

NCA 2020 – Organizational Communication Division
Business Meeting Minutes
November 17, 1:00-2:15 p.m. Eastern Time
Live Zoom Event via the Virtual Convention Central

- I. Trevor Parry-Giles came to ensure that Chair and Vice Chair were co-hosts of the Zoom room. Trevor wished everyone a great convention and exited the Zoom room.
- II. Opening – Meeting called to order at 1:03pm ET by Rebecca Meisenbach. Review of meeting agenda provided. Division officers introduced.
- III. Approval of 2019 Minutes – distributed on 11/11 (and in subsequent email notifications); no revisions or changes. So moved and seconded. Approved by acclamation.
- IV. Introduction to Division Report – Rebecca Meisenbach, Chair
 - A. Rebecca acknowledged the hard work and energy offered by Division officers during this challenging year, especially for the close collaboration between the Executive Committee and the Ad Hoc Committee on Diversity and Inclusion.
 - B. Encouraged Division members to read the open letter that was collectively generated after last year’s business meeting, which informed and guided the Division officers’ work to be and do better.
- V. Membership Update – Rebecca Meisenbach, Chair
 - A. Current membership: 715; slightly up from last year, which may be due to NCA’s rule changes that allowed everyone to join more divisions for free than in prior years. Most divisions’ membership likely increased as a result of the changes.
 - B. Implications of Past Chair’s resignation in November 2019: Immediate Past Chair usually serves in a number of roles for the Division, which have been distributed among current officers.
 - i. Rebecca Meisenbach represents our Division in NCA Nominating Committee.
 - ii. Dajung (DJ) Woo, Division Secretary, joins the Legislative Assembly as a Division representative, along with Rebecca Meisenbach and Paul Leonardi.
 - iii. Heewon Kim, Chair of Ad Hoc Committee on Diversity and Inclusion, serves in the Division’s Nominating Committee.
 - iv. Paul Leonardi served a second year as Chair of the Division’s Nominating Committee.
- VI. Budget Update – Rebecca Meisenbach, Chair
 - A. Balance of \$1,600 was divided among top four student papers.
 - B. Executive and Diversity Committee members completed “Intercultural Diversity Inventory Survey.” NCA Executive Director agreed to reimburse Rebecca Meisenbach for the cost (\$216).

- VII. Legislative Assembly – No report to be shared for the meeting is happening the next day (11/18) synchronously via Zoom.
- VIII. 2020 Convention Programming Report – Matthew Weber, Vice Chair
- A. 111 Papers submitted; 3 transferred to Scholar to Scholar; 1 transferred and accepted to another division; 66 papers paneled based on z-scores; 45 declined; Total of 59% paper acceptance rate.
 - B. Accepted extended abstracts (new this year) to give us opportunities to share work-in-progress and for emerging researchers to receive feedback; 46 extended abstracts submitted; 39 paneled based on z-scores; 7 declined; Total of 84% acceptance rate. Dajung (DJ) Woo and Vernon Miller co-organized the session.
 - C. 15 panel proposals submitted; 9 accepted and paneled.
 - D. 28 original slots granted to our Division; We are 5th largest interest group with panel slots; Requested and received 2 additional slots to program a diversity and equity town hall and 1 additional panel; Accepted invitations to co-sponsor 7 additional sessions with other divisions; Issued 2 successful invitations for other divisions to co-sponsor our panels; Total of 37 sessions sponsored and co-sponsored by our division this year.
 - E. Thanks to all 135 reviewers, 35 program chairs, and 30 respondents; Due to most paper sessions being in asynchronous format, program chairs did not have a role; Many respondents recorded video responses or volunteered to provide written comments in the online convention program.
- IX. 2020 Pre-Conference Report – Mahuya Pal, Incoming Vice Chair
- A. “Decolonizing and unconferecing: Social justice in organizational communication” (PC07) was sold out in early September; 75 registrants, including 33 faculty and 42 graduate students.
 - B. Thanks to co-organizer Heewon Kim and 15 panelists.
- X. 2021 Conference Planning – Mahuya Pal, Incoming Vice Chair
- A. Theme: Renewal and transformation
 - B. Venue: Downtown Convention Center in Seattle, WA, November 18-21, 2021
 - C. 28 panel slots granted to our division.
- XI. Report on Diversity and Inclusion – Heewon Kim, Ad Hoc Committee Chair
- A. The committee was formed shortly after the 2019 NCA convention on a voluntary basis and continued to accept new members. Thanks given to all members of the Committee for their active participation and contribution.
 - B. The Ad Hoc Committee and Executive Committee completed trainings and collaborated on Division’s statement on diversity, inclusion, and justice.
 - C. The Committee will be hosting Diversity Town Hall to discuss last year’s climate survey results and collective visions for the future of the Division, etc.
 - D. Ongoing discussion items include inclusive NCA programming, diversifying NCA submission types, promoting student voices, addressing disparities between members.

