Division, National Communication Association Annual Meeting Washington, DC, November 2013

Top Paper Panel, Training and Development Division, National Communication Association, Washington, DC, November 2013

Top Paper Award, Organizational and Professional Communication Interest Group, Central States Communication Association Annual Meeting, April 2013

Outstanding Professors' Academy, Educator's Leadership Academy, Edmond, OK

Recognized as one of eight "emerging scholars" internationally in the field of organizational communication. See Koschmann, M. A., et al. (2012). An eye for an I: Thoughts about Management Communication Quarterly from the next generation. *Management Communication Quarterly*, 26, 656-681.

Top Paper Award, Organizational and Professional Communication Interest Group, Central States Communication Association Annual Meeting, March 2012

Top Paper Panel, Public Relations Communication Interest Group, Central States Communication Association Annual Meeting, March 2012

2011 Stanley L. Saxton Applied Research Award Recipient, Carl Couch Center for Social and Internet Research (CCCSIR), University of Dayton, August 2011

Top Paper Award, Applied Communication Division, Southern States Communication Association Annual Meeting, March 2011

Best Paper Award, Business Communication Division, National Communication Association Annual Meeting, November 2010

2010 College of Arts and Sciences Longmire Prize for Excellence in Teaching and the Scholarship of Teaching and Learning, University of Oklahoma, \$1,500.00

Top Paper Award, Organizational and Professional Interest Group, Central States Communication Association Annual Meeting, April 2010

2009 Stanley L. Saxton Applied Research Award Recipient, Carl Couch Center for Social and Internet Research (CCCSIR), University of Dayton, August 2009

Top Paper Award, Applied Communication Division, National Communication Association Annual Meeting, November 2009

Top Paper Award, Organizational and Professional Communication Interest Group, Central States Communication Association Annual Meeting, April 2009

Top Paper Award, Organizational Communication Division, National Communication Association Annual Meeting, November 2008

Top Student Paper Award, Organizational Communication Division, National Communication Association Annual Meeting, November 2008

Dissertation Defended with Honors Conferred, University of Kansas, April 2008

Communication Studies Research Travel Grant, University of Kansas, November 2007

ICA Outstanding Graduate Teaching Assistant, International Communication Association Annual Meeting, May 2007

Students in Communication Studies Outstanding Graduate Teaching Assistant, May 2007

Top Paper Award, Organizational and Professional Communication Interest Group, Central States Communication Association Annual Meeting, April 2007

Comprehensive Exams Completed with Honors Conferred, University of Kansas, March 2007

Kansas Health Foundation Research Travel Grant, November 2006

Kim Giffin Research Award, University of Kansas, May 2006

Outstanding Teaching in the Basic Course, University of Kansas, May 2004

Graduate School Research Travel Grant, University of Kansas, April 2004

CONFERENCE AND CONVENTION PRESENTATIONS

Scott, A. L., Howe, W. T., & Bisel, R. S. (2022). Communication safety is no accident: Reviewing high reliability team (HRT) scholarship in the 21st century. ***Top Paper Panel** from the Group Communication Division at the annual meeting of the National Communication Association, New Orleans, LA.

