Greetings from the MCQ Staff!

I can't believe this is the November newsletter already, and the final one for the year. The year has gone by quickly and I've enjoyed providing you these quarterly updates. It was great to see many of you at the NCA convention in Philadelphia last week! I hope you found it as invigorating as I did. As always, this issue highlights two 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 two members of the MCQ Editorial Board – Matthew Weber and Jeffrey Kassing.

Patty Sias
Editor-In-Chief

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MCQ News

2015 Article of the Year Award Presentation at NCA

Stacey Tye-Williams and Kathleen Krone were presented with the MCQ 2015 Article of the Year Award at the Editorial Board meeting held in Philadelphia at the National Communication Association Convention November 12, 2016. Access their award-winning article: Chaos, Reports, and Quests: Narrative Agency and Co-Workers in Stories of Workplace Bullying.

Pictured left to right: Stacy Tye-Williams, Patty Sias, and Kathleen Krone
Awards for MCQ Publications

Anita Taylor Outstanding Published Article Award

I am pleased to announce that an MCQ article was awarded the Anita Taylor Outstanding Published Article Award, given by the Organization for the Study of Communication, Language, and Gender (OSCLG)! The article, coauthored by Patrice Buzzanell, Ziyu Long, Lindsey B. Anderson, Klod Kokini, and Jennifer C. Batra, is titled “Mentoring in Academe: A Feminist Poststructural Lens on Stories of Women Engineering Faculty of Color.” The study, which analyzed mentoring narratives provided by women on color faculty in engineering, revealed how university mentoring systems resulted in these mentees’ perceptions and experiences of ambiguity, vulnerability, and (dis)enchantment. Their findings provide important theoretical insights into communication and mentoring, as well as valuable insights for improving mentoring processes for women of color in the academy and in STEM workplaces. You can find the article here:


NCA Applied Communication Division Best Special Issue Award for 2015

I am also happy to share the news that MCQ’s special issue on Hidden Organizations won the Best Special Issue award from the Applied Communication Division of the National Communication Association. Congratulations to Craig Scott, Guest Editor of that special issue, which addresses communication practices and processes of organizations that operate largely out of view and “in the shadows.” You can access the special issue at:

http://mcq.sagepub.com/content/29/4.toc
**Featured Articles**

**Expertise Without Experts: Practices and Performances of Knowledge-Intensive Firms**

JEFFREY W. TREEM

Treem analyzes recurring communicative practices at two PR or knowledge-intensive firms (KIFs) to examine how these practices allow individual workers to produce representations of work that perform organizational expertise. The caveat to these KIFs is their lack of strong ties to professional groups or exclusive jurisdiction in a technical domain that unequivocally communicates organizational expertise. The findings reveal how workers engage in a practice-based or performance of organizational expertise in order to establish legitimacy in the absence of esoteric knowledge. The study further shows how expertise may be viewed not only as something organizations have but also as something organizations do through the practices of workers and the performances of expertise those practices allow.

**Predicting Employee Dissent Expression in Organizations: A Cost and Benefit Approach**

MENGQI (MONICA) ZHAN and DALE HAMPLE

Zhan and Hample theorize that, consciously or unconsciously, people do estimate the potential benefits and costs of expressing dissent before actually doing so. As a result, they propose that these estimates are salient elements affecting the likelihood and nature of employees’ expression of dissent, which mediate the effects of traits such as argumentativeness and verbal aggressiveness. Results of their survey found, among other insights, that whether or not one express dissent is almost completely mediated by people’s cost-benefit analyses. The authors also provide material implications for organizations that want to encourage the expression of dissent.
The Current Issue

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Articles

MANAGING MIXED MESSAGES: SEXUAL IDENTITY MANAGEMENT IN A CHANGING U.S. WORKPLACE
Cristin A. Compton

PREDICTING EMPLOYEE DISSENT EXPRESSION IN ORGANIZATIONS: A COST AND BENEFIT APPROACH
Mengqi (Monica) Zhan and Dale Hample

METACOMMUNICATION DURING DISASTER RESPONSE: “REPORTING” AND THE CONSTITUTION OF PROBLEMS IN HURRICANE KATRINA TELECONFERENCES
Theresa A. Castor and Mariaelena Bartesaghi

HOW ORGANIZATIONS COMMUNICATE EXPERTISE WITHOUT EXPERTS: PRACTICES AND PERFORMANCES OF KNOWLEDGE-INTENSIVE FIRMS
Jeffrey W. Treem

POSITION WORK AMID DISCONTINUITIES AND CONTINUITIES: CHINESE POST80s WORKERS’ DIALOGICAL CONSTRUCTIONS OF MEANINGS OF WORK
Ziyu Long, Patrice M. Buzzanell, and Kai Kuang
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ORGANIZATIONAL DISSENT DYNAMICS: A CONCEPTUAL FRAMEWORK
Raafat Mahmoud Zaini, Michael B. Elmes, Oleg V. Pavlov, and Khalid Saeed

FORUM: ORGANIZATIONAL COMMUNICATION TRADITIONS, TRANSITIONS, AND TRANSFORMATIONS

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EXAMINING THE OVERLAP: INDIVIDUAL PERFORMANCE BENEFITS OF MULTIPLEX RELATIONSHIPS
Neha Parikh Shah, Andrew Parker, and Christian Waldstrom

COMMUNICATING CORPORATE SOCIAL RESPONSIBILITY (CSR) IN THE LUXURY INDUSTRY: MANAGING CSR-LUXURY PARADOX ONLINE THROUGH ACCEPTANCE STRATEGIES OF COEXISTENCE AND CONVERGENCE
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DECISION MAKING AND COMMUNICATION IN A STATEWIDE INTERAGENCY TASK FORCE: AN INVESTIGATION OF PLANNED VERSUS UTILIZED PROCESSES
Carrisa S. Hoelscher, Michael W. Kramer, Christopher Nguyen, Olivia D. Cooper, and Eric Anthony Day
Matthew Weber is Assistant Professor of Communication in the School of Communication and Information at Rutgers University. He is also a Tow Fellow at the Tow Center for Digital Journalism, Columbia University. His recent publications include a single-authored article, ‘Unseen Disruptions and the Emergence of New Organizations’ in press in *Communication Theory*, and a co-authored article, ‘Emergence of social networking sites as a legitimate organizational form’ in *Management Communication Quarterly*. His research interests focus on processes of organizational transformation with a specific emphasis on the impact of new information communication technology and particularly in the news media industry. His reviewing interests are in work related to organizational change, information communication technology, social networks and social network analysis.

Jeffrey Kassing is Professor of Communication in the School of Social & Behavioral Sciences at Arizona State University. His recent publications include a co-authored article, ‘Full and Part Time Dissent: Examining the Effect of Employment Status on Dissent Expression’ published in *International Journal of Business Communication* and a single-authored chapter, ‘Dissent’ in press in *The International Encyclopedia of Organizational Communication*. His research and reviewing interests focus on employee dissent, voice, silence, whistle blowing; organizational democracy; employee participation; and communication and sport.
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