

SYLLABUS

CJT 725

SEMINAR IN ORGANIZATION COMMUNICATION:

INNOVATION

FALL 2014

INSTRUCTOR: Dr. J. David Johnson
OFFICE HOURS: TU 11-2 & BY APPOINTMENT
CLASS HOURS: W 3:30-6:00
CLASS LOCATION: EGJ 223

OFFICE ADDRESS

Department of Communication
242 Grehan Building
University of Kentucky
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Typically I will respond to e-mail within 24 business hours and it is the surest way of reaching me. Messages that are left on my office phone go to my e-mail

I. COURSE OVERVIEW:

This seminar is intended to acquaint students with theory and empirical work related to organizational communication and innovation. The course will provide students with an overview of traditional organizational communication approaches to innovation focusing particularly on diffusion of innovations frameworks, which rely heavily on network analysis. The course will conclude with a discussion of models for organizing research programs innovation and the future of innovation theory and research.

II. READINGS

Readings are available for download through UK library, on reserve for selected books, or from the instructor. See the assignments listed on the class schedule for more information on these readings.

III. ASSIGNMENTS: (Due dates on course schedule. More detail will be given on the nature of assignments before they are due.)

A. READING REPORTS/CRITICAL REVIEWS. For this assignment (which should be completed by November 5th) students will focus on an academic article published no earlier than 2009 related to one of the class sessions (200 total points). The student will lead the discussion of the article preparing an outline/key question discussion guide (one page maximum) reflecting major points related to the seminar themes to help facilitate the discussion. Students should provide me a copy of the guide by **12 noon on Monday of the week** the article is to be discussed to help me in preparing for the class session. Separately on November 5th students should hand in their written critical reviews of the article.

B. PRESENTATION/PROSPECTUS (300 points) In consultation with the instructor, students should select a topic (and a paper format) by October 1 relating to the seminar themes that will be the focus of a forty-five minute class presentation scheduled between October 22nd and December 3. In effect this presentation will serve as prospectus for your paper that will allow you to get feedback from the class and the instructor before the paper is finalized.

C. PAPER (15-20 pages, 500 points) To maximize the benefit of the class for multiple student purposes a variety of formats can be used for the paper (e.g., a conceptual paper, a research paper, an extended case study, a grant proposal, or a proposal for an organizational design that would facilitate innovation), but it must focus on a topic relating to organizational innovation **and** communication. To illustrate the scope of the paper, a conventional empirical research paper would include the following: a conceptual definition of the variables, a rationale for the importance of this topic to the study of innovation and communication, a brief, integrative review of research findings and/or theoretic speculation concerning the variable/concept (approximately 5 pages for this part). The remainder of the paper (10-15 pages would focus on an examination of your idea in a conventional research report specifying the methods uses to gather data, analysis of results, and a discussion of their implications (examples of such articles resulting from prior seminars can be found in the Johnson, Meyer, et al., 1997; Fidler & Johnson, 1984; Meyer, et al., 1997 articles listed on the syllabi and the Cancer Information Service Research Consortium grant proposal). Papers will be evaluated for their creativity, rigor, and unique contribution to the literature.

IV. COURSE PROCEDURES AND POLICIES

A. Late work

Late work will not be authorized for, vacations, concerts, hangovers, and so on.

Late work will be accepted without penalty only if:

- (1) authorized by instructor before the due date and/or
- (2) an authorized medical or other serious excuse is provided.

If these conditions are not met, then 10% of the points for the assignment will be deducted for every school day, or fraction thereof, that it is late.

B. Doing your own work

Cheating and plagiarism are defined in Student Rights and Responsibilities in Sections 6.3.1 and 6.3.2. Website for academic sanctions: <http://www.uky.edu/StudentAffairs/code/>

C. Extra credit

No extra credit will be permitted.

D. Attendance

Students should be aware that for successful completion of the assignments regular attendance is a must.