- Ploeger-Lyons, N. A., & Bisel, R. S. (2021). Confronting idea stealers in the workplace: The unfortunate moral credentialing granted to power-holders. ***Top Paper Panel** from the Business Communication Association Division at the annual meeting of the National Communication Association, Seattle, WA.
- Keyton, J., Bradley, B., Marr, C., Bisel, R. S. & Kavya, P. (2021). *Meta synthesis of the qualitative team literature*. Academy of Management annual meeting. Virtual.
- Roeder, A., Bisel, R. S., & Wallace, B. (2020). *Weathering the financial storm: A professional forecaster team's domain diffusion of resilience*. Poster at the annual meeting of the International Communication Association, Gold Coast, Australia.
- Piercy, C. W., Bisel, R. S., & Treem, J. W. (2020, April). *Agency in computer-mediated communication: Russian bots and the 2016 U.S. presidential election*. Paper presented at CSCA Annual Conference, Chicago, IL. ***Top Paper in the Communication & Technology Interest Group**
- Bisel, R. S. (2019). *Organizational communication ethics talk: Transforming applied scholarship and pedagogy to improve moral learning*. Round-table presenter at the annual meeting of the National Communication Association, Baltimore, MD.
- Roeder, A., Bisel, R. S., & Howe, W. (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.
- Austin, J., Gilmore, B. N., Wallace, B. S., & Bisel, R. S. (2019). *The micro-skills of collective communication design work: An academic team's development of sensebreaking messages*. Paper presented at the annual meeting of the National Communication Association, Baltimore, MD.
- Howe, W., Flores, M. L., Bisel, R. S., Anderson, C., & Ault, M. K. (2019). *Surviving threats to occupational identities: Police officers' language convergence and meaning divergence in community policing implementation*. Paper presented at the annual meeting of the National Communication Association, Baltimore, MD.
- Howe, W., & Bisel, R. S. (2019). *Storytelling or organizational entry on virtual spaces: Memorable messages veterans share online about basic training*. Poster presented at the annual meeting of the International Communication Association, Washington, DC. **2019 Stanley L. Saxton Applied Research Award Winner**
- Bisel, R. S., & Adame, E. A. (2018). *Encouraging upward ethical dissent in organizations: The role of deference to embodied expertise*. ***Top Paper Panel** from the Organizational Communication Division at the annual meeting of the National Communication Association, Salt Lake, UT.
- Bisel, R. S. (2018). *Playing with theory outside the Academy: Consulting and translating communication research for organizations*. Pre-conference presenter at the annual meeting of the National Communication Association, Salt Lake, UT.

- Bisel, R. S. (2018). *Top scholars at play: Past winners of group communication awards share their ideas for future research*. Panelists at the annual meeting of the National Communication Association, Salt Lake, UT.
- Bisel, R. S., Kavva, P., & Tracy, S. J. (2018). *Making room for positive deviance in organizational communication*. Paper presented the annual meeting of the National Communication Association, Salt Lake, UT.
- Wilson Mumpower, S., & Bisel, R. S. (2018). *Playing with organizational planning: Exploring the role of optimism, mindfulness, and metaphor framing in leader messaging on follower planning performance*. Paper presented at the annual meeting of the National Communication Association, Salt Lake, UT.
- Banas, J. A., Bisel, R. S., & Massey, Z. (2018). *The serious business of humor in elite training*. Paper presented at the meeting of the International Communication Association, Prague, Czech Republic.
- Flores, M. S., Bisel, R. S., Bolino, M. C., & Kellerman, T. K. (2018). *When employees break bad: Examining the dark side of citizenship behaviors at work*. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
- Adame, E. A., & Bisel, R. S. (2017). *Training trainers to frame feedback: An experimental investigation of a training intervention*. ***Top Paper Award** from the Training and Development Division at the annual meeting of the National Communication Association, Dallas, TX.
- Bruscella, J., & Bisel, R. S. (2017). *Materiality and institutional positioning: ISIL's use of material resources in its communicative constitution*. Paper presented at the National Communication Association annual meeting, Dallas, TX.
- Buettner, E., & Bisel, R. S. (2017). *Leader-member exchange (LMX) as a mediator of the relationship between observed unethical workplace behaviors and willingness to report*. Paper presented at the National Communication Association annual meeting, Dallas, TX.
- Adame, E. A., & Bisel, R. S. (2017). *Training anesthesiologists to frame feedback: An experimental investigation of feedback in a healthcare setting*. ***Top Paper Panel** from the Health Communication Division at the annual meeting of the Western States Communication Association, Salt Lake City, UT.
- Zanin, A. Z., & Bisel, R. S. (2016). *Triggering a team's collective resistance: The managerial inquisition*. ***Top Paper Panel** from the Small Group Communication Division at the annual meeting of the National Communication Association, Philadelphia, PA.
- Buettner, E., & Bisel, R. S. (2016). *Encouraging employee's willingness to report observed unethical behavior: The role of leader-member relationships in a public healthcare organization*. Paper presented at the annual meeting of the National Communication Association, Philadelphia, PA.

