

# 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 Transperceptional 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** (Student authors listed in bold)

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- Garner, J. T. (2016). An examination of organizational dissent events and communication channels: Perspectives of a dissenter, supervisors, and coworkers. *Communication Reports*. Advance online publication. doi: 10.1080/08934215.2015.1128454
- Garner, J. T. (2016) Simulating dissent: Mapping the life span of organizational dissent using agent-based modeling. *Western Journal of Communication*, 80, 414-434.
- Garner, J. T. (2016). Sunday Democracies: A Mixed Methods Analysis of Members' Perceptions of Church Authority and Organizational Dissent. *Journal of Applied Communication Research*, 44, 415-433.

- Taylor, S. H., Young, J., Summers, S.,** Garner, J. T., & Hinderaker, A. (2015). Entering the Fold: Exploring the Encounter Stage in the Socialization Process within the Church of Jesus Christ of Latter-day Saints. *Journal of Communication and Religion, 38*, 67-88.
- Garner, J. T., **Ragland, J. P., Leite, M., Young, J., Bergquist, G., Summers, S., Pool, G., Taylor, S. H., Tian, X., Reyes, E., Haynes, M., & Ivy, T.** (2016). A long look back: An analysis of 50 years of organizational communication research (1964-2013). *Review of Communication Research, 4*, 29-64.
- Garner, J. T. (2015). Open Doors and Iron Cages: Management Responses to Employee Dissent. *International Journal of Business Communication, 53*, 27-54.
- Garner, J. T. (2015). Different Ways to Disagree: A Study of Organizational Dissent to Explore Connections between Mixed Methods Research and Engaged Scholarship. *Journal of Mixed Methods Research, 9*, 178-195.
- Garner, J. T., Chandler, R. C., & Wallace, J. D. (2015). Nothing to Laugh About: Student Interns' Use of Humor in Response to Workplace Dissatisfaction. *Southern Communication Journal, 80*, 102-118.
- Garner, J. T., & Iba, D. L. (2015). Changes in Eye Contact and Attraction Scores Relative to Ostracism and Dissent. *Small Group Research, 46*, 3-26.
- Garner, J. T., & **Ragland, J. P.** (2015). Using a Thematic Analysis of Literature to Survey Subfields within Communication Studies. *Communication Teacher, 29*, 159-165.
- 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 Voluntary 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**

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- Garner, J. T. (forthcoming). Dissent. In R. Heath & W. Johansen (eds.) *International encyclopedia of strategic communication*. Wiley-Blackwell.
- Garner, J. T. (forthcoming). Religion and nonprofit organizations. In P. Prysmakova, D. R., Vienne, & A. Farazmand (eds.) *Global encyclopedia of public administration, public policy, and governance*. Springer.
- Garner, J. T. (forthcoming). Empowerment. In C. R. Scott & L. K. Lewis (eds.) *International Encyclopedia of Organizational Communication*. Wiley-Blackwell.
- Garner, J. T., & Dougherty, K. (forthcoming). Organizational Justice. In C. R. Scott & L. K. Lewis (eds.) *International Encyclopedia of Organizational Communication*. Wiley-Blackwell.
- Garner, J. T. (forthcoming). Survey Response Rates. In M. Allen (ed.) *The SAGE Encyclopedia of Communication Research Methods*. Newbury Park, CA: Sage.
- Garner, J. T., Chandler, R. C., & Wallace, J. D. (2014). Preliminary results on the use of humor and cynicism in response to workplace dissatisfaction. In R. M. Chory & J. Róka (Eds.) *Selections from the 2010 and 2012 George Gerbner conference on communication, conflict and aggression* (pp. 85-101). Budapest, Hungary: Századvég kiadó.
- 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.