E. Accommodations

If you have a documented disability which requires academic accommodations, please see me as soon as possible during scheduled office hours. To receive accommodations in this course, you must provide me with a Letter of Accommodation from the Disability Resource Center (<http://www.uky.edu/StudentAffairs/DisabilityResourceCenter>). If you have not already done so, please register with the Disability Resource Center (Room 2, Alumni Gym, 257-2754, jkarnes@email.uky.edu), for coordination of campus services available to students with disabilities.

F. Classroom Courtesy

In all academic environments it is important that a person respect others who have come to learn. Personal conversations should not occur when the instructor or other students are presenting material. Also, you would be offended (and rightfully so) if we spent your class time reading the newspaper or engaging in other irrelevant and distracting tasks. Please accord presenters the same respect.

TENTATIVE COURSE SCHEDULE

DATE	TOPIC	ASSIGNMENT DUE
Aug 27	OVERVIEW, BASIC DISTINCTIONS	
Sep 3	LEVELS, BRINGING IT ALL TOGETHER	
10	DIFFUSION, NETWORK ANALYSIS-1	
17	DIFFUSION, NETWORK ANALYSIS-2	
24	DIFFUSION- OPINION LEADERS, WEAK TIES, BOUNDARY SPANNING	
Oct 1	IMPLEMENTATION-1	PAPER/ PRESENTATION TOPICS
8	IMPLEMENTATION-2	
15	RESISTANCE	
22	POLITICAL PERSPECTIVES, INSTITUTIONALISM, FRAMING	
29	ATTRIBUTES, PROFILES, A PRIORI TOOLS	CRITICAL REVIEWS
Nov 5	SYMBOLIC INNOVATION	
12	SECURING STAKEHOLDER, COMMUNITY INVOLVEMENT	
19	ORGANIZING FOR INNOVATION	
DEC 3	ORGANIZING FOR INNOVATION RESEARCH	
Dec 10	THE FUTURE	PAPERS DUE

PRESENTATIONS WILL BE SCHEDULED BETWEEN OCTOBER 22 AND DECEMBER 3, TOPIC COVERAGE ON THESE DATES MAY CHANGE DEPENDING ON STUDENT INTEREST

SUGGESTED READINGS

AUG 27 OVERVIEW, BASIC DISTINCTIONS

Dearing, J. W. (2008). Evolution of diffusion and dissemination theory. Journal of Public Health Management Practice, 14, 99-108.

Johnson, J. D. (2005). Innovation and knowledge management: The Cancer Information Science Research Consortium. Cheltenham, UK: Edward Elgar, Ch 1

Johnson *Managing Knowledge Networks* Chapter 9

Recommended:

JOHNSON, J. D. (In preparation). *Innovations as Symbols*, Chapter 1: Introduction and Overview

SEP 3 LEVELS, BRINGING IT ALL TOGETHER

Johnson, J. D. (2005). Innovation and knowledge management: The Cancer Information Science Research Consortium. Cheltenham, UK: Edward Elgar. Ch. 2

Meyer, A. D., & Goes, J. B. (1988). Organizational assimilation of innovations: A multilevel contextual analysis. Academy of Management Journal, 31, 897-923.

Recommended:

Dearing, J. W. (2009). Applying diffusion of innovation theory to intervention development. Research on Social Work Practice, 19, 503-518.

Brenner, D. J., & Logan, R. (1980). Some considerations in the diffusion of medical technologies: Medical information systems. Communication Yearbook 4 (pp. 609-624). New Brunswick, NJ: Transaction Books.

Johnson, J. D. (2001). Success in innovation implementation. Journal of Communication Management, 5, 341-359.

JOHNSON, J. D. (In preparation). *Innovations as Symbols*, Chapter 2: Levels

Rafferty, A., Jimmieson, N. L., & Armenikas, A. A. 2013. Change readiness: A multilevel review. *Journal of Management*, 39

SEP 10 DIFFUSION, NETWORK ANALYSIS- 1

Johnson, J.D. *Managing Knowledge Networks* Chapter 3

RECOMMENDED:

Agency for Healthcare Research and Quality. 2013. Communication and dissemination strategies to facilitate the use of health-related evidence. Rockville, MD.

