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### Academic Positions

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#### Florida State University

Assistant Professor of Management

2022-Present

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### Education

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#### University of Florida

Ph.D. in Business Administration (Organizational Behavior)

2022

#### Davidson College

B.S. in Psychology with Honors

2017

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### Research Interests

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- Experiences of leaders at work
- Leadership development
- Compassion and self-compassion

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### Refereed Journal Publications

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Rogers, B., Christian, J. S., **Jennings, R. E.**, & Lanaj, K. (*in press*). The growth mindset at work: Will employees help others or only help themselves? *Academy of Management Discoveries*. <https://doi.org/10.5465/amd.2021.0144>

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

**Jennings, R. E.**, Lanaj, K., & Kim, Y. J. (*in press*). Self-compassion at work: A self-regulation perspective on its beneficial effects for work performance and wellbeing. *Personnel Psychology*. <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>

*Featured in: Forbes, Fast Company, Yahoo Finance, Ladders*

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>

*Featured in: Fast Company*

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>

### **Business Articles and Other Publications**

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**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.

### **Chaired Conference Sessions**

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**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.

Desmet, 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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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.

Membrane, 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.

### **Professional Development Workshops**

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*We Got By with a Little Help: Recent Perspectives on the Academic Job Market*, Roundtable Leader (2022). 82<sup>nd</sup> Annual Conference of the Academy of Management. Seattle, WA.

*New Doctoral Student Consortium*, Program Co-Organizer (2018). 78<sup>th</sup> Annual Conference of the Academy of Management. Chicago, IL.

### **Invited Research Talks**

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University of Florida 360° Mindfulness, November 2022

### **Awards and Honors**

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University Research Promotion Initiative Recipient, University of Florida, 2021

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

### **Teaching Experience**

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#### *Florida State University*

- MAN 4143 Contemporary Leadership Challenges, *Undergraduate, Fall 2022*

#### *University of Florida*

- MAN 3240 Organizations: Structure and Behavior, *Undergraduate, Spring 2020*
  - Evaluation (in-person course; moved online due to Covid-19): 4.76/5.00

### **Professional Service**

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#### Academy of Management

- Reviewer for Organizational Behavior Division, 2020-Present

#### Ad-Hoc Journal Reviewing

- Journal of Applied Psychology
- Personnel Psychology
- Organizational Behavior and Human Decision Processes
- Human Resource Management
- Journal of Business Research
- Journal of Occupational and Organizational Psychology