Greetings from the MCQ Staff!

Welcome to the first newsletter of 2016! Continue reading for MCQ news and featured articles as well as lists of current and upcoming ones. As always, we present some of our Editorial Board members to our readers.

MCQ News

I am excited to share the first MCQ newsletter under my editorship! This issue highlights two fascinating articles from the current issue, a peek at the table of contents of that issue, as well as articles published online that will appear in later issues. In addition, we highlight three new additions to the MCQ Editorial Board – Hamilton Bean, Maurice Hall, and David Novak. We welcome their expertise and insights to the EB.

I also want to welcome Dr. Kevin Barge as a new Associate Editor for MCQ. His expertise in leadership, discourse, and organizational change are a wonderful addition to the MCQ editorial process. Finally, I wish to take this opportunity to thank Dr. Jennifer Gibbs for her service as an Associate Editor for MCQ. She is stepping away from that role to take on other editorial duties. Jenn’s insights have been invaluable to the journal and instrumental in our continuing to publish research of the highest quality.

- Patty Sias, Editor-in-Chief

MCQ Note

MCQ's current average time from submission to first decision is 53 days.
Featured Articles

Hypertextuality and Social Media: A Study of the Constitutive and Paradoxical Implications of Organizational Twitter Use

OANA BRINDUSA ALBU and MICHAEL ETTER

This study investigates how two organizations use Twitter to interact with their constituents by using communication-centred and socio-materiality perspectives. The authors focus particularly on the role of hashtags in supporting new media communication strategies. Using multiple data collection methodologies, the authors illustrate how Twitter interactions via hashtags become a collective construction and gain agency in representing the organization as a collective actor. In fact, the authors argue that a hashtag becomes a hypertext that allows individuals to compete conversationally and construct it in ways that bring about organizational transformation. The article concludes with the findings’ relevance to practitioners, limitations, and directions for future research.

Embracing Discursive Paradox: Consultants Navigating the Constitutive Tensions of Diversity Work

JENNIFER J. MEASE

By focusing on the voices of diversity professionals, this study seeks to approach diversity work from the perspectives of those who create and conduct diversity initiatives and highlight the tensions inherent to diversity work. This study builds on work that demonstrates how organizational constructions of human differences contribute to social bias in terms of gender, race, and sexuality. Interviews with 19 diversity consultants and the resulting analysis and conclusions reveal the ways in which these professionals manage the dual demands of social justice imperatives and organizational goals and priorities. Categorically, this study focuses on two discursive paradoxes that emerge in consultants’ talk about diversity work. The article concludes with theoretical contributions, insights for diversity practitioners, and areas for further investigations.

The Current Issue

Management Communication Quarterly
Volume 30 Number 1 February 2016

From the Editor-in-Chief

PATRICIA M. SIAS
The Current Issue (contd.)

Articles
Hypertextuality and Social Media: A Study of the Constitutive and Paradoxical Implications of Organizational Twitter Use
OANA BRINDUSA ALBU and MICHAEL ETTER

The Mediating Effect of Leader–Member Dyadic Communication Style Agreement on the Relationship Between Servant Leadership and Group-Level Organizational Citizenship Behavior
HASSAN ABU BAKAR and ROBERT M. McCANN

Embracing Discursive Paradox: Consultants Navigating the Constitutive Tensions of Diversity Work
JENNIFER MEASE

Research Notes
Do We See Eye to Eye? The Relationship Between Internal Communication and Between-Group Strategic Consensus: A Case Analysis
SEBASTIAN DESMIDT and BERT GEORGE

Developing and Re-Developing Volunteer Roles: The Case of Ongoing Assimilation of Docent Zoo Volunteers
MICHAEL W. KRAMER and MARY ANN DANIELSON

Forum Essay
Communication Perspectives on a Luxury Brand Organization: The Case of Georg Jensen
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OnlineFirst
Contributorship and Partial Inclusion: A Communicative Perspective
NICOLAS BENCHERKI and JAMES P. SNACK

Adapting Safety Rules in a High Reliability Context: How Wildland Firefighting Workgroups Ventriloquize Safety Rules to Understand Hazards
JODY S. JAHN

Manager Responses to Employee Dissent About Psychological Contract Breach: A Dyadic Process Approach
MELANIE DeRUITER, RENE SCHALK, and ROBERT J. BLOMME

Democratic Work at an Organization-Society Boundary: Sociomateriality and the Communicative Instantiation
DAVID R. NOVAK
OnlineFirst (contd.)

What Does Really Matter in Technology Adoption and Use? A CCO Approach
THOMAS MARTINE, FRANCOIS COOREN, AURELIEN BENEL, and MANUEL ZACKLAD

Supervisor Moral Talk Contagion and Trust-in-Supervisor: Mitigating the Workplace Moral Mum Effect
ALAINA C. ZANIN, RYAN S. BISEL, and ELISSA A. ADAME

Papers in Press

Redefining Disaster Preparedness: Institutional Contradictions and Praxis in Volunteer Responder Organizing
JOSHUA B. BARBOUR and JACQUELYN N. MANLY

Building a Rock-Solid Slide: Management Consulting, PowerPoint and the Craft of Signification
ALARIC BOURGOIN and FABIAN MUNIESA

The Emergence and Evolution of Social Networking Sites as an Organizational Form
MATTHEW S. WEBER, JANET FULK, and PETER MONGE

Editorial Board

Each newsletter profiles a selection of our editorial board members for our readers.

Hamilton Bean is Associate Professor of Communication and Director of the International Studies program at the University of Colorado, Denver. He is affiliated with the National Consortium for the Study of Terrorism and Responses to Terrorism, and is an Adjunct Fellow with the American Security Project. His recent publications include a co-authored article, ‘De-constituting Al-Qaeda: CCO theory and the decline and dissolution of hidden organizations,’ in Management Communication Quarterly and a single authored chapter, ‘Privatizing intelligence,’ in the Routledge Handbook of Private Security Studies. His research and reviewing interests include institutional and organizational discourse, rhetoric, change, strategic communication, intelligence and security, and public warning.

Hamilton Bean
University of Colorado,
Denver
Editorial Board (contd.)

Maurice Hall is Associate Professor and Department Chair for The Communication Department at Villanova University. His recent publications include a chapter, ‘(Re) Thinking conceptualizations of Caribbean immigrant identity performances: Implications for intercultural communication research’ in *Identity Research and Communication: Intercultural Reflections and Future Directions* and a peer reviewed journal article, ‘Constructions of leadership at the intersection of discourse, power and culture: Jamaican managers' narratives of leading in a post-colonial cultural context’ in *Management Communication Quarterly*. His research and reviewing interests are leadership, sense-making, cross-cultural leadership, the impact of culture on leadership and sense-making, postcoloniality, and leadership in post colonial contexts.

David Novak is Visiting Assistant Professor at DePaul University. His recent publications include a co-authored articles, ‘You can't run your SUV on cute. Let’s go!: Internet memes as delegitimizing discourse’ published in *Environmental Communication* and ‘Food changed my life: The Chef Jeff Project and the politics of rehabilitative cooking’ published in *Critical Studies in Media Communication*. His research interests relate to communicative constitution, sociomateriality, and power and he is particularly interested in the roles of current and future research methodologies in understanding sociomaterial views of communication. His reviewing interests are sociomaterial organizing, democracy, organizational culture, and social change work, especially from interpretive and critical perspectives.

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