Farace, R. V., Monge, P.R., & Russell, H. M. (1977). Communicating and organizing. Reading, Mass: Addison-Wesley, Chapters 8, 10

Johnson, J. D., Berkowitz, J., Ethington, C., & Meyer, M. (1994b). General Appendices to the Technical Reports. E. Lansing, MI: Dept. of Communication.

Johnson, J.D., Berkowitz, J., Ethington, C. & Meyer, M. (1994). Technical report #1: Analysis of the CIS/Program Project Network for the period October 1993 to March 1994. East Lansing, MI: Department of Communication, Michigan State University.

Johnson, J.D., Berkowitz, J., Ethington, C. & Meyer, M. (1994). Network Analysis report #1: Network Analysis for the period October 1993 to March 1994. East Lansing, MI: Department of Communication, Michigan State University.

Johnson, J. D. (2006). Influence relationships within a Community of Practice. Studies in Communication Science, 6, 63-92.

Sep 17 DIFFUSION, NETWORK ANALYSIS-2

Burt, R. S. (1987). Social contagion and innovation: Cohesion vs. structural equivalence. American Journal of Sociology, 92, 1287-1335.

Coleman, J., Katz, E., & Simon, H. (1957). The diffusion of an innovation among physicians. Sociometry, 20, 253-270.

Recommended:

Burkhardt, M. E., & Brass, D. J. (1990). Changing patterns of change: The effects of a change in technology on social network structure and power. Administrative Science Quarterly, 35, 104-127.

Burt, R. S. (2004). Social holes and good ideas. American Journal of Sociology, 110, 349-399.

Huang, K. G., & Murray, F. E. (2009). Does patent strategy shape the long run supply of public knowledge? Evidence from human genetics. Academy of Management Journal, *52*, 1193 – 1221.

Kang, M., & Kim, Y. (2010). A multilevel view on interpersonal knowledge transfer. *Journal of the American Society for Information Science and Technology*, *61*(3), 483 -- 494.

Lane, P. J., Koka, B. R., & Pathak, S. (2006). The reification of absorptive capacity: A critical review and rejuvenation of the construct. Academy of Management Review, *31*, 833-863.

West, E., Barron, D. N., Dowsett, J., & Newton, J. N. (1999). Hierarchies and cliques in social networks of health care professionals: Implications for the design of dissemination strategies. Social Science & Medicine, *48*, 633-646.

SEP 24 DIFFUSION-OPINION LEADERS, WEAK TIES, BOUNDARY SPANNING

Johnson, J. D. (2012). The role of human agents in facilitating clinical and translational science. Clinical and Translational Science, *5*, 353-361.

Kravitz, R. L., Krackhardt, D., Melnikow, J., Franz, C. E., Gilbert, W. M., Zach, A., Paterniti, D. A. & Romano, P. S. (2003). Networked for change? Identifying obstetric opinion leaders and assessing their opinions on cesarean delivery. Social science and medicine, *57*, 2423 – 2434.

Recommended:

Allen, T. J. (1977). Managing the flow of technology: Technology transfer and the dissemination of technological information within the R&D organization. Cambridge, Mass.: MIT Press, Chapter 7

Burt, R.S. (2007). Secondhand brokerage: Evidence on the importance of local structure for managers, bankers, and analysts. Academy of Management Journal, *50*, 119-148.

Johnson, J.D. (2004). The emergence, maintenance, and dissolution of structural hole brokerage within consortia. Communication Theory, *14*, 212-236.

Lomas, J. (2007). The in-between role of knowledge brokering. British Medical Journal, *334*, 129-132.

Tsai, W. (2001). Knowledge transfer in intraorganizational networks: Effects of network position and absorptive capacity on business unit innovation and performance. Academy of Management Journal, *44*, 996-1004.

