ICA Organizational Communication Division, Business Meeting Minutes  
London, UK, June 20, 2013

Introduction of Officers and Approval of Minutes

Ted Zorn (Massey U) welcomed members and introduced the Officers: Chair: Past Chair: Janet Fulk (USC, Annenberg); Chair: Ted Zorn (Massey U); Vice-Chair: Craig Scott (Rutgers U); Secretary: Boris Brummans (U de Montreal); Secretary-Elect: Keri Stephens (U of Texas, Austin). Zorn asked members if they had read the 2012 OCD Business meeting minutes online, and asked for approval. No changes were made. Linda Putnam (UCSB) made a motion for approval and Michael Stohl (UCSB) seconded. The motion passed.

Conference Statistics

Zorn discussed paper submissions for the 2013 conference. There were 158 paper submissions (138 last year, 154 in 2011); 12 panel submissions (8 last year, 15 in 2011); 36 extended abstracts (for Research Escalator); 40 paper readers (38 last year, 46 in 2011); 57 papers, 5 panels and 35 extended abstracts were accepted. The acceptance rate was 52% for papers and panels, or 63% overall (i.e., including extended abstracts for the Research Escalator). This compares to 54% last year, 51% in 2011). ICA allocated 17 paper and panel session slots, (16 last year); 5 panels and 12 paper sessions were programmed, including: 2 high density panels and 1 double session (Research Escalator). ICA allocated 5 slots in the interactive poster session (5 last year; all slots were used).

Zorn talked about the extended session called the “Research Escalator.” He mentioned that 36 extended abstracts were submitted. The organizers were Mary Simpson (U of Waikato) and Johny Garner (TCU). Simpson and Garner reviewed all papers on two criteria: (1) fit with organizational communication and (2) potential to be developed into a viable paper. There were 10 clusters of 3-4 papers, 21 mentors, 2 to 3 per cluster. Zorn mentioned that we also discussed the value of the session and the issues with the mechanics of the session and he thanked the organizers for their extensive work.

Scott discussed the 2013 Doctoral Consortium preconference that he organized. There were 21 doctoral student registrations from 15 different universities across 5 different countries. The 13 faculty mentors were Kevin Barge, Boris Brummans, Patrice Buzzanell, Ling Chen, Johny Garner, Matt Koschmann, Shiv Ganesh, Anne Nicotera, Linda Putnam, Craig Scott, Keri Stephens, Paåde Turner, and Bart van den Hooif. The topics centered around notions of Expanding Your Scholarly Comfort Zone. We used STAR funds and division money to help support 6 students. Three of those students were present Angela Gist (Missouri) Bobby Rozzell (OU), Emily Dahln (UCSB) and Scott presented them their checks. Eric Waters (U of Texas), Trisha Hoffman (ASU), and Ashley Barrett (U of Texas) were also provided travel funds. Scott thanked the facilitators and participants and mentioned that we got a 9.6/10 on our student feedback.

Zorn mentioned that we co-sponsored a two part session with the PR Division titled, “Governance through communication: Stakeholder engagement, dialogue, and
corporate social responsibility.” The first part of this preconference occurred at Queen Margaret University in Edinburgh and the second part was held at the Cass Business School in London. Juliet Roper (U of Waikato) was the coordinator for OCD.

Zorn thanked all the 2013 conference paper readers plus the 2013 Conference Paper Reviewer Nominating Committee, consisting of Boris Brummans, Jennifer Gibbs (Rutgers), Bart van den Hooff (VU University Amsterdam).

1 Zorn mentioned two division practices that will be changed this next year. The first issue concerns self-citation

2 The second issue is double dipping. We will put this into our call for papers and we will not allow papers to be considered that are already in press or accepted for publication for the competitive paper sessions.

John Paul Gutierrez, the Communications Director for ICA spoke with our members and he asked for our help with press releases that he can use to promote our work. Anything newsworthy published in an ICA Journal or other journal, please send it his way and he will help promote our work. Anything CSR is extremely interesting.

