

# Johny T. Garner

Department of Communication Studies  
Texas Christian University  
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## **Appointments**

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Texas Christian University, Associate Professor, 2013-Present  
Texas Christian University, Assistant Professor, 2010-2013  
Pepperdine University, Assistant Professor, 2006-2010  
Montgomery College, Adjunct Professor, 2005-2006  
Texas A&M University, Adjunct Professor, 2005  
Texas A&M University, Graduate Assistant Teaching, 2001-2005  
Abilene Christian University, Teaching Assistant, 1999-2001

## **Education**

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PhD (2006)

Texas A & M University

Communication (Emphasis on organizational communication)

Dissertation: When Things Go Wrong at Work: Expressions of Organizational Dissent as Interpersonal Influence. Chair: Katherine I. Miller

M.A. (2001)

Abilene Christian University

Human Communication (Emphasis on organizational communication and conflict management)

Thesis: A Transperceptual Analysis of Leadership within University Residence Halls.  
Chair: Carley Dodd

B.A. (1999) *Magna Cum Laude*

Abilene Christian University

Theatre and Youth/Family Ministry

## **Journal Articles** (Peer-reviewed; Student authors listed in bold)

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Garner, J. T. (in press). Open Doors and Iron Cages: Management Responses to Employee Dissent. *Journal of Business Communication*.

Garner, J. T. (2013). Dissenters, managers, and coworkers: The process of co-constructing organizational dissent and dissent effectiveness. *Management Communication Quarterly*, 27, 373-395.

Garner, J. T., & **Barnes, J.** (2013). Connecting classrooms and community: Engaged scholarship, nonacademic voices, and organizational communication curriculum. *Communication Education*, 62, 105-126.

- Garner, J. T., & **Buckner, M.** (2013). Skyping class: Using videoconferencing in organizational communication classes. *Communication Teacher*, 27, 1-5.
- Garner, J. T. (2012). Making waves at work: Perceived effectiveness and appropriateness of organizational dissent messages. *Management Communication Quarterly*, 26, 224-241.
- Garner, J. T. (2012). Uncomfortable communication: Leaders' and members' perceptions of dissent triggers in churches. *Journal of Communication and Religion*, 35, 50-72.
- Garner, J. T., Kinsky, E. S., Duta, A., & **Danker, J.** (2012). Deviating from the script: A content analysis of organizational dissent as portrayed on primetime television. *Communication Quarterly*, 60, 608-623.
- Garner, J. T., & Garner, L. (2011). Volunteering an opinion: Organizational voice and volunteer retention in nonprofit organizations. *Nonprofit and Volunteer Sector Quarterly*, 40, 813-828.
- Garner, J. T., & **Wargo, M. R.** (2009). Feedback from the pew: A dual-perspective exploration of organizational dissent in churches. *Journal of Communication and Religion*, 32, 375-400.
- Garner, J. T. (2009). When things go wrong at work: An exploration of organizational dissent messages. *Communication Studies*, 60, 197-218.
- Garner, J. T. (2009). Strategic dissent: Expressions of organizational dissent motivated by influence goals. *International Journal of Strategic Communication*, 3, 34-51.
- Garner, J. T., & Poole, M. S. (2009). Opposites attract: Leadership endorsement as a function of interaction between a leader and a foil. *Western Journal of Communication*, 73, 227-247.
- Miller, K. I., Considine, J. R., & Garner, J. T. (2007). 'Let me tell you about my job': Narratives of emotion from Working and Gig. *Management Communication Quarterly*, 20, 231-260.
- Sumpter, R. S., & Garner, J. T. (2007). Telling the Columbia story: Source selection in news accounts of a shuttle accident. *Science Communication*, 28, 455-475.
- Garner, J. T. (2006). Masters of the universe? Resource dependency and interorganizational power relationships at NASA. *Journal of Applied Communication Research*, 34, 368-385.
- Garner, J. T. (2006). It's not what you know: A transactive memory analysis of knowledge networks at NASA. *Journal of Technical Writing and Communication*, 36, 329-351.

