

EPHRAIM K. NIKOI

Office Address

Communicating Arts
UW-Superior
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Education

Doctor of Philosophy (June, 2010)

Ohio University, School of Communication Studies
Major area: Organizational Communication
Related area: Rhetoric and Popular Culture

Dissertation Title: Liminal selves: The negotiation of organizational identification by grant-funded employees in nonprofits. Advisor: Dr. Laura Black

Masters in Public Administration (MPA), Ohio University (June, 2002)

Area of Concentration: Nonprofit and human development.

Master in International Studies (MA), Ohio University, (June, 2000)

Area of Concentration: Politics, social and economic conditions in Africa.

Bachelor of Arts, Kwame Nkrumah University of Science and Technology, Kumasi, Ghana (June, 1997)

Area of Concentration: English literature
Minor: History

Work Experience

University of Wisconsin- Superior

Associate Professor (July 2015-Present)
Assistant Professor (August 2010- June 2015)

Sojourners Care Network

Program Director, Newroads Transitional Living (2003-2006)

- Developed a program to transition homeless and at-risk youth into independence with a five-year, \$1 million grant from Department of Health and Human Services (DHHS)
- Hired and supervised three program staff
- Conducted program evaluation and developed innovative ways to promote effective programming
- Gathered data and submitted semi and annual reports to DHHS
- Worked with other program directors and employees to develop innovative ways to promote youth development
- Organized seminars for youth focused on achieving social, economic and educational success
- Collaborated with multiple stakeholders including community development organizations, local government officials to and other nonprofit agencies to promote community development

Ohio University (Communication Studies)

Graduate Teaching Assistant (2006- June, 2010)

Ohio University, (Ohio Program of Intensive English)

Cultural Advisor (Summer, 2008)

Ohio University (Center for International Studies)

Adjunct Faculty (Winter, 2003)

Kwame Nkrumah University of Science and Technology (KNUST) Ghana

Teaching Assistant (1997/1998)

Grants and Fellowship Awards

- **Wisconsin Teaching Fellowship**, (\$5,000) 2014/2015 □ **Distance Learning Grant**, (\$1,000) 2015
- **UW-Superior Faculty Development Grant**, (\$800) 2015.
- **CETL Discipline Conference Grant**, (\$500) 2014
- **OPID Research Grant**, UW-Superior, (\$700) 2013

□ **Curricular/Co-Curricular Grant**, UW-Superior, (\$500) 2013 □ **Summer Research Jumpstart Grant**, UW-Superior, (\$500) 2013 □ **Scholarship for Teaching and Learning Grant**, UW-Superior, (\$500) 2013 □ **Teaching with Technology Grant**, UW-Superior, (\$600) 2011

Teaching Experience

□ I have developed and taught several courses including: intercultural and organizational communication; group processes and persuasion.

Scholarship

Publications

- Goerdts, L., Fezzey, H., Khaler, H. Fujieda, E.; & **Nikoi, E.** (2017) How do you increase students' global learning in the classroom? in Gurung, R.A.R. & Voelker, D.J. (Eds.) *Big picture pedagogy: Finding interdisciplinary solutions to common learning problems*. New Jersey: Wiley Periodicals Inc.
- **Nikoi, E.** & Boateng, K. (Eds.) (2013) *Collaborative Communication processes and decision making in organizations*, Pennsylvania: IGI Publications.
- Ledbetter, A., Stassen, H. **Kotey, E. N.** & Muhammad, A. (2010) Relational maintenance as including the other in the self. *Qualitative Research Reports in Communications*.
- Degroot, J.M., **Kotey, E.N.** & Russell, L. (2008) Speech evaluation. In Meyer, K. K., J. P. Mazer, & D.A. West, (Eds.) *You Speak: Skills for the engaged speaker*, Boston: McGraw Hill. Pg. 19-28.

Conference Presentations

- **Nikoi, E.** (2015) Students' engagement and perceptions of guest lectures in an Intercultural Communication Course. (Presented at the annual OPID Conference in Greenlake WI).
- **Nikoi, E.** (2013) Snapshot of cultures: An example of a globally networked course.

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(To be presented at the National Communication Association Conference in Chicago, November 20-24th, 2014).

- Goertz, L., Fezzey, H., Khaler, H. Fujieda, e.; & **Nikoi, E.** (April 2014) Internationalizing the curricula in higher education, (Presented at the annual OPID Conference in Greenlake, WI).
 - **Nikoi, E.** (2014) The inter-subjectivity of culture. Presented Enhancement Day, Spring, 2014).
 - **Nikoi, E.** (2013) The culture and economic opportunities in Ghana. Rotary Club of Superior.
- Nikoi, E.** (2012) The use of technology to enhance intercultural communication and

global engagement. (Presented at the Technology Showcase in UW-Eau Claire).

- **Nikoi, E.** (2011) The capitalism ideograph (Presented at the annual Central States Communication Association Conference in Milwaukee).
- **Nikoi, E.** (2011) Private spaces in public places (Presented at the annual Central States Communication Association Conference in Milwaukee).
- **Kotey, E.N.,** Blankson, H. & Acquah, S. *The role of communication and political stability: The Ghana experience.* (Presented at the Annual NCA Conference in Chicago in November, 2009).
- **Kotey, E. N.** (2008, November) *Courting the African diaspora: An analysis of the Joseph Project as a rhetorical vehicle for reconciliation.* (Presented at the annual meeting of the National Communication Association in San Diego, CA).
- **Kotey, E. N.,** Acquah, S. & Blankson, H. (2008, November) *Blurring boundaries of socialization and emotional expressions.* (Panel presentation at the annual meeting of the National Communication Association Conference in San Diego, CA).
- **Kotey, E. N.** (2008, October) *Building a nation through satire: Kwesi Yankah and the satiric voice.* (Presented at the African Decolonization Conference at Ohio University).
- **Kotey, E. N.** (2008, February) *Branding and the development of African soccer.* (Presented at the African Sports and Development Conference, Ohio University)
- **Kotey, E. N.** (2007, November) *Work ethic and its implications for development.* (Panel: presented at the annual meeting of the National Communication Association Meeting in Chicago).

