

Rebecca J. Greer, Ph.D.

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Education:

Ph.D. in Communication

2025

University of Oklahoma

Norman, OK

Fully funded Graduate Teaching Assistantship (GTA).

Dissertation: *Moving from Plural to Multicultural Organization: The Case of SafeHarbor International*

Committee: Dr. Ryan S. Bisel (Chair), Dr. Ioana Cionea, Dr. Gretchen Montgomery-Vestecka, and Dr. Elyssa Faison

Master of International Business

2018

Rikkyo University (AACSB-accredited)

Tokyo, Japan

Recipient of the Japanese government (MEXT) scholarship.

Bachelor of Arts in East Asian Studies

2015

University of Arizona

Tucson, AZ

Graduated Magna Cum Laude with Honors from The Honors College.

Minor in Business Administration

Research Interests:

Organizational Communication

Expatriate Workers

Intercultural & Intergroup Communication

Multicultural Teams & Leadership

International Communication

Organizational Diversity

Leadership Communication

Stigma Management

Publications:

Gai, Y., & Greer, R. J. (2025). Understanding negative and positive gossip in the workplace. *Business and Professional Communication Quarterly* [IF: 2.1], Advance online publication.

Greer, R. J., & Talbert, N. (2024). The silent divide: Leader-member exchange, communication anxiety, and defensive silence. *Business and Professional Communication Quarterly* [IF: 2:1], Advance online publication.

Greer, R. J., & Wyant, M. H. (2024). "It just made me feel like I'm supposed to be here": Organizational socialization among expatriate workers in Japan. *Communication Studies* [IF: 1.8], 75(6), 943-962.

Bisel, R. S., Greer, R. J., Beaty, R. R., & Okpaireh, E. (2024). Imagined interactions with the boss: Upward dissent and defensive silence in organizations. *Management Communication Quarterly* [IF: 2.8], 38(4), 923-941.

Manuscripts In-Progress

Greer, R. J., & Talbert, N. (2025). Stigma and acculturation among expatriate workers in Japan. Under review.

Research In-Progress

Greer, R. J., Wyant, M. H., & Cionea, I. (2025). Conflict in Japanese workplaces. Data analysis.

Rush, K. A., & Greer, R. J. (2025). Rest in Japanese workplaces. Data collection.

Greer, R. J., Gai, Y., Restrepo-Garcia, J. (2025). Stigma management among foreign workers: Chinese workers in Japan and Mexican workers in the United States. Pilot study completed.

Greer, R. J., & Dajches, L. (2025). A cross-cultural comparison of stigma management strategies among LGBTQ+ populations in Japan and the United States. Funding application underway.

Academic Experience:

Assistant Professor, University of Kentucky

**August 2025 – Present
Lexington, KY**

- Current instructor of record for COM 315: *Understanding Workplace Communication in a Diverse U.S. Society* and COM 462: *Intercultural Communication*.

Graduate Teaching Assistant, University of Oklahoma

**August 2021 – May 2025
Norman, OK**

- Served as instructor of record for COMM 1113: *Principles of Communication* (Online), BC 2813: *Strategic Communication for Business Professionals*, COMM 3513: *Intercultural Communication*, COMM 4513: *International Communication*, and COMM 2613: *Public Speaking, Standard Section and Honors Section*.
- Served as teaching assistant for COMM 1113: *Principles of Communication* (In-person), COMM 2003: *Non-Western Communication* and COMM 3023: *Communication Research Methods*.
- Enhanced student understanding of core concepts through in-class discussion, activities, analysis, and exams.
- Evaluated above the college and the department in overall teaching effectiveness (4.88) and overall course (4.50).
- Received positive evaluations from COMM 1113 primary course instructor, Drs. John Banas and Gretchen Montgomery-Vestecka, and for COMM 2003 from Drs. Eric Kramer and Ioana Cionea.
- Graduate Teaching Assistant (GTA) of the year finalist (2022).
- Outstanding Graduate Teaching Assistant (GTA) in 2024.

Assistant Language Teacher, Izumo Board of Education

**July 2015 – July 2016
Izumo, Japan**

- Conducted first, second, and third year English classes across three junior high schools (700 students, approx.).
- Collaborated with the Japanese teacher of English (JTE) in the classroom by providing model pronunciation of English words, administering speaking exams, grading papers, and mentoring students.
- Orchestrated culturally-themed activities designed to enhance students' knowledge of foreign culture as well as improve their language ability.
- Built strong rapport with students and dedicated time outside of class to coach students participating in English language exams and competitions.
- Received positive evaluations from all three junior high schools and the Izumo Board of Education Superintendent.

English Language Instructor, FI5VE Language Café

**March 2017 – July 2018
Tokyo, Japan**

- Instructed beginner and advanced level classes on English grammar and vocabulary for foreign language development.
- Led activities designed to elicit original verbal output from students.
- Individually coached speaking and language comprehension to develop students' communication abilities.
- Corrected student essays in preparation for English proficiency exams leading to passing results.

Conferences:

****International denoted with an asterisk.***

Greer, R. J., & Talbert, N. (2025 November 20-23). *"You're never going to belong here": Stigma and acculturation among foreign workers.* [Top paper award]. NCA 2025 Convention, Denver, CO, United States.

Greer, R. J., & Talbert, N. (2024 November 21-24). *"There's zero humanity": Defensive silence and the disintegration of modern workplace relationships.* [Conference presentation]. NCA 2024 Convention, New Orleans, LA, United States.

