

**HUMAN COMMUNICATION STUDIES
SEMINAR IN ORGANIZATIONAL COMMUNICATION
HCOM 525
FALL 2022
S. Irene Matz. Ph.D.**

Professor: Dr. S. Irene Matz
Associate Professor

Office Hours:
Tu/Th 7:30-8:30 a.m.
Th 3:00-4:00 p.m.
Or by appointment

Office: CP 420-11

Mail: CP 420

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Website: <http://commfaculty.fullerton.edu/imatz>

Class Meeting Time & Room

Schedule No. 22211

4:00 – 6:45 p.m.

CP 420-09

Course Description:

Theoretical postulates concerning managerial and organization communication. Research findings and case studies relating to communication determinants and organizational effectiveness. Communicative relationships among individuals, the work unit and the organization.

Prerequisites: HCOM 324, HCOM 326, HCOM 420 or admission to the graduate program.

Learning Goals & Assessments:

- Explore and critique organizational theories and perspectives
 - Assessment of your learning
 - Identify organizational theories and their implications
 - Critically analyze their application and effectiveness in organizational environments
 - Skill set to assess their success or failure
- Integrate theory and practices
 - Assessment of your learning
 - Able to transfer theoretical concepts into present day organizations
 - Analyze its effectiveness

appropriately. When sources are used, acknowledgment of the original author or source must be made following standard scholarly practice. Cases of plagiarism will constitute dismissal from the course with a failing grade.

Differently abled

Students with documented special needs are supported through the Disabled Student Service (DSS) office, UH 101, 657-278-3117 and as documented at www.fullerton.edu/disabledservices/. If you have a need, but have chosen not to register at the DSS office, please discuss with me so that I am aware and can make special accommodations for you. I cannot support you with special needs if you do not make me aware of these. I promise confidentiality, support, and understanding. I am here to make your life easier, not more difficult; I hope to gain your trust.

Emergency

<http://emergencypreparedness.fullerton.edu>. Make certain that the University has your updated and current contact numbers.

Health Services for Students

- CAPS 24/7 crisis phone services for students: (657) 278-3030
- YOU@Fullerton: A free and confidential wellness portal that connects students to academic, physical and mental health resources. Students should visit <https://you.fullerton.edu>.
- CAPS appointments for students: (657) 278-3040 or visit:
- <https://www.fullerton.edu/caps/>

<http://fdc.fullerton.edu/teaching/syllabus.php>

- ◇ Academic Dishonesty Policy
- ◇ Emergency Preparedness
- ◇ Undergraduate Student Learning goals
- ◇ General Education: Programmatic Student Learning Goals & Outcomes
- ◇ Graduate Student Learning Goals
- ◇ Student Learning Outcomes by Degree Programs
- ◇ Library Support
- ◇ Final Exam Schedule

Flexibility

Please allow for flexibility with our schedule due to class enrollment, class speakers, or other events that need a schedule adjustment. If assignment dates changed, it will always be to your advantage and give you more time not less. If there are changes, you always have the opportunity to hand the assignment in on the first deadline.

Assignments

All assignments are accepted on or before the due date. Assignments should be “professional” quality and must be completed and handed in for a final grade. Please type all assignments and use APA citation style. This is an upper-division course and it is expected that you will hand in quality work that includes grammar, syntax, spelling, and appropriate APA citation.

All assignments will be handed in both “hard copy” and online.

I do not offer extra credit assignments. If you complete the course requirements with commitment, you will have given ample time for this course and learning opportunities and to allow more assignments make it more difficult for you.

