



## Remy E. Jennings

Department of Management

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### Academic Positions

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#### Florida State University

Assistant Professor of Management and Dean's Emerging Scholar 2023-Present

Assistant Professor of Management 2022-2023

### Education

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University of Florida 2022

Ph.D. in Business Administration (Organizational Behavior)

Davidson College 2017

B.S. in Psychology with Honors

### Research Overview

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My primary stream of research seeks to improve the effectiveness and wellbeing of organizational leaders by (1) understanding the unique challenges that leaders face due to their elevated status in organizations and (2) creating interventions to combat these challenges, with a particular emphasis on aiding the development of novice leaders. In secondary streams of work, I examine instances in which employees' personal lives intersect with their professional relationships as well as applications of positive psychology to organizational settings.

### Refereed Journal Publications († denotes PhD student at time of original submission)

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†Kim, D., Lanaj, K., **Jennings, R. E.**, & Foulk, T. (2025). When you can't get power off your mind: The countervailing effects of workplace power on at-home rumination. *Personnel Psychology*, 78, 333-354. <https://doi.org/10.1111/peps.12680>

Lanaj, K., Gabriel, A. S., & **Jennings, R. E.** (2023). The importance of leader recovery for leader identity and behavior. *Journal of Applied Psychology*, 108(10), 1717-1736. <https://doi.org/10.1037/apl0001092>

Lanaj, K., Foulk, T. A., & **Jennings, R. E.** (2023). Improving the lives of leaders: The beneficial effects of positive leader self-reflection. *Journal of Management*, 49(8), 2595-2628. <https://doi.org/10.1177/01492063221110205>

Rogers, B., Christian, J. S., **Jennings, R. E.**, & Lanaj, K. (2023). The growth mindset at work: Will employees help others to develop themselves? *Academy of Management Discoveries*, 23(9), 67-92. <https://doi.org/10.5465/amd.2021.0144>  
\*Academy of Management Discoveries Most Read Article of 2023

**Jennings, R. E.**, Lanaj, K., & Kim, Y. J. (2023). Self-compassion at work: A self-regulation perspective on its beneficial effects for work performance and wellbeing. *Personnel Psychology*, 76(1), 279-309. <http://doi.org/10.1111/peps.12504>

Lanaj, K., **Jennings, R. E.**, Ashford, S. J., & Krishnan, S. (2022). When leader self-care begets other care: Leader role self-compassion and helping at work. *Journal of Applied Psychology*, 107(9), 1543-1560. <http://dx.doi.org/10.1037/apl0000957>

**Jennings, R. E.**, Lanaj, K., Koopman, J., & McNamara, G. (2022). Reflecting on one's best possible self as a leader: Implications for professional employees at work. *Personnel Psychology*, 75(1), 69-90. <https://doi.org/10.1111/peps.12447>

Gabriel, A. S., Lanaj, K., & **Jennings, R. E.** (2021). Is one the loneliest number? A within-person examination of the adaptive and maladaptive consequences of leader loneliness at work. *Journal of Applied Psychology*, 106(10), 1517-1538. <https://doi.org/10.1037/apl0000838>

Lanaj, K., & **Jennings, R. E.** (2020). Putting leaders in a bad mood: The affective costs of helping followers with personal problems. *Journal of Applied Psychology*, 105(4), 355-371. <http://dx.doi.org/10.1037/apl0000450>

**Manuscripts Under Review** († denotes PhD student at time of original submission; \*denotes equal contribution)

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\*Rebele, R., \***Jennings, R. E.**, †Shandell, M., Lanaj, K., & Grant, A. Selfless motivation. *Request for 3<sup>rd</sup> review at Organization Science*.

**Jennings, R. E.**, †Kim, D., Lanaj, K., & Krishnan, S. Personal disclosures at work. *Under 2<sup>nd</sup> review at Journal of Management*.

Kim, D., Lanaj, K., †Lee, E. & **Jennings, R. E.** Leader underappreciation. *Under review at Personnel Psychology*.