- Bisel, R. S. (2016). *Critiquing the tradition of organizational ethics training: Making room for a moral mindfulness transformation*. Paper presented at the 20-year meeting of the Organizational Communication Traditions, Transitions, and Transformations in Austin, TX.
- Bisel, R. S., Zanin, A. C., Arterburn, E. N., & Mumpower S. W. (2015). *Suppressing the mum effect on supervisors' downward feedback: Incremental intelligence communication climates, supervisor gender, and supervisory experience*. ***Best Paper Award** from the Business Communication Division at the annual meeting of the National Communication Association, Las Vegas, NV.
- Bisel, R. S., Arterburn, E. N., & Wilson Mumpower, S. V. (2015). *Implicit theories of intelligence in organizational climates: Associations with organizational learning, voice, and perceptions of high-reliability*. Paper presented at the annual meeting of the National Communication Association, Las Vegas, NV.
- Zanin, A. C., Bisel, R. S., & Arterburn, E. N. (2015). *Supervisor moral talk contagion and trust-in-supervisor mitigate the workers' moral mum effect*. Paper presented at the annual meeting of the National Communication Association, Las Vegas, NV.
- Bisel, R. S., & Zanin, A. C. (2015). *Moral dissent in health care organizations*. Paper presented at the annual meeting of the National Communication Association, Las Vegas, NV.
- Bisel, R. S., Banas, J., & Kramer, M. W. (2014). *The sensebreaking and collective sensemaking of moral institutional entrepreneurs*. Paper presented at the annual meeting of the National Communication Association, Chicago, IL.
- Homsey, D. M., & Bisel, R. S. (2014). *The obligation-based culturing of work (OCW): Ethnic communities as a source of work socialization*. Paper presented at the annual meeting of the National Communication Association, Chicago, IL.
- Arterburn, E. N., & Bisel, R. S. (2014). *Organizational citizenship behaviors (OCBs) as framing conundrum*. ***Top Paper Award** from the Organizational Communication Division at the annual meeting of the International Communication Association, Seattle, WA.
- Rozzell, B. L., & Bisel, R. S. (2013). *The apparent contradiction of framing in authentic leadership: Moral leaders' image risk taking*. ***Top Paper Award** from the Applied Communication Division at the annual meeting of the National Communication Association, Washington, DC.
- Bisel, R. S., Zanin, A., Rozzell, B., Baird, E., & Rygaard, J. (2013). *"Somebody has to do the work around here": The sensemaking contagion of distributive (in)justice*. Paper presented at the annual meeting of the National Communication Association, Washington, DC.
- Bisel, R. S., Barge, J. K., Dougherty, D. S., Lucas, K., & Tracy, S. J. (2013). *A candid discussion about "big" qualitative data in organizational communication*. Paper presented at the annual meeting of the National Communication Association, Washington, DC.
- Arterburn, E. A., & Bisel, R. S. (2013). *On the radical similarity between education and training: Communication as constitutive of knowing*. ***Top Paper Panel** of the Training and Development, annual meeting of the National Communication Association, Washington, DC.

