Greetings from the MCQ Staff!

Here is our Fourth Quarter 2010 Newsletter. We have a number of exciting and provocative new papers to showcase for you as well as providing you with an update on our current news.

James R. Barker  
Dalhousie University  
Editor in Chief, Management Communication Quarterly

MCQ News

Coming in February 2011!

MCQ’s Thought Leadership Series

With the start of our 25th Volume, MCQ will begin a series of articles we call: Thought Leadership. Our new series will feature the best original thinking of organizational communication scholars and will crystallize and articulate those areas in which our field holds thought leadership; that is, those areas in which we have specific expertise and knowledge of key organizational studies problems. These essays will then articulate this expertise and knowledge in a way that is clear, accessible, and invitational for scholars outside organizational communication and serve as an essential benchmark for scholars within the field.

Our first essay in this series is Advancing Research in Organizational Communication through Quantitative Methodology by Vernon D. Miller, Marshall Scott Poole, and David R. Seibold with special contributions from Karen K. Myers, Hee Sun Park, Peter Monge, Janet Fulk, Lauren Frank, Drew Margolin, Courtney Schultz, Cuihua Shen, Matthew Weber, Seungyoon Lee, and Michelle Shumate.

Miller, Poole, and Seibold write that their paper showcases current best practices in quantitative organizational communication research by emphasizing their value in exploring issues of the day and their relation to other research approaches. Materials are presented around four themes: systematic development and validation of measures, including the use of mixed methods; multiple levels of analysis; the study of change and development over time; and relationships among people, units, organizations, and meanings.

Look for this important paper to lead our February 2011 issue and to appear soon under the MCQ On-Line First tab on our website. Look for more information on the
MCQ’s 2009 Journal Citation Report impact factor is 0.848. MCQ currently ranks 28th out of 54 ranked Communication journals and 70th out of 124 ranked Management journals.

Check out our new look website!  http://mcq.sagepub.com/

Featured in Our November 2010 Issue

Special MCQ Forum:  Organizational Communication in France

We continue our forum series on the global connectivity of Organizational Communication with our Special Forum on Organizational Communication in France edited by Francois Cooren and Sylvie Grosjean. This unique and engaging forum highlights a sample of the best research presently conducted by French Organizational Communication scholars. Because French remains one of the most spoken languages in the world, French scholars still tend to publish primarily in their home tongue, making their work relatively inaccessible to many organizational communication scholars. This special forum helps to bridge this linguistic gap and cultivates engagement, integration, and solidarity within our field.

Featured Articles

Organizational Assimilation: A Multidimensional Reconceptualization and Measure
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Organizational researchers are interested in how individuals negotiate their membership and assimilate into organizations largely because these processes appear to have important implications for how employees operate within the organization. For example, assimilation has been related to higher levels of identification, commitment, and satisfaction along with lower levels of turnover. Our study sought to understand more about the processes involved in assimilation that might influence and encourage such relationships. We propose and test a multidimensional view that suggests assimilation occurs through multiple interactional processes that vary along different dimensions of organizational life. Our findings demonstrate support for the multidimensional view of organizational assimilation and show the possibility for individuals to achieve higher levels of assimilation on some dimensions and not others. We encourage future research that better understands the complexity of assimilation by investigating the interactions involved in each dimension and the relationships among them. We also argue for the need to examine how assimilation processes might be different for members of lower ranked, marginalized, or underrepresented groups.

Upward Influence in Contemporary Chinese Organizations: Explicating the Effects of Influence Goal Type and Multiple Goal Importance on Message Reasoning and Politeness
XIAOWEI SHI & STEVEN R. WILSON
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In the workplace, one means by which employees voice their opinions and participate in organizational decision-making processes is through upward influence. Drawing on the literature on multiple goals, we proposed that employees must manage multiple, potentially conflicting goals (e.g., to be clear, to avoid upsetting their superior) when pursuing both personal or organizational objectives; and that employees may prioritize multiple goals differently depending on their primary influence goal. We...
collected data from employees at nationally-owned companies, privately-owned companies, joint ventures, and non-profit organizations in China. Participants rated the importance they placed on multiple goals, and their messages were coded for the presence of work- and self-focused reasons as well as the degree to which employees made their requests directly and expressed approval for their supervisor. Our key findings are, first, that Chinese employees who recalled pursuing personal versus organizational goals did seem to orient to these situations somewhat differently. Second, Chinese employees typically included multiple reasons in their upward influence messages. This relatively high level of reasoning corroborated previous literature regarding employees’ use of “rational-persuasion” as a primary strategy to engage in upward influence. Our findings raise several issues for future studies as researchers continue to search for both general patterns and culturally specific aspects associated with upward influence in the workplace.