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

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- Garner, J. T., & Iba, D. L. (2015, November). *I Don't Like What You're Saying: Gaze Duration as a Response to Group Dissent*. Paper presented at the National Communication Association Conference, Las Vegas, NV. Top paper in Group Communication Division; Top paper in Nonverbal Communication Division (first)
- Garner, J. T. (2015, November). *Trouble Maker or Problem Solver? Perceptions of Organizational Dissenters*. Paper presented at the National Communication Association Conference, Las Vegas, NV. (first)
- Hinderaker, A., & Garner, J. T. (2015, November). *Speaking Up on My Way Out The Door: A Close Examination of Church Exit and Member Dissent*. Paper presented at the Religious Communication Association Preconference, Las Vegas, NV. (first)
- Garner, J. T. (2015, May). *Simulating Dissent: Mapping the Life Span of Organizational Dissent using Agent-Based Modeling*. Paper presented at the International Communication Association Conference, San Juan, Puerto Rico. (first)
- Garner, J. T. (2015, May). *A Deeper Examination of Dissent Messages, Audience, and Conversational Outcomes*. Paper presented at the International Communication Association Conference, San Juan, Puerto Rico. (first)
- Garner, J. T., **Ragland, J. P., Leite, M., Young, J., Bergquist, G., Summers, S., Pool, G., Taylor, S. H., Tian, X., Reyes, E., Haynes, M., & Ivy, T.** (2014, November). *The Stuff of our Past: An Analysis of 50 years of Organizational Communication Research*. Paper presented at the National Communication Association Conference, Chicago, IL.
- Garner, J. T., & Iba, D. L. (2013, November). *Disconnections: Changes in Eye Contact and Attraction Scores as Indicators of Students' Ostracism toward a Dissenter*. Paper presented at the National Communication Association Conference, Washington, D.C. Top 3 paper in the Group Communication Division
- Garner, J. T. (2013, November). *Organizational Communication and the Divine: Connections between Perceptions of Leadership and Decision Making in Churches*. Paper presented at the National Communication Association Conference, Washington, D.C.
- 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 transperceptional 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**

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- “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 Book Review and 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.

### **Public Scholarship**

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- 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). Enabling constructive dissent in your organization. *Food Shippers of America*, 3(1), 62-63.
- Garner, J. T. (2013). Better to act than to stand still. *Work Style Magazine*, 11.

### **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**

Dissent Messages, Workplace Incivility, Organizational Control and Resistance, Small Group Communication, Emotions and Organizations, Communication in Social Networks, Communication Theory

### **Teaching Experience**

Organizational Communication, taught for 10 semesters at Texas Christian University.  
Organizational Communication, graduate level, taught for 2 semester at Texas Christian University.  
Power and Incivility in Organization, graduate class, taught for 3 semester at Texas Christian University.  
Internship, taught for 6 semesters at Texas Christian University.  
Conflict Management, taught for 1 semester at Texas Christian University.  
Business and Professional Speaking, taught for 3 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

### **Most Recent Service**

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Guest Editing Special Issue of Southern Communication Journal on Religion and Organizational Communication

Editorial boards of *Management Communication Quarterly*, *Journal of Applied Communication Research*, and *Communication Studies*.

Member, TCU Undergraduate Council

Chair, TCU Communication Studies Search Committee for Asst. Professor of Health Communication.

### **Honors**

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Top Paper, Group Communication Division, National Communication Association, 2016  
“Tabling, Discussing, and Giving In: Meeting Dissent in Three Workgroups.”

Top Paper, Group Communication Division, National Communication Association, 2015  
“I Don’t Like What You’re Saying: Gaze Duration as a Response to Group Dissent.”

Top Paper, Nonverbal Communication Division, National Communication Association, 2015  
“I Don’t Like What You’re Saying: Gaze Duration as a Response to Group Dissent.”

Top Paper, Group Communication Division, National Communication Association, 2014  
“Disconnections: Changes in Eye Contact and Attraction Scores as Indicators of Students’ Ostracism toward a Dissenter.”

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