**Jennings, R. E.**, Kim, D., Li, Y., Lanaj, K., & Settles, A. Personal helping. *Under review at Organizational Behavior and Human Decision Processes*.

### **Practitioner-Focused Publications**

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**Jennings, R. E.**, Gabriel, A. S., & Lanaj, K. (Summer 2024). Want to be a better leader? Stop thinking about work after hours. *Harvard Business Review, Special Issue*, 129-130. Published in print and online. <https://hbr.org/2024/01/want-to-be-a-better-leader-stop-thinking-about-work-after-hours>

**Jennings, R. E.** (2022, October). The power of reflecting on your best possible leader self. *Lead Read Today*. <https://fisher.osu.edu/blogs/leadreadtoday/power-reflecting-your-best-possible-leader-self>

Lanaj, K., & **Jennings, R. E.** (2020, January). The costs of being a caring manager. *Harvard Business Review*. <https://hbr.org/2020/01/the-costs-of-being-a-caring-manager>

Tonidandel, S., & **Jennings, R. E.** (2017). Computer-/Web-Based Assessment/Computer Adaptive Testing. In S. Rogelberg (Ed.), *The SAGE Encyclopedia of Industrial and Organizational Psychology, 2nd edition*. Thousand Oaks, CA: Sage.

### **Selected Media Mentions**

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Academy of Management Insights (Oct 3, 2024). [A Growth Mindset at Work Can Help in Unexpected Ways.](#)

Wall Street Journal (Sept 12, 2023). [How Thinking About Work at Night Can Make You a Worse Leader in the Morning.](#)

A Bit More Complicated Podcast (June 18, 2023). [Mindful Self-Compassion in the Workplace.](#)

University of Maryland (January 31, 2023). [The Simple Act That Can Make You a Better Leader at Work and Happier at Home.](#)

Lab Manager (April 9, 2021). [Daily Self-Reflection Can Make You a Better Leader.](#)

University of Florida (April 5, 2021). [A Quick Morning Reflection Could Make You a Better Leader – Even If You’re Not the Boss.](#)

### **Awards and Honors**

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#### *Research*

- Outstanding Junior Faculty Award, Florida State University College of Business, 2025
- Finalist, FIU Alvah Chapman Jr. Outstanding Dissertation Award, 2024

#### *Service*

- Best Reviewer Award, Organizational Behavior Division of AoM, 2024
- Best Reviewer Award, *Organizational Behavior and Human Decision Processes*, 2023

#### *Teaching*

- PhD Student Teaching Award, University of Florida College of Business, 2020-2021

### **Chaired Conference Sessions**

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**Jennings, R. E.**, & Li, Y. (2024, August). *Context matters: New perspectives on how social context shapes employee prosocial behavior*. Symposium presented at the 84<sup>th</sup> Annual Conference of the Academy of Management. Chicago, IL.

**Jennings, R. E.** (2023, August). *Who I really am: Antecedents and consequences of self-expression and self-disclosure at work*. Symposium presented at the 83<sup>rd</sup> Annual Conference of the Academy of Management. Boston, MA.

**Jennings, R. E.** & Sabey, T. (2022, August). *When hierarchy helps: Exploring positive outcomes of social hierarchies at work*. Symposium presented at the 82<sup>nd</sup> Annual Conference of the Academy of Management. Seattle, WA.

Desment, L., **Jennings, R. E.**, Lanaj, K., & Ashford, S. J. (2020, August). *Seeing oneself as a leader: Exploring leader self-perceptions and leader behavior*. Symposium accepted at the 80<sup>th</sup> Annual Conference of the Academy of Management. Online.

### **Conference Presentations**

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Locklear, L., **Jennings, R. E.**, Aiken, J. (2026, May). *Family-Interference-with-Work: Antecedents and outcomes of employees' FIW disclosures*. Poster presented at the Inaugural Center for Working Well Conference. West Lafayette, IN.

