Critical and Creative Inquiry in Online, Asynchronous Environments

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Welcome

Texas State
Distance and Extended Learning

Texas State University
Introducing Dr. Elizabeth K. Eger

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Introducing Ms. Tamarin Butcher

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• Check out my IDeaBook: www.ideabook.wp.txstate.edu
Poll: Who are you?
Critical and Creative Inquiry in Online, Asynchronous Environments

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Answer in the Chat

• What interested you to attend our session?
• What experience (if any) do you have with online, asynchronous courses?
• What are your perceptions about online, asynchronous course challenges?
Potential Perceptions and Challenges of Online, Asynchronous Courses

• Little community interaction with classmates or professor.
• Limited time or space for creativity.
• Centered around exams focused on memorization and recall.
• Difficulty of engaging students' critical thinking.
Bloom’s Taxonomy

- **Remember**: Recall facts and basic concepts (define, duplicate, list, memorize, repeat, state)
- **Understand**: Explain ideas or concepts (classify, describe, discuss, explain, identify, locate, recognize, report, select, translate)
- **Apply**: Use information in new situations (execute, implement, solve, use, demonstrate, interpret, operate, schedule, sketch)
- **Analyze**: Draw connections among ideas (differentiate, organize, relate, compare, contrast, distinguish, examine, experiment, question, test)
- **Evaluate**: Justify a stand or decision (appraise, argue, defend, judge, select, support, value, critique, weigh)
- **Create**: Produce new or original work (design, assemble, construct, conjecture, develop, formulate, author, investigate)
Pedagogical Goals for COMM 3319: Organizational Communication Online

Design the course around critical thinking, creativity, and reflexivity.

Foster community, care, and relationships with students as whole people.

Cultivate rigor through engaging higher-level thinking skills.

Develop flexibility for students to engage in their busy schedules.

Build connections to diversity and inclusion throughout.

Create opportunities to analyze and evaluate real-world challenges.
Moving COMM 3319: Organizational Communication Fully Online to Canvas

Module 3: Early Perspectives of Organizational Communication

Overview
This module explores early perspectives of organizational communication. It examines why theory is important to understanding organizational communication, and it introduces three perspectives that influenced the field of organizational communication: (1) classical management, (2) human relations, and (3) human resources. It asks you to apply these early perspectives and theories to an historical article and a contemporary case.

Objectives
Upon completion of this module, you will develop new knowledge and skills to:
- Determine the importance of theory to understand organizational communication.
- Compare and contrast the differences among the three early perspectives of organizational communication.
- Analyze early perspectives of organizational communication in relationship to historical knowledge.
- Recommend practical solutions to an organizational case based on understanding early perspectives of organizational
Building Assignments and Assessments for Students’ Critical and Creative Inquiry

- Reading Checks and Freewrites
- Discussion Boards
- Arts-Based Activities
- Creative and Evaluative Major Projects
The two most important tips I took away from the article are to be intentional with the content you search for and to look for curated content compiled by experts in the field.

The first issue is something that I have been preaching for years. I've mentioned several times that I am from South East Texas. This area is typically known as a hyper conservative area that is also hyper political. Many people from my home town will look at sources of information that are ridiculously biased. The tip that Zheng is trying to convey is to look at sources of information that are unbiased and impartial. "Avoid sources that involve individuals talking about communities they do not belong to and sources with missing or biased methodologies." (Zheng, 2019, p. 3) He is trying to say that looking at information that is biased is bad for learning information.

The second follows the same lines of not looking at biased content. This tip is explaining the importance of looking at sources that are focused on educating people who are allies of the group that is at the center of the conversation.

When learning respectively, the Zheng's article states "just because you've done your homework doesn't mean that you can return to your coworkers to further your education" (Zheng, 2019, p.4). By further understanding, it's always best to learn from someone reliable and as you learn, always always always be respectful! People like educators, workshop facilitators, outreach coordinators, etc. can be extremely helpful and understanding. I'm sure, because of their profession, they can "take" a good amount of ignorance but its best to "be on your best behavior" for lack of better words.

Zheng's tips help leaders with organizational communication about difference and/or social issues at work by explaining specific scenario, giving examples and ways to share information that could easily say the organization from social issues.
I could definitely use Zheng’s tips in my own future life, especially with LGBTQIAP+. This is a social issue that I don’t know a lot about and it is an issue that I do not truly understand. One of the main reasons that I do not understand this issue is because I feel like it has a lot of changes and layers involved. It seems as though I woke up one day and what was once four letters have now become eight+ letters. It is important that I understand this social issue because what I see as letters, other people see as rights. Many times people do not care about issues that they do not understand, and I want to understand. If anyone should know how it feels to be different or discriminated against, it would be an African American male. Understanding the organizational communication of the LGBTQIAP+ will allow me to be more knowledgeable about the differences in our culture.