### **Book Chapters**

- Garner, J. T., Chandler, R. C., & Wallace, J. D. (in progress, expected mid-2013). Preliminary results on the use of humor and cynicism in response to workplace dissatisfaction. In R. M. Chory & J. Róka (Eds.) *Proceedings of the George Gerbner conference on communication, conflict and aggression*. Budapest, Hungary: Századvég kiadó. *Final version of chapter with the senior editor.*
- Garner, J. T., & Horton, K. (2013). Connecting volunteers' roles and motivations to their willingness to voice ideas, remain, and donate. In M. Kramer, L. Gossett, & L. Lewis (Eds.) *Communication and the volunteer experience: Exploring the*

- organizational dynamics of volunteering in multiple contexts* (pp. 365-382). New York, New York: Peter Lang.
- Garner, J. T. & Poole, M. S. (2013). Perspectives on workgroup conflict and communication. In J. G. Oetzel & S. Ting-Toomey (Eds.) *The Sage handbook of conflict communication: Integrating theory, research, and practice* (2<sup>nd</sup> ed., pp. 321-347). Thousand Oaks, CA: Sage.
- Poole, M. S., & Garner, J. T. (2006). Perspectives on workgroup conflict and communication. In J. G. Oetzel & S. Ting-Toomey (Eds.) *The Sage handbook of conflict communication: Integrating theory, research, and practice* (pp. 267-292). Thousand Oaks, CA: Sage.

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**Public Scholarship** (Nonacademic audiences; Student authors listed in bold)

- Garner, J. T., & **Bishop, B.** (2012). *With all due respect: How to communicate suggestions and complaints to your boss*. [White Paper]. Retrieved from <http://www.drgarnerresearch.com/HowToCommunicateWithYourBoss.pdf>
- Garner, J. T. (2013). How to communicate dissent at work. *Harvard Business Review Blog Network*. Retrieved from [http://blogs.hbr.org/cs/2013/02/how\\_to\\_communicate\\_dissent\\_at.html](http://blogs.hbr.org/cs/2013/02/how_to_communicate_dissent_at.html)
- Garner, J. T. (2013). Better to act than to stand still. *Work Style Magazine*, 11.

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**Competitive Convention Papers** (Student authors listed in bold)

- Garner, J. T. (2013, June). *Different ways to disagree: A mixed methods exploration of organizational dissent*. Paper presented at the International Communication Association Conference, London, UK.
- Garner, J. T. (2012, May). *What are you telling me? Supervisors' perceptions of employees' dissent messages and conversational outcomes*. Paper presented at the International Communication Association Conference, Phoenix, AZ.
- Garner, J. T. (2011, November). *Angry voices: Testing connections between organizational dissent and employee aggression, burnout, and commitment*. Paper presented at the National Communication Association Conference, New Orleans, LA.
- Iba, D., & Garner, J. T. (2011, November). *Silencing contrary voices: A call for research on ostracism and dissent in classroom groups*. Paper presented at the National Communication Association Conference, New Orleans, LA.
- Lee, A.**, Finnerty-Myers, K., Garner, J. T. (2011, November). *The relationship between communication in workplace meetings and employee job satisfaction*. Paper presented at the National Communication Association Conference, New Orleans, LA.
- Garner, J. T. (2011, May) *Through an open door: Management responses to employee dissent*. Paper presented at the International Communication Association Conference, Boston, PA.
- Garner, J. T., & **Barnes, J.** (2010, November). *Building bridges between classrooms and community: Engaging scholarship, nonacademic voices, and organizational communication pedagogy*. Paper presented at the National Communication Association Conference, San Francisco, CA.