Current Issue
Management Communication Quarterly
Volume 24, Number 4 (November 2010)

Articles

Ideal Selves as Resources for the Situated Practice of Identity
STACEY M. B. WIELAND

An Economic Industry and Institutional Level of Analysis of Corporate Social Responsibility Communication
AMY O’CONNOR & MICHELLE SHUMATE

Organizational Assimilation: A Multidimensional Reconceptualization and Measure
BERNADETTE M. GAILLIARD, KAREN K. MYERS, & DAVID R. SEIBOLD

Upward Influence in Contemporary Chinese Organizations: Explicating the Effects of Influence Goal Type and Multiple Goal Importance on Message Reasoning and Politeness
XIAOWEI SHI & STEVEN R. WILSON

Forum

Special Forum on Organizational Communication in France

Guest Editors: François Cooren and Sylvie Grosjean

Forum Introduction: Organizational Communication in France: An Overview of Current Research
FRANÇOIS COOREN AND SYLVIE GROSJEAN

Organizational Communication and the Renewed Issue of Information and Communication Technologies
ANNE MAYÈRE

French Approaches to the Performative Properties of Language at Work: An Overview
BERTRAND FAURÉ & ARLETTE BOUZON

For a Sociogenetic of Organizational Texts
ROMAIN HUÉT

Written and Oral Communication in the Workplace - Deployment, Stabilized Forms of Interactions and Workload: An Organizational Approach
PIERRE DELCAMBRE
A Communicational Approach to Organizations: A Framework for Analyzing Contemporary Rationalizations
JEAN-LUC BOUILLON

Coming in Our Next Issue
Management Communication Quarterly
Volume 25 Number 1, February 2011

Special MCQ Forum on Institutional Messages
Guest Editor: John C. Lammers

Forum Introduction: Institutionalism and Organizational Communication
JOHN C. LAMMERS

How Institutions Communicate: Institutional Messages, Institutional Logics, and Organizational Communication
JOHN C. LAMMERS

How Communication Institutionalizes: A Response to Lammers
ROY SUDDABY

How Institutions Communicate; or How Does Communicating Institutionalize?
CYNTHIA HARDY

Signifying Institutions
STEPHEN R. BARLEY

Papers in Press
Look for these papers to appear soon in the “On-Line First” tab of the MCQ website and in a future MCQ “Contents Alert” email from Sage Publications.

The Dialectics of the Exit Interview: A Fresh Look at Conversations about Organizational Disengagement
MICHAEL E. GORDON

Vocational Anticipatory Socialization (VAS): A Communicative Model of Adolescents’ Interests in STEM
KAREN K. MYERS, JODY L. S. JAHN, BERNADETTE M. GAILLIARD, & KIMBERLY STOLTZFUS

Rabid Fans, Death Threats, and Dysfunctional Stakeholders: The Influence of Organizational and Industry Contexts on Whistle-Blowing Cases
BRIAN K. RICHARDSON & JOSEPH MCGLYNN

Maintaining Order through Deviance?: The Emotional Deviance, Power, and Professional Work of Municipal Court Judges
JENNIFER A. SCARDUZIO

Blue-Collar Discourses of Workplace Dignity: Using Outgroup Comparisons to Construct Positive Identities
KRISTEN LUCAS

The Role of Organizational Identification in the Communicative Constitution of an Organization: A Study of Consubstantialization in a Young Political Party
MATHIEU CHAPUT, BORIS H. J. M. BRUMMANS, & FRANCOIS COOREN
Talking Up Failure: How Discourse can Signal Failure to Change
GAVIN M. SCHWARZ, BERNADETTE M. WATSON, & VICTOR J. CALLAN

Constructions of Leadership at the Intersection of Discourse, Power, and Culture: Jamaican Managers’ Narratives of Leading in a Post-Colonial Cultural Context
 MAURICE L. HALL

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Steve May is Associate Professor of Communication Studies at the University of North Carolina at Chapel Hill. His reviewing interests are organizational ethics, corporate social responsibility, power, discourse, and qualitative methods.

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**MCQ Notes**

MCQ’s current time from submission to first decision is 65 days.

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