APA guide: <https://owl.english.purdue.edu/owl/resource>

If you need extra time or accommodations, please privately let me know. *I am here to help you succeed!*



ASSIGNMENT & ASSESSMENT PERCENTAGE

Attendance	30 points (2 Points each class)
Team Discussion	50 points
Research articles/share 10 @ 2 points	20 points
Short Paper	100 points
Interview Paper	100 points
Final Project/Research	200 points (100 points oral; 100 points written)
TOTAL POINTS	500 points

**FINAL POINTS
PLUS & MINUS GRADES**

500 – 465	A
464 – 450	A-
449 – 440	B+
439 – 415	B
414 – 400	B-
399 – 390	C+
389 – 365	C
364 – 350	C-
349 – 340	D+
339 – 315	D
314 – 300	D-

SCHEDULE
Thursday
Fall 2022

Date	Assignment	Readings
8/25	Welcome; Course Review; Introductions; Teams; Toast 	Matz
9/1	Changing World; Theories and Concepts; Review Eisenberg et al.	Matz
9/8	Globalization; Diversity Ting-Toomey; Gudykunst	Team One
9/15	Leadership; Implications; Followerships Northouse; Chaleff; Conger; Kouzes; Posner; Riggio; Chaleff; Lipman-Blumen ; Kellerman; Riggio; Goodall, Jr.; Gergen, Ginsberg	Matz
9/22	Hostile Workplace; Healthy Work Environment	Team Two
9/29	SHORT PAPER DUE; DISCUSSION	All
10/6	Ethics, Empathy; Bias; Emotional Intelligence Ferrell, Fraedrich; Perry; Goleman; Avenanti; Sirigu; Aglioito	Matz
10/13	Conflict; Negotiations; Mediation	Team Three
10/20	Collaboration; Team Building	Team Four
10/27	Groups; Hot Groups Lipman-Blumen; Levitt	Matz
11/3	INTERVIEW PAPER DUE; DISCUSSION	All
11/10	Work/Life Balance; Women & Minority Leaders Kellerman;	Team Five
11/17	Technology in a Modern World Guest speaker	Matz
11/24	THANKSGIVING; CAMPUS CLOSED	
12/1	Take aways! What did we miss!	All
12/8	FINAL PROJECT/PAPER DUE	All
12/15	Final; Dinner & Discussion	
	5:00 dinner at the Marriott, Fullerton; Matz host 	

ASSIGNMENTS

Weekly article (10 articles @ 2 points each)

Please research the weekly topic and bring in an article to discuss with the class. Hand in an abstract with bibliography and be prepared to discuss the article. Make it topical to our weekly conversation. Only one per week.

Short Paper (100 points)

You are responsible for selecting a journal article that relates to organizational communication. You may choose a topic from our course or any other appropriate topic (please submit an abstract for discussion and our mutual agreement). Today's conversations and challenges are plentiful – current events give us a variety from ethical concerns in organizations (government, business, education, medical, legal, others) to equity, diversity, biases, greed – the list is endless – chose a topic of interest and you want to know more about.

Your research should include the following:

1. A topic of interest to you and one that stimulates your intellectual curiosity.
2. Support your paper with **at least ten articles from scholarly journals and/or books that relate to the topic.**
3. Be prepared to give a 15-20 minute reflection of your paper and findings.
4. Write a paper that has a purpose statement of your findings; summarize the key points; discuss why this should be of interest to others; and advance an argument for future research on this topic.
5. Paper should be typed, double-spaced and **AT LEAST EIGHT PAGES – IT CAN BE LONGER.** Please include a separate title page with your name, topic, class title, semester, and professor in addition to a reference page. Use APA rules and standards.

Interview Assignment (100 points)

You are responsible for selecting a professional in your field of interest and scheduling an interview (in person, if possible; but in view of the concern with viruses, your interview can be virtual). Please use this as an opportunity to meet a professional and network in your field. I would rather than you not interview someone that you know, but rather another person who will expand your professional network. This is the best time and opportunity to network and connect with a professional in your field that could lead to future hire.

You should include the following:

1. Prepare questions for the interview; please discuss with your professor before you interview the person. Send the questions to your interviewee before your meeting so that the person has the opportunity to think about the responses.
2. Take one or two of our class discussion topics and as the interviewee's insights and experiences with these topics. This will prove invaluable because you will have the opportunity to apply our course theories and concepts to "real world" experiences.

3. Write a paper that includes (1) background information on your profession; (2) the interviewee's background; (3) the responses to your questions (in paragraph format and not question and answer; have theme paragraphs); (4) the course topics and the responses; and any other information of interest.
4. Your paper should be at least 10 PAGES; HOWEVER, IT CAN BE LONGER with at least 10 references or more.