- Garner, J. T., Duta, A. C., Kinsky, E., & **Danker, J.** (2010, November). *Deviating from the script: A content analysis of organizational dissent as portrayed on primetime television*. Paper presented at the National Communication Association Conference, San Francisco, CA, awarded Top Scholar-to-Scholar Presentation.
- Garner, J. T., Chandler, R. C., & Wallace, J. D. (2010, May). *Nothing to laugh about: The use of humor and cynicism in response to workplace incivility, conflict, and aggression*. Paper presented at the George Gerbner Conference on Communication, Conflict, and Aggression, Budapest, Hungary.
- Garner, J. T. (2009, November). *Discourses of change or stability: Organizational dissent effectiveness as the product of messages and goals*. Paper presented at the National Communication Association Conference, Chicago, IL.
- Finnerty, K. L., & Garner, J. T. (2009, May). *Tuning in to The Office: Connecting organizational communication behaviors and attitudes with media effects*. Paper presented at the International Communication Association Conference, Chicago, IL.
- Garner, J. T., & **Wargo, M. R.** (2008, November). *Speaking up at church: Exploring organizational dissent in churches*. Paper presented at the National Communication Association Conference, San Diego, CA.
- Horvath, L.**, & Garner, J. T. (2008, November). *Conflict incognito: Exploring differences between manifest and hidden conflict in an organization*. Paper presented at the National Communication Association Conference, San Diego, CA.
- Garner, J. T., **Leahy, A. K.**, **Rubenstein, R. A.**, & **Templeton, K.** (2008, May). *Spheres of influence: Dissent networks at Enron*. Paper presented at the International Communication Association Conference, Montreal, Quebec, Canada.
- Garner, J. T. (2007, May). *Give me liberty or give me (occupational) death: Organizational dissent messages and workplace freedom of speech*. Paper presented at the International Communication Association Conference, San Francisco, CA.
- Garner, J. T. (2006, November). *When things go wrong at work: Organizational dissent messages and audience*. Paper presented at the National Communication Association Conference, San Antonio, TX.
- Garner, J. T. (2006, November). *Give me what I want: Expressions of organizational dissent as interpersonal influence*. Paper presented at the National Communication Association Conference, San Antonio, TX.
- Garner, J. T. (2005, November). *Interpersonal influence goals expressed in dissent messages*. Paper presented at the National Communication Association Conference, Boston, MA.
- Garner, J. T., & Yuan, F. (2005, November). *Driving change: Understanding efforts to change the culture of a university parking organization*. Paper presented at the National Communication Association Conference, Boston, MA.
- Garner, J. T. (2004, November). *Masters of the universe: Resource dependency and interorganizational power relationships at NASA*. Paper presented at the National Communication Association Conference, Chicago, IL. Top Student Paper, Applied Communication Division.

- Garner, J. T., & Poole, M. S. (2004, November). *Opposites attract: The emergence of leadership as interaction between a leader and a foil*. Paper presented at the National Communication Association Conference, Chicago, IL. Top 3 paper, Group Communication Division.
- Garner, J. T. (2004, November). *Resisting control, controlling resistance: The structuration of resistance strategies*. Paper presented at the National Communication Association Conference, Chicago, IL.
- Garner, J. T. (2004, November). *Leading the dance: A process theory of leadership and group development*. Paper presented at the National Communication Association Conference, Chicago, IL.
- Miller, K. I., Considine, J. R., & Garner, J. T. (2004, November). *'Let me tell you about my job': Narratives of emotion from Working and Gig*. Paper presented at the National Communication Association Conference, Chicago, IL.
- Garner, J. T. (2004, May). *It's not what you know: A transactive memory analysis of knowledge networks at NASA*. Paper presented at the International Communication Association Conference, New Orleans, LA.
- Garner, J. T. (2003, November). *Leading the dance: A process theory of leadership and group development*. Paper presented at the National Communication Association Conference, Miami Beach, FL. Outstanding Student Paper, Group Communication Division.
- Garner, J. T. (2003, November). *When God comes to work: An understanding of management and spirituality*. Paper presented at the National Communication Association Conference, Miami Beach, FL.
- Garner, J. T. (2003, November). *Bound and gagged: Emotional constraints in organizational control and resistance strategies*. Paper presented at the National Communication Association Conference, Miami Beach, FL.
- Garner, J. T. & Winkler, B. (2003, May). Culture in transition: A cultural study of a university's parking organization." Paper presented at the International Communication Association Conference, San Diego, CA.
- Garner, J. T. (2001). *Training transperceptionally: Using the transperceptual leadership model to train leaders in university residence halls*. Paper presented at the National Communication Association Conference, Atlanta, GA.
- Garner, J. T. (2001, April). *Counting the cost: An analysis of student conflict in a university environment*. Paper presented at the Texas Speech Communication Association Conference, El Paso, TX.

