COM 5103: Theory and Applications of Organizational Communication
Spring 2020
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Textbook and Required Materials:

McDonald, J., & Mitra, R. (Eds.). (2019). *Movements in organizational communication research: Current issues and future directions*. New York, NY: Routledge.

Nicotera, A. M. (Ed.) (2019). *Origins and traditions of Organizational Communication: A comprehensive introduction to the field*. New York, NY: Routledge.

Course Description:

Organizations are the lifeblood of contemporary society and affect our lives in very profound ways. And while organizations are the lifeblood of society, communication is the lifeblood of organizations. In this course, we will learn more about the role of communication in creating and sustaining organizational life. We will explore topics such as organizational structures, processes, and agency; power and resistance; ethics, corporate social responsibility, and sustainability; identity, identification, and branding; organizational culture and socialization; gender and sexuality; difference, diversity, and inclusion; emotion and relationships in the workplace; group decision making and collaboration; leadership; change and change management; networks and technology; and crisis and resilience.

In our study of organizational communication, we will look at communication not as a variable that needs to be explained, but as what does the explaining. That is, we will see that organizational realities are not just represented through communication, but generated through complex and dynamic communication processes.

Learning Outcomes:

You should leave this course with a solid understanding of organizational communication research. Specific course objectives include:

- Understanding key moments in the development of the contemporary discipline of organizational communication
- Becoming conversant in current scholarly conversations regarding organizational communication research
- Becoming familiar with the organizational communication scholarly community
- Analyzing and outlining practical recommendations for contemporary organizations through case studies
- Engaging the course material on both theoretical and personal levels

Course Requirements

1. Classroom Citizenship: Classroom citizenship in this course is about being prepared for class, arriving to class on time, participating while in class, being mindful of others, and keeping up to date with all of your assignments. (10%)

2. Response Papers: In order to help you make sense of the readings and to generate discussion, you will write 5 short reading responses over the course of the semester. These papers should be 1–2 pages in length and demonstrate that you have completed the required readings for that week. In your papers, you can discuss what you found the most intriguing about the readings, your overall reaction to the readings, applications of the readings, and questions you have that we could discuss further in class. (5 x 2% each = 10%)

3. Application Papers: In order for you to reflect on the applications of organizational communication research, you will write two application papers. In these papers, you should identify and discuss a particular situation to which you can apply some of the material that we've discussed in class. This situation could be from your personal experiences, current events, or popular culture. Your job in the paper is to show how the course material helps us better understand and interpret the situation at hand. The application papers should be approximately 2–3 double-spaced pages and include an additional reference page. (2 x 5% each = 10%)

4. Annotated Bibliography: In order for you to become familiar with a specialized area of organizational communication research, you will prepare an annotated bibliography in which you summarize five peer-reviewed journal articles on an organizational communication-related topic. For each of the articles that you include in the bibliography, please discuss (1) the article's central argument and claims; (2) the article's strengths and limitations; and (3) the distinct contribution(s) that this article makes to the research literature. (10%)

5. Literature Review: Your major project in this course is to write a literature review in an area of research that is related to organizational communication and that is of particular relevance to your professional and academic goals. Any topic or problem that relates to "organizational communication" is suitable for the literature review.

Your literature review should demonstrate that you are an "expert" in the area of research that you examine. In your literature review, you should summarize the current conversations and debates in this line of research, as well as propose new directions for further inquiry. As such, this assignment requires you to consult and cite research that goes beyond the course readings (at least 10 different sources should be referenced). The literature review should be 10–15 pages in length. (30%)

6. Final Exam: Because this is a survey course, it is expected that you leave the course with a solid understanding of organizational communication research. The comprehensive exam is meant to be an opportunity to demonstrate your understanding of this research, as well as an

opportunity to prepare you for your department-administered comprehensive exam. More information will be provided later on in the semester.

