Minutes
ICA Organizational Communication Division
Business Meeting
22 July, 1998
Jerusalem, Israel

Call to Order

The meeting was called to order at 4.45 p.m. by Patrice Buzzanell, who was standing in for Katherine Miller. There were 22 people in attendance.

Presentation of Awards

Patrice Buzzanell

Outstanding Member Award: Patrice Buzzanell reported that the Outstanding Member Award selection committee (Eric Eisenberg and Gail Fairhurst) had decided not to present an award this year.

Outstanding Student Paper Award: The Outstanding Student Paper Award was presented to Sandi Mann.

State of the Division

Membership:

The membership for the Organizational Communication Division (Division IV) is usually around the mid-500s. At last count, right before the Jerusalem conference, the Division membership count was at 450. Bob Cox, Executive Director of ICA, informed Patrice Buzzanell that the drop is typical during international conference years. Division IV is usually the 2nd or 3rd largest division in ICA.

Budget:

Patrice Buzzanell reported that the Division's budget was around $200. Patrice noted that in future the Division would receive additional funds from the ICA.

Major Expenses:

The major expenses included production of abstracts, administrative costs for reviews of paper submissions, and a cocktail party following the business meeting. There were no pre-conferences this year.

Major Support:
The production of abstracts was supported by Bowling Green State University. The administrative costs for paper reviewing were covered by the University of Kansas. The expenses for the new member breakfast were covered by the hotel. Major support for the cocktail party expenses came from the journal, Management Communication Quarterly - a tradition begun by the previous editor of MCQ, Katherine Miller.

Convention Details:

Overall the quality of submissions was up. ICA officers anticipated about 700 registrants. Between the new registrants and funding from the Israeli government and private donors, the conference should break even with no deficit in the overall budget (very unusual for an international conference). The Organizational Communication Division had 33 accepted papers and 28 panels. There were no interactive poster sessions.

There were approximately 15-25 attendees at each session.

Patrice Buzzanell announced the winners of the top 3 papers this year. The Top 3 Papers were authored by (i) Noshir Contractor, Robert Whitbred, Fabio Fonti, Andrew Hyatt, Barbara O'Keefe, and Patricia Jones, (ii) Janet Fulk, and Gerardine DeSanctis, and (iii) Larry Browning, Sim Sitkin, and Kathleen Sutcliffe. The respondent was Robert McPhee. The paper readers were Dave Seibold, Wendy Ford, Andrea Hollingshead, Renee Houston, Michael Kramer, Laurie Lewis, and Diane Witmer.

Dr. Edna Pasher, an Israeli management consultant, interjected the proceedings to introduce herself as the appointed liaison by the Israeli conference planners to ICA's Organizational Communication Division. She expressed her regret that there had not been better coordination between her and the Division. She also reminded members of a panel titled "The challenge of producing relevant knowledge in organizations: The case of the military" scheduled for July 24 (Friday) at 8.15 am. She was a presenter on the panel and expressed concern that the turnout would be very low because of end of the conference travel plans and tourist events that had been scheduled concurrently with this session. She asked members if she should cancel the panel. While many of those present acknowledged that they would not be able to attend, they expressed the belief that the session should not be cancelled.

Announcement of new Division Chair and Vice-Chair:

The new Division Chair will be David Seibold. The Vice-Chair will be Patrice Buzzanell.
Standing Committee Reports

Membership committee
Renee Houston

Renee Houston reported that following plans announced at last year's business meeting, the membership committee had obtained a list of subscribers to Management Communication Quarterly and had sent them a mailing encouraging them to join the Division. Also, following plans announced last year, attempts were made to increase cross-paneling programs with other divisions to increase the visibility of the Organizational Communication Division within ICA. Renee reported on an innovative double panel jointly sponsored by the Organizational Communication and the Information System Divisions titled "Self-organizing systems and human experience." The panel featured papers presented by a panel member other than the author. The author only had a chance to respond following the presentation and extensive discussions of the paper by other panelists and members of the audience. The panel also posted the full text of the papers on the Web prior to the conference.

Academic-Industry Task Force Suggestions
Colleen Keough (in absentia)

Colleen Keough, the chair of this committee was not in attendance. Patrice Buzzanell noted that typically the Task Force scheduled sessions at the ICA convention. This year there was no interest in scheduling such a meeting. She noted that last year there was a successful session involving industry and academic representatives examining the Saturn car company. In previous years, the task force had recommended various formats for such sessions including case analysis presentations and pairing academics and practitioners to work jointly on projects and papers. Noshir Contractor relayed a request by Colleen Keogh asking members to suggest sessions, including those that would leverage the large number of Silicon Valley professionals who would be in close proximity of the next ICA conference in San Francisco. Scott Hammond expressed an interest in proposing initiatives in this area.