### **Conference Panel Presentations**

- "Uncomfortable Discourse: Leaders' and Members' Perceptions of Dissent Triggers in Churches." Presented as part of a panel entitled, *Secular and Sacred: Communication and Organizing in Religious Organizations*, at the National Communication Association Conference, 2009.
- "The Water Cooler is Half Empty: Workplace Cynicism and Organizational Dissent." Presented as part of a panel entitled, *Taking the Next Step: How People Cope with Workplace Incivility*, at the National Communication Association Conference, 2008.

“Best Practices in Ethics Training.” Presented as part of a panel entitled, *Corporate Ethics Training: Training and Developing Corporate Ethical Integrity*, at the National Communication Association Conference, 2007.

### **Invited Presentations**

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“Beyond the Bottom Line: Communication and Dissent Processes in Churches and Other Nonprofit Organizations.” Presentation as part of Baylor University’s Communication Week, 2011.

“Moving Past ‘Will This Get Me a Job’: The Value of a Liberal Education.” Lambda Pi Eta Honor Society Induction, Texas Christian University, 2010.

“Listening and Communication Skills.” Presented to Residence Hall Advisors, Texas A&M University, 2005.

“Coming Between, Bringing Together: A Study of University Programs for Alternative Dispute Resolution.” Research was funded by the Program for Conflict and Dispute Resolution. Presented as colloquium, Texas A&M University, 2002.

### **Internal Funding**

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2012 Research and Creative Activities Fund grant, TCU, \$2227.

2012 Junior Faculty Summer Research Program grant, TCU, \$6000.

2011 Research and Creative Activities Fund grant, TCU, \$2710.

2011 Junior Faculty Summer Research Program grant, TCU, \$6000.

Dean’s Research Grant, Pepperdine University, \$350, 2009.

Seaver Research Council Grant, Pepperdine University, \$3,000, 2008-2009.

Seaver Fellowship, Pepperdine University, \$2,000, 2008-2009.

Dean’s Research Grant, Pepperdine University, \$1,500, 2008.

Seaver Research Council Grant, Pepperdine University, \$2,530, 2007-2008.

Seaver Fellowship, Pepperdine University, \$2,000, 2007-2008.

Seaver Research Council Course Release, Pepperdine University, 2007-2008.

Dean’s Research Grant, Pepperdine University, \$1,000, 2007

Program for Conflict and Dispute Resolution, Texas A&M University, \$1,500, 2002.

### **Research Interests**

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Dissent Messages, Workplace Incivility, Communication in Nonprofit Organizations, Organizational Dynamics of Churches, Small Group Communication, Communication Theory

### **Teaching Experience**

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Organizational Communication, taught for 4 semesters at Texas Christian University.

Organizational Communication, graduate level, taught for 1 semester at Texas Christian University.

Power and Incivility in Organization, graduate class, taught for 1 semester at Texas Christian University.

Conflict Management, taught for 1 semester at Texas Christian University.

Business and Professional Speaking, taught for 2 summer sessions at Texas Christian University.

Organizational Communication Analysis, taught for 2 semesters at Pepperdine University.

Advanced Organizational Communication, taught for 1 semester at Pepperdine University.

Communicating and Organizations, taught for 1 semester at Pepperdine University

Graduate-level Communication Theory, taught for 3 semesters at Pepperdine University

Training and Development, taught for 2 semesters at Pepperdine University.

Communication and Leadership, taught for 1 semester at Pepperdine University.

Communication Ethics, taught for 7 semesters Pepperdine University

Communication Theory, taught for 1 semester at Pepperdine University

Negotiation, taught for 1 semester at Texas A&M University

Organizational Communication, assisted for 2 semesters and individually taught for 1 semester at Texas A&M University

Interpersonal Communication, taught for 2 semesters at Montgomery College

Small Group Communication, taught for 4 semesters at Texas A&M University

Communication Workshop, a graduate seminar for statistics students, taught for 2 semesters at Texas A&M University

Public Speaking for Technical Professions, taught for 1 semester at Texas A&M University

Public Speaking, assisted for 1 semester and individually taught for 2 semesters at Texas A&M University

Introduction to Speech Communication, a hybrid course, taught for 2 semester at Montgomery College

Fundamentals of Communication, a hybrid course, assisted for 2 semesters and individually taught for 2 semesters at Abilene Christian University

### **Service**

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Panel Chair, *Workplace Relationships*. National Communication Association, 2011.