Presentation of Division Awards

Brummans discussed the nomination procedures and the history of the W. Charles Redding Dissertation Award. This year, there were 13 dissertations submitted and the review committee included Boris Brummans (U of Montreal, Chair), David Novak (Erasmus U), Scott Poole (U Illinois UC), and Elizabeth Williams (Co. State U). Brummans thanked the judges and announced the winner: Jody Lee Shepherd Jahn (UCSB) “The Communicative Construction of Safety in Wildland Firefighting.” (Advisors: Karen Myers & Linda Putnam (UCSB). Jahn received a plaque plus a $250 check and Myers and Putnam received a plaque as well. Brummans thanked the committee for their hard work.

Dennis Mumby (UNC) discussed the history of the Fredric M. Jablin Award for Outstanding Contributions to Organizational Communication, read the citation for the winner, and announced the winner: Cynthia Stohl (UCSB). Mumby congratulated the winner and thanked the committee, constituted by Dennis Mumby, Janet Fulk, and Boris Brummans.

Zorn then explained the procedures for selecting the top papers. Zorn thanked the Top Paper Selection Committee, Jennifer Gibbs (Rutgers U), Ling Chen (Hong Kong Baptist U), and Bart van den Hooff (VU University Amsterdam).

The top student paper was awarded to Jaclyn Selby (USC) for her paper, “International Business Organisms: The Mimetic Code in Corporate Rhetoric and Transformation at IBM.” She received a certificate plus a $250 check and all three top student papers received travel awards. That included Sandra Evans (USC) and Riesch Mehta (USC).

Keri Stephens (U of Texas) explained that Waveland Press had generously donated $500 for the Top Interactive Paper award. The selection committee consisted of Claartje ter Hoeven (U Amsterdam), Josh Barbour (TAMU), and Keri Stephens (U of Texas). There were 21 eligible papers (5 poster and 16 in 2 high density panels). Selection criteria were: (1) visual quality; (2) interactive quality; and (3) research quality. Stephens discussed the selection process and explained that since two of the sessions have not yet occurred, we will announce the winner after the conference and the authors of that paper will receive a certificate plus the check.

**Reports**

Zorn reported on the ICA board meeting. We had a record-breaking number of submissions and record-breaking attendance at ICA 2013 in London. All ICA Journals except for Communication Yearbook will be online only by 2018. There will be an increase in membership dues on the ballot and they will go from $150-$195. This is the first increase in 5 years.

There is a new category “employment exception” to pay 75% membership and conference registration. The newly elected Editor of *Journal of Computer Mediated Communication* is Shyam Sundar (Penn State U) and the new editor of *CCC* is Rhadika Parameswaram (Indiana U).

Zorn mentioned that 60% of the ICA award committees were made up of non-US membership and 6 of the 7 were non-US chairs; but we need more submissions. Most award winners are from the US. Particularly noteworthy for our Division was that Dave Seibold (UCSB) received the Aubrey Fisher Mentorship Award. In addition, Zorn mentioned that Francois Cooren (U Montreal) became an ICA Fellow.

Cooren mentioned that Jim Taylor (U Montreal), author of the *Emergent Organization*, received the ICA Fellows Book Award.


Cynthia Stohl (UCSB) mentioned that Gail Fairhurst (U of Cincinnati) was the committee chair for the ICA Awards Committee and did an excellent job.

Cynthia Stohl talked with our division about Seattle 2014. This city has a light rail near the conference hotel and the hotel is right in the middle of downtown. The rooms are $135 a night with free wifi. The theme is “Communication and the Good Life” and Helen Wang is the chair. There will be a number of new formats including
“Blue Sky Thinking,” so read the call carefully this next year. Please fill out evaluation forms. We will try to organize a dancing event.