Team discussion (50 points)

You and your team partner will lead the topic discussion for the week. Each team is responsible for the following:

1. Additional research (5-8 outside sources for your discussion) journals or scholarly articles that will provide more insight into your topic.
2. Prepare a list of questions that will stimulate discussion of your topic. These should be given to class members one week prior to your discussion. This will aid the class in preparation for your topic.
3. Turn in a summary of your readings. The summary should be at least four to five pages (types, double-spaced) in addition to a reference page of your readings.
4. You can bullet point your research/articles with a summary for each.
5. You will have one hour to conduct your discussion followed by a question and answer period for questions from your classmates and professor. Sometimes, it is the Q&A period that provides more insight into your topic. Make it fun!

Final Project (200 points; 100 points written report & 100 points oral report)

You and your partner (we will decide during the first class if you want to stay with the same person or with another); you will take a movement, a project, an undertaking, or other and explore the following:

- Describe the project, movement, or whatever you decided to explore. What is it; how many people are involved.
- What is its mission; funding; profit or nonprofit; volunteerism, etc.
- Look at their communication (direct, formal, interactive, interdisciplinary, intercultural, other); look at patterns, hierarchical structure, communication flow.
- How does their project, movement, undertaking affect others? The community, nation, world.
- What are some of the influences of our study, for example, conflict, collaboration, leadership, ethics, compassion, groups, other.
- Your study and final paper should be scholarly in referencing theories, concepts; however, what is the reality of its effect on others, communities, national or the world.

I will describe an example of an individual's effort that affected young women in Afghanistan by using music into their world and influencing their lives. The creator of this project is Lanny Cordola, a musician and supported by Kiefer Sutherland, actor, and others. It would be an example like this one that you would investigate and write about using the above direction.

This is just an example, and it doesn't have to be something similar. Be innovative, investigative, and creative in your selection and writing your final paper. I want you to find something meaningful that will be resourceful for not only you, our class, but others, as well. There is no right or wrong selection – it is your choice, just allow us to discuss before you begin your research. This is an idea that I had after seeing Lanny Cordola's GMA interview and segment – how could I incorporate something like this into my class that promotes an exciting assignment.

Course references:

Auger-Dominguez, D. (2022, May 03). When Your Efforts to Be Inclusive Misfire. *Harvard Business Review*. Retrieved from <https://hbr.org/2022/05/when-your-efforts-to-be-inclusive-misfire>

Bennis, W. & Thomas, R.J. (2002). Crucibles of Leadership . *Harvard Business Review*. Retrieved from <https://hbr.org/2002/09/crucibles-of-leadership>.

Cornum, R., Matthews, M. D. & Seligman M. E.P., Comprehensive Soldier Fitness: Building Resilience in a challenging institutional context. *American Psychologist* 66, No. 1 (January 2022), 4-9.

Drucker, P. F. (2005). Managing Oneself. *Harvard Business Review*, Best of HBR 1999 (2005). Retrieved <https://www.scub.edu-ecarter2/CSUF.MKTG>

Gergen, D. (2022). *Hearts Touched with Fire*, New York: Simon & Schuster.

Ginsberg, G. (2021). *First Friends*, New York, Twelve Hachette Book Group.

Kearns Goodwin, D. (2018). *Leadership in Turbulent Times*, New York: Simon & Schuster.

Kearns Goodwin, D. (2008). *No Ordinary time: Franklin & Eleanor Roosevelt: The Home Front in World War II*. New York: Simon & Schuster.

Morse, G. & Bohnet, I. (2016). Designing a Bias-Free Organization. *Harvard Business Review*, <https://hbr.org/2016/07/designing-a-bias-free-organization>.

Rivera L. A. (2012). Hiring as Cultural Matching: The Case of Elite Professional Service Firms. *American Sociological Review* 77, no. 6 (December 2012).

Dear Graduate Students,

Let's make this a meaningful semester that you'll value and remember long after the end of the semester's end. I Matz

