

**LARRY DAVIS BROWNING, Ph. D., The Ohio State University
VITA**

Professor Emeritus, William P. Hobby Centennial Professor of Communication,
Department of Communication Studies, University of Texas at Austin, Moody
College of Communication lbrowning@mail.utexas.edu and Adjunct Professor of
Management, Nord University Business School, Bodø, Norway.

PROFESSIONAL EXPERIENCE

2006 Fellowship, the Research Council of Norway;
2004 Visiting Professor, University of Paris (ESCP-EAP);
2003-04 Fellow, Humanities Research Center, University of Texas at Austin;
1999-08 Graduate Advisor, Department of Communication Studies, University of Texas
at Austin;
2001 Visiting Professor, Department of Linguistics, University of Goteborg, Sweden;
1987-88 Visiting Associate Professor, Department of Communication, University of
Utah, Salt Lake City, Utah;
1982-1983 Visiting Scholar, Institute for Communication Research, Stanford University;
1968-70 Instructor (Captain, Regular USAF Commission), Department of
Psychology and Leadership, USAF Academy Colorado, awarded National
Defense Service Medal, and Small Arms Expert Marksmanship Ribbon.

HONORS

2014 Best article award, Organizational Communication Division, National
Communication Association.
2007-2009 John T. Jones Centennial Fellow in Communication, College of
Communication, University of Texas at Austin.
2006 Leiv Eriksson Fellow, Research Council of Norway.
2005 Best paper, Informing Science and Information Technology Education
Conference, Flagstaff, Arizona.
2003 Mentor, Orange Jackets, University of Texas Women's Honor Society.
2003 Best paper, Informing Science and Information Technology Education
Conference, Pori, Finland.
2000 Top four paper, Organizational Communication Division, presented to the annual
meeting of the National Communication Association, Seattle, Washington.
1999 Top four paper, Organizational Communication Division, presented to the annual
meeting of the International Communication Association, San Francisco.
1998 Top four paper, Organizational Communication Division, presented to the annual
meeting of the International Communication Association, Jerusalem, Israel.
1994 Top four paper, Organizational Communication Division, presented in Sydney,
Australia.
1994 Best paper, annual conference of the Academy of Human Resource Development,
San Antonio, TX.
1993 Keynote address, A grounded theory of SEMATECH: Studies in cooperation and
competition. Texas Conference on Organizations.

- 1993 Keynote address, Organizational change in the semiconductor industry. Texas Conference on Communication, Texas Tech University.
- 1986 Guest professor on qualitative methodology, San Jose State University.
- 1981 Visiting scholars program, State University of New York, Albany, April-May.
- 1980 Honorary Member, Texas Association of Women's Deans, Administrators and Counselors.
- 1965 Distinguished Military Graduate, Regular Commission, United States Air Force.

PUBLICATIONS

Books.

- Soelberg, F., Browning, L., Sørnes, J.O. (Eds.). (2019). High North Stories in a Time of Transition. London: Routledge.**
- Sørnes, J. O., Browning, L., & Henriksen, J. T. (2015). *Culture, Development and Petroleum: An Ethnography of the High North*. (Eds.) London: Routledge.
- Browning, L. D., & Morris, G. H. (2012). *Stories Of life in the workplace: An open architecture for organizational narratology*. New York: Routledge.
- Browning, L. D., Sætre, A. S. Stephens, K., & Sørnes, J. O. (2008). *Information and communication technologies in action: Linking theory and narratives of practice*. New York: Routledge. (Originally published in 2004 by the Copenhagen Business School Press.)
- Browning, L. D., & Shetler, J. C. (2000). *Sematech: Saving the U.S. Semiconductor Industry*. College Station, TX: Texas A & M University Press.

Refereed Articles and Book Chapters *= refereed

- Browning, L. D., & Hartelius, E. J. (2018). Rhetorical Analysis in Management and Organizational Research, 2007–2017. *The Handbook of Organizational Rhetoric and Communication*, 81-93.
- Treem, J. & Browning, L. (2017) Grounded theory. In Scott, C. R., & Lewis, L. K., editors. *International Encyclopedia of Organizational Communication* (Vols. 1-4). New York: Wiley.
- *Sørnes, J. O., Hybertsen Lysø, I. & Browning, L. D. (2014) Identity threats in field research: Three stories. *Journal of Applied Communication Research*.
- *Dailey, S. & Browning, L. D. (2014) Retelling stories in organizations: Understanding the functions of narrative repetition. *Academy of Management Review*. 39 (1), 22-43.
- *Browning, L. D., Bretlinger, J. Sornes, J-O., Stephens, K. & Steiner, A. (2013) A Burkean analysis of stability and change: The use of the term “platform” *Nordic Journal of the Social Sciences*.
- Sørnes, J. O. & Browning, L. D. (2011). A laboratory design for training students in qualitative methodology, in Bjørn Willy Åmo (Ed.) *Conditions for entrepreneurship in Sri Lanka: A handbook*. Achen, Germany, Shaker Verlag GmbH, 63-82.
- Browning, L. D., Morris, G. H. & Kee, K. F. (2011). Positive Communication in Organizations. In Cameron, K. and Spreitzer, G. (Eds.), *Handbook of*