The tip that I could adapt to from Zheng’s article to be a better communicator and future leader is to, “First, Do Your Homework”. I cannot be passionate about my social issue without being passionate of others. Zheng’s tips will allow me to bridge that communication gap that currently acts as a barrier to the LGBTQIAP+ community.
One social issue and/or form of difference that I don't have any personal experience, and that I would like to learn more is learning about people with disabilities. The reason I chose this is because we know people with disabilities are out there, but we tend to sometimes see the disability they have than to know them as a person in the community. I believe learning more about someone with a disability can help us open up our mind even more to know how to they like to be treated. Sometimes if we know/see someone with a disability we act different around them and sometimes people make fun of them. I have experienced and have been around people who would make fun of a person with a disability back in high school, and sometimes putting a stop to it would scare us. I believe by doing my homework by researching, and see reading more about people who are actually educated and have either a disability speaks up about how they feel. It can make us more knowledgeable about how they like being treated and how they live their day to day life. Looking for guidance like Zheng says looking for reading list and guides compiled by experts will help us broaden up our knowledge. This will help us in the future if we encounter ourselves in that situation to know how to speak to someone, and just see them as who they are.
Discussion Boards

Elizabeth Eger
Oct 4, 2020

**Group 3: Surfer (pp. 204-205):**

Part I small group assignment: Follow the overall directions for this discussion. Your assigned image of identity work is the surfer.

Part II: Create a response post in this thread if this is the image that best visualizes your own identity work at Texas State University.

← Reply

Karyli Oct 6, 2020

I think the surfer best visualizes my own identity work at Texas State. Surfers are said to be open to experience and flexible. I think this fits me best because of the environments each of my three minors (Business Administration, Communication Studies, and Geography) led me to be in at school. My business minor led me to be around a lot of generally conservative individuals, whereas my other two minors led me to be around a lot of liberal-mined individuals. To be successful in each field, I felt that it was important to be flexible and open with my beliefs, rather than rigid or close-minded. “The surfer adopts multiple identities to fit multiple situations, with the same flexible attitude that a surfer might take in the search for the perfect wave” (Eisenberg et al., 2017, p. 204). While I don’t believe I crafted multiple identities, I do feel that I either withheld or offered my personal opinions based on the environment I was in, and was able to fit perfectly into any of them.
search for the perfect wave" (Eisenberg et al., 2017, p. 204). While I don’t believe I crafted multiple identities, I do feel that I either withheld or offered my personal opinions based on the environment I was in, and was able to fit perfectly into any of them.

Hi Karyli,

Wow, three minors? I could not even imagine but that does sound like such an interesting combination. After reading through your reflection of yourself and how you view your identity work at Texas State, I think I can definitely see how you would be a surfer. I think with the diversity in your studies you would definitely have to be a flexible and open minded person. I could also see this as potentially being a stencil through to. I think that your flexibility could also be seen as as you potentially putting on different identities when you are in different situations. For example this could be seen when you are in each different area of study; perhaps when you are in your communication studies minor, you wear your identity that best fits and aligns with that organizations preferences and then the same when you are working with your business and geography areas of study.

I wonder if you think this sounds like something that might be applicable to your identity work to? Maybe you are a combination of both surfer and stencil? Either way this is such a cool and unique way to look at identity work and I love that you have such a drive to be so flexible and open to experience.
Arts-Based Activities: Nereliz Example

"The largest crystal is the "Passionate Peach" Crystal. I am a very passionate person who is an advocate for my daughter, a loving mother and caretaker, and a studious believer. The "Loving Lavender" Crystal represents my love for friendship, as a daughter and sister, and my partner who motivates and uplifts me every day. Next crystal is "Businesswoman Blue", looking forward to my working career I hope to establish positive relationships with my co-workers, respect and acknowledgment from my superiors, and ultimately strive to be the best at what I do. The two smaller crystals represent "Yeehaw! Yellow" and "Going Green". Even though they represent a smaller portion in my life, they are still an important aspect. Indulging in my free time and continuing to be a positive citizen for the environment are what represent the last two crystals."

- Nereliz
Arts-Based Activities:
Reed, Amber, Kendra, + Bernadette
(11:20 p.m.) As we turn right on Music Lane from Congress Ave, Marcus notices new AT&T utility cable placed on the ground not complete (see image). The image shows the cable not hanging in the air as it should be, but instead, it is sitting on the ground. His facial expression is one of frustration as he exhales a deep breath. He states, “They told me they were done!” I watch him put his truck in park, step out of the vehicle, place a couple of cones out for protection and recognition, and walk over to view the work that is not complete. I stay in the truck, turn the radio off, and observe his actions. At the same time, I see a job site superintendent recognize Marcus and walks over to begin having a verbal discussion that I can faintly hear.

Video 2: 2019 Full Ride Experience 4k Pirates Of The Caribbean Disneyland California As Good As Being There 11:27

This ride is very dark and only shows spotlights on where to turn your attention towards. The ride shows treasure and really sets up the plot storyline nicely. You see shadows of a sword fight. Throughout half of the ride you hear “yo-ho yo-ho the pirates of the sea” It starts with being a boat in the water touring one of the famous towns and jungles. I hear people screaming of excitement (1:20) I hear seagulls while there is sounds of rain and thunder and a skeleton fighting with the helm trying to keep the ship afloat. It shows the captains quarters and his “booty” or treasure. There were even Sword fights in the video. You could hear the blades of the sword hitting and sliding against each other. I heard Captain Jack Sparrow grunting as he fought his way through. Throughout the ride there is blue and yellow backlighting to give the ride a sort of spooky effect.
(8:00am) Monday, June 15
• Store opens, shop doors are lifted, and customers start to enter showroom
• Everyone is practicing social distancing and wearing masks
• It’s getting busier by the minute and we’re having to limit the amount of customers coming in
• The phones are ringing and I can hear the sales associates communicating with customers.
Creative and Evaluative Major Projects: Andy and Mary Katie Video Examples
Questions, Ideas, and Experiences?

Let’s Connect!

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