TEXAS STATE VITA

I. Academic/Professional Background

A. Name: Bailey D. Thrasher Title: Adjunct Instructor

B. Educational Background

Degree	*Year*	*University*	*Major*
Master of Arts	*2026*	*Texas State University San Marcos, TX, United States*	*Communication Studies*
Bachelor of Arts	*2023*	*Texas State University San Marcos, TX, United States*	*Communication Studies*
Associate of Arts	*2013*	*Midland College Midland, TX, United States*	*General Education*

C. University Experience

1. Work Experience

Instuctor
Dept. of Communication Studies
Texas State University
Spring 2026 - Now

Additional Comments: As a Lecturer, I prepared and delivered lectures to clarify complex material and facilitated engaging activities that reinforced core course concepts for undergraduate students. I adapted instructional approaches to accommodate diverse learning styles and utilized Canvas to organize course materials and support student learning. I graded assignments, exams, and presentations with detailed feedback, and held weekly office hours to provide guidance and support for student questions and concerns.

Graduate Teaching Assistant
Dept. of Communication Studies
Texas State University
Fall 2025 – Spring 2026

Additional Comments: As a Graduate Teaching Assistant, I prepared and delivered lectures to clarify complex material and facilitated engaging activities that reinforced core course concepts

for undergraduate students. I adapted instructional approaches to accommodate diverse learning styles and utilized Canvas to organize course materials and support student learning. I collaborated in regular instructional team meetings to maintain consistency across sections, graded assignments, exams, and presentations with detailed feedback, and held weekly office hours to provide guidance and support for student questions and concerns.

Basic Course Administrator | COMM 1310
Dept. of Communication Studies
Texas State University
Fall 2025 – Spring 2026

Additional Comments: As Basic Course Administrator for COMM 1310, I managed course operations while teaching a stand-alone section of the basic course, Fundamentals of Human Communication, ensuring effective coordination between instructional and administrative responsibilities. I coordinated and facilitated training for new Graduate Instructional Assistants, providing guidance on instructional best practices, classroom management, student engagement strategies, and standardized grading procedures for both in-person and online course delivery. I developed and organized training materials, facilitated instructional workshops, and supported GIAs in implementing consistent teaching and assessment practices across course sections. Additionally, I maintained instructional staff records and course documentation in compliance with university policies, supported the onboarding and professional development of instructional personnel, served as a liaison between Basic Course leadership and instructional staff, and managed course supplies, exams, and instructional equipment inventory.

Graduate Logistics Lead & Volunteer Lead | TEDxTexasStateUniversity
Dept. of Communication Studies
Texas State University
Fall 2025 – Spring 2026

Additional Comments: As Logistics Lead and Volunteer Lead for TEDxTexasStateUniversity, I directed logistics planning and execution for a large-scale live event, coordinating teams, timelines, and event-day operations to ensure seamless program flow. I managed run-of-show logistics in support of speakers and overall production, collaborated with campus partners and vendors to secure spaces and resources, and developed detailed schedules, workflows, and contingency plans. In a fast-paced environment, I troubleshot real-time issues while leading volunteer recruitment, training, and coordination, maintaining clear cross-committee communication to ensure alignment and timely completion of all deliverables.

Graduate Instructional Assistant
Dept. of Communication Studies
Texas State University
Fall 2024 – Spring 2025

Additional Comments: As an instructional assistant, I supported undergraduate student learning by preparing and delivering supplementary lectures that clarified complex course material and reinforced key concepts through engaging in-class activities. I adapted my instructional approach to accommodate diverse learning styles, ensuring all students had equitable opportunities for success. Using Canvas, I organized and maintained course materials to promote accessibility and transparency. I also participated in regular instructional team meetings to maintain consistency

across course sections. In addition to grading assignments, exams, and presentations with detailed, constructive feedback, I held weekly office hours to address student questions and provide individualized support.

Graduate Research Assistant
United States Forest Service
Dept. of Communication Studies
Texas State University
Fall 2024 – Spring 2025

Additional Comments: In this role, I collaborated with Dr. Rebekah Fox on a research project examining instructional materials from the United States Forest Service (USFS) Wildland Fire Lessons Learned Center. I was responsible for obtaining and systematically organizing Rapid Lessons Shared and Facilitated Learning Analysis documents, ensuring accurate and comprehensive data collection. Following collection, I conducted rhetorical textual analysis by coding materials and identifying recurring themes and patterns across cases. I contributed to synthesizing findings into a cohesive study and assisted in writing and presenting the research, translating complex data into clear, actionable insights in hopes of removing the unnecessary and highly dangerous experiential learning in high-risk work environments.