- Bisel, R. S. (2013). *Methodological challenges and innovations in communication-as-constitutive analysis*. Paper presented at the annual meeting of the National Communication Association, Washington, DC.
- Bisel, R. S., & Kramer, M. W. (2013). *Denying what workers believe are unethical workplace requests: Do workers use moral, operational, or policy justifications publically?* ***Top Paper Award** from the Organizational and Professional Communication Interest Group, annual meeting of the Central States Communication Association, Kansas City, MO.
- Bisel, R. S., & Rozzell, B. L. (2012). *Prosocial clandestine organizations: Invisible hearts, ephemeral hierarchies*. Paper presented at the annual meeting of the National Communication Association, Orlando, FA.
- Ploeger, N. A., & Bisel, R. S. (2012). *Organizational ethics, hierarchy, and interpersonal workplace relationships: An investigation of contemptive confrontationality*. Paper presented at the annual meeting of the National Communication Association, Orlando, FA.
- Kelley, K. M., & Bisel, R. S. (2012). *The Leader-to-Member Trust Model (LMTM): On the pervasiveness of doubt in effective leadership communication*. Paper presented at the annual meeting of the National Communication Association, Orlando, FA.
- Bisel, R. S., & Keyton, J. (2012). *The paradoxical roles of communication in successful activity coordination*. Paper presented at the annual meeting of the European Group for Organizational Studies (EGOS), Helsinki, Finland.
- Bisel, R. S., Rygaard, J. A., & Baird, E. E. (2012). *Determining what national data in academic medicine mean for local anesthesiology departments: The QQ self-study*. Paper presented at the American Society of Anesthesiologists Annual Convention in Washington, DC.
- Bisel, R. S., & Messersmith, A. S. (2012). *Organizational and supervisory apology effectiveness: Training for apology-giving in organizational contexts*. ***Top Paper Panel** of the Public Relations Division, annual meeting of the Central States Communication Association, Cincinnati, OH.
- Ploeger, N. A., & Bisel, R. S. (2012). *The role of identification in giving sense to organizational wrongdoing: Defending the organization*. ***Top Paper Award** from the Organizational and Professional Interest Group, annual meeting of the Central States Communication Association, Cincinnati, OH.
- Bisel, R. S., & Arterburn, E. (2012). *Making sense of organizational members' silence: A sensemaking-resource model*. Paper presented at the annual meeting of the Central States Communication Association, Cincinnati, OH.
- Bisel, R. S. (2012). *Connecting communication and leadership within organizational communication*. Paper presented at the annual meeting of the Central States Communication Association, Cincinnati, OH.
- Messersmith, A. S., & Bisel, R. S. (2012). *Connecting to the organizational communication course by unpacking organizational culture*. Paper presented at the annual meeting of the Central States Communication Association, Cincinnati, OH.

- Welch, N. S., & Bisel, R. S. (2012). *Student-to-student grade discussions: Facework, equivocation, and implications for grade inflation*. Paper presented at the annual meeting of the Southern Communication Association, San Antonio, TX.
- Edy, J. A., Overton, J. E., & Bisel, R. S. (2012). *Hail to the Chief: The use of honorifics when referring to the president in cable news*. Paper presented at the annual meeting of the Association for Education in Journalism and Mass Communication, Columbia, SC.
- Minei, L., & Bisel, R. S. (2011, November). *Negotiating the meaning of organizational expertise: Firefighters' epistemic denial*. Paper presented at the annual meeting of the National Communication Association, New Orleans, LA. ***2011 Stanley L. Saxton Applied Research Award Winner**
- Bisel, R. S., Messersmith, A. S., & Homsey, D. M. (2011, March). *Supervisory and organizational apology: Training for persuasiveness*. ***Top Paper Award** from the Applied Communication Division, Annual convention of the Southern States Communication Association, Little Rock, AK.
- Bisel, R. S., Messersmith, A. S., & Kelley, K. M. (2011, March). *Supervisor-subordinate communication: Hierarchical mum effect meets organizational learning*. Annual convention of the Southern States Communication Association, Little Rock, AK.
- Bisel, R. S., Kelley, K. M., Ploeger, N. A., & Messersmith, J. (2010, November). *Moral mum effect theory: On facework and organizational ethics*. ***Best Paper** of the Business Communication Division, presented at the annual convention of the National Communication Association, San Francisco, CA.
- Ploeger, N. A., Kelley, K. M., & Bisel, R. S. (2010, April). *Whistleblowing, dissent, and the hierarchical mum effect: A new investigation of organizational ethics*. ***Top Paper Award** from the Organizational and Professional Interest Group, presented at the annual convention of the Central States Communication Association, Cincinnati, OH.
- Bisel, R. S., Messersmith, A. S., & Chorley, S. K. (2010, April). *Working together: Discursive and paralinguistic features of effective action coordination*. Paper presented at the annual convention of the Central States Communication Association, Cincinnati, OH.
- Bisel, R. S., & Messersmith, A. S. (2010, April). *Teaching how to craft an apology on behalf of a collective*. Paper presented at the annual convention of the Central States Communication Association, Cincinnati, OH.
- Keyton, J., Wu, C., Ghosh, P., Messersmith, A. S., & Bisel, R. S. (2010, April). *Communicating at work*. Paper presented at the annual convention of the South States Communication Association, Memphis, TN.
- Bisel, R. S. (2009, November). *(Re)imagining organizational communication for a new generation: Organizational communication five years out*. Paper presented at the annual convention of the National Communication Association, Chicago, IL.
- Bisel, R. S. (2009, November). *Understanding the audience of planned change communication: How employees interpret planned change over time*. ***Top Paper Award** from the Applied Division, presented at the annual convention of the National Communication Association, Chicago, IL. ***2009 Stanley L. Saxton Applied Research Award Winner**