- Gai, Y., & **Greer, R. J.** (2024 November 21-24). *Understanding negative and positive gossip in the workplace*. [Conference presentation]. NCA 2024 Convention, New Orleans, LA, United States.
- Hinck, A., Fukushima, L. S., Scharp, K. M., **Greer, R. J.**, Villegas, S. G., & Graham, S. (2024 November 21-24). *Extending stigma theorizing for greater regard*. [Conference presentation.] NCA 2024 Convention, New Orleans, LA, United States.
- Greer, R. J.** (2024 September 27-29). *Moving from plural to multicultural organization: The case of SafeHarbor International*. [Conference presentation]. OCMC 2024 Convention, Chicago, IL, United States.
- *Bisel, R. S., **Greer, R. J.**, Beaty, R. R., Okpaireh, E. (2024 June 20-24). *Imagined interactions with the boss: Upward dissent and defensive silence in organizations*. [Conference presentation]. ICA 2024 Convention, Gold Coast, Australia.
- Adame, E. A., Howe, W. T., Hartsough, L., Tietz, C., Kavva, P., **Greer, R. J.**, Gai, Y., Ebohon, E., & Mahutga, J. (2023 November 16-19). *Leadership as a muscle: A high density round-table discussion of current and upcoming trends in leadership communication training* [Conference presentation]. NCA 2023 Convention, National Harbor, MD, United States.
- Cosgrove, M., **Greer, R. J.**, Foltz, K., MacNeil, T., Aronis, C., & Aoki, E. (2023 November 16-19). *Organizational conflict: Moving beyond interpersonal in air conditioning* [Conference presentation]. NCA 2023 Convention, National Harbor, MD, United States.
- ***Greer, R. J.**, Wyant, M. H., & Lee, K. (2023, May 25-29). *Organizational socialization and stigma management of expatriate workers in Japan* [Conference presentation]. ICA 2023 Convention, Toronto, ON, Canada.
- Greer, R. J.** (2022, November 17-20). *Diversity in Japanese organizations: Combatting the institutionalization of workforce homogeneity* [Conference presentation]. NCA 2022 Convention, New Orleans, LA, United States.
- Mahutga, J., Williams, E., Weaver, E. M., DeBeck, D., Leverenz, A., **Greer, R. J.**, Graham, S., & Doran, B. (2022, March 31-April 3). *Making up for lost time, or losing time we thought we could make up? Graduate school and the pandemic* [Conference presentation]. Central States 2022 Convention, Madison, WI, United States.

Memberships

International Communication Association	2023 – Present
National Communication Association	2022 – Present
OU Graduate Student Senate	2023-2025
OU Communication Graduate Student Association (CGSA)	2021-2025
Central States Communication Association	2022

Service

Invited Reviewer, <i>Journal of Intercultural Communication Research</i>	2025 – Present
OU Graduate Student Senator, International Student Committee Vice-Chair	2024-2025
OU CGSA Community and Belonging Committee Chair	2024-2025
OU Graduate Student Senator, International Student Committee	2023-2025
Guest Speaker, Non-Western Communication	2022-2025
Graduate Student Representative, Intercultural Faculty Search Committee	2023-2024
OU Communication Graduate Student Association Co-Chair	2022-2024

Grants

Communication Graduate Student Association Travel Grant	FA24, FA23, AY22
Graduate Student Senate Research Grant	AY24, SP23, FA22

Graduate Student Senate Conference Grant	FA24, AY23
Graduate College (Robberson) Travel Grant	FA24, SU23
Dodge Family College of Arts and Sciences Student Travel Assistance Program Grant	FA24, FA22
Department of Communication Dissertation Grant	SP24

Awards	
Excellence in Organizational Communication Teaching and Research	2025
Outstanding Graduate Teaching Assistant	2024

Invited Speaker	
Weathernews, Inc.	2025

Industry Experience:

Category Analyst, The Hershey Company	January 2021 – June 2021 Oakland, CA
<ul style="list-style-type: none"> Supported strategic planning by performing pre/post-season and event analysis, creating and maintaining Tableau dashboards, and tracking in-season sales performance. Utilized 84.51 and Market6 data to generate reports on manufacturer and category level trends. Wrote summer and winter seasonal product orders for all Kroger divisions. 	

Retail Sales Representative, The Hershey Company	March 2019 – December 2020 Oakland, CA
<ul style="list-style-type: none"> Managed Hershey performance in fifty-two grocery accounts and four Wal-Marts across the East Bay area with total FY 2020 sales of approximately \$5.8M. Drove retail sales through execution of corporate programming and consultative selling at store level. Recognized growth opportunities for stores and developed strategies in conjunction with store and district level management to improve business. Led the San Francisco team as Category Management advocate by pulling data on IRI, generating reports, and sharing insights to help other sales representatives understand and develop their territories. Discovered and presented information on the California market versus total US using IRI panel data, shared across all three California districts. Established and maintained relationship with Safeway District Manager Chris Day, organizing meeting resulting in a +42.6% increase in early 2020 Halloween dollar sales versus prior year. Selected as a Top Performer for Q3 2019 and Q1 2020. 	

Skills
<ul style="list-style-type: none"> Educated on management information systems and proficient in Microsoft Word, Excel, and PowerPoint. Trained in data analytics—well-versed in MPlus, SPSS, NVivo, Tableau, Alteryx, IRI, 84.51, and Market6. Conversational Japanese proficiency.

Professional References:

Dr. Ryan S. Bisel
Professor of Organizational Communication
Department of Communication, University of Oklahoma
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Norman, OK, USA 73019
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Dr. Ioana A. Cionea
Associate Professor of Intercultural Communication and Associate Dean of the Graduate College

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610 Elm Avenue, Room 102C
Norman, OK, USA 73019
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Dr. Gretchen Montgomery-Vestecka

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Department of Communication, University of Oklahoma
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