

NCA 2019 – Organizational Communication Division
Business Meeting Minutes
November 16, 2019
Baltimore, MD
Baltimore Convention Center – Holiday Ballroom 5

- I. Opening – Meeting called to order at 3:31pm by Marya Doerfel. Review of meeting agenda provided.
- II. Caitlyn Reinauer - NCA Academic and Professional Affairs manager. Announced NCA initiatives. This year two programs were on environmentalism. Six videos are available on Youtube in Concepts in Communication. There is a new Spectra State of Communication Issue which has data on five aspects of the discipline. NCA is engaged in advocating with congressional aides for funding. There will be a new Diversity, Equity, and Inclusion strategic plan within a year. Request made to please fill out NCA Convention Survey.
- III. Justin Danowski, NCA Assistant Director of Governance and Membership. Announced a large uptick in membership in NCA and Convention registration since beginning of the year.
 - A. Question asked about future of CRTNET. Justin responded that the Executive Committee discussed and are working as a team to suggest what to do. Suggestions include considering shifting the server location, and whether there should there be a moderator. There are also ideas about having interest group forums, or member listservs. They plan to continue Calls, Positions, and Obits. They plan to have a plan within the next few weeks.
 - B. Question asked about membership over the past 10 years. Justin responded that membership fluctuates. Numbers were inflated post Centennial, and then Las Vegas. Membership continues to be very tied to Convention participation. They are thinking about ways to increase the value of membership.
 - C. Justin mentioned they will be able to conduct online elections for Division positions in the future.
- IV. Approval of 2018 Minutes – distributed on 11/10; no revisions or changes. So moved. Seconded. Approved by acclamation.
- V. Membership Update – Marya Doerfel, Chair
 - A. Membership Update: 2019 membership is 669 individuals, which is a decline from previous years (2016=914; 2017=885; 2018=737).
 - B. The Organizational Communication Division remains one of the largest divisions in NCA: Most NCA divisions have 100 – 300 members, and anything above 600 is considered a large division.

VI. Budget – Marya Doerfel

- A. Balance of \$1,610 for fiscal year. Any extra funds do not carry over.
- B. Expenditures include \$1,520 for awards for top students papers (4 awards), \$25 for certificate printing, and \$63 for NCA fees.

VII. Legislative Assembly Report – Paul Leonardi, Past Chair

- A. Shortest Legislative Assembly meeting.
- B. Regarding the Distinguished Scholar issues, they discussed several things including changing in the publication of the call for nominations, and implicit bias training for editors and editorial staff for reviews and submissions.
- C. NCA financials are strong. NCA often operates with a deficit at certain parts of the year as they await conference-related revenue.
- D. Conducted election of Leadership Development Committee positions for committees at the Association level.
- E. Passed a resolution condemning white supremacy.
- F. Establishment of Communication and and the Military interest group.
- G. Presentation of candidates for 2nd Vice-President of NCA.

VIII. Rebecca Meisenbach, Vice Chair – Submission and Programming Report

- A. 100 Papers submitted; 3 transferred to Scholar-to-Scholar; 1 transferred for consideration in another division; 76 Papers paneled (based on z-scores); 20 declined; Total of 79% acceptance rate.
- B. 33 original paper slots (5th largest interest group with panel slots); Two panels focused on social justice and critique of the field; OCD contacted NCA president to request two additional panel slots and that was granted; Also accepted invitations to co-sponsor 3 additional sessions with other divisions; We issued invitations for other divisions to co-sponsor 3 of our panels; 38 sessions total that are sponsored or co-sponsored by our division this year
- C. 17 panel submissions submitted and 15 paneled. In the future OCD will focus on more co-sponsorship with other panels.
- D. The large number of OCD reviewers (186 total) meant that most people only reviewed one or two papers.
- E. Thanks to 35 chairs and 30 respondents
- F. All of these reviewers, chairs, and respondents were identified by their participation in an online Qualtrics survey. Incoming Vice Chair, Matt Weber will be using this process again for 2020, which will be publicized via our listserv.
- G. Provided a space to invite panelists from the prior panel (OCD Top Paper Panel) to make any comments if they wished.
 - i. Jenna Hanchey, University of Nevada, Reno:

First, I want to note that feelings are running high right now; it is import to understand that. And it is tough to stand up here right now and respond to the response without having prepared. But it is important to recognize what happened: a panelist pointed out the difficulty of addressing the things we take as normative and normal to the discipline, and then is told that talking about those things is a threat to the discipline. Calling out white supremacy

in the discipline is seen as a threat to the discipline itself. I would like to pause on that for a second, that calling out the white supremacy underlying the discipline is taken as a threat to the discipline itself. Think about that for a second. Reflect upon what that means.