New Student Orientation Proctor
Testing Evaluation and Measurement Center
Texas State University
Summer 2024

Additional Comments: As a proctor, I ensured the integrity and smooth operation of the testing environment by monitoring exams to prevent academic dishonesty and maintaining strict security protocols during the distribution and collection of exam materials. I verified student identities using photo IDs, safeguarded accurate records of attendance and exam completion, and upheld a quiet, distraction-free testing atmosphere. I responded to student questions in alignment with examination guidelines and documented any suspected incidents of academic misconduct. Additionally, I coordinated closely with faculty and administrative staff to manage exam logistics efficiently and professionally.

Communication Coach
Dept. of Communication Studies COMM Lab
Texas State University
Fall 2022 – Spring 2024

Additional Comments: As a Communication Coach, I worked one-on-one with students to refine their speech delivery techniques and offered strategies to manage communication apprehension, fostering confidence, and clarity in public speaking in-person and online. I followed established protocols to ensure consistency in session structure, while prioritizing meaningful connections with each student to enhance learning outcomes. I recorded and reviewed student presentations to provide constructive, individualized feedback and maintained accurate daily data tracking systems to monitor progress. In addition to assisting with training and development for new lab staff, I contributed to marketing, rebranding, and recruitment initiatives to expand the reach and accessibility of communication support services.

2. Graduate Course Work

Spring 2024
COMM 5303 Qualitative Research Methods

Additional Comments: Explored qualitative research design, field observation, interviewing, coding practices, and interpretive analysis using NVivo software.

Fall 2024
COMM 5324 Seminar in Instructional Communication

Additional Comments: Examined instructional communication, pedagogy, learning theory, and classroom communication practices. Developed teaching demonstrations, lesson planning strategies, and instructional activities focused on student engagement, learning outcomes, and communication competence.

COMM 5313 Relational Communication

Additional Comments: Studied relationship development, maintenance, vulnerability, forgiveness, and communicative relational justice.

COMM 5371 COMM Training and Development

Additional Comments: Focused on organizational training design, assessment, and implementation. Developed a professional training guide emphasizing active listening, conflict management, and team-building strategies using SWOT analysis and communication best practices.

Spring 2025
COMM 5332 Communication and Technology

Additional Comments: Examined computer-mediated communication, online identity, social support, and communication technologies, including AI and digital communication practices.

COMM 5318 Interpersonal Communication

Additional Comments: Reviewed current research and examined contemporary interpersonal communication theories and research methods.

COMM 5301 Quantitative Research Methods

Additional Comments: Studied quantitative research design, survey methodology, SPSS analysis, hypothesis testing, and statistical interpretation. Conducted collaborative research examining instructor face-threatening acts and student emotional responses during presentations.

Fall 2025
COMM 5302 Rhetorical Research Methods

Additional Comments: Focused on rhetorical criticism, persuasion, ideology, and critical analysis methods including generic and ideological criticism.

COMM 5329 End-of-Life Communication

Additional Comments: Examined communication surrounding grief, caregiving, final conversations, suicide, and palliative care across interpersonal and cultural contexts. Explored compassionate communication practices and relational meaning-making at the end of life.

COMM for Leadership and Management

Additional Comments: Studied leadership communication, transformational leadership, active listening, organizational communication, and adaptive leadership strategies. Emphasized reflective leadership development and communication-centered management practices.

Spring 2026
COMM 5347 Small Group Communication

Additional Comments: Focused on small group communication theories, systems theory, collaboration, decision-making, and organizational teamwork. Applied course concepts to collaborative advocacy and organizational planning projects.

COMM 5307 The Dark Side of Communication

Additional Comments: Examined aversive communication behaviors including deception, topic avoidance, manipulation, and relational tension. Conducted qualitative research exploring instructor deception in classroom communication.

COMM 5390 COMM Internship

Additional Comments: Applied communication and leadership skills through a professional internship with TEDxTexasStateUniversity. Focused on event logistics, leadership, organizational communication, teamwork, and professional communication practices.

