Kathy Edwards, Ph.D.

Address

10203 Falcon Ridge Drive
Austin, Texas 78733-3154
Kathy.Edwards@mccombs.utexas.edu
kedwards1950@att.net
(512) 689-8322

Management Dept., CBA 6.496
McCombs School of Business
University of Texas at Austin
Austin, Texas 78712
(512) 232-9363

Courses Taught

University of Texas at Austin. McCombs School of Business. Management Department (2000-2014). College of Education (1997-2001). Master's in Human Resource Development Leadership Program.
IMADEC University, Vienna, Austria. Visiting Professor, 2006

Fall 1997-Spring 2014:

Art & Science of Negotiation
Consulting and Change Management
Groups and Teams
Organizational Behavior
Group and Interpersonal Skills
Small Group Facilitation
Program Planning and Evaluation
Organizational Research
Facilitating Adult Learning
Adult Learning & Development
Career Development
Professional Seminar in Adult Education
Qualitative Research

Awards and Honors

-Faculty Honor Roll Award, BBA McCombs, 2013
-Regents' Outstanding Teaching Awards, Inaugural class, 2009-2010, University of Texas System, $15,000 honorarium
-Academic Service Learning Commendation, 2010
-Faculty Honor Roll Award, 2008
-Texas Blazers Outstanding Faculty Award, 2008
-Hispanic Business Students Association Faculty Appreciation Award, 2008
-Faculty Honor Roll Award, 2007
-Hank & Mary Harkins Foundation Award for Effective Teaching in Undergraduate Classes, $2500 honorarium, 2006
-Faculty Honor Roll Award, 2006

-Texas Exes Teaching Award for the McCombs School of Business, 2004, $1,000 honorarium
-Promoted to Senior Lecturer, 2006
-Mortar Board Preferred Professor, 2006
-UT Students with Disabilities Office Award for Outstanding Service, 2005
-Teaching Excellence Award for 2000-2001 in Management awarded by the Undergraduate Business School Council
-MBA Mentor nomination, 2003
-Mental Health Association's President's Award

Service

Representative Samples:

-Dean's Faculty Advisory Committee for McCombs School of Business, 2011-2012
-Coordinated the creation of a Teaching Excellence Speaker Series for the McCombs School of Business Faculty 2012-2013.
-Supervised nearly 100 student teams in Service Learning Projects that provide over 3,000 hours of volunteer service each year to the Austin non-profit community
-Merit Review Evaluation Committee-NTT-2010-2011
-UT Austin Independent Inquiry Flag Committee, 2009-2010
-Dean's Committee on Teaching Excellence, 2010-2011
-Recruitment Services Policy Review Facilitation, 2010
-Faculty Advisor, University Management Association
-McCombs Strategic Planning Guidance Committee
-Facilitator, McCombs Strategic Planning Process
-McCombs MSB Leadership Program Workshop Leader
-PEFSA member and facilitator
-Realize McCombs Presenter
-McCombs AACSB Professional Qualifications Committee
-Management Dept. Subcommittee on Teaching Evaluation
-Atticus Circle Strategic Planning Facilitator
-Explore UT volunteer
-BA 101 Speaker

Curriculum Development & Innovation

-Designed, piloted, and taught two new courses for the Department of Management
  MAN 328-Consulting and Change Management
  MAN 337-Groups and Teams
-Developed new curriculum on communication, conflict management and ethics
  MAN 383.20-Art & Science of Negotiation
  MAN 336-Organizational Behavior
-Revised curriculum for Consulting to reflect an inquiry model
-Researched, designed, and wrote new set of readings for Consulting
-Piloted CPS technology for MAN 336

-Constantly working to improve courses and take advantage of new technology

Faculty Professional Development Activities

-Academy of Management Annual Meeting-Consulting Track Workshops

-John Wiley & Sons-Organizational Behavior Virtual Focus Group

-McCombs Teaching Excellence Speaker Series

-McGraw-Hill Organizational Behavior Focus Group

-Mediation Training-Certification through CDR, Boulder, Colorado

-Teaching Negotiation-DRRC, Kellogg, Northwestern University

-DIAAC Teaching and Learning Colloquiums

-Observation of peer faculty classes

Other Academic Activities

-Supervise Problems in Management student research and independent studies.

-Dissertation Committees-Served on 17 dissertation committees-One in progress.

-Served on Plan II thesis committees.

-Provide consultation to new faculty teaching Organizational Behavior.

-Action Learning Facilitator-University of Texas at Austin and University of Ballarat, Ballarat, Australia.

-Master's Report Reader-Served as reader for 30+ professional reports

Publications & Presentations

Brooks, A. K., & Edwards, K. A., (2013). *Consulting in Uncertainty: The Power of Inquiry.* New York: Routledge.