Craig Scott (Rutgers) added his recommendation to use the light rail. He mentioned that we are near the convention center. We will do something like the Escalator Session again for next year.

Dave Seibold (UCSB) asked about the conference’s timing. ICA is trying to push all conferences prior to June 1st to keep costs down.

**The ICA Board discussed the following questions:**

Journals: page length statements, new systems of intellectual property rights, options utilizing online publication norms, ways to support and promote the growth of intellectual communities around ICA journals.

The Board had an important discussion about plagiarism and the need for a clear policy. Zorn mentioned the use of Cross Check to check for plagiarism in ICA journals. Questions that were raised were: Should all papers be checked or just accepted ones? What to do if plagiarism is found? Should divisions check submissions to the conference for plagiarism? Zorn mentioned that this was an ongoing discussion, but that ICA will be developing a system for detecting plagiarism.

Zorn then discussed the division finances. The 2013 budget was $5090: This included the ICA allocation for 2013 of $3624, gift income of $1000 ($500 Waveland Press, $500 MCQ), and Star Fund of $466. The expenses were: $4900 (estimated to date). This included the reception of $1500, awards of $2500 ($300 additional contributed by ICA, Top Student Travel, Top Student Paper, Interactive Display Paper, Plaques). Research escalator $400, and the Doctoral Consortium of $500. This leaves a balance of $190.

There was a discussion that life members do not get a re-enrollment form to check off each year and do not have an opportunity to contribute to the STAR fund. The Chair or Vice Chair will look into the option of emailing life members. Dave Seibold (UCSB) suggested we look at Redding documents to find out about carry-over.

Dennis Mumby (UNC) inquired about the Redding Endowment total and Zorn said we will add that to the minutes. Following our meeting, we examined the endowment and found that it had a market value of $25,866.79 as of June, 30, 2013.

**Nominations**

Janet Fulk (USC) mentioned the members of the 2013 Vice Chair selection committee included Janet Fulk, Patrice Buzzanell (Purdue U), and Ling Chen (Hong Kong Baptist). She explained the procedures and announced the nominees for Vice Chair-Elect: Catrin Johanssen (Mid Sweden Univ.) and Bart van den Hooff (VU, Amsterdam). Van den Hooff presented his statement and Vernon Miller (Michigan State) read a statement on behalf of candidate Johanssen.

Brummans explained that the 2013 Conference Paper Reviewer Nominating Committee consisted of Brummans (Chair) Josh Barbour (TAMU) and Connie Yuan
(Cornell) and, and thanked them. The reviewer slate, solicited by the committee for 2014 was presented and included the following people: Hassan Abu Bakar, U Utara Malaysia, Malaysia; Joshua Barbour, Texas A&M U, USA; Hamilton Bean, U of Colorado Denver, USA; Nicolas Bencherki, SUNY Albany, USA; Brenda Berkelaar, U of Texas Austin, USA; Ryan Bisel, U of Oklahoma, USA; Mathieu Chaput, U de Montréal, Canada; Stacey Connaughton, Purdue U, USA; Jennifer Considine, U of Wisconsin Oshkosh, USA; Joelle Cruz, Clemson University, USA; Kathryn Fonner, U of Wisc Milwaukee, USA; Bernadette Gailliard, Rutgers U, USA; Johny Garner, Texas Christian U, USA; Jennifer Gibbs, Rutgers U, USA; Carole Groleau, U de Montréal, Canada; Lorna Heaton, U de Montréal, Canada; Alison Henderson, U of Waikato, New Zealand; Meikuan Huang, Calif State U, Stanislaus, USA; Jody Jahn, UC Santa Barbara, USA; Guowei Jian, Cleveland State U, USA; Matt Koschmann, U of Colorado Boulder, USA; Seungyoon Lee, Purdue U, USA; Paul Leonard, Northwestern U, USA; Adriana Casali Machado, U Federal do Parana, Brazil; Frédéric Matte, U de Montréal, Canada; John McClellan, Boise State U, USA; Lacy McNamee, Baylor University, USA; Jennifer Mease, C Intentional Leadership, USA; Vernon Miller, Michigan State U, USA; Debashish Munshi, U of Waikato, New Zealand; Jessica Neff, U of Southern California, USA; David Novak, Erasmus U, The Netherlands; Courtney Pade, U of Southern California, USA; Greg Paul, Millersville University, USA; Kevin Real, University of Kentucky, USA; Anne Rogerson, U of Wollongong, Australia; Zach Schaefer, Southern Illinois U Edwardsville, USA; Cui-hua Shen, U of Texas at Dallas, USA; Patty Sias, U of Arizona, USA; Chunke Su, U of Texas at Arlington, USA; Lu Tang, U of Alabama, USA; Claartje ter Hoeven, U of Amsterdam, The Netherlands; Yin-Leng Theng, Nanyang Technological U, Singapore; Jeffrey Treem, U of Texas Austin, USA; Bart van den Hooff, Vrije U Amsterdam, The Netherlands; Mark van Vuuren, U of Twente, The Netherlands; Consuelo Vasquez, U de Montréal à Québec, Canada; Myra Watkins Allen, U of Arkansas, USA; Matthew Weber, Rutgers U, USA; Stacey Wieland, Western Michigan U, USA; Kay Yoon, DePaul University, USA; Connie Yuan, Cornell U, USA; Norhafzea Yusof, U Utara Malaysia, Malaysia