Graduate Committee Work

Thesis Committees

- Chair- Courtney Edwards-Johnston, 2016
- Simonita Simkins, 2015
- Ivy Vainio, 2014
- Matt Suoja, 2013
- Jon Svobodny, 2014
- Saud Alali, 2013
- Sharon Dixon Obst, 2013 □ Luke Green, 2011.
Richard Mallet (PhD Committee- Capella University) 2014

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Service

Training and Facilitation-UW-Superior

- **Co-Facilitator:** Promoting Respect in the Workplace (Spring, 2017)
- **Trainer:** Student Workers and Difficult Conversations (Fall, 2016)
- **Co-Facilitator:** Promoting Immediacy with students (Fall, 2016)
- **Co-Facilitator:** Enhancing immediacy with students (Fall, 2016)
- **Trainer:** Enhancing the Communication Skills of McNair Scholars Fall, 2014 □
Trainer: Diversity Leadership Retreat UW-Superior, January, 2011.
- **Facilitator:** Boxes and Walls Diversity Simulation Showcase- UW-Superior, 2011

Committees and Advising Roles- UW-Superior

- **Member,** Diversity Committee, Spring 2017- Present
- **Member,** Faculty Senate 2014-2017
- **Coordinator,** Diversity and Inclusivity Community of Practice, Fall 2015-2017
- **Member,** General Education Committee, Summer & Fall, 2014
- **Member** Undergraduate Academic Affairs (UAAC) -2011-2014
- **Faculty Advisor-** Black Student Union- UW-Superior, Fall 2012- Present
- **Faculty Advisor-** Soccer Club- UW-Superior, Fall, 2016- Present.
- **Member,** Global Awareness and Education Committee,
2011-2013.
- **Member,** The Global Studies Minor Advisory Committee 2010- Present
- **Member,** Campus Global Awareness Working Group, UW-Superior 2011-2012.
- **Member,** Inclusive Excellence Subcommittee on Color 2013-Present.
- **Coordinator,** Global Awareness High Impact Practices 2013- 2016.
Chair, Undergraduate Academic Affairs (UAAC) 2013/14,
- **Chair-** Global Awareness and Education Committee, UW-Superior, 2012-2013.

- **Faculty Advisor**, Global Postcard Initiative- 2013- 2014.

Service to Communicating Arts Department

- i. **Played active** role in all the meetings in the department and deliberate with my colleagues on curriculum, policies and many other issues.
- ii. **Served** on search and scholarship committees.
- iii. **Served** on eight (8) Masters' Thesis Committees.
- iv. **Coordinator**, COMM 110 (2013-2015)
- v. **Instrumental** in revising the Communication Concentration curriculum.
- vi. **Developed** new courses including Community Engagement (COMM 356) study abroad program to Ghana.
- vii. **Academic Advisor** to an average of thirty (30) students every semester.

Service to Discipline

- i. **Reviewed** Conference Papers for Global Media Journal, the International Communication Association (ICA) and Central States Communication Association.
- ii. **Served as Chair** of Panels at multiple National Communication Association conferences.
- iii. **Participated and Presented** at both national and regional conferences.

Service to Community

- **Commissioner**, Superior Police and Fire Commission.

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- **Diversity Leadership Committee:** Work with principal, teachers and parents to raise awareness about diversity and make Northern Lights Elementary a more inclusive educational environment- 2014-Present
- **Volunteer Youth Soccer Coach:** Work with YMCA and Arrowhead Soccer to coach kids to develop soccer skills and teamwork- 2010- Present

- **Volunteer Tennis Coach-** UW-Superior Tennis Club -2015- Present
- **Rolling Reader:** Volunteer with the Rolling Readers of Duluth/Superior program to read to 2nd and 3rd graders at Northern Lights Elementary school- 2014-Present

Other Relevant Service

- **Trainer**, Communication and Development, Leogane, Haiti (Summer, 2017) □
Consultant, La Community Development Organization, Ghana 2011- Present.
- **Representative of African Students Union** to the International Student Union- Ohio University, 1999-2000.
Worked with students from diverse countries and the international student and faculty services to plan and implement programs aimed at promoting cultural diversity, awareness, education and entertainment on campus.
- **Treasurer:** African Students Union- Ohio University, 1999-2000
Served as a member of the executive committee of the body, collaborated with various offices such as the bursar's office as well as other organizations in the university to organize and promote cross-cultural programs.
- **Cultural Consultant:** Ohio Valley International Council, 1999-2000
As a cultural consultant, I worked with the students to understand the importance of multiculturalism and how to live in a multicultural society.

Relevant Skills

Language Skills

- Fluent in Ga and Akan
- Beginning French

Computer Skills

- Proficient in the use of learning technologies such as Desire to Learn and Blackboard.
- Proficient in Microsoft and Apple application systems: Word, Excel Spreadsheet, SPSS.

Professional Affiliations

- National Communication Association
- Rotary Club International