XII. 2020 Presentation of Awards – Angela Gist-Mackey, Awards Chair

A. Top Student Papers

- i. “An Assessment of Team Communication After a Leader’s Organizational Exit” by Emily Godager, Michael Coker, Benjamin Davis, & Kari Pink, University of Wisconsin-Milwaukee
- ii. “An Organizational Communication Ethics Approach to Direct-to-Consumer Genetic Testing” by Beatriz Nieto-Fernandez, University of South Florida
- iii. “Paradigms and Paradoxes: Beyond the Extant Approaches to Transparency” by Delaney Harness, University of Texas, Austin
- iv. “Putting on the Happy Meal Handcuffs: Organizing Communicative Resilience Amidst Unemployment” by Timothy Betts, University of South Florida

B. Top Papers

- i. “Driven by Fear: An Analysis of Fear Factors Predicting ESM Platform Use” by Jeffrey W. Treem, University of Texas Austin, Anu Sivunen, University of Jyväskylä, & Ward van Zoonen, University of Amsterdam
- ii. “Evolving Together: Exploring Dynamics of the Global Refugee Crisis and Related Multi-Stakeholder Issue Networks” by Jingyi Sun, University of Southern California, Aimei Yang, University of Southern California, & Adam J. Saffer, University of North Carolina Chapel Hill
- iii. “Exploring the Career Resilience Strategies of Women in the Early Stages of Traditionally Male Careers” by Patricia Gettings, University at Albany SUNY, & Elizabeth Dorrance Hall, Michigan State University
- iv. “Dando Las Gracias A Mis Papás: A Discursive Analysis of Perceptions of Callings Across Generations of Latinx Immigrants” by Virginia Sánchez Sánchez, Auburn University

C. Outstanding Article Award

- i. “Debunking Eurocentrism in Organizational Communication Theory: Marginality and Liquidities in Postcolonial Contexts” by Joëlle M. Cruz, University of Colorado Boulder, & Chigozirim Utah Sodeke, Eastern Illinois University

D. Outstanding Book Award (given to two books this year)

- i. “Sex and Stigma: Stories of Everyday Life in Nevada’s Legal Brothels” by Sarah Jane Blithe, University of Nevada Reno, Anna Wiederhold Wolfe, University of Texas A&M, & Breanna Mohr, University of Nevada Reno
- ii. “Feeding the Other: Whiteness, Privilege, and Neoliberal Stigma in Food Pantries” by Rebecca de Souza, University of Minnesota Duluth

E. Outstanding Edited Book Award

- i. “New Media in Times of Crisis” by Keri K. Stephens, University of Texas Austin

F. Outstanding Textbook Award

- i. “Qualitative Research Methods: Collecting Evidence, Crafting Analysis, Communicating Impact” by Sarah J. Tracy, Arizona State University

G. Service Engagement Award (given to two individuals who tied)

- i. Dawna Ballard, University of Texas Austin
 - ii. Kim Cuny, University of North Carolina Greensboro
 - H. Thanks given to all 12 members of Awards Nominating Committee, as well as 9 members of Awards Selection Committee.
 - I. Certificates will be mailed to award winners.

- XIII. New Business – Rebecca Meisenbach, Chair
 - A. Social Media Manager(s)
 - i. Division’s Facebook page has been managed by Joann Keyton, who will no longer be able to serve in this role moving forward;
 - ii. Called for volunteers who are interested and able to take on this role.
 - B. New Teaching and Mentoring Awards
 - i. Angela Gist-Mackey volunteered to chair this committee at last year’s business meeting. The Committee’s work included surveying existing teaching awards throughout the discipline; developing 3 subcommittees focusing on (a) awards description and criteria development, (b) nomination materials and process, and (c) awards evaluation process and rubrics; and reporting to the Executive Committee. Full descriptions of the new awards will be shared in the online voting page. Thanks given to 9 members of the Ad Hoc Committee.
 - ii. Proposed change: add teaching and mentoring awards to our bylaws and division practices.
 - iii. Rationale includes facilitating more inclusive award recognition for academic labor in organizational communication and providing an opportunity to support excellence in organizational communication pedagogy. Two members of the Committee (Anna Valiavska and Megan Kenny Feister) presented detailed rationale for the awards.
 - iv. Motion for adding new teaching and mentoring awards to the bylaws (article IV, section 7). Seconded. Approved by membership.
 - v. Discussion:
 - 1. Keri Stephens asked if the Committee considered giving separate awards for graduate students, non-tenure track, and tenured/tenure-track faculty members. Angela Gist-Mackey answered that there will be three teaching awards for each category. Award winners will be part of the top teaching panel and share about their practices.
 - 2. Joseph Lee asked about the nomination process and whether it would be possible for students to nominate their instructors who made meaningful impacts on them. Angela Gist-Mackey answered yes; the nomination process will be pretty open and include self-nominations.
 - 3. Josh Barbour suggested that “non-tenure track faculty” be rephrased differently, such as “specialized faculty,” so that it is not defined as an absence of something. Other ideas were shared in the Zoom chat, including “professional-track,” “career-line,” and