**Jennings, R. E.** (2025, October). *The interactive effects of vision translation and leader cynicism toward top management*. Paper presented at Southern Management Association Conference. Greenville, SC.

**Jennings, R. E.** (2025, August). *The interactive effects of vision translation and leader cynicism toward top management*. In M. Ganster, S. Merchant, & Z. Zhang (Chairs), *Leader well-being: A situated role-demands perspective*. Symposium presented at the 85<sup>th</sup> Annual Conference of the Academy of Management. Copenhagen, Denmark.

Kim, D., Lanaj, K., **Jennings, R. E.**, & Lee, E. (2025, August). *Putting leaders down: The consequences of feeling underappreciated by followers*. In J. Volker & J. Iser-Potempa (Chairs), *Interpersonal interactions and employee well-being: Exploring coworker, leader, and follower roles*. Symposium presented at the 85<sup>th</sup> Annual Conference of the Academy of Management. Copenhagen, Denmark.

Rogers, B. A., Ward, S., **Jennings, R. E.**, Trachik, B., & Douglas, M. (2025, August). *Transformational leadership behaviors and followers' meaning in life*. In S. Ward, B. A. Rogers, & E. Basari (Chairs), *Finding meaning at work beyond cognitions: Emotional and social predictors of meaningful work and lives*. Showcase symposium presented at the 85<sup>th</sup> Annual Conference of the Academy of Management. Copenhagen, Denmark.

Rogers, B. A., Ward, S., **Jennings, R. E.**, Trachik, B., & Douglas, M. (2025, May). *Transformational leadership behaviors and followers' meaning in life*. Paper presented at the 11<sup>th</sup> biennial Positive Organizational Scholarship Conference. Ann Arbor, MI.

Rogers, B. A., Ward, S., **Jennings, R. E.**, Trachik, B., & Douglas, M. (2025, February). *Transformational leadership behaviors and followers' meaning in life*. Paper presented at

Society for Personality and Social Psychology Meaning in Life and Meaningful Work Pre-Conference. Denver, CO.

**Jennings, R. E.**, Kim, D., Li, Y., Lanaj, K., & Settles, A. (2024, August). *The costs and benefits of personal help seeking at work*. In R. E. Jennings & Y. Li. (Chairs), *Context matters: New perspectives on how social context shapes employee prosocial behavior*. Symposium presented at the 84<sup>th</sup> Annual Conference of the Academy of Management. Chicago, IL.

**Jennings, R. E.** (2024, February). *The costs and benefits of personal help seeking at work*. Paper presented at the Women of Organizational Behavior. Malibu, CA.

**Jennings, R. E.**, Kim, D., Lanaj, K., & Krishnan, S. (2023, October). *The good and bad of receiving personal disclosures at work*. Paper presented at Southern Management Association Conference. St. Pete Beach.

**Jennings, R. E.**, Kim, D., Lanaj, K., & Krishnan, S. (2023, August). *The good and bad of receiving personal disclosures at work*. In R. E. Jennings (Chair), *Who I really am: Antecedents and consequences of self-expression and self-disclosure at work*. Symposium presented at the 83<sup>rd</sup> Annual Conference of the Academy of Management. Boston, MA.

**Jennings, R. E.**, & Lanaj, K. (2023, April). *The costs and benefits of personal help seeking at work*. In V. Scotney & L. Tay (Chairs), *Receiving help at work: The good, the bad, and the unknown*. Symposium at the 38<sup>th</sup> Annual Meeting of the Society of Industrial and Organizational Psychology. Boston, MA.

Kim, D., **Jennings, R. E.**, & Lanaj, K. (2022, August). *Power is sticky: The complicated nature of power for the powerholder*. In R. E. Jennings & T. Sabey (Chairs), *When hierarchy helps: Exploring positive outcomes of social hierarchies at work*. Symposium presented at the 82<sup>nd</sup> Annual Conference of the Academy of Management. Seattle, WA.