Edwards, K. A., Brooks, A. K., & Garippa, T. (2013). Academy of Management, Orlando, FL, Professional Development Workshop: *"Consulting in Uncertainty."*

Edwards, K.A. (2013). University of North Texas, "*Don't Hesitate to Negotiate: Negotiation Skills for Managers."* Sponsored by Department of Institutional Equity and Diversity.

Edwards, K.A. (2013). American Red Cross of Central Texas. *"Coping with Change."*

Edwards, K. A. (2013). American Red Cross of Central Texas. "Collaboration: From Me to We."

Edwards, K. A., Brooks, A. K., & Garippa, T. (2012). Academy of HRD-Denver, CO, Innovative Session: "*Challenging Consulting: Preparing OD/HRD Professionals to Consult in a Changing World.*"

Edwards, K.A. (2012). University of North Texas, "*Before It Gets Too Hot: Conflict Resolution Skills for Managers."* Sponsored by Department of Institutional Equity and Diversity.

Edwards, K.A. (2012). Reviewed Neubert and Dyck's *Organizational Behavior*, John Wiley & Sons.

Edwards. K. A. (2011). *"When Knowing Gets in the Way of Learning."* Presentation for University of Texas LAMP program.

Edwards, K. A. (2010). *Faculty Commencement Speaker*, McCombs Fall BBA Graduation Ceremony.

Edwards, K. A. (2010). AACSB Bridge Program. Workshop on *Understanding Learning Styles*.

Edwards, K. A. (2010). Reviewed Kreitner & Kinicki's 9th ed. of *Organizational Behavior* for McGraw-Hill.

Edwards, K. A. (2010). Reviewed Hitt, Colella, & Miller's 3rd ed. of *Organizational Behavior: A Strategic Approach* for Wiley.

Edwards, K. A. (2008). Williamson County SHRM, presentation on project management.

Edwards, K. A. (2008). McCombs MSB Leadership Program, workshop on team leadership and diversity.

Edwards, K. A. (2008, 2010). Realize McCombs, presentation on Management.

Bishop, R., Edwards, K., Foley, R., Hill, A., Landolt, K., & McMurtry, S. (2008). *Mind the Gap: Understanding Cross-Generational Obstacles in the LGBT Workforce* O&E Workplace Summit, Austin, Texas.

Brooks, A. K., & Edwards, K. A. (2009). *Allies in the Workplace*. Advances in Developing Human Resources, Sage Publications, Thousand Oaks, CA.

Brooks, A., Edwards, K., Robards, D., Gibbs, D., & Lozana, R. (2007). *GLBTQ Allies on Campus: Do They Have a Role?* AERC Pre-Conference, Nova Scotia, Canada.

Edwards, K. A. (2007). Reviewed Colquitt's new book on Organizational Behavior for

McGraw-Hill..

Edwards, K. A. (2007). Reviewed Thompson's book on Organizational Behavior for Prentice-Hall.

Edwards, K. A. (2005) Test Bank for Hitt, Miller, and Colella's Organizational Behavior: A Strategic Approach, John Wiley & Sons.

Edwards, K.A. Reviewed textbooks for Cambridge Press, McGraw-Hill, Prentice-Hall, and John Wiley & Sons, 2005-2006.

Edwards, K. A., & Brooks, A. K. (2002). Positionality and Representation. 15th Annual Conference on Interdisciplinary Qualitative Studies. The University of Georgia, Athens, Georgia.

Edwards, K. A. (2001). Opening the Door to Diversity. 3rd Annual Texas Government HR Conference. Austin, Texas.

Edwards, K. A. (2001). Reviewed Kreitner & Kinicki's Organizational Behavior for McGraw-Hill, and Robbins' Organizational Behavior for Prentice-Hall.

Brooks, A. K., Edwards, K. A., & Davis-Blake, A. (1999). Scaling the walls of academic silos: The birth of a cross-disciplinary academic HRD program. Academy of Human Resource Development 1999 Conference Proceedings. (pp. 418-423), Arlington, Virginia.

Edwards, K. A., & Brooks, A. K. (1999). The development of identity. Adult Development: New Directions in Adult and Continuing Education. Clark, C., & Cafarella, R., eds. San Francisco: Jossey Bass.

Brooks, A. K., & Edwards, K. A. (1997). Rewriting the boundaries of social discourse. 27th Annual SCUTREA Conference: Crossing borders, breaking boundaries: Research in the education of adults. University of London, London, England.

Brooks, A. K., & Edwards, K. A. (1997). Narratives of Identity Development: A Collaborative Inquiry with Implications for Rewriting Transformative Learning Theory. 38th Annual Adult Education Research Conference Proceedings. (pp. 37-42), Stillwater, Oklahoma.