Linda Putnam noted that this year the Intercultural Division had showcased community outreach by working with peace organizations in the area on communication issues. The reception from 15 such organizations was very positive. Linda expressed her hope that the Organizational Communication Division would become more involved in community engagement efforts next year. Edna Pasher noted interest by Israeli woman who have a strategic management association that integrates Academics, Businesses, and Consultants (ABC). Edna thought that the community outreach initiative and the Academic Industry Task Force should be combined. Patrice Buzzanell expressed
reservations suggesting instead the creation of a separate task force focusing on community outreach initiatives. For next year’s ICA convention, John Lammers suggested contacting the Center for Non-Profit Organizations at the University of San Francisco and the Association for Non-Profit Voluntary Action. Jeff Kassing suggested a workforce diversity panel for the ICA conference in San Francisco.

Redding Dissertation Award
Noshir Contractor

Noshir Contractor announced that this year’s Redding Dissertation Award was won by Mark Aakhus for his dissertation titled "The communication logics of computer-supported facilitative interventions: A study of the community of practice and social technologies surrounding the use of group decision support systems in process facilitation." The dissertation was completed at the University of Arizona under the direction of Professor Scott Jacobs.

Honorable Mention was awarded to William Kinsella for his dissertation titled "Power in atoms, power in discourse: The communicative production of a ‘Big Science’ research laboratory." The dissertation was completed at Rutgers University under the direction of Professor Stanley Deetz.

The awards were presented at the Top 3 panel. Noshir thanked the judges for this year’s competition: Eric Eisenberg, Robert McPhee, and Dennis Mumby.

Redding Award Endowment
Patrice Buzzanell

Patrice noted that the Redding endowment was sizable but remained unchanged from last year. At the ICA board meeting, Brad reported on the impressive growth of invested ICA money. At our business meeting, Peter Monge suggested we could put the Redding fund in a similar fund and earn more than our CD is currently earning. Noshir Contractor relayed word from Cynthia Stohl that following discussions at last year’s business meeting, a formal tribute profiling Charles Redding had been co-authored by Cynthia Stohl and Fred Jablin.

Newsletter
Patrice Buzzanell

The Newsletter had been produced at the University of Kansas and was now going to be taken over by Anita James at Ohio University, who has had previous experience in this role. She noted that from past experience she recognized that she was not editing a newsletter, but actually writing a newsletter. There was extensive discussion about whether the newsletter should be transmitted in electronic form, via email, file, attachments, and/or a web site.
Patrice Buzzanell noted that at least 20% of the members of the Organizational Communication Division did not report email addresses, and many may not have easy access to the Web. The consensus was to continue offering a print version of the newsletter. In the upcoming newsletter, Anita said that she would include a survey about whether we could put the newsletter online and eliminate the paper newsletter. Noshir Contractor, who is working on creating a web site for the Division, suggested that an electronic version of the newsletter could additionally be made available at this site.

**Ad Hoc Committee Reports**

Nominating Committee Report
Vernon Miller (in absentia)

Vernon Miller chaired the nominating committee and put together a slate of nominees. No nominations were taken from the floor. However, Patrice Buzzanell solicited a list of members who were interested in serving as chairs and respondents in San Francisco.

Nominees for Secretary- Robin Clair and Beth Ellis Nominees for Paper Reader - Joe Scudder, Vernon Miller, Mary Casey, Lexa Murphy, Ken Levine, Francois Cooren, Michael Holmes, Tracy Russo, Dean Krikorian, Jim SeSanza, Jaesub Lee, and Joe Schmitz.

New Member Breakfast Orientation
Patrice Buzzanell

Patrice Buzzanell announced that the new member breakfast was scheduled for the day after the business meeting. The Division abstracts were distributed to members attending the breakfast.

Division Abstracts
Lynda Dixon

Lynda Dixon announced that for the past two years Organizational Communication Division paper abstracts had been produced by support from departments. However, in previous years, the Division had also helped support this effort. She solicited volunteers who would take on this responsibility for the coming year. Scott Hammond (BYU) and Renee Houston (Rutgers) volunteered to compile abstracts for next year’s convention.

**New Business**
ICA Board Issues and Plans
Patrice Buzzanell

Patrice reported on the Board meeting that was held at the start of the convention. She noted that the customary second board meeting at the end of the convention had been cancelled. Division chairs were asked to report back directly to Peter Monge, Howard Giles, and Linda Putnam.