Brummans explained that 32% of the people on the slate were not affiliated with a US institution. Nominations and self-nominations were then solicited from the floor. They included: 2 people: Kirstie McAllum (U of Montréal) and Disraelly Cruz (U of West Florida). Bummanas asked for a motion to close nominations, which was made and seconded. All members approved.

Results from previous elections: Since our elections are held on-line in the fall following our conference, we wanted to document that in the 2012 election for Secretary, Keri Stephens (U of Texas, Austin) was voted Secretary of our division.

New Business

Last year at the 2012 business meeting, Zorn talked about forming a committee for reviewing the OCD awards and possibly creating new ones, especially for recognizing young scholars. This committee was formed and the following members served: Boris Brummans (U Montréal, chair), Patrice Buzanell (Purdue U), Kathryn Fonner (U of Wisconsin-Milwaukee), Bernadette Gailliard (Rutgers U), Debashish Munshi (U of Waikato).
Brummans explained that there were no suggested changes to the Redding Award, Jablin Award, Top Paper, and Top Student Paper Awards, other than evaluation procedures. The committee presented proposals for new awards based on the following criteria: 1. advance ICA’s and the OCD’s mission; 2. recognize more high-quality work within the division; 3. draw attention to high-quality work that may be otherwise overlooked, especially work done outside North America (and perhaps also Europe); and 4. promote career achievements of individual members.

Their committee proposed two new awards. First, The Distinguished Scholarly Career in International Organizational Communication Research Award recognizes a scholar whose distinguished body of research appeals to an international audience, deals with one or more international problems, and/or involves collaboration with international organizations. Second, The Emerging Scholar in International Organizational Communication Research Award recognizes an emerging scholar whose innovative research, published in the preceding two to five years, appeals to an international audience, deals with one or more international problems, and/or involves collaboration with international organizations.

Discussion around these suggested awards followed. Stohl (UCSB) asked if these awards will be given annually? Brummans clarified that they will not necessarily be given annually and the determination will be based on the number of nominations.

Peter Monge (USC) expressed reservation about giving a specific international award. He felt that it suggests that our other awards are not international.

Linda Putnam (UCSB) asked for more clarification around the definition. Brummans mentioned that an award should be in line with ICA, similar to other organizations like NCA, but still being unique. We might want to focus the award on scholars whose work reaches beyond national boundaries.

Shiv Ganesh (Massey U) mentioned that we should focus on the international impact of the award instead of something about international communication.