- Positive Organizational Scholarship*, Oxford University Press.
- *Kee, K. & Browning, L.D (2010). The dialectical tensions in the funding Infrastructure of cyberinfrastructure. *Computer Supported Cooperative Work*, 19 (3-4) 283-308.
- Browning, L. D. (2010). Organizational List Theory, *Encyclopedia of Communication Theory*, Stephen Littlejohn, Karen Foss (Eds.) Sage Publications, 718-722.
- Browning, L. D. (2010). Narrative and Narratology, (in) *Encyclopedia of Communication Theory*, Stephen Littlejohn, Karen Foss (Eds.) Sage Publications, 673-677.
- Browning, L. D. Shetler, J. C. & Boudes, T. (2010). The Local-to-Global-to-Local Movement of Knowledge, In A. Tait & K. A. Richardson (Eds.), *Complexity and Knowledge Management: Understanding the Role of Knowledge in the Management of Social Networks*. Charlotte, NC: Information Age Publishing, 123-140.
- Browning, L. D, Greene, R. W., Sitkin, S. B., Sutcliffe, K. M.M. & Obstfeld, D. (2009). Constitutive complexity: Military entrepreneurs and the synthetic character of communication flows. In L. L. Putnam and A. M. Nicotera (Eds.), *Building Theories of organization: The constitutive role of Communication*. New York: Routledge.
- *Browning, L. D & Sørnes, J. O. (2008). The Challenge of Doing Corporatized Research: An Ethnography of ICT Use. *Qualitative Inquiry*, 14, 1223-1244.
- *Hartelius, E. J. & Browning, L. D. (2008). The application of rhetorical theory in managerial research: A literature review. *Management Communication Quarterly*, 22, 13-39.
- *Stephens, K. K., Sørnes, J. O, Rice, R. E., Browning, L. D., & Sætre, A. S. (2008). Discrete, sequential, and follow-up use of information and communication technology by managerial knowledge workers. *Management Communication Quarterly*, 22, 197-231.
- *Sætre, A. S., Sørnes, J.-O., Browning, L. D., & Stephens, K. K. (2007). Enacting media use in organizations. *Journal of Information, Information Technologies and Organization*, 1, 133-158.
- Sørnes, J-O., & Browning, L.D. (2007). What if High North energy exploitation fails? An analysis of what can go wrong. In Bourmistrov, A., & Mellempvik, F. (2007) (Eds.), *Norwegian-Russian Cooperation in Education and Business – Visions and Challenges in Perspectives of the High North*. Cappelen, Norway.
- Browning, L. D. (2006). Lists and Stories as Organizational Communication, in *Organizational Communication*, Linda L. Putnam and Kathleen J. Krone (Eds.), (originally published in *Communication Theory*, 2 (4) (1992): 281-302. Published by Sage Library in Business and Management series.
- Browning, L. D. Soernes, J. O., Stephens, K., & Sætre, A. S. (2006). A garbage can model of information/communication/technology choice. In A. Schorr & S. Seltmann, (Eds.), *Changing Media Markets in Europe and Abroad*.

New Ways of Handling Information and Entertainment Content.

Lengerich: Pabst Science Publishers.

