Convention Preview

Without a doubt, Dublin is the place to be June 24 - 29th this year! Organizational communication topics and issues will be featured in 20 different ICA programs. Division activities will kick-off with a day-long preconference on June 24th focused on Contemporary European Approaches to the Study of Organizational Communication. The preconference will be organized around presentations of four keynote speakers who will address issues related to the study of organizational symbolism (Barry Turner, Univ. of Exeter, UK); modernism, postmodernism and the analysis of organizational communication (Gibson Burrell, Univ. of Warwick, UK); critical approaches to the study of control, technology, rationality and communication in organizations ( Mats Alvesson, Univ. of Stockholm); and feminist theory and the study of organizational communication relationships, structures and processes ( Judith Marshall, Univ. of Bath, UK).

More information about the preconference and a registration form is contained elsewhere in this issue of the Newsletter.

Among the Division’s programs are 12 competitive panel sessions that include papers on modes and media of communication and information processing in organizations; inequity, communication "breakdowns" and conflict management; communication correlates of organizational commitment, identification and performance; approaches to analyzing and interpreting organizational discourse; communicating with intra- and extra-organizational audiences; organizational culture and ideology; argumentativeness, compliance-gaining and communication satisfaction; workplace communication cultures, goals and subsystem relationships; and career development and organizational socialization.

We are also sponsoring 4 divisional panels, including three focused on international issues in the study of organizational communication. One of these panels explores ways of broadening what we teach students about communication in organizations so as to reflect research, theory and practice about organizational communication from around the world. Participants in this panel will also include scholars from England, The Netherlands, Australia, Canada, Mexico, Spain and the United States. Another panel is focused on the organizational communication implications of the unification of the European Economic Community in 1992; among the participants in this panel is the Coordinator of Business Planning for Ford of Europe, Inc., who will serve as one of the respondents to papers. The third division sponsored panel concerned with international issues is an outgrowth of the Academic-Industry Task Force, and will consider "global" approaches to human resource management issues, consulting and corporate communication. Our other divisional panel explores the nature of organizational hierarchy, and in particular, focuses on the implications of alternatives to the
"traditional" hierarchical model for research and theory in organizational communication.

In addition to the panels that the Division has scheduled, we are also co-sponsoring with other divisions two international panels focused on the convention theme of "equality." We are sponsoring the Intercultural Communication Division panel exploring relationships between organizational communication, perceptions of equality, and national culture. With the Philosophy of Communication Division we are co-sponsoring a panel concerned with establishing an international set of ethics for organizational communication.

Based on its success at last year's convention, many programs at the Dublin meeting will include two respondents, one an academian and the other a practitioner. Practitioner respondents will include representatives of Andersen Consulting, AT & T, First Bank Milwaukee, Ford Motor Company, Rockwell International Space Transportation Systems, and Trans Union Corporation. Since the purpose of dual critics is to broaden the base of criticism that is offered to papers and to encourage the melding of research, theory and practice, the seven programs involving two respondents will contain fewer papers (four versus the traditional five or six), thus allowing more time for respondents' comments and general discussion.

Winners of the Top-Three paper competition are: Terrance L. Allrech and Jane Halsey, University of Washington for their paper on "Message Support in Mixed Status Pairs in a High Stress Occupation;" David O. Braaten, Kristen D. Bell, and Michael J. Cody, University of Southern California, for their paper "The Role of Social Explanations in Mediating Organizational Conflict;" and Gail T. Fairhurst, University of Redding Dissertation Award Endowment Fund Drive

The Redding Dissertation Award Endowment now contains slightly over $8500; no contributions were made to the endowment since the publication of the last Newsletter. We are only $1,500 away from the long-term endowment goal of $10,000. If you have not yet made a contribution to the endowment, please consider making a tax deductible contribution to the award (perhaps from an income tax refund?). Donations (payable to the "W.C. Redding Dissertation Award Endowment") can be sent to either ICA Headquarters or to Fred Jablin, University of Texas, Dept. of Speech Communication, Austin, Texas, 78712, USA.

Passing the Baton

At the close of the Dublin convention I will be ending my term as Chair of Division 4. As I look back upon the last six years in which I have served as Secretary, Vice-Chair and Chair of the Division, I recognize that we have accomplished much during this period. In particular, during the last few years we have sponsored a variety of preconferences, including our first European effort, which will occur at the forthcoming Dublin convention; we conducted our first Doctoral Student Consortium (an activity which will likely become a regular bi-annual Division event); we initiated a new member orientation and division coffee hour program (which has been so successful that most other divisions in ICA have institutionalized similar activities); we have prepared and distributed our own guide to the Division's convention programs; The Division 4 Paper Abstracts; the "dual" respondent program (the inclusion of a researcher/scholar and a practitioner as respondents on selective convention panels) was instituted, and has been quite successful in broadening the base of responses to conventional papers and involving practitioners in the Division; the Division 4 Newsletter has been given a new "look," including professional layout, type-set and new feature columns; we have continued our efforts to build membership by conducting periodic membership drives; the Division Task Force on Instrumentation has been so successful in its efforts to publish assessments of organizational communication instruments that their work is regularly featured in Management Communication Quarterly; we have attempted to expand and involve our international colleagues in divisional programs; and we have experienced a general increase in the number and quality of paper submissions for our annual convention.

