

Comm: 690- Independent Study:

Instructor: Dr. Kathy Denker

Course Description: This course examines the role of power in organizational communication, addressing the foundations of power, key theoretical perspectives, and central issues related to power within organizational communication contexts.

Course Objectives: By the end of the semester, you should be able to:

1. Identify and explain major theories of power in organizational communication.
2. Describe how power operates through discourse, identity, emotion, and material structures in organizational contexts.
3. Evaluate scholarly research by examining its underlying theoretical assumptions, methodological approaches, and contributions to understanding organizational life.
4. Apply course concepts to organizational issues related to identity, equity, structure, and communication practices.
5. Demonstrate strong writing, argument construction, and critical thinking skills through graduate-level engagement with course material.
6. Integrate and synthesize research to develop a theoretically grounded project focused on a power-related organizational topic.

Texts:

- Clair, R. P. (1998). *Organizing silence*. Albany: State University of New York Press.
 - <https://research.ebsco.com/c/z6mk5z/viewer/pdf/swh5nf5vfr?route=details>
- Fairhurst, G. T. (2010). *The power of framing: Creating the language of leadership*. John Wiley & Sons.
- May, S. & Mumby, D. K. (Eds) (2005). *Engaging organizational communication theory & research: Multiple perspectives*. Thousand Oaks: Sage.
- Mumby, D. K. (1988). *Communication and power in organizations: Discourse, ideology, and domination*. Norwood, NJ: Ablex Publishing.

Assignments:

Weekly Reading Responses- 5pts each

Final Paper Project
Topic Idea List: 10 1/25
Process Assignment 1- Due 2/8: 20
Process Assignment 2- Due 3/1: 30
 Process Assignment 3- Due 3/29: 50
 Final Paper- Due 4/19: 150
Formal Review Letter- Due 4/19: 15

My Assumptions of a Graduate Course: In a graduate course, I hold the same standards for you that I do for myself. We will be at all class meetings, unless an emergency occurs, which then we will be in contact with each other right away, or if a pressing conflict arises that we spoke to each other about in advance. We will produce edited, original work that meets professional standards. We will be ready each day to engage in a productive, thoughtful, and respectful conversation about the material at hand and we will all be attentive and make productive, thoughtful, and respectful contributions. If you violate these assumptions, it should be understood that you will either drop a letter grade or fail the class depending on the seriousness of the violations. It is also understood that if I violate these assumptions this should be represented in my teaching evaluations.

Your Responsibilities

Due Dates: - If you are having a problem that is impacting your ability to be successful in this course, please set up a time to meet with me as soon as possible.

-We all are managing multiple hats, so I want us to have some choice with the schedule. This is of course balanced against my need to keep up with grading and keep the projects on track.

Unless noted- All assignments are due during that week listed on the syllabus. I would highly encourage you to have your work well in progress by class on Tuesday, that way you can get any final questions answered before submitting if need be. My weeks are starting Monday at 1am and go until Sunday at 11:59pm

- Late work will be penalized 10% off for each business day late unless there has been communication and a documentable emergency. I understand that all of us will have off days, therefore everyone will have eight late passes days to use as they need throughout the semester. Each late pass day will erase one 10% late penalty for an assignment, so if you need to turn in a paper two days late, you can submit it with a note to use two of your late day passes. Late pass usage must be requested with the assignment submission and cannot be applied retroactively. Absolutely no late work will be accepted after April 30th. EOD, unless again extreme and documented emergency

Academic Misconduct: The university states its philosophy this way: “Honesty, trust, and personal responsibility are fundamental attributes of the University community. Academic dishonesty by a student will not be tolerated, for it threatens the foundation of an institution dedicated to the pursuit of knowledge.” We as scholars and researchers cannot tolerate academic misconduct in our classes and individuals will be accountable for their choices, up to and

including course failure. All individuals are expected to follow the university's code of behavior regarding all academic matters. I will address the academic misconduct with the student directly, whether the misconduct was intentional or because of a lack of awareness. Penalties can include receiving a failing grade on the assignment/activity in question, a failing grade in the course, or expulsion from the university. Cheating, plagiarism (the use of another's work, words, or ideas as your own), and double-dipping (turning your own work in for credit in two different courses) are serious academic offenses.

You may use AI programs, e.g. ChatGPT, to help generate ideas and brainstorm. However, you should note that the material generated by these programs may be inaccurate, incomplete, or otherwise problematic. Additionally, the use may also stifle your own independent thinking and creativity, both which are tools you should be building. However, all final written work/materials submitted should be your own.

You may not submit any work generated by an AI program as your own, be it mostly or entirely written by AI. You may not use AI for generating citations, examples, or arguments that you present as your own. If you include material generated by an AI program, it should be cited as any other reference material (with due consideration for the quality of the reference, which may be poor). Additionally, as you respect the work you do, you should not freely give it to AI for future use. For specific information about the university's policies related to academic dishonesty or for descriptions of other behaviors that qualify as "dishonest," please consult the online version of the "Code of Student Rights and Responsibilities"

Communication and Feedback: I will try to return e-mails from your official BSU e-mail address within 24 hours of the business week. If you haven't heard from me within that timeframe, please feel free to follow up. Sometimes e-mails become buried. I will make every effort to grade assignments within 5 business days of submission. End of semester assignments may take longer. Please feel free to e-mail me before that time if you have any questions or concerns about your performance on the course.