- *Browning, L. D. & Boudes, T. (2005). The use of narrative theory to understand and respond to complexity: A comparative analysis of the Cynefin and Weickian models. *Emergence: Complexity & Organization*, 7 (3&4) 32-39.
- *Boudes, T. & Browning, L. D. (2005). La dialectique entre listes et récits au sein des organisations, *Revue Française de Gestion*, 31, 233-247.
- *Sørnes, J.-O., Stephens, K. K., Browning, L. D. & Sætre, A. S. (2005). A reflexive model of ICT practices in organizations,” *Informing Science*, 8, 123-142.
- Sørnes, J.-O., & Browning, L. D. (2005). Nothing Fishy Going on Here: The ethics of openness, culture, and communication strategies. In Steven May (Ed), *Case Studies in Organizations: Ethical Perspectives and Practices*, Sage.
- *Sørnes, J.-O., Stephens, K. K., Sætre, A. S., & Browning, L. D. (2004). The reflexivity between ICTs and Business Culture: Using Hofstede’s theory for a comparison between Norway and the United States. *Informing Science*, 7 2004, 1-30.
- Güney, S., Browning, L. D., McDaniel Jr, R. R., & Ciarfella, W. A. (2002). Managing complexity in technology development: Planning as an act of improvisation. In *The Third Annual IBM Austin Center for Advanced Studies Conference*.
- *Dillard, C., Browning, L. D., Sitkin, S., & Sutcliffe, K. (2000). Impression management and the use of procedures at the Ritz-Carlton: Moral standards and dramaturgical discipline. *Communication Studies*, 51, 404-414.
- *Browning, L. D., Sutcliffe, K. M., Sitkin, S., Obstfeld, D. & Greene, R. (2000). Keep ‘Em Flying: The Constitutive Dynamics Of An Organizational Change In The U. S. Air Force. *Electronic Journal of Communication/La Revue Electronique de Communication (EJC/REC)*, Vol. 10(1).
- Browning, L. D., Sitkin, S. B. Sutcliffe, K. M., Shetler, J. C. & Obstfeld, D. (2000). Task effectiveness and the implementation of process methods: Organizations in the dual pursuit of control and learning. In: *Advances in the Interdisciplinary Studies of Work Teams*. (Edited by M. Beyerlein), Greenwich, CT: JAI Press, PP. 203-243.
- *Beyer, J. M., & Browning, L. D. (1999). Transforming an industry in crisis: Charisma, routinization, and supportive cultural leadership. *Leadership Quarterly*, 10, 483-520.
- Sutcliffe, K. M., Sitkin, S. B., & Browning, L. D. (1999). Tailoring process management to situational requirements: Beyond the control and exploration dichotomy. In *The quality movement and organizational theory* (Edited by R. Cole & W. R. Scott), Thousand Oaks, CA: Sage Publications. pp. 315-330.
- *Browning, L. D., & Beyer, J. M. (1998). The structuring of shared voluntary standards in the U.S. Semiconductor industry: Communicating to reach agreement. *Communication Monographs*, 64, 1-25.

- Sutcliffe, K. M., Sitkin, S. B., & Browning, L. D. (1997). Perspectives on process management: Implications for research on twenty-first century organizations. In C. L. Cooper & S. Jackson (eds.), *Handbook of Organizational Behavior*. New York: John Wiley, 207-229.
- *Browning, L. D., Beyer, J. M., & Shetler, J. C. (1995). Building cooperation in a competitive industry: SEMATECH and the semiconductor industry. *Academy of Management Journal*, 38, (1), 113-151.
- Browning, L. D., & Folger, R. (1994). A grounded theory of plausible deniability: The Iran-Contra case. In *The legalistic organization*, S. Sitkin & B. Bies, (Eds.), Newbury Park: Sage, 251-280.
- *Browning, L. D., & Shetler, J. C. (1992). Communication in crisis, communication in recovery: A postmodern commentary on the Exxon Valdez disaster. *International Journal of Mass Emergencies and Disasters*, 10, 477-498.
- *Browning, L. D. (1992). Lists and stories as organizational communication, *Communication Theory*, 2, 281-302.
- *Browning, L. D., France, D., & Ziaja, J. (1992). A postmodern organization goes for a modern prize: A brief ethnography of CompuAdd's application for the Malcom Baldrige National Quality Award, *Journal of Organizational Change Management*, 5, 21-34.
- *Browning, L. D. (1991). Organizational narratives and organizational structure, *Journal of Organizational Change Management*, 4, 59-67.
- *Weick, K. E., & Browning, L. D. (1991). Fixing with the voice: A research agenda for applied communication. *Journal of Applied Communication Research*, 19, 1-19.
- *Browning, L. D., & Hawes, L.C. (1991). Style, process, surface, and context: Consulting as post-modern art. *Journal of Applied Communication Research*, 19, 32-54.
- *Browning, L. D. (1988). Interpreting the Challenger disaster: Communication under conditions of risk and liability. *Industrial Crisis Quarterly*, 2, 211-227.
- Browning, L. D., & Henderson, S. (1989). One-way communication transfers in loosely coupled systems, James A. Anderson (Ed.). *Communication Yearbook 12*, Sage, 638-669.
- Browning, L. D., & Johnson, B. (1988). Technology and culture: Action bias effects in implementation of word processing, in G. Goldhaber (Ed.), *Handbook of Organizational Communication*, Ablex, Pub. Co., 453-471.
- Weick, K. E., & Browning, L. D. (1986). Argument and narration in organizational communication. *Journal of Management*, 12(2), 243-259.
- Browning, L. D. (1988). The Governor's Science and Technology Council, in F. Williams (Ed.), *Measuring the Information Society*. Beverly Hills, CA: Sage Publications.
- Browning, L. D. (1987). Communication among change makers, in F. Williams (Ed.), *The New Texas*. Tracor Publications.
- Johnson, B., & Browning, L. D. (1985). Chapter V Boundary management, Innovation in Office Systems Implementation. Bonnie McDaniel Johnson and Associates. National Science Foundation Report No. 8110791. University of Oklahoma, Department of Communication.