Ansari, S. M., Fiss, P. C., and Zajac, E. J. (2010). Made to fit: how practices vary as they diffuse. Academy of Management Review, *35*, 67 -- 92.

Damanpour, F. (1991). Organizational innovation: A meta-analysis of effects of determinants and moderators. Academy of Management Journal, *34*, 555-590.

Rogers, E. M. (1995). Diffusion of innovations. 4th Ed. New York: Free Press, Chapter 10.

Recommended:

Broens, T. H. F., Huis in't Veld, R. M. H. A., Vollenbroek-Hutten, M. M. R., Hermans, H. J., van Halteren, A. T., & Niewenhuis, L. J. M. (2007). Determinants of successful telemedicine implementations: A literature study. Journal of Telemedicine and Telecare, *13*, 303-309.

Fidler, L. A., & Johnson, J. D. (1984). Communication and innovation implementation, Academy of Management Review, *9*, 704-711.

Fiol, C. M. (1996). Squeezing harder doesn't always work: Continuing the search for consistency in innovation research. Academy of Management Journal, *21*, 1012-1021.

Oct 8 IMPLEMENTATION-2

Klein, K. J., & Sorra, J. S. (1996). The challenge of innovation implementation. Academy of Management Review, *21*, 1055-1080.

Nutt, P. C. (1986). Tactics of implementation. Academy of Management Journal, *29*, 230-261.

Recommended:

Castro, F. G., Barrera, M., Jr., & Martinez, C. R., Jr. 2004. The cultural adaptation of prevention interventions: Resolving tensions between fidelity and fit. *Prevention Science*, *5*(1): 41-45.

Dutton, J. E., Ashford, S. J., O'Neill, R. M., & Lawrence, K. A. (2001). Moves that matter: Issue selling and organizational change. Academy of Management Journal, *44*, 716-736.

Hecht, M. L., & Miller -- Day, M. A. 2010. "Applied aspects" of the drug resistance strategies project. *Journal of Applied Communication Research*, *38*(3): 215 -- 229.

Jamoom, E. W., Patel, V., Furukawa, M. F., & King, J. 2014. EHR adopters vs. non-adopters: Impacts of; barriers to; and federal initiatives for EHR adoption. *Healthcare*, *2*: 33-39.

Jones, E. B., Swain, M. J., Patel, V., & Furukawa, M. F. 2014. Supporting HITECH implementation and assessing lessons for the future: The role of program evaluation. *Healthcare*, *2*: 3-8.

Nembhard, I. M., Alexander, J. A., Hoff, T. J., & Ramanujan, R. (2009). Why does the quality of healthcare continue to lag? Insights from management research. Academy of Management Perspectives, 23, 24 – 42.

OCT 15 RESISTANCE

Dent, E.B., & Goldberg, S. G. (1999). Challenging “resistance to change.” Journal of Applied Behavioral Science, 35, 25-41.

Freeman, A. C., & Sweeney, K. (2001). Why general practitioners do not implement evidence: Qualitative study. British Medical Journal, 323, 1100-1110.

Green, L. A., & Siefert, C. M. (2005). Translation of research and practice: why we can't “just do it”. Journal of the American Board of Family Practice, 18, 541-45.

Lapointe, L., & Rivard, S. (2005). A multilevel model of resistance to information technology implementation. MIS Quarterly, 29(3), 469 -- 491.

Morrison, E. W. 2011. Employee voice behavior: Integration and directions for future research. Academy of Management Annals, 5(1): 373-412.

Reichers, A. E., Wanous, J. P., & Austin, J. T. (1997). Understanding and managing cynicism about organizational change. Academy of Management Executive, 11, 48-59.

OCT 22 POLITICAL PERSPECTIVES, INSTITUTIONALISM, FRAMING

Abrahamson, E. (1991). Managerial fads and fashions: The diffusion and rejection of innovations. Academy of Management Review, 16, 586-612.

Frost, P. J., & Egri, C. P. (1991). The political process of innovation. Research in organizational behavior, 13, 229-295.