II. TEACHING

A. Courses Taught:

COMM 1310 Fundamentals of Human Communication
Dept. of Communication Studies | Texas State University
Graduate Instructional /Teaching Assistant
Fall 2024 – Spring 2026

Additional Comments: This course examines the speaking and listening principles and techniques that are fundamental for human communication. The course aids students in the development of basic verbal and nonverbal communication knowledge and skills in a variety of specific contexts including interpersonal, small group, and public speaking.

COMM 2330 Small Group Communication
Dept. of Communication Studies | Texas State University
Undergraduate Instructional Assistant
Spring 2023

Additional Comments: This course focuses on communication in small groups and teams including an analysis of the structure and skills involved in managing the task and relational components of group work. Special emphasis is placed on problem solving discussion, effective leadership, participation, and critical thinking.

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press):

1. Articles:

a. Refereed Journal Articles:

Thrasher, B. D., & Fox, R. L. (2025). Lessons on lessons: A rhetorical analysis of wildland fire learning documents. *Proceedings of the 2025 International Crisis and Risk Communication Conference, 13(*1) 134- 136. DOI:https://www.doi.org/10.69931/001c.142863

Austin, J. T., Thrasher, B. D., Brown, A., Ezigbo-Dessesaure, L., & Williams, M. (2026). Survival of the Thickest as discursive resistance: Rewriting the fat narrative in media. *Critical Studies in Media 43*(3) 1-15. DOI:10.1080/15295036.2026.2655243

2. Conference Proceedings:

a. Refereed Conference Proceedings:
Lessons on Lessons: A Rhetorical Analysis of Wildland Fire Learning Documents
Abstract: This study focuses on how to improve organizational learning from unintended outcomes, specifically through the analysis of “lessons learned” documents. We conduct a rhetorical genre analysis of over 80 learning documents housed in the United States Forest Service (USFS) Wildland Fire Lessons Learned Center database, to inductively identify the current genre of lessons learned. Our findings reveal common "watch-out situations” in lesson construction, and we offer ways to improve lessons so that they are clear, compelling, and transferrable.

B. Works Not in Print:

1. Invited Talks, Lectures, and Presentations:

a. Refereed Conference Proceedings:
ICRCC CRISIS AND RISK COMMUNICATION CONFERENCE
MARCH, 10-12, 2025. CLEMSON, SC, USA
Panel & Poster Presentation - Lessons on Lessons: A Rhetorical Analysis of Wildland Fire Learning Documents

2. Other Works not in Print:

a. Works "submitted" or "under review":

b. Works "in progress":
Reading the Room: The Relationship between Instructor Face-Threatening Acts and Student Emotion on Presentation Day: Face theory, a theory that conceptualizes efforts individuals make to protect, maintain, or repair their own face or the face of others (Goffman, 1967), was used to investigate the relationship between instructor Face-Threatening Acts (FTAs) and students' emotional responses during speech presentation days. Through a convenience sampling method, a Qualtrics survey that measured student emotions, instructor severity, instructor blameworthiness, and instructor face support was distributed via email to students attending a large southern university. Responses were collected from student participants (N=89) who were at least 18 years old and had delivered a presentation in a classroom setting within the past six months. Findings from this study revealed that students' perceptions of instructor face support decreased significantly as they perceived higher levels of face threat severity and higher instructor blameworthiness. Mediation analyses revealed that face support significantly mediated the relationship between both face threat severity and student negative emotions, and between instructor blameworthiness and student negative emotions, meaning students experienced more negative emotions as instructors' actions were deemed more severe or blameworthy. However, our results indicate that negative emotions did not significantly mediate the relationship between face threat severity and students' motivation to avoid. This study adds to existing literature in the areas of FTAs in the classroom as well as in the communicative aspect of emotions.

C. Scholarly / Creative Fellowships, Awards, Honors:

Award: 3rd Place Panel Presentation
ICRCC Crisis and Risk Communication Conference
MARCH 10-12, 2025. CLEMSON SC, USA

Award: Outstanding Graduate Student
Circle of Achievement | College of Fine Arts and Communication | Texas State University
MAY 5, 2026. SAN MARCOS, TX

D. Scholarly / Creative Professional Development Activities Attended:

Training and Development, Teaching & Learning Academy, Texas State University, San Marcos, TX, United States. (August 2024)

Additional Comments: This weeklong training assisted me in the preparation of instructing COMM 1310 Large Lecture Lab sections.

Conference Attendance, "Texas Speech Communication Association 2023 Convention," Texas Speech Communication Association (TSCA), Houston, TX, United States. (October 2023).