Of all our accomplishments, however, I am most proud of the fact that we achieved our goal of providing long-term funding of the W.C. Redding Dissertation Award. While I may bemoan that we have not reached our ultimate goal of $10,000 in the award endowment, I must admit that I am also elated that we surpassed our minimum target of $6,000 and now stand only $1,500 away from the long-term endowment goal. While our ability to fund the endowment certainly reflects the respect and affection we hold for Charles Redding, it also says something about us as a group of professionals. This endowment was not built by largesse donations by one or two persons, but rather by donations of varying amounts by dozens of individuals. The Redding Dissertation Award recognizes the best research being produced by the graduates of our Ph.D. programs; the endowment that supports the award represents the commitment of the members of the Division to the future of the field.

The accomplishments of the Division over the last few years also reflect the high level of participation of our members in Division activities; the creativity and energies of the chairs and members of our committees and task forces; the dedication of our past and present officers who have devoted hours of their time to plan and implement programs; and the willingness of our members to provide leadership and expertise when called upon for assistance. The division is in a healthy state and we are a strong, visible and influential force within ICA.

In closing, I want to thank each of you for your support and advice, your enthusiasm, and your contributions to the Division during the period that I have been an officer. Although my tenure as an officer in the Division is at an end, I remain committed to the Division and plan to remain actively involved in Division 4 activities. I hope that each of you will also continue to actively participate in the Division, and provide Susan Hellweg, who will assume the office of chair in Dublin, with the same high level of support and assistance that I have received as chair.

Freddie M. Jablin, Chair Division IV

PEOPLE IN THE NEWS

Elizabeth Moore will assume a position as Associate Professor in Management, in the Graduate School of Management, at Macquarie University, Sydney, New South Wales 2109, Australia, as of July 1990.

Wayne Pace, Brigham Young University, reports that as part of the ICA conference in Dublin, the 1990 Training and Development Action Caucus will be convening. It will be held Tuesday morning June 26 from 7:30 to 9:00 a.m. The
topic is Communicating About and Training to Overcome Career Inequities. Three short presentations by speakers from Hawaii, the U.S. Mainland, and Sweden will be followed by open discussion of the topic and the development of plans for use when you return home. Of special interest will be the introduction of a training program on Work Vitality that may give you some great ideas.

Sue Dewio, Ohio University, reports that the School of Intercultural Communication at the university, hosted a visiting scholars program during the Spring of 1990. The program involved teaching a graduate class, working with faculty and students on research interests and giving a lecture, on their area of expertise, that was open to the public. The following researchers were included: University of Wisconsin, Milwaukee; Martha Solomon - University of Maryland; Bob McPhee - University of Wisconsin, Milwaukee; Randy Hirokawa - University of Iowa; Mary Anne Fitzpatrick - University of Wisconsin, Madison.

Linda L. Putnam, Purdue University, has been appointed to the editorial board of Negotiation Journal, 1990-1992. She is also a member of the advisory board for the Jossey Bass Series on Conflict Resolution, 1990-1993. She was elected vice-chair for the Power, Negotiation and Conflict Management Interest Group for the Academy of Management Association. Linda will also be the keynote speaker for the Australian Communication Association National Conference, Geelong College, University of Melbourne, July 11-14, 1990.

Case studies in organizational communication, edited by Beverly Davenport Sypker, will be published early this spring by Guilford Publications. The collection addresses a wide array of contemporary issues in the workplace including ethics, racial tension, sexual harassment, employee health, electronic mail and automation. The volume is made up of 20 different cases authored by leading scholars in the field. This is the first book Beverly Davenport Sypker will hold an administrative fellowship in the Executive Vice-Chancellor's office at the University of Kansas. She will be assessing internal communication strategies and making recommendations for specific communication-related projects. Dr. Sypker will also be working with faculty in Environmental Studies to examine the management of paper flow, staff in Affirmative Action to construct messages sensitive to minority groups, and in Institutional Planning and Research to develop methods for continued solicitation of faculty input on University related concerns.

Cal Downs, University of Kansas, will make two special presentations about communication audits at the Australian Communication Association meetings in Melbourne, July 11-14. He will also be a guest lecturer for a week in Loma Linda University, Riverside, California, June 18-22.