Greenwood, R. & Hinings, C. R. (1996). Understanding radical organizational change: Bringing together the old and the new institutionalism. Academy of Management Review, 21, 1022-1054.

Recommended:

Barringer, M. W., & Milkovich, G. T. (1998). A theoretical exploration of the adoption and design of flexible benefit plans: A case of human resource innovation. Academy of Management Review, 23, 305-324.

Meyer, A. D. (1984). Mingling decision making metaphors. Academy of Management Review, 9, 6-17.

Johnson, J. D. (2001). Review of the book The innovator's dilemma: When new technologies cause great firms to fail. Communication Education, 50, 85-87.

Kennedy, M. T., & Fiss, P. C. (2009). Institutionalization, framing, and diffusion: the logic of TQM adoption and implementation decisions among U.S. hospitals. Academy of Management Journal, 52(5), 897 -- 918.

Pettigrew, A. M. (1985). Contextualist research and the study of organisational change processes. In E. Mumford, R. Hirschheim, G. Fitzgerald, & T. Wood-Harper (Eds.) Research methods in information systems (pp. 53-78) Amsterdam: North-Holland.

OCT 29 ATTRIBUTES, PROFILES, A PRIORI TOOLS

Dearing, J. W., & Meyer, G. (1994). An exploratory tool for predicting adoption decisions. Science Communication, 16, 43-57.

Johnson, J. D. (2005). Innovation and knowledge management: The Cancer Information Science Research Consortium. Cheltenham, UK: Edward Elgar, Ch 6

RECOMMENDED:

Greenhalgh, T., Robert, G., MacFarlane, F. Bate, P., & Kyriakidou, O. (2004). Diffusion of innovations in service organizations: Systematic review and recommendations. Milbank Quarterly, 82, 581-629.

Johnson, J. D. (2009). Profiling the likelihood of success of electronic medical records. In S. Kleinman (Ed.), The culture of efficiency: Technology in everyday life (pp. 124-141). New York: Peter Lang.

Johnson, J. D., Meyer, M., Woodworth, M., Ethington, C., & Stengle, W. (1998). Information technologies within the Cancer Information Service: Factors related to innovation adoption. Preventive Medicine, 27, S71-83.

Meyer, M., Johnson, J. D., & Ethington, C. (1997). Contrasting attributes of preventive health innovations. Journal of Communication, 47, 112-131.

NOV 5 SYMBOLIC INNOVATION

Johnson, J. D. (In preparation). *Innovations as Symbols*

Chapter 1: Introduction and Overview (revisited)

Chapter 2: Levels (Revisited)

Recommended:

Chapter 3: Case study: The Cancer Information Services Research Consortium as an Innovation Factory

Chapter 4: Case study: Responsibility Centered Management

Chapter 5: Case study: Student Retention

Chapter 6: Case study: Electronic Health Records

November 12: SECURING STAKEHOLDER, COMMUNITY INVOLVEMENT

Abelson, J., Forest, P., Eyles, J., Smith, P., Martin, E., & Gauvin, F. 2003. Deliberations about deliberative methods: Issues in the design and evaluation of public participation processes. *Social Science and Medicine*, 57: 239-251.

Black, L. W., & Wiederhold, A. 2014. Discursive strategies of civil disagreement in public dialogue groups. *Journal of Applied Communication Research*, 42(3): 285-306.

Agency for Healthcare Research and Quality 2013. The AHRQ Community Forum Deliberative Methods Demonstration. Bethesda, MD: Agency for Healthcare Research and Quality.

Johnson, J. D., & Hoover, A. G. (2013). When people outside the organization need information: Strategically communicating with external stakeholders. In J. S. Wrench (Ed.), Workplace communication for the 21st century (Vol. 2).(pp.305-322). Santa Barbara: Praeger.

Recommended:

Auerbach, A. D., Landfeld, C. S., & Shojania, K. G. (2007). The tension between needing to improve care and knowing how to do it. *New England Journal of Medicine*, 357(6), 608 -- 613.

