

# NICOLE (NICI) A. PLOEGER

## EDUCATION

### **Doctor of Philosophy, Communication (2011)**

University of Oklahoma, Norman, OK

*Major Advisors:* Ryan S. Bisel, Amy J. Johnson

*Expertise:* Organizational communication, interpersonal communication

*Dissertation Title:* Confronting and Defending Unethical Organizational Behavior: Communication and Ethical Sensegiving

### **Master of Arts, Communication (2007)**

University of Oklahoma, Norman, OK

*Major Advisor:* H. Dan O'Hair

### **Bachelor of Arts, Corporate Communication (2005; *summa cum laude*)**

University of Central Oklahoma, Edmond, OK

*Minor:* Public Relations

## ACADEMIC APPOINTMENTS

- 2011            University of Arkansas at Little Rock  
                  Department of Speech Communication  
                  Assistant Professor
- 2005-2011    University of Oklahoma  
                  Department of Communication; College of Liberal Studies  
                  Graduate Teaching Assistant\*  
                  Graduate Research Assistant\*  
                  Graduate Advising Assistant\*  
                  Editorial Assistant\*  
                  Adjunct Graduate Faculty\*  
                  \*Details about appointments are included below under "Assistantship Experience"

## HONORS AND AWARDS

### **Research, Teaching, and Service Awards**

#### ***2010-2011 Overall Outstanding Graduate Student (2010-2011)***

Awarded by the Graduate Student Senate at the University of Oklahoma.

#### ***Outstanding Graduate Teaching Assistant Award (2011)***

Awarded by the Department of Communication at the University of Oklahoma.

***Best Paper Award*** (2010)

Awarded by the Business Communication Interest Group of the National Communication Association for *Moral mum effect theory: On facework and organizational ethics*. Paper presented at the annual convention of the National Communication Association, San Francisco, CA.

***Top Paper Panel*** (2010)

Awarded by the Organizational and Professional Interest Group of the Central States Communication Association for *Whistleblowing, dissent, and the hierarchical mum effect: A new investigation of organizational ethics*. Paper presented at the annual convention of the Central States Communication Association, Cincinnati, OH.

***Centennial Scholar of Communication*** (2009)

Awarded by the Eastern Communication Association for advancement and service to the Communication discipline.

***Outstanding Graduate Student Award*** (2009)

Awarded by the Department of Communication at the University of Oklahoma.

***Robert E. and Mary B. Sturgis Scholarship*** (2009, 2010)

Awarded by the College of Arts and Sciences at the University of Oklahoma.

***Ruby Brakebill Scholarship*** (2008)

Awarded by the College of Arts and Sciences at the University of Oklahoma.

***Top Graduate Paper Award*** (2007)

Awarded by Sooner Communication Conference for *Linking person-organization fit, organizational identification, and organizational commitment*. Paper presented at the Sooner Communication Conference, Norman, OK.

***Class Marshal*** (2005)

Awarded by the College of Liberal Arts at the University of Central Oklahoma for the highest grade point average in the college.

**Funding Received**

***Robberson Conference Presentation & Creative Exhibition Travel Grant*** (2010)

Awarded by the Graduate College at the University of Oklahoma.

***Support of Teaching and Research Funding*** (2008, 2009, 2010)

Awarded by the College of Arts and Sciences at the University of Oklahoma.

***Student Research and Travel Grant*** (2007, 2008, 2009, 2010)

Awarded by the Graduate Student Senate at the University of Oklahoma.

***Student Travel Grant*** (2007, 2008, 2009, 2010)

Awarded by the Department of Communication at the University of Oklahoma.

***Information Technology Grant*** (2007)

Awarded \$10,000 by the College of Arts and Sciences at the University of Oklahoma.

## RESEARCH ACTIVITY

### Publications

- Wright, K., Rosenberg, J., Egbert, N., Ploeger, N., Bernard, D., & King, S. (in press). Communication competence, social support, and depression among college students. A model of Facebook and face-to-face support network influence. *Journal of Health Communication*.
- Ploeger, N. A., Kelley, K. M., & Bisel, R. S. (in press). Hierarchical mum effect: A new investigation of organizational ethics. *Southern Communication Journal*.
- Ploeger, N. A. (in press). Review of the book Corporate communication: A guide to theory and practice (2<sup>nd</sup> ed.), by J. Cornelissen. *Journal of Communication Studies*.
- Bisel, R. S., Kelley, K. M., Ploeger, N. A., & Messersmith, J. (2011). Workers' moral mum effect: On facework and unethical behavior in the workplace. *Communication Studies*, 62, 153-170.
- O'Hair, H. D., Ploeger, N. A., & Moore, S. (2010). Applied communication theory and research. In J. W. Cheseboro (Ed.), *A century of transformation: Studies in honor of the 100<sup>th</sup> anniversary of the Eastern Communication Association* (pp. 89-106). New York: Oxford University Press.
- Ploeger, N. (2005). Review of the book Best practice in performance coaching: A handbook for leaders, coaches, HR professionals and organizations, by C. Wilson. *Adult Learning*, 16, 29.