Only one division (Intercultural) had participated in community outreach efforts and there was hope that other divisions, including the Organizational Communication Division would be more involved next year.

Patrice mentioned that the ICA web site had been moved to USC, but the published address would remain the same. She reported that the ICA web site had expanded services.

In response to a question from Patrice, business meeting attendees were in agreement that there was need for innovation in terms of paper presentation formats. The traditional paper-respondent panel format was viewed as sorely inadequate. Alternative suggestions included poster sessions, "knowledge café," web-based or web-enabled interactive sessions, high impact sessions, high-density sessions, tables for discussion about one paper or one research idea.

Patrice reported that the ICA Board had announced that 100% of the division dues for the next year would be returned to the Division. Patrice noted that these additional funds could be spent on inviting speakers and other Division expenses. She invited members to suggest useful ways to invest these additional funds.

Patrice reported that the ICA Board had talked about putting together a committee to facilitate involvement by graduate students at the level of the association and the division. One goal of this committee was to improve retention of graduate student members. ICA was going to conduct a survey about graduate student needs. Nothing has been finalized yet. Patrice asked any interested parties to convey ideas to Noshir Contractor, Katherine Miller, David Seibold, or her.

Patrice reported that Larry Grossberg and Kathleen Jamieson had been inducted as ICA Fellows.

Patrice reported that the Rome conference organized jointly by ICA and NCA had been a success.

Patrice reported the schedule for upcoming conferences:

1999: San Francisco
2000: Acapulco, Mexico (this location was overwhelmingly favored in an electronic poll conducted by ICA)

2001: Washington DC or Philadelphia (ICA Board meeting attendees preferred Philadelphia; the attendees at the Organizational Communication business meeting voted 15 to 4 in favor of Philadelphia with 3 abstentions.)

2002: Seoul, South Korea

2006 (or sooner?) South Africa (Peter Monge and Bob Cox were headed to South Africa following the ICA conference to check out sites).

1999 Conference Plans (San Francisco)
Linda Putnam

Linda Putnam discussed the conference next year between May 27-31 in San Francisco. The theme of the conference is "Communication and Contradictions". The conference theme would focus on paradigms and oppositions in the field. Linda announced that the ICA reception would be held at the World Trade Center and events were also being planned at the San Francisco Museum of Modern Art. There would be buses arranged for wine tasting tours in the valley. The conference Theme sessions would be different from Division sessions. Linda urged members to reach out across divisions (preferably at least three divisions) to put together special theme panels.

Linda Putnam suggested that invited speakers could include Margaret Wheatley, Steward Clegg, Richard Rorty, and Diane Feinstein. Patrice Buzzanell relayed Kathy Miller's suggestion that Hochschild be invited and David Seibold's suggestion that we invite one of the following: Richard Scott, Warren Bennis, Jeffrey Pfeffer, Ed Lawler, or Jay Congor. Edna Pasher suggested inviting Peter Drucker, Bob Buckman, or John Seely Brown. John Lammers suggested Jerry Brown. Amanda Sturgill offered to help arrange a tour of Xerox Park. Janet Fulk suggested that we might consider web-casting some of the sessions.

Patrice also invited suggestions for pre-conference activities for the Organizational Communication Division. She noted that a doctoral consortium was being planned for San Francisco. She had received only positive feedback on the doctoral consortium held last year in Montreal. Noshir Contractor suggested a pre-conference workshop that would focus on professional issues facing junior faculty members. Peter Monge suggested a similar workshop for mid-career faculty, along the lines of one conducted by the Academy of Management. Phil Salem said that when we do the preconferences, we might
consider a way to socialize graduate students into doing more rigorous work. He suggested the Academy of Management model of theory building and critiquing sessions.

Announcements from the floor:

Edna Pasher invited attendees of the business meeting to her house on Friday (July 24th) night for dinner. She asked for a show of hands and a few said that they would be able to attend. However, several members expressed their gratitude at such a gracious gesture and reasoned that tours and travel plans would prevent many from accepting her invitation.

Robert McPhee announced a September 1 deadline for submission of essays for a competitive Organizational Communication Lecture Prize at Arizona State University. The essays could suggest, develop, or argue ideas, theories, or perspectives advancing knowledge about organizational communication. The winner would receive $1000 and travel expenses to present the lecture at Arizona State university on the evening of October 24th (Saturday), 1998. He invited members to send inquiries to him for further details.

*The meeting was adjourned at about 5:55 pm.*