- Gilchrist, J., & Browning, L. D. (1984). Loose coupling theory: A counterrational model of organizational communication, in L. R. Moise (Ed.), *Organizational Policy and Development, V. II*, University of Louisville: Center for Continuing Studies, 9-28.
- Browning, L. D. (1984). Diagnosing teams in organizational settings, in (Jack L. Whitehead, Ed.), *Readings for Business and Professional Communication*, Lexington, MA: Ginn Publishing Co.
- Johnson, B., & Browning, L. D. (1984). Communicating outside the chain: Developing and using personal communities, in Jack L. Whitehead (Ed.), *Readings for Business and Professional Communication*, Ginn Publishing Co., Lexington, MA.
- *Browning, L. D. (1982). The ethics of intervention in counterrational organizations: A communication consultant's apology. *Journal of Applied Communication Research, 10*, 101-116.
- *Gilchrist, J., & Browning, L. D. (1981). A grounded theory model for developing communication instruction. *Communication Education, 30*, 273-280.
- *Bowers, J. W., Gilchrist, J., & Browning, L. D. (1980). A communication course for high-powered bargainers: Development and effects. *Communication Education, 89*, 10-20.
- *Browning, L. D. (1978). A grounded organizational communication theory derived from qualitative data, *Communication Monographs, 45*, 93-109.
- *Browning, L. D. (1977). Diagnosing teams in organizational settings. *Group and Organizational Studies, 2*, 187-197.
- *Browning, L. D., Hopper, R., & Whitehead, J. (1976). Influence: The organizer in communication systems, *Group and Organizational Studies, 1*, 30-35.
- *Browning, L. D. (1972). Subjects and settings in-group communication research. *Interchange, 2*, 14-15.

RESEARCH GRANTS

2008-2009 a grant from Norway (US partner) called "Energy in a New Time" that is funded for four years by the Norwegian Government for \$300,000 to facilitate teacher and graduate student research to conduct an interdisciplinary examination of the communication issues related to energy exploration in the "High North" of Norway, Russia, Canada, and the United States. In August 2009, this program funded six graduate students from the University of Texas at Austin to attend a week-long program designed to foster international research collaboration among Norwegian, Russian, and American students. I have been asked to offer a research methods course for Masters and Ph. D. students and to complete research (in concert with American and Norwegian Graduate Students) that emphasizes the communication among the stakeholders including Native Peoples, NGOs, fisheries, and gas and oil producers in the "High North" of Norway.

- 2000-03 A \$125,000 (with David Gibson and Senem Guney) contract with the IBM Center for Advanced Systems to study Complexity Science in the development of the Regatta-4 server.
- 2001-03 A \$35,000 contract with Hewlett Packard to study the interaction of computer and personal communication.
- 2000-01 A \$40,000 contract with Hewlett Packard to study the interaction of computer and personal communication.
- 1996-97 (with Sim Sitkin and Kathleen Sutcliffe) a \$25,000 contract with the U.S. Air Force to benchmark two organizations and design executive training from the data. Grant administered by Duke University, Fall 1996.
- 1995-97 (with Sim Sitkin and Kathleen Sutcliffe) \$340,000, The study of best practices in Total Quality Management. National Science Foundation, May 1995.
- 1994 \$64,900 research grant to study the transfer of a computer manufacturing plant from Santa Clara California to Austin Texas.
- 1992-94 \$110,000 grant from SEMATECH to write a cultural history of the first four years of SEMATECH.
- 1978-1979 \$240,000, Intergovernmental Personnel Act (IPA) grant to study effects of negotiation training and technology implementation. Research resulted in four convention papers, three journal publications, and one student dissertation resulting in a top-three ranking and publication in the Communication Yearbook.

Book Reviews

- Browning, L. D. (1987). Trust as a response to organizational paradoxes, a review of Chris Argyris' *Strategy, change and defensive routines*, in *Contemporary Psychology*, 32 (1), 77-78.
- Weick, K. E., & Browning, L. D. (1987). A review of *Learning from the field: A guide from experience*, by William F. Whyte in *Journal of Contemporary Ethnography*, 16, 105-110.
- Browning, L. D. (1978). A review of *An introduction to qualitative research methods* by Bogdan, R., & Taylor, S. J., *Quarterly Journal of Speech*, 64, 115-116.
- Browning, L. D. (1969). A review of *Eric Hoffer: An American Odyssey* by Calvin Tomkins, *Quarterly Journal of Speech*, 4 (3), 331-332.