Lanaj, K., Foulk, T. A., & **Jennings, R. E.** (2022, August). *Improving the lives of leaders: The benefits of positive leader self-reflection*. In L. Desmet & N. Mohamed (Chairs), *Identity opportunities in contemporary work*. Symposium presented at the 82<sup>nd</sup> Annual Conference of the Academy of Management. Seattle, WA.

Rogers, B., Christian, J., **Jennings, R. E.**, & Lanaj, K. (2022, August). *The growth mindset at work: Will employees help others or only help themselves?* Paper presented at the 82<sup>nd</sup> Annual Conference of the Academy of Management. Seattle, WA.

Lanaj, K. & **Jennings, R. E.** (2021, August). *The importance of leader recovery for leader identity and behavior*. In K. Bae & D. M. Mayer (Chairs), *A leader-centric approach to leader wellbeing: How leaders' behaviors affect their own wellbeing*. Symposium presented at the 81<sup>st</sup> Annual Conference of the Academy of Management. Online.

- Lanaj, K., **Jennings, R. E.**, Ashford, S. J., & Krishnan, S. (2020, August). *When self-care begets other care: Leader role self-compassion and helping at work*. In L. Desmet, R. E. Jennings, K. Lanaj, & S. J. Ashford (Chairs), *Seeing oneself as a leader: Exploring leader self-perceptions and leader behavior*. Symposium accepted at the 80<sup>th</sup> Annual Conference of the Academy of Management. Online.
- Jennings, R. E.**, & Lanaj, K. (2019, August). *Reflecting on one's best possible self as a leader: Implications of authentic self-expression for professional employees at work*. In S. McClean (Chair), *Setting the clock on dynamic leader behaviors: Empirical and theoretical extensions*. Showcase symposium presented at the 79<sup>th</sup> Annual Conference of the Academy of Management. Boston, MA.
- Jennings, R. E.**, Lanaj, K., & Kim, Y. J. (2019, August). *Self-compassion at work: A self-regulation perspective on its beneficial effects for work and home*. In Y. T. Heng & R. Fehr (Chairs), *Uncovering new perspectives on compassion towards others and the self*. Symposium presented at the 79<sup>th</sup> Annual Conference of the Academy of Management. Boston, MA.
- Rogers, B., Christian, J., **Jennings, R. E.**, & Lanaj, K. (2019, August). "If I can change, so can you": *The growth mindset at work and implications for daily prosocial behavior*. Paper presented at the 79<sup>th</sup> Annual Conference of the Academy of Management. Boston, MA.
- Jennings, R. E.**, & Lanaj, K. (2019, June). *Reflecting on one's best possible self as a leader: Implications of authentic self-expression for professional employees at work*. Paper presented at the 9<sup>th</sup> Biennial Positive Organizational Scholarship Conference. Ann Arbor, MI.
- Jennings, R. E.**, Lanaj, K., & Kim, Y. J. (2019, June). *Self-compassion at work: A self-regulation perspective on its beneficial effects for work and home*. Paper presented at the 9<sup>th</sup> Biennial Positive Organizational Scholarship Conference. Ann Arbor, MI.
- Lanaj, K., & **Jennings, R. E.** (2018, August). *Putting leaders in a bad mood: The affective costs of helping followers with personal problems*. In A. S. Gabriel & J. Koopman (Chairs), *When employees break bad: Examining the dark side of citizenship behaviors at work*. Symposium presented at the 78<sup>th</sup> Annual Conference of the Academy of Management. Chicago, IL.
- Jennings, R. E.**, Zhu, E., Tonidandel, S., Gentry, W., & Young, S. (2017, April). *Using artificial neural networks to predict leadership effectiveness*. Poster presented at the 32<sup>nd</sup> Annual Meeting of the Society of Industrial and Organizational Psychology. Orlando, FL.
- Membere, A., King, E. B., Tonidandel, S., Lindsey, A., Cheung, H. K., & **Jennings, R. E.** (2017, April). *When team diversity facilitates performance: Understanding fractured behavioral patterns*. Paper presented at the 32<sup>nd</sup> Annual Meeting of the Society of Industrial and Organizational Psychology. Orlando, FL.