“contingent” faculty. The Committee will take and consider the suggestions.

4. Danielle Biss asked whether graduate instructors can be nominated even if they don’t teach organizational communication-specific courses. Angela Gist-Mackey noted that nomination criteria are strategically ambiguous such that the focus is more on pedagogical practices than what one teaches.
5. Craig Scott suggested requiring nominees to be members of the Division.
6. Loril Gossett suggested allowing video submissions (e.g., Zoom class meetings), which can be used for analyzing pedagogical practices. Angela Gist-Mackey noted that we need to be mindful of the digital divide and may consider making a video submission optional as part of the award package, instead of requiring it. Sarah Riforgiate noted in the chat that sharing videos would require student permissions.

C. New Standing Committee

- i. Proposed change: Add a standing Diversity committee to the Division, chaired by an elected person, with additional membership open to all interested.
- ii. Rationale: Last year, we voted to enact an ad hoc Diversity Committee. This committee has been essential in guiding the division in its Inclusion, Diversity, and Equity commitments. We feel it will serv a valuable role moving forward. Ad Hoc Committees are only expected to exist for a year in our current bylaws. This change allows the committee to continue functioning within our Division.
- iii. Motion for adding a standing Diversity committee to the bylaws (article IV, section 13). Seconded. Approved by membership.
- iv. Discussion:
 1. Heather Zoller asked to add the word “equity” to the committee’s name. Other members indicated support and suggested additional terms in the chat, including “accountability” and “access.” Several members suggested that we use NCA’s language IDEA (inclusion, diversity, equity, and access); other members suggested using JEDI (justice, equity, diversity, and inclusion).
 2. Dani Soibelman asked if participation in the committee would still be on a voluntary basis. Rebecca Meisenbach noted that we can specify the voluntary nature of the committee membership in the bylaws so that certain people are not “selected” to participate.
- v. Motion for adopting IDEA as the name of the new standing committee and including the language about voluntary committee membership in the bylaws. So moved. Seconded. Approved by acclamation.

D. New Officer Positions

- i. Proposed change #1: Create new division officer and executive committee member to serve as Graduate Student/Early Career Representative. The

individual should be a graduate student at the time of their election, but may have completed their degree prior to the end of their term.

1. Rationale: Such representation in the committee that makes decisions guiding the division is part of the effort in increasing the voice, inclusiveness, and a sense of belonging for our newest division members.
 - ii. Proposed change #2: Add the Awards Chair, IDEA Committee Chair, and Graduate Student/Early Career Representative as division officers and members of the Executive Committee.
 1. Rationale: The Awards Chair was functioning as an executive officer this year naturally, and this change reflects and respects that contribution; The newly formed IDEA Committee Chair should have voice in executive decisions; The Graduate Student/Early Career Representative should have voice in executive decisions.
 - iii. Motion for adding a new Graduate Student/Early Career Representative position to the bylaws (article IV, section 14). Seconded.
 1. Danielle Biss asked if there would be multiple representatives. Rebecca Meisenbach noted that there will be one at this time.
 - iv. Motion for adding Awards Chair, IDEA Committee Chair, and Graduate Student/Early Career Representative as members of the Executive Committee in our bylaws (article IV, sections 1 & 9). Seconded.
- E. Updating Division Nominating Committee Membership
- i. Proposed change: Shift the nominating committee to a broader representation than only Past Chairs of the Division.
 - ii. Rationale: The Chair role currently represents a 6-year commitment to the Division that represents an extraordinary commitment to and influence on the Division; The IDEA Committee and Graduate Student/Early Career Representative, in combination with the Immediate Past Chair, offer a blend of perspectives to help the division identify future division officers.
 - iii. Motion for changing the Nominating Committee membership to consist of the Immediate Past Chair, IDEA Committee Chair, and the Graduate Student/Early Career Representative in the bylaws (article V, section 1). Seconded. Approved by membership.
- F. Nominating Committee Election Results
- i. Proposed change: Shift language from a slate of 2 names to allowing possibility of more names coming from the Nominating Committee and allow for the regular possibility of online voting for announcing results.
 - ii. Rationale: Increasing representation is a key goal of our division, and limiting the Nominating Committee to only two candidates is not necessary; Online voting makes it possible to announce winners by the end of the business meeting.
 - iii. Motion for indicating “at least” two names to be submitted for each vacancy and indicating election results to be shared “within a month of that meeting if the election is conducted online” in the bylaws (article V, section 2). Seconded. Approved by membership.
- G. Revising the Division’s Purpose Statement