- Bisel, R. S. (2009, April). *The emergence of relational dissipation in organizing*. ***Top Paper Award** from the Organizational and Professional Interest Group, annual convention of the Central States Communication Association, St. Louis, MO.
- Bisel, R. S. (2008, November). *The (dis)organizing property of communication*. ***Top Paper Award** and ***Top Student Paper Award** from the Organizational Communication Division, presented at the annual convention of the National Communication Association, San Diego, CA.
- Bisel, R. S. (2008, November). *On a growing dualism in organizational discourse research: Choosing our path wisely*. Paper presented at the annual convention of the National Communication Association, San Diego, CA.
- Russo, T. C., & Bisel, R. S. (2008, November). *Organizational attachment: Confirmatory factor analysis across disciplinary operationalizations*. Paper presented at the annual convention of the National Communication Association, San Diego, CA.
- Keyton, J., Messersmith, A. S., & Bisel, R. S. (2008, July). *Moving from talk about work to talk as work*. Paper presented at the special meeting of the Alta Conference, Snowbird's Cliff, UT.
- Messersmith, A. S., Keyton, J., & Bisel, R. S. (2007, November). *Dual perspectives of training evaluations: Views of evaluators and participants across four case studies*. Paper presented at the annual convention of the National Communication Association, Chicago, IL.
- Keyton, J., Bisel, R. S., & Ozley, R. R. (2007, November). *Challenging applied communication scholars: Recasting the link between applied and theory research*. Paper presented at the annual convention of the National Communication Association, Chicago, IL.
- Bisel, R. S., Ford, D., & Keyton, J. (2007, April). *Unobtrusive control in a leadership organization: Integrating control and resistance*. ***Top Paper Award** from the Organizational and Professional Interest Group, presented at the annual convention of the Central States Communication Association, Minneapolis, MN.
- Messersmith, A. S., & Bisel, R. S. (2007, April). *From darkness to heaviness: Repositioning our understanding of deception in interpersonal relationships*. Paper presented at the annual convention of the Central States Communication Association, Minneapolis, MN.
- Bisel, R. S., Messersmith, A. S., & Keyton, J. (2006, November). *Teaching organizational culture: Metaphors of discourse and culture*. Paper presented at the annual convention of the National Communication Association, San Antonio, TX.
- Bisel, R. S. (2005, April). *The rhetoric of eschatology: Cycles of comfort and control*. Paper presented at the annual convention of the Central States Communication Association, Kansas City, MO.
- Bisel, R. S. (2004, April). *Rhetoric and movement: Cyber unions*. Paper presented at the annual convention of the National Communication Association, Cleveland, OH.

Bisel, R. S. (2004, November). *Keeping the rite: Organizational entry requirements and identification*. Paper presented at the annual convention of the National Communication Association, Chicago, IL.

Keyton, J., & Bisel, R. S. (2004, November). *Trend analysis of organizational communication scholarship in Journal of Applied Communication Research*. Paper presented at the annual convention of the National Communication Association, Chicago, IL.

Keyton, J., Bisel, R. S., Ozley, R., & Randolph, L. A. (2004, November). *Contradictory views of community leadership: A research agenda and practical application*. Paper presented at the annual convention of the National Communication Association, Chicago, IL.