Invited & Miscellaneous Publications

- Browning, L. D., Deetz, S., Morris, G. H., Stephens, K. K., & Taylor, J. (2010). Twenty-one Tips on Data Interpretation. In Cheney, G., Christensen, L. T., Zorn, T. E., Jr., & Ganesh, S. (2010). *Organizational communication in an age of globalization: Issues, reflections, practices*. Prospect Heights, IL: Waveland Press.
- Browning, L. D. & Morris, G. H. (2009). Complexity, Communication and Design. *Human Factors and Ergonomics Society Annual Meeting Proceedings*, 53, (16), 1033-1037.
- Browning, L. D. Gibson, D. V. et. al, (2002). Limits of Organizational Complexity. IBM Austin Center for Advanced Studies, 3rd Annual Conference.

- Avery, C., France, D., Browning, L., & Oswald, M. (1993). Best customer and supplier partnering practices in the U.S. semiconductor industry. (SEMATECH Technology Transfer Report #93031544AXFR), Austin, TX.
- Browning, L. D. (1987). Communication under conditions of risk and liability: An interpretation of the Challenge disaster. *Proceedings of the Texas Conference on Organizations*.
- Browning, L. D., & Gilchrist, J. (1987). Managing politics in academic departments. *Association for Communication Administration Bulletin*, 61, 30-35.
- Browning, L. D. (1986). A qualitative analysis of decision maker's use of quantitative data. *Proceedings of the Texas Conference of Organizations*.
- Browning, L. D., & Johnson, B. (1983). The politics of typing: The reinvention cycle in word processing. (National Science Foundation Project ISI 811079).
- Browning, L. D., & Johnson, B. (1980). Extended relationships: It's who you know that counts. *Portfolio*. An information service of the Ford Foundation produced by the Women's Leadership Project of the Southwest Educational Development Laboratory.
- Browning, L. D., & Gilchrist, J. (1980). Political leadership for women: A statement of the case, and education in tactics. *Portfolio*. An information service of the Ford Foundation produced by the Women's Leadership Project of the Southwest Educational Development Laboratory.
- Bassett, R., & Browning, L. D. (1978). Recommendations for evaluation and improvement of graduate teaching assistants' instructional effectiveness. *Association for Communication Administration Bulletin*, 25, 42-44.
- Browning, L. D., & Raben, C. (1972). The organizational processes of the Columbus Area Chamber of Commerce. Published through the Urban Extension Project, The Ohio State University.
- Browning, L. D. (1969). An organizational communication study of the Officer Career Development Division, Headquarters Air Force Personnel Center. Published through the USAF Academy Summer Consultants Program.

PROFESSIONAL ASSOCIATIONS

- Member, National Communication Association
- Member, International Communication Association

JOURNAL REVIEWS AND RESEARCH FUNDING ASSESSMENTS

Associate Editor (one term), *Journal of Applied Communication Research*;
 Editorial Board, *Communication Studies*; Manuscript Reviewer: *Communication Monographs*, *Academy of Management Review*, *Human Relations*, *Management Communication Quarterly*, *Organizational Studies*, *Organizational Science*, *Qualitative Sociology*, *Management Communication Quarterly*, *Journal of Applied Communication Research*, *Western Journal of Speech Communication*, *Critical Studies in Mass Communication*, *International Journal of Qualitative Studies in Education*, *Communication Education*, *Journal of Applied Behavioral Science*, *Sloan Management Review*, *Critical Studies in Mass Communication*, *Journal of Management Inquiry*, *Journal of Management Studies*, *Human*

Resource Management, International Journal of Qualitative Studies in Education, Management Information Systems, Quarterly, Ablex Series on Communication and Information Science; National Science Foundation proposal, Decision Risk and Management Science; Book manuscript Reviewer, Ablex, Sage Publications, and Texas A&M University Press.

CONVENTION PAPERS

(over 100 presentations at national and international professional meetings; a listing is available on request).

PROFESSIONAL PROGRAMS CHAIRED AND CRITIQUED

(Over 20 conducted at professional meetings; listing is available on request).

GRADUATE STUDENT COMMITTEE ADVISING

Chaired or served as a committee member on over 150 theses and dissertations

UNIVERSITY COURSES CONDUCTED

Undergraduate Courses Taught: Stories of Leadership, Senior Fellows Seminar on the Ethnographic Analysis of Technology; Business and Professional Speaking, Small Group Communication and Teamwork Methods, Organizational Communication, Field Research in Organizational Communication; Communication for Cooperation and Competition.

