

## Communication 595: Identity and Organizations

Fall 2012

Office: LA 357

Web: <http://www.cas.umt.edu/dcs/Faculty/Larson/comm595/home.html>

E-mail: [greg.larson@mso.umt.edu](mailto:greg.larson@mso.umt.edu)

Office Phone: 243-4161

Office Hours: Tues & Thurs 9:30-11 a.m.

\*\*\*\*Or by appointment\*\*\*\*

### Texts:

Barker, J.R. (1999). *The discipline of teamwork*. Thousand Oaks, CA: Sage

Kondo, D. (1990), *Crafting selves: Power, gender and discourses of identity in a Japanese workplace*. Chicago: University of Chicago Press.

Other readings will be available online through Mansfield Library electronic reserve.

<http://eres.lib.umt.edu/eres/courseindex.aspx?error=&page=search>

### Nature of the Course

Identity remains one of the most compelling research areas in the social sciences and in organizational communication in particular. The enduring popularity of identity research likely results from asking foundational questions relevant to all humans: “Who am I?” and “How should I act?” (Alvesson, Ashcraft & Thomas, 2008). The primary purposes of this class are to introduce students to contemporary theories/concepts related to identity and to show how identity intersects with control and resistance in organizational contexts. Several broad assumptions frame this course. First, language, talk, narratives and/or Foucauldian notions of discourse (Ainsworth & Hardy, 2004) are central for understanding the construction of the self. Identities are thus produced by as well as reflected through language use at various levels from micro-conversations to broad ideological discourses. Second, identities are regulated and controlled. In many contemporary organizations, workers are controlled not through coercive means, but rather through identity regulation. Finally, control and resistance go hand in hand, when you have control, you have resistance. The relationship between control and resistance will be shown to be complicated, complementary and conflicted. Overall, the course will engage these themes in a variety of interrelated ways to explore past, present and future directions for research on organizations and identity.

### Attendance/Punctuality/Participation

The course, like most graduate courses, will be discussion intensive. It is therefore important that you come to class prepared to discuss the assigned readings for the day. As much of the work in

this class is reading, your attendance each class period to discuss and debate the readings is essential to the success of the course. You will receive a grade for your participation in daily class discussions. Please--no cell phone calls or text messaging during class.

### **Special Assistance**

If some extenuating circumstances beyond your control prevent you from meeting your expectations for your attendance and performance, I expect you to contact me immediately. It is important that you contact me sooner rather than later.

### **Notice to Students with Documented Disabilities**

I encourage students with disabilities, including but not limited to, chronic diseases, learning disabilities, head injury and attention deficit/hyperactive disorder, to discuss with me, after class or during my office hours, appropriate accommodations that might be helpful to you.

### **Due Dates**

A late written assignment will be penalized one full grade for each day it is late unless arrangements are made with me ahead of time. Presentations must be delivered on the day that they are due.

### **Original Work**

Unless collaboration is part of the assignment, each assignment you turn in should be your own original work and should be done completely by you. You are expected to follow university policies and, as always, you are responsible for knowing what they are.

### **Backup Copies**

You are responsible for keeping back-up copies of all work that you do for the class.

### **Academic Honesty**

All students must practice academic honesty. Academic misconduct is subject to an academic penalty by the course instructor and/or disciplinary sanction by the University. All students need to be familiar with the Student Conduct Code. The Code is available for review at <http://www.umt.edu/SA/VPSA/index.cfm/page/1321>

### **Outside Research**

Outside research, beyond the assigned readings, is required for this course (no surprises there).

### Requirements of the Course/Grading

Assignment	Points Available
Participation	50
Reaction papers (8 at 10 points each)	80
Annotated Bibliography	70
Term Paper	200
<b>Total Points</b>	<b>400</b>

Letter grades are figured as follows:

**A = Outstanding - goes beyond expectations**

**B = Good - above average**

**C = Satisfactory - meets minimum requirements**

**D = Unsatisfactory - does not meet some requirements**

**F = Failing -- Does not meet requirements**

Grade	Percent
A	100-93%
A-	92-90%
B+	89-88%
B	87-83%
B-	82-80%
C+	79-78%
C	77-73%
C-	72-70%
D+	69-68%
D	67-63%
F	Below 63%

## Communication 595: Identity, Control and Resistance

## Tentative Fall 2012 Schedule

Week	Subject	Readings	Assignments Due
Week #1 Aug 30	Introduction	Giddens (1991)	
Week #2 Sept 6	Discursive Approach To Identity	Alvesson, Ashcraft & Thomas (2008) Alvesson (2010) Ainsworth & Hardy (2004)	Reaction Papers Due (8 total)
Week #3 Sept 13	Forming and Managing Identities	Cheney (1983) Burke (1950) Scott, Corman & Cheney (1998)	
Week #4 Sept 20	Identity Work	Kondo (1990)	
Week #5 Sept 27	Identity Work	Kondo (1990)	
Week #6 Oct 4	Identity Work	Larson & Pepper (2003) Cheney & Ashcraft (2007) Gotsi et al. (2010)	
Week #7 Oct 11	Identity Work	Tracy & Trethewey (2005) Sveningsson & Alvesson (2003) Lutgen-Sandvik (2008)	
Week #8 Oct 18	Identity and Locale/Place	Kuhn (2006) Larson & Pearson (2012) Rooney (2010)	
Week #9 Oct 25	Regulating and Resisting Identities	Thomas (2009) Tracy (2000) Cohen & Musson, (2000)	
Week # 10 Nov 1	Regulating and Resisting Identities	Mumby (2005) Ashcraft (2005) Collinson (1994)	
Week # 11 Nov 8	Regulating and Resisting Identities	Alvesson & Wilmott (2002) Tompkins & Cheney (1985) TBA	Annotated Bibliographies Due
Week #12 Nov 15	NCA Convention		
Week #13 Nov 22	Enjoy Thanksgiving!		
Week #14 Nov 29	Regulating and Resisting Identities	Barker (1999)	
Week #15 Dec 6	Regulating and Resisting Identities	duGay, Salaman & Rees (1996) Deetz (1998)	
Presentation of Final Papers: Thursday, Dec 13 <sup>th</sup> from 7:40-9:40			