Attendance Policy: In order for this class to be successful, your attendance and participation are imperative. We will conduct this class as a seminar, performing the roles of teachers and learners simultaneously. Therefore, your attendance and participation are important not only to your own intellectual development, but also to the development of others. The expectation in graduate school remains that students should attend every class meeting. However, I understand that conflicts arise. You are allowed to have one absence – save it for when you are ill, have car problems, or a family emergency. Engagement points cannot be made up, unless you have a documented reason for missing those course assignments. To be successful in this course, you must engage with the course material each week. I will record attendance and report student attendance rates in accordance with the BSU policy. Attendance, in and of itself, does not earn

students points or result in point deductions. Instead, I assess course engagement in a variety of ways throughout the semester as outlined in the course assignments.

University Policies

We are committed to ensuring that all members of the community are welcome, through valuing the various experiences and worldviews represented at Ball State and among those we serve. We promote a culture of respect and civil discourse. If you need course adaptations or accommodations because of a disability, please contact the instructor of record as soon as possible. Ball State's Disability Services office coordinates services for students with disabilities; documentation of a disability needs to be on file in that office before any accommodations can be provided. Disability Services can be contacted at 765-285-5293 or dsd@bsu.edu.

Freedom of Expression: In this course, we are committed to fostering a learning environment that values intellectual diversity, encourages free expression, and promotes open inquiry. As members of the Ball State Community, we treat each person in the Ball State community with civility, courtesy, compassion, and dignity and respect and learn from differences in people, ideas, and opinions. Please review Ball State University's Statement on Freedom of Expression, the resources on Ball State's Freedom of Expression webpage, and Ball State's Beneficence Pledge.

Writing Center and Learning Center: All writers improve with practice and feedback, so as a student in this course, you are encouraged to use the Writing Center (in Robert Bell 295 during weekdays, Bracken Library First Floor West in the evenings, or online during any of our regularly scheduled hours) to get additional feedback on your writing. The Writing Center offers free planning, feedback, and accountability sessions (in person and online) to all students. To schedule a free appointment, go to <http://www.bsu.edu/writingcenter>. Online and in-person appointments are available; however, plan because appointments book quickly!

The Learning Center offers free Tutoring and Academic Coaching for many courses at Ball State. Students can make appointments for online (Zoom) or in-person (NQ 350) appointments. To make an appointment, visit my.bsu.edu and click on "Navigate" in the Additional Tools section, or just go directly to <https://bsu.navigate.eab.com>. Testing accommodations for students with disabilities are available for students who have received the appropriate documentation from Disability Services. Tests may be administered in the Learning Center. For more information about Learning Center programming, visit bsu.edu/learningcenter or call 765-285-1006. Follow us on Instagram: BallStateLC. The Speaking Center is a free resource available to all members of the BSU community wanting to improve their public speaking abilities. We offer personalized coaching designed to help you become a more confident and effective speaker. Our

trained coaches provide constructive feedback and support throughout the entire speech preparation process, whether you are in the early stages of brainstorming ideas and organizing your thoughts, or you need to practice your delivery and refine your message. The Center is in the David Letterman Communication and Media Building, room 302. To schedule an appointment, please access us through your Navigate app or use this direct link to sign up for a time. Appointments are available both in person, on Zoom, and in virtual reality (VR) for those interested in practicing in an immersive speaking environment.

Title IX: Ball State University is committed to providing a safe and inclusive learning environment for all students. If you or someone you know has experienced sexual harassment—including sexual assault, dating violence, domestic violence, or stalking, please know that you are not alone. The University offers support services and resources. For more information or to report an incident, please visit bsu.edu/titleix or contact the Title IX Coordinator at 765-285-1545 or at titleix@bsu.edu.

As your instructor, I am a mandatory reporter under the Title IX policy and required to report any information I receive about possible sexual harassment. This includes information shared in class discussions, assignments, or private conversations.

What happens after I report? The Title IX Coordinator will email the person who experienced sexual harassment (complainant) and invite them to schedule a meeting. If the complainant chooses to meet Title IX Coordinator will offer supportive measures (e.g., counseling, extensions on deadlines, course related adjustments, changes to work or class schedules, and/or referrals to campus offices), review the policy, and discuss options to move forward. If a complaint is filed by the complainant or the University, an investigation will begin following University policy.

Cardinal Kitchen: Cardinal Kitchen is Ball State University's campus food pantry. The pantry is located on the second floor of the Multicultural Center and is available for use to all undergraduate and graduate students. The pantry is open the last three Tuesdays of every month from 5:00 - 8:00 p.m. For more info: cardkitch@bsu.edu.

The Basic Needs Hub: If you are having difficulty affording enough food, do not have a safe and reliable place to sleep, and/or experience an emergency or crisis; help is available through the Basic Needs Hub. The Basic Needs Hub has information, resources, and provides individualized support to students. To talk with a supportive staff member about your experience, receive one on one assistance, or learn more about resources, you can submit a Basic Needs Assistance Form.

The Counseling Center: The Ball State University Counseling Center offers free and confidential services to all students. The Counseling Center is located in Lucina Hall, Room 320. To schedule an appointment, you can contact us at 765-285-1736. Ball State also offers a 24/7

Crisis Line, which can be reached at 765-285-HOPE (4673). At the Ball State Counseling Center, we see students for a variety of reasons, some of which include homesickness, relationship concerns, anxiety, and depression. We assist students with getting connected to therapy at our Center as well as connecting students to self-help resources, other on-campus resources, and community-based resources. All Ball State students also have access to several on-demand, self-help resources through a variety of different platforms. All of these resources, including a direct link to our website, can be found [here](#).

Schedule updates and adjustments will be shared on canvas

See canvas for detailed course schedule and assignment description