Graduate Courses Taught: Qualitative Research Methods, Narratives in Organizations, Consultation in Organizations, Communication for Control and Learning; Postmodern Organization Theory, Counter-rational Organizational Theory, Power and Politics in Organizations,

ADMINISTRATIVE AND COMMITTEE SERVICE TO THE UNIVERSITY

2012 Selection Committee, University Co-op Research Excellence Awards.

2011 Chair, Search Committee, Organizational Communication Position, Department of Communication Studies.

2010 Faculty Oversight Committee of the Teaching Load Audit, College of Communication.

2010 Internationalization Committee, College of Communication.

2009 Faculty Salary Oversight Committee, College of Communication.

2008-2009 Faculty Research Committee, College of Communication.

2008-2009 Chair, Search Committee, Professor of Organizational Communication.

Department of Communication Studies, University of Texas at Austin. 2008-2009 Member, Search Committee, Rhetoric and Language position, Department of Communication Studies, University of Texas at Austin.

1999-08 Graduate Advisor and Graduate Studies Committee Chair, Department of Communication Studies, University of Texas at Austin.

2007-2008 Internationalization Committee, College of Communication

2006-2011 Post Tenure Review Committee, Department of Communication Studies

2006 Scholarship and Awards Committee, College of Communication.

2006-2007 College of Communication Promotion & Tenure Committee.

2006 Member, Search Committee for Political Communication Position, Department of Communication Studies.

2005-2009 Chair, Search Committee for Organizational Communication Positions.

2005-2008 Member, Advisory Committee, Campus Club, University of Texas at Austin.

- 2005 Committee member, Outstanding Dissertation Award, Graduate School, University of Texas at Austin.
- 2004-2009 Parking and Traffic Appeals Panel, University of Texas at Austin.
- 2004-2006 College of Communication Scholarship Committee.
- 2004 Committee Member, Search Committee for Rhetoric and Language Position.
- 2003 Chair, Search Committee for Organizational Communication Position.
- 2001 Committee Member, Search Committee for Departmental Chair.
- 2001 Chair, Organizational Communication Program, National Communication Association Doctoral Honors Conference, Austin, TX.
- 1996-1997 Honor Student Selection Committee Member, College of Communication Senior Fellows Program.
- 1996-1997 Chair, Speech Communication Introduction to Graduate Studies Study Committee.
- 1996 Presentation: Ten Reasons to Be a University Professor, A Presentation to the Honors Program, College of Communication.
- 1996 Speaker, Methodological Issues in Studying High Technology Organizations, Brown Bag Series, Dept. of Speech Communication.
- 1995 Committee Member, Search Committee for Organizational Communication Position.
- 1994-1995 Career Services Advisory Committee, College of Communication.
- 1992-1993 Minority Affairs Committee, College of Communication.
- 1991-1992 Computer Writing Lab Committee, College of Communication.
- 1991 Committee member, Search Committee for Organizational Communication Position.
- 1990-1991 Minority Retention Committee, College of Communication.
- 1990-1991 Computer Writing Lab Committee, College of Communication.
- 1989 Member, College of Communication Writing Committee.
- 1989 Committee member, Search Committee for Cultural Studies position.
- 1989 Speaker, University of Texas Honors Colloquium.
- 1989 Speaker, Texas Achievement Awards Day.
- 1989 Speaker, Senior Fellows Program, College of Communication.
- 1986 Chair, Graduate Subcommittee on Communication Studies, Department of Speech Communication.

PUBLIC SERVICE TO THE NATION, STATE, AND COMMUNITY

- 2012 Reviewer, Information and Technology Division submissions, National Communication Association.
- 2011 Member, Communication Research as Collaborative Practice (CRCP) prize committee, International Communication Association.
- 2006 Young Scholar Award, Selection Committee Member, International Communication Association.
- 2006 Member, Panel Program Selection Committee, Organizational Communication Division, International Communication Association.
- 2005 Program Designer and Chair, Narrative theory in the World of Ideas, Presented at the National Communication Association Convention in Boston.