ANNOUNCEMENTS

CALL FOR PAPERS THEORETICAL APPROACHES TO THE STUDY OF COMMUNICATION, SOCIAL SUPPORT AND HELPING RELATIONSHIPS

A special issue of COMMUNICATION RESEARCH will focus on interdisciplinary approaches to understanding the process, structure and function of communication in social support and helping relationships. This issue is scheduled for publication in April, 1992. Especially desired are manuscripts emphasizing specific aspects of communication involved in social support. Particularly welcomed will be theoretically informed, data-based papers that include analyses of message forms, discourse forms, and/or relationship types where the reality of support is co-constructed between providers and recipients. The issue editors are interested not only in studies of functional patterns of supportive communication but also in investigations of processes involved in the communication of support. Please contact the editors regarding any questions about the appropriateness of topics. Deadline for this special issue is: Terrence Albrecht, University of Washington, Brunt Burleson, Purdue University and Irwin Sarason, University of Washington. Manuscripts should be prepared in accordance with the COMMUNICATION RESEARCH guidelines using APA style. Four copies should be submitted for editorial review by February 1, 1991 to Terrence Albrecht.

ACADEMY OF MANAGEMENT OFFERS JUNIOR FACULTY WORKSHOP

The Organization Behavior and Organization and Management Theory Divisions of the Academy of Management are jointly sponsoring a Junior Faculty workshop prior to the August 1990 Academy national meeting. The workshop will begin on Friday evening August 10th and continue to noon on Sunday August 12th. The workshop will be conducted by faculty including: Bob Drazin, Jane Dutton, Janet Fulk, Todd Jick, Alan Meyer, Lyman Porter, Rick Steers, and Bob Sutton. Presentations will focus on research, teaching, and different stages in an academic career.

ORGANIZATIONAL COMMUNICATION INSTRUMENTATION TASK FORCE PROJECT

The Division IV Task Force on Instrumentation invites the submission of manuscripts relative to the measurement of organizational communication variables. Manuscripts will be considered for publication in the Research Instrument Section of Management Communication Quarterly. For further information, contact one of the following project co-directors: Sue DeWine (Ohio University, Athens, OH, 614-593-4428), Howard Greenbaum (Hofstra University, Hempstead, NY, 516-333-5619), or Cal Downs (University of Kansas, Lawrence, KS, 913-864-3633).

Organizational Communication Division Convention Preconference

CONTEMPORARY EUROPEAN APPROACHES TO THE STUDY OF ORGANIZATIONAL COMMUNICATION

This preconference is designed to provide an orientation to a variety of contemporary European perspectives to the study of communication in organizations. Among the topics to be addressed by the keynote speakers are organizational symbiosis; modernism, postmodernism and the analysis of organizational communication; "critical" approaches to the study of control, technology, communication and consciousness in organizations; and feminist analyses of communication in organizations, power and structure in organizations. Discussions will respond to speakers' presentations, followed by informal discussion of the issues by all those in attendance. Participants will also have the opportunity to meet in small groups with each of the speakers. Background reading packets will be mailed to participants prior to the preconference.

Day/Time: June 24, 1990, 8:30 a.m. - 5:00 p.m. Registration Fee: $60.00 US (includes reading packet)

Maximum Enrolment: 50

KEYNOTE SPEAKERS:

Mats Alvesson, Business Administration, U of Stockholm, Sweden
Judi Marshall, Management, U of Bath, England
Barry Turner, Sociology, U of Exeter, England

DISCUSSION/DISCUSSION FACILITATORS:

Lary D. Browning, University of Texas at Austin, USA
Freddy M. Jablo, University of Texas at Austin, USA
Astid Kendal, Le Roche College, USA
Dennis Murray, Purdue University, USA
Patricia Riley, University of Southern California, USA

REGISTRATION FORM ON NEXT PAGE
Organizational Communication Division Preconference Registration Form

Contemporary European Approaches
to the Study of Organizational Communication

June 24, 1990
Trinity College
Dublin, Ireland

FEE: $50.00 US

__________________________________________  __________________________________________
Name                                                                                   Address

__________________________________________  __________________________________________
City                                             St/Pr                          Zip Code                           Country

                                       office telephone                  FAX Phone Number

Please Check Payment Method: Check ( ) MasterCard ( ) VISA ( ) Card # __________________     Expire __________

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Signature

Please return this form and your payment to: Workshops, ICA, PO Box 9889, Austin, Texas 78766 USA. If paying by credit card, you may FAX the form to 512-454-4221.

The registration fee includes a background reading packet which will be mailed to you shortly after your registration has been received at ICA headquarters. If you have any questions regarding the preconference, please contact Dr. Fred Jablin at (512) 471-1927; FAX: (512) 471-8500.