### Conference Presentations – Competitive Papers

- Craig, E. A., Ploeger, N. A., & Johnson, A. J. (2011, November). *Giving voice to siblings: Relational turning points in full, step, and half sibling relationships*. Paper to be presented at the annual convention of the National Communication Association, New Orleans, LA.
- Wright, K., Rosenberg, J., Egbert, N., Ploeger, N., Bernard, D., & King, S. (2011, November). *Communication competence, social support, and depression among college students: A model of Facebook and face-to-face support network influence*. Paper to be presented at the annual convention of the National Communication Association, New Orleans, LA.
- Bisel, R. S., Kelley, K. M., Ploeger, N. A., & Messersmith, J. (2010, November). *Moral mum effect theory: On facework and organizational ethics*. **\*Best Paper** in the Business Communication Interest Group, presented at the annual convention of the National Communication Association, San Francisco, CA.

- Ploeger, N. A. (2010, November). *Investigating potential negative effects of high levels of organizational identification*. Paper presented at the annual convention of the National Communication Association, San Francisco, CA.
- Ploeger, N. A. (2010, October). *Equivocal communication, directness, and maladaptive identity defense mechanisms: The role of coworkers' communicative strategies in the perpetuation of unethical organizational behavior*. Paper presented at the annual Organizational Communication Mini Conference, Rutgers, New Brunswick, NJ.
- 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** in the Organizational and Professional Interest Group, presented at the annual convention of the Central States Communication Association, Cincinnati, OH.
- Ploeger, N. A. (2010, March). *Applying the investment model to sibling relationships*. Paper presented at the annual Sooner Communication Conference, Norman, OK.
- Ploeger, N. A., Igiel, M., & O'Hair, H. D. (2009, November). *Person-organization fit characteristics as related to organizational identification and commitment*. Paper presented at the annual convention of the National Communication Association, Chicago, IL.
- Ploeger, N. A., & Adame, B. J. (2009, March). *"Touching" on the role of haptics in the workplace: Exploring the effects of reported levels of touch avoidance*. Paper presented at the annual Sooner Communication Conference, Norman, OK.
- O'Hair, H. D., Ploeger, N. A., & Moore, S. (2008, November). *Applied communication theory and research*. Paper presented at the annual convention of the National Communication Association, San Diego, CA.
- Ploeger, N. A., Craig, E. A., Kalas, M., Johnson, A. J., & Wakefield, L. D. (2008, November). *Examining channels of communication and conflict styles in triadic friendships*. Paper presented at the annual convention of the National Communication Association, San Diego, CA.
- Wright, K. B., Craig, E. A., Cunningham, C. B., Igiel, M., & Ploeger, N. A. (2008, November). *Will you (still) be my friend? Computer-mediated relational maintenance on facebook.com*. Paper presented at the annual convention of the National Communication Association, San Diego, CA.
- Ploeger, N. A. (2008, February). *Determining the contents of an Oklahoma youth-based risk education program: Looking through the school system's eyes*. Paper presented at the annual Sooner Communication Conference, Norman, OK.

- Wright, K. B., Craig, E., Cunningham, C. B., Igiel, M., & Ploeger, N. (2007, November). *Emotional support and perceived stress among college students using facebook.com: An exploration of the relationship between source perceptions and emotional support*. Paper presented at the annual convention of the National Communication Association, Chicago, IL.
- Craig, E. A., Igiel, M., Wright, K. B., Cunningham, C. B., & Ploeger, N. A. (2007, May). *Will you be my friend: Computer-mediated relational development on facebook.com*. Paper presented at the annual convention of the International Communication Association, San Francisco, CA.
- Ploeger, N. A., Young, A., & Igiel, M. (2007, February). *Linking person-organization fit, organizational identification, and organizational commitment*. \***Top Paper**, presented at the annual Sooner Communication Conference, Norman, OK.

### **Technical Reports**

- Oklahoma Continuity Policy Coordination Committee. (2009). *State continuity implementation plan*. Norman, OK: Oklahoma Office of Homeland Security and University of Oklahoma Center for Risk and Crisis Management.
- O'Hair, H. D., Veil, S., Tovstadi, K., Bernard, D., Adame, B., Ploeger, N., Eosco, G., & Martyn-Farewell, K. (2008). *Analytical report: Oklahoma Office of Homeland Security regional council/regional response system workshop*. Norman, OK: Oklahoma Office of Homeland Security and University of Oklahoma Center for Risk and Crisis Management.

### **Training and Workshops**

- Ploeger, N. A. (2009, April/November; 2008, June/September). *A workshop on enhancing your creative problem solving skills*. (Funded training session for the University of Oklahoma Department of Human Resources).
- Ploeger, N. A. (2006-2009). *Recognizing the potential and promise of a Communication degree*. (Workshop delivered to the University of Oklahoma University College, College of Arts and Sciences, and Department of Communication).
- O'Hair, H. D., Ploeger, N. A., Keesee, M., & Bernard, D. (2008). *Securing our schools: Managing threats through collaborative partnerships*. (Presentation at the University of Oklahoma K20 Winter Institute).