- 2005 Reviewer, Competitive Papers for Organizational Communication Division of the International Communication Association.
- 2004 Browning, L. D. Organizational Change: A look at the College of Communication, A presentation to the College of Communication Advisory Council, March, 26.
- 2004 Browning, L. D. Stephens, K. Saetre, A. S. & Sornes, J. O. (April). Have Information Communication Technologies Changed Our Practices? A View from Garbage Can Theory. A Presentation to the Humanities Research Institute Luncheon Seminar, The University of Texas at Austin.
- 2002 Reviewer, National Science Foundation Proposal, Decision Risk and Management Science.
- 2002 Redding Dissertation Award Committee Member, Organizational Communication Division, International Communication Association.
- 2001 International Communication Association, Tellers Committee.
- 2001 Member, National Communication Association, Organizational Communication Division, Best Article Awards Committee.
- 2001 Chair, Organizational Communication Program, National Communication Association Doctoral Honors Conference, Austin, TX.
- 2000 Chair, International Communication Association, Tellers committee.
- 1999 Committee Member, New Book Award selection, International Communication Association.
- 1999 Reviewer, Special Issue on Litigation and Standards for *Administration and Society*.
- 1999 Respondent, Program on Organizational Communication, International Communication Association, San Francisco.
- 1999 Speaker, American Society of Training and Development, May, Austin, TX.
- 1998 Reviewer, National Science Foundation Grants Applications for Program in Organizational Effectiveness.
- 1998 Member, Tellers Committee, International Communication Association.
- 1997 Reviewer, National Science Foundation Grant Applications for Program in Organizational Effectiveness.
- 1997 Reviewer, Special Issue on trust in organizations, *Academy of Management Review*.
- 1996 Speaker, A Conservative Approach to Radical Change: The Applied Materials Story, Presented to the University of Texas Quality Management Consortia, 3M Corp., Austin, TX.
- 1990-1995 Associate Editor, *Journal of Applied Communication Research*.
- 1989 Chair, Nominating Committee, Organizational Communication Division, Speech Communication Association.
- 1987-88 Chair, Organizational Communication Theory and Research Division, Speech Communication Association.
- 1988 Chair, Nominating Committee, Presidential Selection Committee, International Communication Association.
- 1988 Selection Committee, SCA Awards for Research in Organizational Communication.
- 1987 Nominating Committee member, Presidential Selection Committee, The International Communication Association.

- 1986-88 Member, International Communication Association, Task Committee on Headquarters Staff and Resource Needs.
- 1986-87 Selection Committee, The Redding Award for Top Dissertation in Organizational Communication, International Communication Association.
- 1986 1st Vice Chair, Organizational Communication Theory and Research Division, Speech Communication Association.
- 1986 Chair, Departmental Selection Committee for Assistant Professor Position in Organizational Communication.
- 1986 Vice Chair Elect, Organizational Communication Theory and Research Division, The Speech Communication Association.
- 1985-86 Chair, Tellers Committee, International Communication Association.
- 1985 2nd Vice Chair, Organizational Communication Theory and Research Division, SCA.
- 1982-84 Member, Nominating Committee and Manuscript Reviewer, Organizational Communication Theory and Research Division, Speech Communication Association.
- 1980 Seminar Leader, Political Leadership for Women in Organizations, Texas Association for Women Deans, Administrators, and Counselors Annual Meeting, LBJ School of Public Affairs.
- 1980 Member, Organizational Planning Group for the University of Texas System Institute of Higher Education Management.
- 1980 Seminar Leader, Women's Leadership Project Policy Roundtable, Oklahoma State Department of Education, Sponsored by the Ford Foundation and Directed by the Southwest Educational Development Laboratory.
- 1980 Seminar Leader, Women's Leadership Project Policy Roundtable, Texas Education Agency, Sponsored by the Ford Foundation and Directed by the Southwest Educational Development Laboratory.
- 1980 Advisor, Texas House of Representatives Select Committee on State Employee Productivity. Testimony before the Committee on May 8, 1980.
- 1980 Advisor, Texas State Government Effectiveness Program, Personnel and Compensation Audit, State Department of Health, Governor's Budget and Planning Office.
- 1979-80 Chair, Applied Communication Section, Speech Communication Association.

SERVICE THROUGH CONSULTATION

- 2013 Team development for the Digital Library Federation, November.
- 2010 Narratives in the workplace. Presentation at the Bodo Graduate School of Business. September.
- 2003-2016 Qualitative Camp, presented through the Graduate School of Business, Bodo Norway.
- 2009 Lecturer, Qualitative Research, Rhuna University, Sri Lanka.
- 2007 Presenter to Freescale Semiconductor, Austin Texas, "The best practices at SEMATECH" November 30th.
- 2007 Professor and Organizer, Qualitative Camp for European and American Students, University of Texas Marine Science Research Institute, Port Aransas, TX.