Vernon Miller (Michigan) asked about the constitution of this award committee. Brummans clarified from the report.

Dennis Mumby (UNC) asked about a definition of the emerging scholar award and if we needed to clarify eligibility. Brummans clarified that seven years after the Ph.D. is the young scholar award definition for ICA Fulk (USC) mentioned the Jablin award is also being reconsidered.

The next two proposed awards were also discussed. The Distinguished Career in Engaged or Applied Organizational Communication Research Award recognizes a scholar whose distinguished body of research engages the community, represents group or organizational interventions, engages in advocacy and/or political policy work, or otherwise helps solve a communication problem relevant to the public. The Emerging Scholar in Engaged or Applied Organizational Communication Research Award recognizes a scholar whose innovative research, published in the preceding two to five years, engages the community, represents group or organizational interventions, engages in advocacy and/or political policy work, or otherwise helps solve a communication problem relevant to the public.
There was discussion around these awards. Vernon Miller (Michigan) suggested that there is redundancy between NCA and ICA in the awards and perhaps the two organizational communication divisions should talk. Mary Simpson (U of Waikato) said that she is not an NCA member and she suggests that we are an independent organization and dialogue is not necessary.

Stohl (UCSB) supported the notion that NCA and ICA should be thought of differently. ICA is focused on international growth. ICA Org Comm should decide how we want to celebrate our scholarship.

Matt Koschmann (U of Colorado) suggested that there could be overlap between the international and the engaged and applied awards and suggested we either try to be unique or combine awards.

Dave Seibold (UCSB) mentioned that one award is absent, mid-career (10-15 year, new Full), because we tend to focus on early or later career. He will be happy to submit a formal proposal if others agree.

The committee also presented a proposal to ensure fairness and objectivity in evaluating existing awards. The wording says, “Those in charge of forming awards evaluation committee should put effort into ensuring national, gender, and epistemological diversity.” Michael Stohl (UCSB) made a motion to accept this, Brummans asked for all those who say yes. The motion passed.

The committee suggested a change to the W. Charles Redding Dissertation Award and that change is to have four committee members instead of three and that the Organizational Communication Division Secretary seek balance in terms of method and epistemology when selecting the committee. Linda Putnam (UCSB) made a motion to accept it and there was unanimous agreement.

The committee also suggested a wording change for the Frederic M. Jablin Award for Outstanding Contributions to Organizational Communication. Their suggestion was to change its focus on service to our discipline, service to other disciplines, and service to society at large.

There was discussion. Linda Putnam (UCSB) said that initially it was about a lot of contributions and that service was a high criterion. Peter Monge (USC) said why not make this one scholarship and the others service. Dennis Mumby (UNC) said we made this award to honor Jabin and why change the meaning behind this award. Linda Putnam (UCSB) suggested we re-name it to include scholarship in the name.

Brummans said that the committee will take all this feedback and return next year with a modified proposal.

**Division Member Announcements**

MCQ – Ling reminded our division of the relationship MCQ has with our division. MCQ has received a large number of submissions and she hopes that continues from our division. She thanked our division for submitting and our reviewing.
Phil Salem (Tx State U) said that there will be an organizational communication position at Tx State. In addition, Look for an announcement about the book *Organizational Communication and Change*.

Scott D’Urso (Marquette U) and Jeremy Fyke (Marquette U) asked our members to participate in the organizational communication genealogy project and survey. They will provide an update at the Org. Comm mini conference at Illinois.

Zorn thanked Disraelly Cruz (U of West Florida) for being our reception organizer. Zorn thanked Scott D’Urso (Marquette U) for his work as Division Webmaster, Stephanie Dailey (U of Texas, Austin) for maintaining the Division Listserv. After this, Zorn gave special thanks to Brummans, Outgoing Secretary of the Division, and offered him a plaque. Zorn then asked for a motion to adjourn, which was seconded. The meeting was duly adjourned.