Additional Comments: As an undergraduate student and Vice President of the National Communication Association National Honor Society, Lambda Pi Eta, the TSCA Convention was the very first research conference I had attended. This convention is particularly special, not only was it the very first conference, but because it increased my interest in developing my own future research.

Panels Attended: "Public Speaking Classes for Students with High Anxiety" "Activities and Ideas for Teaching Core Communication Courses in the College/University and Dual Credit Classroom" "First Gen and Non-Traditional Students - Adapting Those Students to the College Classroom" "Finding Fertile Ground: Opportunities for Cultivating Fruitful Partnerships on Campus" "Critical Pedagogy: Teaching Students to Teach"

Conference Attendance, "Communication for Greater Regard," National Communication Association (NCA), New Orleans, LA, United States. (November 21-24, 2024).

Additional Comments: This was my first time attending a conference as a graduate student. I was able to find various panels that ultimately aided in my professional development by hearing new and unique ideas in regard to various subjects including mental health, pedagogy, relationships, and politics.

Panels Attended: "NCA Newcomer's Welcome and Orientation" "Communication Theory for the Greater Regard: Instructional Case Studies Developed by Students" "Can I trust you? Deception and manipulation in close relationships" "Understanding Truth-Telling in Cross-National Contexts" "Scholar to Scholar: Regard for Relationships & Politics" "Regarding Suicide through the Autoethnography and Personal Narrative" "Connecting and Cultivating Resilience with Students for the Greater Regard".

Panel & Poster Participant, "International Crisis and Risk Communication Conference (ICRCC) 2025," International Crisis and Risk Communication Association (ICRCA), Clemson, SC, United States. (March 10-12, 2025).

Additional Comments: At this conference, for the very first time in my academic career, I presented my research with professor Dr. Rebekah Fox, from our paper (Lessons on Lessons: A rhetorical analysis of wildland fire lessons learned documents as ground work toward a genre of effective transferrable organizational lessons) as speakers in the "Communicating Science and Agriculture" panel as well as poster presenters. We were able to take home the 3rd place award in the poster competition.

Panels Attended: "Narratives Under Fire: How Risk & Communication Shape Contemporary Conflicts"; "Tackling Interdisciplinary and Cross-Sector Challenges in Risk & Crisis Communication"; "Media Narratives, Culture, and Information During Disasters"; "Crisis and

Risk Communication in Learning Settings: Toward Developing Best Practices" "Communicating Fires, Floods, and More"

Conference Attendance, "Communicate to Elevate," National Communication Association (NCA), Denver, CO, United States. (November 20-22, 2025).

Additional Comments: The purpose of attending this conference was to increase my knowledge and awareness regarding instructional and interpersonal communication to further my skillset as an instructor and graduate student. I attended various panels and assisted my department in recruiting potential graduate students for our Communication Studies Graduate Program.

Panels Attended: "Narratives of Resistance: Unpacking Identity in Popular Culture"; "Immediacy, Nonverbal Responsiveness, and Emotional Synchrony in the Classroom"; "Mediated Suicidality Disclosure and Perceived Support on Social Media"; "Pedagogy in the Age of Automatic Communication: GenAI, Augmented Classrooms, and Information Futures"; "Elevating Your Courses with Communication Wisdom: Advice from NCA Past Presidents and Award-Winning Scholars and Educators"; "The Complicated Interpersonal Consequences of Worry: Effects on Social Interaction Depend on Where (and When) You Look" "Reimagining Diversity and Inclusion in Postsecondary Education: Critical Communication Pedagogy for Neurodiverse Students"; "Death in the Communication Classroom: Elevating the Pedagogy of Mortality Towards Meaningful Be"

IV. SERVICE

A. Organization Memberships:

Lambda Pi Eta – Delta Beta Chapter
National Communication Honors Association
Vice President (Fall 2023) & Lifetime Member

Additional Comments: As a member and former leader of this organization, we represented our chapter at a conference and volunteered for university/community events.

Communication Studies Graduate Association
Member (Fall 2024 – May 2026)

Additional Comments: In this organization, we have built a community to support other graduate students in the department of communication.

TEDx @TexasStateUniversity
Volunteer & Logistics/Volunteer Lead (Feb 2023, 2024, 2025, & 2026)

Additional Comments: I have volunteered for the TEDx at Texas State event each year since 2023. During this time, I have aided in ticket sales, set design and set up, as well as supported speakers before giving their talks on stage.