Panel Chair, *Oh No You Didn't: Bullying, Gossip, and Incivility in the Workplace*. National Communication Association Conference, 2009.

Panel Chair, *Agency in the Individual-Organization Relationship: Processes of Dissent and Disputing*. National Communication Association Conference, 2007.

Reviewed three manuscripts for *Management Communication Quarterly*

Reviewed two manuscript for *Communication Monographs*

Reviewed a manuscript for *Journal of Applied Communication Research*

Reviewed a manuscript for *Communication Reports*

Reviewed a manuscript for *Journal of Communication and Religion*

Reviewed a manuscript for *Nonprofit and Voluntary Sector Quarterly*

Paper reviewer, International Communication Association, 2008, 2009

Paper reviewer, National Communication Association, 2009

Reviewed two textbooks

Curriculum Committee member, TCU, 2010-Present

Graduate Director, Pepperdine University, 2009-2010

Directed 2 theses, Co-Directed 2 theses, Served on 3 thesis committees, Pepperdine University

Board Member, Institutional Review Board, Pepperdine University, 2007-2010

Lambda Pi Eta Faculty Sponsor, Pepperdine University, 2006-2010  
New Faculty Mentor, Pepperdine University, 2008-2009.  
Committee Member and Admissions Reviewer, Communication Division Graduate  
Committee, 2006-2009  
Organizational communication curriculum revision, Pepperdine University, 2009  
Maintaining organizational communication blog, 2008-2009  
Member, Communication division committee to review capital campaign proposal, 2006  
General Conference Organizer, Nuevo Dia Southwest Organizational Communication  
Mini-Conference, 2006  
Graduate Student Representative to Association of Former Students Awards Committee  
Public speaking tutorials for Federal Safety Inspection Services Officers  
Graduate Student Representative to Graduate Instructional Committee  
Graduate Student Representative to departmental faculty meetings  
Departmental Representative to the Liberal Arts Graduate Student Council, Facilitator for  
one semester  
Editorial Intern for Rhetoric & Public Affairs

### **Honors**

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Top Scholar-to-Scholar Presentation, National Communication Association, 2010,  
“Deviating from the script: A content analysis of organizational dissent as  
portrayed on primetime television.”  
B. Aubrey Fisher Award, Western States Communication Association, Top Article in  
Western Journal of Communication, 2009 “Opposites attract: Leadership  
endorsement as a function of interaction between a leader and a foil.”  
Outstanding Teaching by a Graduate Student, Instruction and Developmental Division of  
the International Communication Association, 2005.  
Distinguished Graduate Student Teaching Award, Texas A&M Association of Former  
Students, 2005.  
“T-Camp” Namesake, student-nominated teaching award, Texas A&M University, 2005.  
Top Student Paper, Applied Communication Division, National Communication  
Association. “Masters of the universe: Resource dependency and  
interorganizational power relationships at NASA.” 2004.  
Top 3 paper (with M. S. Poole), Group Communication Division, National  
Communication Association. “Opposites attract: The emergence of leadership as  
interaction between a leader and a foil.” 2004.  
Outstanding Student Paper, Group Communication Division, National Communication  
Association. “Leading the Dance: A Process Theory of Leadership and Group  
Development.” 2003.  
Researcher of the Year, Abilene Christian University Human Communication  
Department, 2001.  
Top Paper in Quantitative Research, Abilene Christian University Graduate School, 2001  
Runner-Up Paper in Quantitative Research, Abilene Christian University Graduate  
School, 2001.

### **Memberships**

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National Communication Association, 1999-present



International Communication Association, 2003-present  
Texas Speech Communication Association, 2001-2002