Davis, J. P., & Eisenhardt, K. M. 2011. Rotating leadership and collaborative innovation: Recombination processes in symbiotic relationships. *Administrative Science Quarterly*, 56(2): 159-201.

Fleming, L., & Waguespack, D. M. (2007). Brokerage, boundary spanning, and leadership in open innovation communities. *Organization Science*, 18(2), 165 -- 180.

Kramer, D. M., & Wells, R. P. (2005). Achieving buy-in: building networks to facilitate knowledge transfer. Science Communication, 26, 428 -- 444.

Tracy, K., & Hughes, J. M. F. 2014. Democracy-appealing partisanship: A situated ideal of citizenship. *Journal of Applied Communication Research*, 42(3): 307-324.

November 19: ORGANIZING FOR INNOVATION

Bero, L. A., Grilli, R., Grimshaw, J. M., Harvey, E., Oxman, A. D., & Thomson, M. A. (1998). Getting research findings into practice. *British Medical Journal*, 337, 465-468.

Glasgow, R. E., Marcus, A. G., Bull, S. S., & Wilson, K. M. (2004). Disseminating effective cancer screening interventions. *Cancer Supplement*, 101, 1239-1250.

Grimshaw, J. M., Thomas, R. E., MacLennan, G., Fraser, C., Ramsay, C. R., Vale, L., Whitty, P., Eccles, M. P., Matowe, L., Shirran, L., Wensing, M. Dijkstra, R., & Donaldson, C. (2004). Effectiveness and efficiency of guideline dissemination and implementation strategies. *Health Technology Assessment*, 8, viii-73.

Recommended:

Bradley, E. H., Webster, T. R., Baker, D., Schlesinger, M., Inouye, S. K., Barth, M. C., Lapane, K. L., Lipson, D., Stone, R., & Koren, M. J. (2004). Translating research into practice: Speeding the adoption of innovative health care programs. http://www.commonwealthfund.org/publications/publications_show.htm?doc_id=233248

Cullen, P., Cottingham, P., Doolan, J., Edgar, B., Ellis, C., Fisher, M., Flett, D., Johnson, D., Sealie, L., Stoklmayer, S., Vanclay, F., & Whittington, J. (2001). Knowledge seeking strategies of natural resource professionals. Cooperative Research Centre for Freshwater Ecology: Technical Report 2/2001.

Etheredge, L. M. (2009). Medicare's future: Cancer care. *Health Affairs*, 28, 148-160.

Havelock, R. G. *Planning for innovation through dissemination and utilization of knowledge*. Ann Arbor, Mi: University of Michigan, Center for Research on Utilization of Scientific Knowledge.

Kossek, E. E., Hammer, L. B., Kelly, E. L., & Moen, P. 2014. Designing work, family & health organizational change initiatives. *Organizational Dynamics*, 43: 53-63.

Morra, M., Van Nevel, J.P., Nealon, E., Mazan, K. D., Thomsen, C. (1993). History of the Cancer Information Service. *Journal of the National Cancer Institute*, 14, 7-34.

Sechrest, L. Backer, T. E., Rogers, E. M. Campbell, T. F., & Grady, M. L. (1994). Effective dissemination of clinical and health information. Rockville, Maryland: US Department of Health

and Human Services, AHCPR Pub No. 95-0015.

December 3: ORGANIZING FOR INNOVATION RESEARCH

Dearing, J. W. (2006). The emerging science of translational research. Paper presented to Kentucky Conference on Health Communication, Lexington, KY.

Johnson, J. D. (2005). Innovation and knowledge management: The Cancer Information Science Research Consortium. Cheltenham, UK: Edward Elgar. Ch 3, 4

Recommended:

Special issue of. Preventive Medicine, 27(5), part 2, focusing on Cancer Information Service Research Consortium.