SCHEDULE:

Date	Topic	Readings
Week 1	Welcome and Introductions	Read the syllabus

Week 2	The Scope of the Field	McDonald & Mitra (2019)
		"Introduction to the Field and to the Volume"
		    In *Movements* by McDonald & Mitra
		
		Nicotera (2019)
		"Organizing the Study of Organizational Communication"
		    In *Origins* by Nicotera
		
		Nicotera (2019)
		"Paradigms"
		    In *Origins* by Nicotera

Week 3	The Foundations of Organizational Communication	Kuhn & Kopczynski (2019)
		"Organizational Structures, Processes, and Agency"
		    In *Movements* by McDonald & Mitra
		
		Nicotera (2019)
		"Developments in the 20th Century"
		    In *Origins* by Nicotera
		
		Nicotera (2019)
		"Developments in the 21st Century"
		    In *Origins* by Nicotera

Week 4	Power and Resistance	Mumby & Plotnikof (2019)
		"Organizing Power and Resistance"
		    In *Movements* by McDonald & Mitra
		
		Zoller & Ban (2019)
		"Power and Resistance"
		    In *Origins* by Nicotera

Week 5	Ethics, CSR, and Sustainability	May, Fyke & Miller (2019) "Ethics, CSR, and Sustainability" In *Movements* by McDonald & Mitra May & Roper (2014) "Corporate Social Responsibility and Ethics" May, S., & Roper, J. (2014). Corporate social responsibility and ethics. In L. L. Putnam & D. K. Mumby (Eds.), *The SAGE handbook of organizational communication: Advances in theory, research, and methods* (pp. 767-789). Thousand Oaks, CA: Sage.
Week 6	Socialization and Culture	Kramer & Dailey (2019) "Socialization and Organizational Culture" In *Movements* by McDonald & Mitra Sias & Shin (2019) "Socialization" In *Origins* by Nicotera
Week 7	Emotion and Relationships	Tracy & Malvini Redden (2019) "Emotion and Relationships in the Workplace" In *Movements* by McDonald & Mitra Sias & Shin (2019) "Workplace Relationships" In *Origins* by Nicotera Katz Jameson (2019) "Conflict" In *Origins* by Nicotera
Week 8	Identity, Identification, and Branding	Cheney & Sullivan (2019) "Identity, Identification, and Branding" In *Movements* by McDonald & Mitra Scott (2019) "Identity and Identification" In *Origins* by Nicotera

Week 9	Gender and Feminist Theory	Pauly & Buzzanell (2019)
		"Gender and Sexuality"
		     In *Movements* by McDonald & Mitra
		
		Buzzanell (2019)
		"Gender and Feminist Theory"
		     In *Origins* by Nicotera

Week 10	Difference and Intersectionality	Parker & McDonald (2019)
		"Difference, Diversity, and Inclusion"
		     In *Movements* by McDonald & Mitra
		
		McDonald (2019)
		"Difference and Intersectionality"
		     In *Origins* by Nicotera

Week 11	Groups, Collaboration, and Leadership	Ervin & Keyton (2019)
		"Group Decision-Making and Collaboration"
		     In *Movements* by McDonald & Mitra
		
		Jian & Fairhurst (2019)
		"Leadership"
		     In *Movements* by McDonald & Mitra
		
		Barge (2019)
		"A Communicative Approach to Leadership"
		     In *Origins* by Nicotera

Week 12	Organizational Change, Networks, and Technology	Lewis & Sahay (2019)
		"Change and Change Management"
		     In *Movements* by McDonald & Mitra
		
		Lewis (2019)
		"Organizational Change"
		     In *Origins* by Nicotera
		
		Barley & Poole (2019)
		"Networks and Technology"
		     In *Movements* by McDonald & Mitra

Week 13	Crisis, Resilience, and Future Directions	Seeger & Mitra (2019) "Crisis and Resilience" In *Movements* by McDonald & Mitra Mitra & McDonald (2019) "Moving Forward" In *Movements* by McDonald & Mitra