I encourage you to look at the literature on racialization and colonization. It is not an accident that those on the top paper panel speaking about racialization and colonization are white scholars. People of color who have written on these topics have historically been overlooked and ignored. Some of these theories and theoretical perspectives have been around for a long time and they haven't been taken up by the discipline. I encourage you to read the papers from this panel, read the references, and consider the arguments they make. We are white scholars making these arguments, but scholars of color have been making these arguments for years.

We can't deny that there is an underlying epistemology in the discipline that perpetuates the thinking of white, Western men, and I encourage everyone to think about what we can do that can change that.

ii. Peter Jensen, University of Alabama:

Change and progress don't happen by accident. Waiting for the time to come is not enough. Deliberately confronting these things that we have built, these taken for granted assumptions, is critical. Instead of erecting walls, we can reflect on the future and ways of change.

It is not enough to not be racist, we need to think about how can we can become anti-racist. And building that discussion around how to be anti racist is the direction that we need to take.

IX. Elections for Division Roles – Paul Leonardi, Past Chair

- A. Three immediate Past Chairs (the Nominating Committee) are responsible for assembling the slate of candidates.
- B. Positions of Vice-Chair Elect and Secretary up for election this year.
- C. Initial candidate slate was selected by the Nominating Committee
- D. Everyone nominated (provided or self-nominated) was contacted and asked if they wanted to run. Only those who affirmed a desire for candidacy were moved forward.
- E. Nominations for Vice-Chair Elect and Secretary solicited from the floor. None provided.
- F. Candidates for Vice-Chair Elect given opportunity to address the business meeting attendees. Candidates, in order of speaking:
 - i. Suzy D'Enbeau, Kent State University (not physically present, and provided statement read by Paul Leonardi)
 - ii. Mahuya Pal, University of South Florida

- G. Candidates for Secretary given opportunity to address the business meeting attendees. Candidates, in order of speaking:
 - i. Dajung (DJ) Woo, University of Tennessee
 - ii. Rahul Mitra, Wayne State University
- H. Individual ballots circulated for each position.

(Seven minutes taken distributing and collecting ballots)

- X. 2019 Pre-Conference Report – Matthew Weber, incoming Vice-Chair
 - A. Theorizing the Future of Work: Communication, Technology and Automation; Sold out three weeks before NCA; 40 registrants (no-shows may be an effect of the new registration system); 2/3 faculty and 1/3 graduate students.
 - B. Thank you to co-organizer Joshua Barbour and 9 panelists.
- XI. Presentation of Awards – Angela Gist-Mackey, Awards Committee Chair
 - A. Awarding & recognition of 2019 NCA OCD Top 4 Student Papers (winners received travel funds from the Division in addition to certificate of recognition):
 - i. Identity and the Secular-Sacred: The Communicative (Re)Shaping of Commemorative Space – Rebecca Costantini, Texas A&M University
 - ii. Beyond Inclusions: Survivor Voices in the Human Trafficking Movement – Sue Lockyer, San Francisco State University
 - iii. From #MeToo to #WeToo: Constituting Movement Identity in a Digitally Networked Context – Avigail McClelland-Cohen, Dalia van Zyll, Catherine Weatherly, University of California, Santa Barbara
 - iv. Communication for Organizational Survival: Balancing (Dis)Organizing Tensions Through Communicative Practice – William R. Smith, Illinois State University
 - B. Awarding & recognition of 2019 NCA OCD Top Papers (winners given certificate of recognition):
 - i. Rethinking Organizational Rhetoric: From Identification to Subjectification – Jenna N. Hanchey, University of Nevada, Reno & Peter R. Jensen, University of Alabama
 - ii. Surviving Organizational Tolerance of Sexual Harassment: An Exploration of Resilience, Vulnerability, and Harassment Fatigue – Jessica L. Ford, Baylor University & Sonia Rains Ivancic, University of South Florida
 - iii. Salience of Stakeholder Groups and Firms' Motivations for CSR in Three Market Economies: A Ten-Year Content Analysis of CSR Disclosure – Tae Ho Lee, University of Oregon
 - iv. Unlearning border defense, undermining white supremacist violence: Renewing the case for interdisciplinary inquiry in organizational communication – Kate Lockwood Harris, University of Minnesota, Twin Cities (Top Overall Paper)

