

Name of the Applicant: Lukas Pelliccio, PhD

The rank of the Applicant: Associate Professor with Tenure

Proposal Submission Date: February 6, 2025

Expertise Area: Interpersonal Communication

Prior FD Proposal Outcomes: I received funding in 2024 to complete and publish an interview study on social ostracism at HBCUs. I completed the study in the summer of 2024 and submitted the final manuscript for publication in *Qualitative Research Reports in Communication* in December of 2024. It is currently under review with an expected decision to be made by the reviewers in the Spring of 2025. A version of this paper authored by myself and Professor Trejha Whitfield was also presented at the Eastern Communication Association conference in 2024 and received a top paper panel award in the Voice of Diversity division.

Proposal Submission Term: Summer 2025

Project title: A Qualitative Exploration of the Paradoxes of Interpersonal Ostracism Message Communication

Request: I am requesting the maximum salary supplement of \$7000 to start a new study on the paradoxes of ostracism communication for publication in an academic journal. The goal of the study is to analyze interview data compiled from three previous studies I conducted to better understand the ways in which being ostracized can potentially have long term relational, social, and personal benefits to targets of ostracism. I recently received approval from Lincoln's Institutional Review Board to begin work on the study. I am requesting the full reward from the FRDC so that I can devote my full time over the summer to work on this study with the ultimate goal of submitting a final manuscript for publication December 2025. I will also submit a version of manuscript as a competitive paper for presentation at the Eastern Communication Association conference in the Spring of 2026.

1. A concise description of the project

Research overwhelmingly suggests that when people are socially ostracized by others it creates negative psychological reactions for targets. Over the past decade, I have conducted three separate IRB approved studies interviewing individuals about their experiences being ostracized to better understand the communicative process of interpreting, making sense of, and coping with interpersonal ostracism messages. In total, I have 80 interviews completed and transcribed.

In these interviews I started to notice that participants reported long term benefits to being ostracized. They would describe learning valuable lessons after being ostracized and that the experience directly and positively impacted their worldviews, relationships, or self-esteem. This concept is contrary to much of the existing research on ostracism which states that ostracism can create long term negative effects for targets. Therefore, I want to conduct a thematic analysis of my 80 previous interview transcriptions to examine the paradoxes of social ostracism: the ways in which people who are ostracized can benefit from the experiences.

2. Measurable goals and objectives for the project

The primary goal is to compile all of the interview transcripts from previous studies, conduct a thematic analysis of the data, create a final manuscript of the study, and submit the manuscript for publication in an academic journal by December of 2025 and for presentation at the 2026 Eastern Communication Association conference in the Interpersonal Communication Division.

3. The timeframe for the project

May 2025- Begin writing front end of manuscript, compile transcripts

June 2025- Analyze data, develop themes, begin writing results section

July 2025- Write discussion and conclusion sections, revise manuscript

August 2025- Finalize manuscript

September 2025- Find an appropriate journal and revise manuscript for submission

October 2025- Submit version of manuscript to ECA conference

November 2025- Submit final manuscript for publication in a communication journal

4. How the project will enhance teaching and research at Lincoln University

I have taught COM2005 Human Communication, COM3000 Communication Theory, and COM4001 Research Methods. My project will help me in each of these courses and the university at large. In COM2005, I do a lecture on paradoxes and darkside communication which is a field of study in communication that examines the positives of negative behaviors and the negatives of positive behaviors. The findings of my study will be directly used in this course to give specific examples of the ways in which something like ostracism can have benefits to people's lives (a communication paradox).

In COM3000 Communication Theory, I can incorporate the findings of my study by teaching students about the theoretical underpinnings of my research and showing them the practical nature of theory. It can also be used to improve the syllabus.

In COM4001 Research Methods, I can talk about the process I went through to do my study and teach students the optimal ways to conduct interview research and how to develop themes. It will also be useful because I can show students a completed study of my own and the final product of the methods I am teaching them in class.

The project will enhance research at Lincoln University because it will culminate in a manuscript being submitted for publication in academic journals and for presentation at academic conferences. It will also add to the collection of research I've done in my career and demonstrate that the FRDC grants are directly supporting academic publications and research at Lincoln.

5. How the outcome of the project will be measured

The outcome of the project will be measured by whether I finish the manuscript and it gets accepted to an academic journal. I will also be measured by whether it gets accepted for presentation in the Interpersonal Communication Division at the 2026 Eastern Communications Association conference.

6. How, when, where, and with whom the project's outcome will be shared

The project and publication will be shared with my department, students, FRDC, and the university at large. I will also give the formal presentation at Lincoln, as required by the committee and during guest lectures through external organization and institutions. The manuscript will be shared in an academic journal. I will also be submitting a version of the manuscript to the Eastern Communication Association for presentation at the ECA 2026 conference.