PROFESSIONAL CONSULTING, SPEAKING, FACILITATING, AND TRAINING

2020	Signature Transformation Counseling Services; OU Academic Advising Resource Center
2019	Oklahoma Office of Workforce Development
2018	Sorb Technologies Fresenius Medical Care North America; Crossed Cannons Brewery; Children's Hospital Foundation
2017	South Central Climate Science Center; OU Department of Mathematics
2016	Oklahoma State Department of Health, OU College of Allied Health, OU Department of Mathematics
2015	Alpha Phi Foundation Red Dress Gala, OU University College Action Tutors, Marquette Corporate Communication Summit, OU Department of Mathematics, OU University College
2013	National Weather Association, OUHSC Gynecology Department, Executive Education Partnership Program (EEPP), Governor's Executive Development Program (GEDP)
2012	OUHSC Anesthesiology Department, Victory Athletics, The Oklahoma Daily, Harold Hamm Diabetes Center
2011	Rose State College, OU's PACFAM, OU's Industrial Engineering Leadership Program (IELP), Governor's Executive Leadership Program (GEDP)
2010	OKC Metro Employer Council, Executive Education Partnership Program (EEPP)
2009	Air Force Public Affairs Center for Excellence, Grace Fellowship, Minuteman Press
2008	Oklahoma Office of Homeland Security
2007	Lawrence Heights Christian Church
2005-2007	Douglas County Visiting Nurses and Hospice

2004-2006 Kansas Health Foundation

2003-2004 Leadership Lawrence, Lawrence, Kansas Chamber of Commerce

DISCIPLINARY SERVICE

Associate Editor (2018-present) and **Editorial Board Member** (2016-present):

Management Communication Quarterly, Sage.

Associate Editor (2017- present) and **Editorial Board Member** (2014-present):

International Journal of Business Communication, Sage.

Editorial Board Member (2018-present): *Communication Monographs*, National Communication Association.

Editorial Board Member (2014-present): *Management Communication Quarterly*, Sage.

Editorial Board Member (2018-present): *Journal of Applied Communication Research*, National Communication Association.

Editorial Board Member (2009-2011): *Journal of Computer-Mediated Communication*, Wiley.

Editorial Board Member (2013-2015): *Communication Studies*, Taylor & Francis.

NCA Organizational Communication Division Book of the Year Award Judge (2019)

NCA Organizational Communication Division Article of the Year Award Judge (2017)

ICA Organizational Communication Division Charles Redding Dissertation Award Judge (2017)

Paper Reader (2010-present): National Communication Association, Organizational Communication

Paper Reader (2013-present): International Communication Association, Organizational Communication

Host and Planner of Organizational Communication Mini-Conference (OCMC) (Fall 2012)

Secretary, Applied Communication Division of the National Communication Association

Paper Reader (2010): Central States Communication Association, Organizational and Professional Interest Group

Guest Editor (2010): Special forum on Communication Constitutes Organizing (CCO) Theory for *Management Communication Quarterly*, Volume 23, Issue 3.

Invited Reviewer for:

Journal of Business Ethics, Springer.

Small Group Research, Sage.

Communication Quarterly, Taylor & Francis.

Journal of Applied Communication Research, Routledge.

Journal of Organizational Behavior, Wiley.

Human Relations, Sage.
Journal of Business Communication, IABC.
Management Communication Quarterly, Sage.
Communication Monographs, Taylor & Francis.
Western Journal of Communication, Taylor & Francis.
British Journal of Management, Wiley.
Journal of Communication, Oxford.
Journal of Intercultural Communication, Sage.
Communication Studies, Routledge.
Language and Communication at Work: Discourse, Narrativity, and Organizing, P-PROS.
Culture and Organization, Taylor & Francis.
Communication Theory, Sage.
Human Communication Research, Sage.
Dynamics of Asymmetric Conflict, Taylor & Francis
Routledge Book Series
Public Library of Science ONE (PLOS ONE)

PROFESSIONAL MEMBERSHIPS

International Communication Association

National Communication Association

Central States Communication Association

FUNDING HISTORY

Grant Writer for: OU's College of Arts and Sciences; Mary Murphy, Ph.D. lecture series, February 2016, \$4,030.00

Grant Writer for: Friends Of the College of Arts and Sciences (FOCAS) Distinguished Lecture Series Funding for Gail T. Fairhurst, Ph.D., February 2011, \$4,325.00