- C. Awarding of Article, Book, & Service Engagement Awards (all winners given certificate of recognition):
 - i. 2019 Outstanding Article Award: Dajung (DJ) Woo, University of Tennessee, Knoxville – Reconceptualizing Interorganizational Collaborations as Tensile Structures: Implications of Conveners’ Proactive Tension Management
 - ii. 2019 Outstanding Book Award: Keri Stephens, University of Texas at Austin – Negotiating Control: Organizations and Mobile Communication
 - iii. 2019 Outstanding Edited Book Award: Consuelo Vásquez, Université du Québec à Montréal & Timothy Kuhn, University of Colorado at Boulder – Dis/organization as communication: Exploring the Disordering, Disruptive and Chaotic Properties of Communication
 - iv. 2019 Service Engagement Award: Sarah Dempsey, University of North Carolina, Chapel Hill

- D. Due to lack of nominations, the Outstanding Textbook Award was not presented this year.
- E. Thanks given to all members of the Division Awards Nominating Committee and Sub-committees.
- F. Thanks given to Angela Gist-Mackey for her work coordinating.

- XII. Presentation of Climate Survey, Marya Doerfel, Chair
 - A. Discussion of issues in the field regarding dominant structures (e.g., the existence of white supremacy).
 - B. Survey was a first step at gaining information about the make-up of current membership to identify where we can move forward from.
 - C. This is a first step at listening and gaining information from and about membership.
 - D. Recognition that this type of survey is not ideal, and risks reinforcing dominant structures, but seen as a productive first step in ongoing efforts.
 - E. Very conservative approach to offering specific suggestions.
 - F. Information offered related to survey respondents’ attributes related to preferred pronouns and self-identified race/ethnicity.
 - G. Themes in survey responses:
 - i. Opinion that division is too focused on research and narrowly focused on R1 institutions and scholars
 - ii. View that division has become largely unwelcoming of quantitative scholarship
 - iii. Leadership viewed as limited, dominated by scholars from R1 institutions
 - iv. Need for greater access for participation in division and sessions.
 - H. Recommendations and Discussion points offered:
 - i. Move voting to online
 - ii. Identify ways the OCD or NCA can engage those members who cannot physically attend annual meetings
 - iii. Add one or more teaching awards

- iv. Elaborate on CFPs for annual conference
 - v. Clarify expectations for leaders
 - vi. Leader nomination process and expectations of physical presence at NCA conventions
 - vii. Support accessibility
 - viii. Add a new committee tasked with division assessment of inclusion and diversity
- I. Conversation opened to the floor. No comments.
- J. Proposal offered to move voting for Division leadership online. Motion for online voting. Seconded.
- i. Anne Nicotera - Comment made that Health Communication Division does this and because it runs through NCA, which allows verification that those voting are division members.
 - ii. Loril Gossett – Asked about how people would be able to make individual statements associated.
 - iii. Rebecca Meisenbach proposed that they will seek more information from NCA regarding how this might work and will communicate to the Division.
- K. Vote conducted. Motion carried and affirmed
- L. Proposal offered for creation of award to recognize excellence in teaching.
- i. Craig Scott noted perhaps it would be better to establish committee to consider new teaching award
 - ii. Angela Gist -Mackey volunteered to lead committee. Volunteers asked to contact Angela after the meeting.
- M. Proposal for committee for ongoing assessment, diversity, and inclusion
- i. Heewon Kim commented that they should pursue not just membership representation, but also discussion of issues of diversity and inclusion initiatives.
 - ii. Motion for committee to be formed. Seconded. Approved by membership. Heewon Kim volunteered to lead the committee, and members were invited to sign up after the meeting.
- XIII. Election Results – Past Chair, Paul Leonardi
- A. Vice-Chair Elect – Mahuya Pal
 - B. Secretary – Dajung (DJ) Woo
- XIV. 2020 Conference Planning – Matthew Weber
- A. Communication at the Crossroads, Indianapolis, IN —Nov 14-17, 2019
 - B. OCD will have 28 session slots for 2019 conference.
- XV. Announcements and News – Due to time constraints a suggestion was made for announcements to be distributed using the Division listserv.
- XVI. Gavel (symbolicly) passed to Rebecca Meisenbach, incoming Division Chair.

- A. Rebecca provided thanks to elected officers, membership, her editorial assistants and advisees for assistance, and specifically recognized Dr. Anna Valiavska & Darvelle Hutchins for providing support in her role as Vice Chair.
- B. Recommended that all members attend the party sponsored by the journal *Management Learning* immediately following the Business Meeting.

Meeting adjourned at 4:50 pm.

Submitted by Jeffrey Treem.