Brooks, A. K., & Edwards, K. A. (1997). Collaborative Inquiry in Qualitative Research. Reclaiming Voice: Ethnographic Inquiry and Qualitative Research in a Postmodern Age. University of Southern California, Los Angeles, California.

Edwards, K. A. (1997). Troubling transformations: A collaborative inquiry into women's learning experiences in the construction and reconstruction of identity. Unpublished doctoral dissertation, University of Texas, Austin, TX.

Edwards, K. A. (1997). Troubling transformations. Presentation at the Fourth Annual Graduate Student Conference, Emerging Scholarship in Women's and Gender, Austin, Texas.

Brooks, A. K., Edwards, K. A., Garcia, G., Hulme, E., Laible, J., Morey, O., Pazey, B., Pedroza, A., & Young, M. (1996). Women's voices: Weaving our collaborative tapestries, Paper performed at the 1996 Conference on Qualitative Research in Education, Athens, Georgia.

Brooks, A. K., Edwards, K. A., Garcia, G., Hulme, Ed., Lailbe, J. Morey, O., Pazey, B., Pedroza, A., & Young, M. (1996). Women gaining voice, Paper presented at the annual conference of the American Education Research Association, New York.

Edwards, K. A. (1985). Caring for the Geriatric Client. - Basic information on mental health and aging for persons working in nursing home settings. Austin, Texas: University of Texas EIMC. Excerpts republished by the American Association of Retired Persons.

Edwards, K. A., & Gilfillan, L. (1985). Needs Assessment Planner's Notebook and Task Force Chair Notebook - Guidelines for conducting community mental health needs assessments. Austin, Texas: Mental Health Association in Texas.

Cox, D., & Edwards, K. (1984). FAIR Facilitator's Manual - Training for facilitators of mental health mutual support groups. Austin, Texas: Mental Health Association in Texas.

Edwards, K. A. (1983). The Mental Health Worker. - Designed to assist students working as psychiatric aides in mental health facilities. Austin, Texas: University of Texas EIMC.

Education

- Ph.D. in Adult Education and Human Resource Development Leadership from the University of Texas at Austin Graduate School, 1997, 3.95 GPA.
  Awarded the Ellis Fellowship for Adult Education, 1993-95.
- Master of Education in Guidance and Counseling, 1978, 4.0 GPA.
  Texas Christian University, 1976-78, Northern Arizona University, 1973-75.
- Bachelor of Science Degree, 1972. Texas Christian University, *summa cum laude.*
- Associate in Arts Degree, 1970. Weatherford College, Second Highest Honor Graduate.

- High School Graduate, 1968. Aledo High School, Salutatorian.

Employment

- University of Texas at Austin, 1997 to present;
  Senior Lecturer, Management Department (2006 to present)
  Lecturer, Management Department (2000-2005)
  Program Facilitator, Adult Education Human and Organizational Learning Program and Master's in Human Resource Development Leadership
  Program, Fall 1997-Spring 2001;
  Lecturer, College of Education, 1997-2002;
  Research Assistant and Action Learning Facilitator, 1996-97.
- The Training Institute - Founder and Director, 1987 - present;
  Training and organizational development consultation to organizations.
- Austin State Hospital, 1989 - 1995
  Human Resource Development Assistant Director, Duties include serving as Director of Training, Wellness Coordinator, and Employee Assistance Director.
- Mental Health Association - 1979 -1987;
  Executive Director, MHA Austin Area, 1985 - 1987;
  Associate Director, MHA in Texas, 1983 - 1984;
  Director of Development, MHA in Texas, 1981- 1983;
  Education Director, MHA in Tarrant County, 1979 -1981.
- Buyer and Manager, Mannings Sports Centers, 1977 - 1978.
- Health, Physical Education Teacher and Coach, 1972-77;
  Aledo High School, Aledo, Texas 1975 -1977;
  Ganado High School, Navajo Indian Reservation, Ganado, Arizona, 1972 – 1975.
- Part-time Positions
  Seton Hospital Good Health School, Instructor, 1990 - 1995;
  University of Texas, Extension, Curriculum and Instruction Materials Writer, 1985-87;
  St. Edward's University, Rural Upward Bound Program Specialist, 1983;
  Texas Christian University, NCAA Sports Program Instructor, 1971

Consultation and Training

Representative Samples:

-University of Texas Health Sciences Center in San Antonio, School of Allied Health, organizational analysis, retreat facilitator, and team trainer.

-University of North Texas, Denton, Texas, Department of Institutional Equity and Diversity, consultation and management training.

-Consultation to Silver Sun Native American Arts, Santa Fe, New Mexico.

-Family Medical Center, Austin, Texas.

-University of Texas at Austin, McCombs School of Business-Led team of facilitators in completing a strategic planning process for programs including Accounting, IROM, Management, MBA program, Undergraduate Program.