- 2006, Rosneft Executive MBA Program on Energy Management, Moscow, Russia.
- 2006 Graduate Program on Opportunities and Responsibilities in the High North, Bodo, Norway.
- 2002 Design and Presentation, The Concept of Organizational Culture, The Zachry Corporation, McCombs School of Business, University of Texas at Austin.
- 2000 Design Consultant to Collaborative Cooking, an Experimental Firm Founded to Increase Teamwork Through Gourmet Cooking practices.
- 1998 Consultant to Tokyo Electron of America on Developing an Organizational Vision.
- 1996 Consultant to SYNTRO Corporation on Organizational Standards for Hospitals.
- 1996 Consultant to Shell Oil, Houston on Organizational Communication.
- 1990-1996 Cofounder and Vice President of Partnerwerks, a research, training, and consulting firm specializing in high technology organizations. From 1994 to 1996, this three-owner firm had a teamwork course certified at Motorola University and became the largest provider of teamwork skills to IBM—America. As director of research, I benchmarked decision-making processes in four major high technology organizations.
- 1988 Consultant to Marriott Hotels on managing organizational accidents.
- 1988 Consultant to National Technological University. Developed a ten-week program called “Conceptual Frontiers in Organizational Communication” which gave two hours of closed circuit TV airtime to the top ten young scholars in organizational communication. The program was broadcast to 100 technology firms in the United States.
- 1988 Consultant to The Graduate School of Savings Institute Management, College of Business, Austin, Texas.
- 1988 Consultant to the Assistant Director, Internal Revenue Service, Austin Compliance Center, on team building.
- 1987 Consultant to Process Technology Organization on Loosely Coupled Systems, Digital Equipment Corporation, Maynard, MA.
- 1986 Consultant to Manufacturing Headquarters, Digital Equipment Corporation, Maynard, MA.
- 1986 Consultant on U.S. Civil Service Commission Training Grant Application on Conflict and Information Overload.
- 1985-86 Consultant to Computer Services Group, Texas Electric Cooperatives.
- 1984 Qualitative Evaluation of the Governor’s Juvenile Justice Education Program.
- 1983-84 Consultant to Transamerica Corporation on Managing Motivation for High Performance.
- 1981-83 Consultant to Block, Petrella & Weisbord, Designed Learning Inc. on managing politics in organizations for productivity.
- 1981 Consultant to IBM on negotiation in cultures.
- 1980 Process Consultant with Personnel Manager and Staff, CPU Manufacturing Group, Digital Equipment Corporation, Maynard, MA.

- 1980 Seminar on Newcomer Transitions into Loosely Coupled Systems, Personnel Manager and Staff CPU Manufacturing Group, Digital Equipment Corporation, Humaco, Puerto Rico.
- 1980 Political Leadership in Organizations Seminar with School of Business Administration Program for Newspaper Editors.
- 1980 Consultant, Negotiation and Communication Skills for Tax Assessors and Collectors, LBJ School of Public Affairs.
- 1980 Consultant, Governor's Seminar on Organizational Productivity and Employee Satisfaction and Performance, Office of the Governor, State of Pennsylvania.
- 1980 Consultant, Team Building and Problem Solving, Research and Demonstration Branch, Texas Department of Human Resources.
- 1977-1979 Director of Training, Comptroller of Public Accounts, State of Texas. As leader of this 20-person staff, responsibilities included: implementation of a training program to introduce a software system (ITEMS) for managerial and accounting data for 60 local offices throughout Texas as well as the Austin Headquarters; managing the technical training function for all auditors and accountants employed by the Comptroller; development of a negotiations course tailored to the job needs of the enforcement officer (EO) responsible for collecting taxes from Texas business; administering an Intergovernmental Personnel Act (IPA) grant to study the effects of technical training interventions in the Comptroller's office. Research on this grant produced a major journal publication, an award-winning dissertation, and 3 national convention presentations.
- 1978 Program on Organizational Communication, LBJ School of Public Affairs.
- 1976-78 Consultant to the Center for Special Advanced Program, University of Northern Colorado.
- 1975 Consultant, U.S. Civil Service Commission, Dallas, Texas, on Organizational Communication and Decision-making.
- 1975 Consultant, the School of Social Work, The University of Texas, on Women in Administration, Managerial Training and Interviewing.
- 1976 Consultant to the Texas Electric Cooperatives on Conflict Management Including Training Programs, Research and Evaluation.
- 1966 Consultant, Oklahomans for Indian Opportunity, Institute for Intergroup Relations, University of Oklahoma.

PROFESSIONAL ASSOCIATIONS

- Member, National Communication Association
- Member, International Communication Association

PERSONAL DATA

- Born: September 10, 1943, Chickasha, Oklahoma.
- Ethnicity: Native American (Creek Tribal Roles of 1906 and listed in: *The Unfinished History of North Howard County Arkansas*, (p. 322).
- Marital Status: Married, to Victoria Hoch, personal energy consultant in Austin, Texas and Crestone, Colorado; two sons-Benjamin, born in 1970; Andrew, born in 1967.
- Personal interests: Roots Music Singing, Story Telling, Song Writing, and Cast-iron Skillet Cooking.
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