## **Invited Research Talks**

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“The Good and Bad of Receiving Personal Disclosures at Work”

- Texas Tech University, March 2023

“Self-Compassion at Work”

- University of Florida 360° Mindfulness Program, November 2022

## **Invited Panelist/Facilitator for Professional Development Workshops**

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- *Ethics Pecha Kucha*, AoM 2025.
- *For the Love of Leadership: Leadership Doctoral Consortium*, AoM 2023 & 2024.
- *New to OB? Navigating the OB Division and AoM*, AoM 2023 & 2024.
- *Preparing for the OB Job Market*, AoM 2023 & 2024.
- *We Got by with a Little Help: Recent Perspectives on the Academic Job Market*, AoM 2022 & 2023.

## **Grants**

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- First Year Assistant Professor Award, Florida State University (Awarded, \$20,000)
- Hurst Fund, University of Florida (Awarded, \$1,500)

## **PhD Student Advising**

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- Hillary Keltner, Dissertation Co-Chair
- Michelle Zheng, Second Year Paper Adviser & Dissertation Committee Member
- DC De La Haye, Dissertation Committee Member (graduated 2025)
- Michael Paik, Dissertation Committee Member (graduated 2025)
- Andrew Keyes, Dissertation Committee Member (graduated 2024)
- Yingge Li, Dissertation Committee Member (graduated 2024)

## **Teaching Experience**

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*Florida State University*

- MAN 4143 Leadership, Fall 2022-Present
- MAN 3240 Organizational Behavior (London International Programs), Summer 2025, Summer 2026

*University of Florida*

- MAN 3240 Organizations: Structure and Behavior, Spring 2020

## **Service to the Field**

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### **Journal Reviewing**

*Guest Editor for Special Issue*

- Journal of Organizational Behavior: “Advancing Our Understanding of Grief in Organizations” (to be published in 2027)

*Editorial Board Member*

- Journal of Applied Psychology, 2026-Present

- Personnel Psychology, 2025-Present
- Organizational Behavior and Human Decision Processes, 2024-Present

#### *Ad-Hoc Reviewing*

Academy of Management Journal; Academy of Management Review; Journal of Management; Journal of Organizational Behavior; Human Resource Management; Journal of Business Research; Journal of Occupational and Organizational Psychology; Journal of Management Studies; Organization Science

### **Academy of Management (AoM)**

#### *Organizational Behavior (OB) Division*

- Making Connections Committee, 2024-Present
  - Lead Organizer, “Unlocking the Revise & Resubmit” for 2026 AoM Conference
  - Co-Organizer, “The Productivity Process” for 2026 AoM Conference
  - Co-Organizer, “OB Research Incubator” for 2025 AoM Conference
- Best Conference Paper Award Committee, 2026
- Conference Reviewer, 2020-2024

#### *Human Resources (HR) Division*

- Doctoral Student Dissertation Proposal Award Committee, 2024
- Connect Committee Social Media Volunteer, 2023

#### *New Doctoral Student Consortium*

- Program Co-Organizer, 2018

### **Society for Industrial and Organizational Psychology (SIOP)**

- Jeanneret Award Committee Member, 2024

### **Southern Management Association (SMA)**

- Conference reviewer for Organizational Behavior Track, 2023, 2025

### **Florida State Herbert Wertheim College of Business Service**

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- College Research Awards Committee, 2025-Present
- Ad Hoc Graduate Curriculum Committee, Department of Management, 2025-present
- Open House Representative for Department of Management, 2023, 2024, 2026
- Engage 100 Guest Speaker, Fall 2024
- Organizational Effectiveness Institute Roundtable Leader, Spring 2024