Grant Writer for: Friends Of the College of Arts and Sciences (FOCAS) Distinguished Lecture Series Funding for Noshir Contractor, Ph.D., October 2012, \$4,475.00

Department of Communication (OU), Faculty Research Grant, \$600.00

Grant Writer for: Friends Of the College of Arts and Sciences (FOCAS) Distinguished Lecture Series Funding for J. Kevin Barge, Ph.D., February 2011, \$4,475.00

College of Arts and Sciences, University of Oklahoma, Matching Travel Grant, November 2010, \$1500.00

ADVANCED PROGRAMS (AP) ORG. COMM. M.A. ADVISEES COMPLETED

Cpt. Christopher Cowen (May, 2013). *Marine Corps Embassy Security Group supply procedures: Inefficient and outdated.*

LCDR David A. Luckett (April, 2013). *Strategic ambiguity and the Navy's War Fighting.*

Lt. Callie D. Ferrari (July, 2010). *Evaluating the effectiveness of the Navy's Rhumb Lines.*

M.A. IN ADMINISTRATIVE LEADERSHIP ADVISEES COMPLETED

Steven L. Buck (December, 2018). *Governing values and practices for school success and decreased juvenile justice involvement: A comparative case study.*

Ellen Buettner (April, 2015). *We need to talk: Building a culture of trust and communication in public sector organizations to encourage the reporting of unethical behavior.*

M.A. IN ORGANIZATIONAL COMMUNICATION ADVISEES COMPLETED

Lauren Millender (April, 2022). Comprehensive Exams.

Brittney Wallace (April, 2019). Comprehensive Exams.

Tyler Parnell (April, 2017). Comprehensive Exams.

Candance Foutch (April, 2017). Comprehensive Exams.

Alexa Tarwater (April, 2015). Comprehensive Exams.

Dallas Morrison. (April, 2014). Comprehensive Exams.

John Quyen Arana Wickham. (March, 2012). Comprehensive Exams.

PH.D. ADVISEES COMPLETED

Roeder, A. C. (defended October, 2021). *Communicating for resilience: A longitudinal study of processes for managing organizational disruption.*

Pavitra Kavya (defended July, 2020). *Meta advice: Training organizational members to practice advice-seeking with their immediate supervisor.*

Ellen M. Buettner (defended June, 2020). *Communication confidence in confronting unethical behavior: Scale development and validation.*

William T. Howe, Jr. (defended June, 2020). *Veteran contempt for civilian communication (VCCC): The development and validation of a scale for use with military veterans.*

Jasmine T. Austin (defended December, 2019). *Realistic organizational previews (ROPs) during the offer consideration period: A comparison of candidate responses to absent, explicit, and implicit race-related recruitment messaging from organizational recruiters.*

Natalie C. Daugherty (defended April, 2019). *Framing up workplace compassion: The role of leaders' prosocial framing in coworkers' intention to provide social support.*

Stacie Wilson Mumpower (defended December, 2016). *Framing leader messages for highly reliable organizing.*

Jacqueline S. Bruscella (defended April, 2016). *Constructing organizational legitimacy transactionally: The communicative constitution of ISIL.*

Alaina C. Zanin (defended April, 2015). *Concertive resistance: How organizational members resist collectively in the absence of resistance leadership.*

Elissa N. Arterburn (Adame) (defended March, 2015). *Training organizational trainers to frame feedback: Mitigating face concerns and suppressing ego defensiveness.*

Dini M. Homsey (defended April, 2013). *How memorable socialization messages from within cultural communities shapes adult meaning attributions about work: The case of Lebanese-Americans.*

Katherine M. Kelley (defended September, 2011). *Leader-to-Member Trust Model (LMTM): On the pervasiveness of doubt in effective leadership communication.*

Nicole A. Ploeger (defended April, 2011). *Confronting and defending unethical organizational behavior: Communication and ethical sensegiving.*

Nakia S. Welch (defended April, 2011). *An exploratory investigation of the effects of student-to-student benchmarking communication.*

PH.D. ADVISEES IN PROGRESS

Marisa Flores
Katherine Ann Rush
Justin Mahutga
Da Bi
Ryan Beaty
Egbe Ebohon
Rebecca Greer