### **Consulting**

- Oklahoma Continuity Policy Coordination Committee. (2009, May – December). Funded research assistant (University of Oklahoma Center for Risk and Crisis Management) to work in coordination with the Oklahoma Office of Homeland Security to develop State Continuity Implementation Plan.

Oklahoma Office of Homeland Security Regional Council/Regional Response Workshop (2008, November).

Funded moderator and scribe (Oklahoma Office of Homeland Security and the University of Oklahoma Center for Risk and Crisis Management).

## ASSISTANTSHIP EXPERIENCE OVERVIEW

**Graduate Teaching Assistant** (2005-2006, 2008-2011)

Department of Communication, University of Oklahoma

**Editorial Assistant** (2010)

Journal of Computer Mediated Communication

**Graduate Research Assistant** (2006-2010)

For H. Dan O'Hair, University of Oklahoma

- University of Oklahoma Center for Risk and Crisis Management
- University of Oklahoma Institute for Communication Research

**Graduate Advising Assistant** (2006-2009)

Department of Communication, University of Oklahoma

## RESEARCH ASSISTANTSHIP ACTIVITY

**University of Oklahoma Center for Risk and Crisis Management** (formerly named the University of Oklahoma Institute for Communication Research)

Education and Outreach Core

- Committee Chair (2006-2010)

Oklahoma Office of Homeland Security

- Funded research assistant representing OU Center for Risk and Crisis Management (2008-2009)
- Oklahoma Continuity Policy Coordination Committee to develop State Continuity Implementation Plan (2009)
- Regional Council and Regional Response Workshop (2008)

Steering Committee

- Member (2007-2010)
- Knowledge management (2006-2009)

Strategic Advisory Committee

- Member (2008)
- Retreat (2008, July)

Community Advisory Board

- Member (2007-2010)
- Preparation and planning of meetings
- Discussion leader for round tables

Communicating Science Initiative

- Conference Chairperson for “Communicating Science: A Conference on Communicating Weather Risks” (2009)
- Planning, coordination, implementation of conference drawing speakers, presenters, and participants from across the world

Alpha Time

- Presentation to the University of Oklahoma Research Campus

Safe Schools Initiative

- Conceptualization
- Presentation to various stakeholders

Leadership Academy for Risk and Crisis

- Development of academy
- Implementation of workshops

Graduate Certificate in Risk and Crisis Management

- Needs assessment and research
- Proposal development
- Developed syllabi for new courses
- Coordinated elective coursework options and permissions

**TEACHING ACTIVITY**

**Graduate Teaching Assistant**

Department of Communication, University of Oklahoma (2005-2006; 2008-2011)

Instructor of Record

- LSTD 5683, Organizational Communication (Master’s level course; received Adjunct Graduate Faculty status)
  - Taught online
- COMM 2613, Public Speaking
  - Times taught: 6
- COMM 2213, Interpersonal Communication
  - Times taught: 2; both online and traditional
- COMM 1113, Principles of Communication
  - Times taught: 3

Teaching Assistant

- COMM 4713, Capstone: Issues in Communication Study
  - Times assisted: 2

**Undergraduate Teaching Assistant**

Department of Biology, University of Central Oklahoma (2004-2005)

Teaching Assistant

- BIO 1113, General Biology

## SERVICE ACTIVITY

### Departmental and University Service

Department of Communication, University of Oklahoma

#### Job Search Committee (2010-2011)

- Graduate Student Representative

#### Advising Assistant (2006-2009)

- Academic advising of Communication majors and minors
- Scholarship and internship coordinator
- Co-Advisor of Lambda Pi Eta Communication Honor Society
- College of Arts and Sciences Major and Minor Fair
- College of Arts and Sciences Academic Counseling and Advising Association

#### Communication Graduate Student Association

- Co-Chair (2007-2008)
- Colloquium Chair (2008-2009)
- Panel Committee (2008-2009)
- Travel Grant Committee (2008-2010)
- Member (2005-2011)

#### Sooner Communication Conference

- Chair, Competitive Paper Review Process (2010)
- Reviewer (2008-2010)

#### Josh Lee Memorial Public Speaking Competition

- Judge and timekeeper (2007-2011)

#### Sweetheart Forensics and Debate Tournament

- Judge (2010)

### Service to the Discipline

#### Professional Associations

##### National Communication Association

- Member (2006-present)
- Annual convention attendance and presentation of competitive papers (2007-2010)
- Graduate Fair, representative for the OU Department of Communication (2007-2009)

##### Central States Communication Association

- Member (2010-present)
- Annual convention attendance and presentation of competitive paper (2010)
- Paper and Panel Reviewer, Organizational and Professional Interest Group

##### Southern States Communication Association

- Member (2011-present)
- Annual convention attendance
- Paper and Panel Reviewer, Applied Communication Division
- Nominating Committee, Applied Communication Division (2011)