-Austin Police Department-Training in Project Management for the Training Academy

-American Red Cross of Central Texas

-Tri-State Medical Supply-Training in Negotiation for Buyers

-Alcoa Supervisors-Conflict Management Training

-LBJ School Program for Public Managers-Training in Leading Learning

- Workshop Leader - Provided workshops and seminars to over 20,000 persons on topics such as "Communicating with Caring," "Before the Sparks Fly," and "Coaching for Quality." Presentations to such organizations as Texas Pharmaceutical Association, National Council of Community MHMR Centers, Texas Commerce Bank, Austin Human Resource Development Association, Leadership Austin, Lake Austin Resort, National Rural Electric Cooperatives, Texas Health Care Association and Texas Department of Health Long Term Care Conference.

- Conference Planner - Arranges leadership seminars and workshops on current topics of interest to the community. Among the organizations which have sent employees to The Training Institute's seminars are IBM, 3M, Dell Computer, Seton Hospital, St. David's Hospital, HCA South Austin Community Hospital, HCA Shoal Creek Hospital, Healthcare International, and Abbott Laboratories.

- Consultation - Expertise in organizational behavior and development, negotiation and mediation, team building, group facilitation, conflict management, communication, and quality improvement. According to one corporate president, *"It's simply easier to go ahead and move the mountain than it is to explain to Kathy why it can't be done."* Also experienced in all aspects of instructional design, including needs assessment, task analysis, competency assessment, curriculum development, formative and summative evaluation.

Program Development

Initiated and staffed many innovative programs including the development of:

- Special Friends - a volunteer mental health program for nursing home residents. Received a special citation from the Governor's Office of Volunteers for role in this project.
- Wellness Works - a health and fitness program for 1,300 employees of the state hospital. Included events such as an annual health fair, classes in physical fitness, smoking cessation, etc.

- A.R.T.-ASH Response Team - provided critical incident stress debriefings to persons who have been involved in traumatic incidents as part of their job.
- Mental Health at Work - an educational program to provide mental health education to corporations and their employees.
- Feelings in Rural Texas: Farm and Ranch Stress - a workshop and audio-visual presentation for use with rural families experiencing stress.
- Families Who've Been There - a mutual support group for families of persons who have experienced mental illness.
- Employee Assistance Program - Provided individual information and referral, crisis counseling, conflict management, and team building consultation to all employees of the hospital. Program grew from 17 client contacts in the first year to over 140 during the last year. Served an average of 10% of the hospital staff each year.

Fund Raising

-Initiated the establishment of an endowed scholarship for UT University Management Assocation undergraduate students.
-Conducted multiple fund raising campaigns including special events, corporate gifts, grant development and management, and membership drives. Developed model for the most successful membership campaign in the nation for the Mental Health Association. System adopted and published by the national organization as a model for chapters throughout the country.

Research Consultation

Identity Development and Collaborative Inquiry - Collaborated with Dr. Ann Brooks on three collaborative inquiry projects related to women's identity issues. Conducted dissertation research in this area.

Mental Health Needs Assessment - Developed a model for community mental health needs assessments with Dr. Lynne Gilfillan. Conducted assessments for the Mental Health Association in Texas. The model has been adopted by the National Mental Health Association as part of their resource development system.

Health Consulting - worked with Linda Donelson as a researcher on the following projects:
- Year 2000, Texas Council of Community MHMR Centers-Research and interviews to determine community service needs by the year 2000.
- Montgomery County, Maryland, Department of Corrections-Review of literature and plan for services for the Mentally Ill and Mentally Retarded Offender.
- Advocacy, Inc.-State plan for implementing new Federal Protection and Advocacy law for persons with mental illnesses in Texas.
- RAJ Panel-State of Texas-National survey of state mandated services for Community MHMR Centers.

Current Research Interests:
Conflict management, consulting, group facilitation, mediation, and negotiation.

Specialized Training

Texas Teacher and School Counselor Certification
CDR Mediation Certification
DRRC Negotiation Teaching
Dr. Edwards Deming's Quality Workshop
Critical Incident Stress Debriefing Training
Team Facilitation Training

Other Organizations

Current:

Academy of Management, Management Consulting Program Chair
Academy of Human Resource Development
Association of Conflict Resolution
International Association of Facilitators

Previous Involvement:

International Journal of Qualitative Research
in Education, Editorial Board
Past President, National Society of Fund Raising Executives,
Austin, Texas Chapter
American Personnel and Guidance Association
University of Texas Careers Committee
Tarrant County Jr. College, MHMR Advisory Committee
Navajo Nation Family Planning Board of Directors
Intergovernmental Training Council
University of Texas Chancellor’s Council

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