Clifford, C., & Clark, J. (Eds.). (2004). *Getting research into practice*. Edinburgh, UK: Churchill Livingstone.

DeSanctis, G., Glass J. T., & Ensing, I. M. (2002). Organizational designs for R&D. Academy of Management Executive, 16, 55 –66.

Hornbrook, M. C. et al. (2005). Building a virtual cancer research organization. Journal of the National Cancer Institute Monographs, 35, 12-25.

McDermott, G. A., Corredoira, R. A., & Kruse, G. (2009). Public-private institutions as catalysts of upgrading in emerging market societies. Academy of Management Journal, 52, 1270 -- 1296.

New Economy Regional Plan for the Greater Lexington Area, Focus Area 6, Area of Emphasis #2, Knowledge and Innovation Management Consortium, 6-11 to 6-16.

Pettigrew, A. M. (1990). Longitudinal field research on change: Theory and practice. In G. P. Huber & A. H. Van de Ven (Eds.) Longitudinal field research methods: Studying processes of organizational change (pp. 91-125). Thousand Oaks, CA: Sage.

Shaw, H., & Clifford, C. (2004). Research in healthcare: establishing a national research and development programme. In Clifford, C., & Clark, J. (Eds.). *Getting research into practice* (pp. 19-40). Edinburgh, UK: Churchill Livingstone.

Strauss, S. E., Tetroe, J., & Graham, I. D. (Eds.). (2009). *Knowledge translation in healthcare: moving from evidence to practice*. Chichester, UK: Wiley -- Blackwell.

Van de Ven, A. H. & Angle, H. L. (1989). An introduction to the Minnesota Innovation Research Program. In A. H. Van de Ven, H. L. Angle, & M. S. Poole (Eds.), Research on the management of innovation (pp. 3-30). Ballinger Publishing Co. (Reprinted in 2000 by Oxford

University Press.

The Cancer Information Service Research Consortium grant proposal

UK CCTS GRANT PROPOSAL NOVEMBER 17, 2007

Woods, K. L. (2004). Developing a research programme to meet a national agenda. In Clifford, C., & Clark, J. (Eds.). *Getting research into practice* (pp. 41- 60). Edinburgh, UK: Churchill Livingstone.

DEC 10 FUTURE

Johnson, J. D. (2005). Innovation and knowledge management: The Cancer Information Science Research Consortium. Cheltenham, UK: Edward Elgar. Ch. 7

Johnson, J. D. (In preparation). *Innovations as Symbols*. Chapter 7: Summing up

Kochan, T. A., Guillen, M. F., Hunter, L.W, and O'Mahoney, S. (2009). Introduction to the special research forum -- public policy and management research: finding the common ground. Academy of Management Journal, 52, 1088 -- 1100.

Reay, T., Berta, W., & Kohn, K. (2009). What's the evidence on evidence-based management? *Academy of Management Perspectives*, *23*(4), 5-18.

BIOGRAPHICAL SKETCH

J. DAVID JOHNSON (PH.D., Michigan State University, 1978) is currently a Professor in the Department of Communication. He has also held academic positions at the University of Wisconsin-Milwaukee, Arizona State University, Michigan State University, and the State University of New York at Buffalo and was a media research analyst for the U. S. Information Agency. He has authored over 80 refereed publications and he has been recognized as one of the most prolific scholars in the field of communication. His publications have appeared in over 50 different journals, including: Academy of Management Review, Communication Theory, Human Communication Research, Communication Research, Communication Monographs, Evaluation and the Health Professions, Communication Theory, Preventive Medicine, and Social Networks. He has also received grants from the National Cancer Institute, Michigan Department of Public Health, Michigan Department of Transportation, and National Association of Broadcasters. His major research interests focus on organizational communication structures, innovation, information seeking, and health communication. He has published eight books including: Cancer-related information seeking. Hampton Press; Information seeking: An organizational dilemma. Quorum Books; and Organizational communication structure, Ablex

Current Research Projects/Activities

This semester I am working on a book relating to symbolic innovations.