- i. Proposed change: Add “teaching” into a sentence at the end of the division’s purpose statement.
- ii. Rationale: We mention teaching in first half of section 2, but omit it from our discussion of embracing diverse approaches in the second half. This change clarifies our division’s commitment to teaching as well as research in our division’s purpose statement.
- iii. Motion for adding “teaching” in the last sentence of the Division purpose statement in the bylaws (article 1, section 2). Seconded. Approved by membership.

XIV. Nominations and Elections – Rebecca Meisenbach, Chair

- A. Nominees for Vice-Chair Elect
 - i. Clover Baker-Brown, Instructor, Prince George’s Community College
 - ii. Shawna Malvini Redden, Associate Professor, Sacramento State University
 - iii. Ming Xie, Assistant Professor, West Texas A&M University
- B. Nominees for Awards Chair
 - i. Rahul Mitra, Associate Professor, Wayne State University
 - ii. Donna Susan Mathew, PhD Student, Michigan Technological University
 - iii. Stephanie Norander, Associate Professor, UNC Charlotte
- C. Rebecca thanked the Nominating Committee, chaired by Paul Leonardi (2nd Past Chair) and consisted of Sarah Dempsey (3rd Past Chair) and Heewon Kim (substitute for the Immediate Past Chair).
- D. Nominations solicited from the floor
 - i. Dani Soibelman, PhD Student, University of Colorado Boulder, nominated for the Awards Chair position (declined the nomination).
- E. Motion for closing the nomination process. Seconded. Approved by membership.
- F. Information on upcoming online elections
 - i. Each candidate is asked to submit a statement to Division Secretary Dajung (DJ) Woo by Thursday, November 19.
 - ii. Voting on elections and bylaws will be open for 4 days, December 1-4.
 - iii. We will send an email to our entire membership when the election goes online. We will also post an announcement on our Facebook page.

XV. Additional New Business and Announcements (shared in the Zoom chat)

- A. Sarah Tracy shared, “Just a head’s up to keep your eye out for a virtual speaking series in April on pursuing #AltAC (alternative to academic) career paths I’m organizing funded by an NCA Advancing the Discipline Grant. It will feature folks with communication PhDs who now work in technology, organizational consulting, professional ethnography, academic administration as well as a few of our own division members who have done some significant organizational outreach even while being a full-time academic (Rahul). I know lots of folks are worried about the COVID / post-COVID job market, and hopefully this series will help expand career options!”

- B. Sarah Riforgiate shared, “I am editing a special issue of *Sustainability* on Emotional Communication Organizations and Sustainability. Please submit articles that might fit [the journal’s website URL].”
 - C. Angela Gist-Mackey shared, “I’d like to announce a new book titled *Confronting Equity and Inclusion Incidents on Campus* Edited by Dr. Hannah Oliha-Donaldson. To learn more visit [the publisher’s website URL]”
 - D. Matt Weber and several individuals encouraged Division members to join upcoming synchronous sessions throughout the week.
- XVI. Two NCA Vice President-Elect candidates (Walid Afifi & Bonnie Dow) joined the meeting for a possibility to speak to our Division members; but due to time limitation, they shared their statements and websites in the Zoom chat instead.
- XVII. Rebecca provided thanks to outgoing Awards Chair, Angela Gist-Mackey, for her service; Jeff Treem for staying on the Executive Committee a few extra months last year; Heewon Kim for stepping in to several roles in the Division as well as serving as Ad Hoc Diversity Committee Chair; members of the Executive Committee—Matt Weber, Mahuya Pal, Dajung (DJ) Woo—for all their work on planning this year’s convention; and members of our Division for expecting more.
- A. Members thanked Division officers for their labor and excellent leadership in the Zoom chat.
- XVIII. Gavel (virtually) passed to Matt Weber, incoming Division Chair.

Meeting adjourned at 2:25pm Eastern Time.

Submitted by Dajung (DJ) Woo.