



COLLEGE OF BUSINESS

Remy E. Jennings

Department of Management

Florida State University, College of Business

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Academic Positions

Florida State University

Assistant Professor of Management and Dean's Emerging Scholar

2023-Present

Assistant Professor of Management

2022-2023

Education

University of Florida

2022

Ph.D. in Business Administration (Organizational Behavior)

Davidson College

2017

B.S. in Psychology with Honors

Research Overview

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

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>

Featured in: Wall Street Journal

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 or only help themselves? *Academy of Management Discoveries, 23*(9), 67-92. <https://doi.org/10.5465/amd.2021.0144>

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>

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>

Manuscripts Under Review († denotes PhD student at time of submission)

Jennings, R. E., †Kim, D., †Li, Y., & Lanaj, K. [Personal helping]. *Revise and resubmit (1st round) at Journal of Applied Psychology*.

Jennings, R. E., †Kim, D., Lanaj, K., & Krishnan, S. [Personal disclosures]. *Revise and resubmit (1st round) at Journal of Applied Psychology*.

†Kim, D., Lanaj, K., **Jennings, R. E.**, & Foulk, T. [Power]. *Revise and resubmit (1st round) at Personnel Psychology*.

Business Articles and Other Publications

Jennings, R. E., Gabriel, A. S., & Lanaj, K. (2024, January). Want to be a better leader? Stop thinking about work after hours. *Harvard Business Review*. <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.

Chaired Conference Sessions

Jennings, R. E. (2023, August). *Who I really am: Antecedents and consequences of self-expression and self-disclosure at work*. Symposium presented at the 83rd 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 82nd 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 80th Annual Conference of the Academy of Management. Online.

Conference Presentations

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 83rd 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 38th 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 82nd 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 82nd 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 82nd 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 81st 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 80th 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 79th 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 79th 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 79th 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 9th 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 9th 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 78th 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 32nd 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 32nd Annual Meeting of the Society of Industrial and Organizational Psychology. Orlando, FL.

Invited Research Talks

“Mindful Self-Compassion in the Workplace”

- A Bit More Complicated Podcast, June 2023

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

- Texas Tech University, March 2023

“Self-Compassion at Work”

- University of Florida 360° Mindfulness, November 2022

Grants

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

PhD Student Advising

- Andrew Keyes, Dissertation Committee Member
- Yingge Li, Dissertation Committee Member
- Jenny Zhao, First Year Adviser

Awards and Honors

- Personnel Psychology 2022 Top Cited Manuscript for *Reflecting on one's best possible self as a leader: Implications for professional employees at work*.
- University Research Promotion Initiative Recipient, University of Florida, 2021
- PhD Student Teaching Award, University of Florida College of Business, 2020-2021

Teaching Experience

Florida State University

- MAN 4143 Contemporary Leadership Challenges,
 - Fall 2022 (Evaluation: 5.00/5.00)
 - Fall 2023 (Evaluations: 5.00/5.00 (sections 1&2), 4.94/5.00 (section 3))

University of Florida

- MAN 3240 Organizations: Structure and Behavior
 - Spring 2020 (Evaluation: 4.76/5.00)

Professional Service

Journal Reviewing

Editorial Board Member

- Organizational Behavior and Human Decision Processes, 2024-Present

Ad-Hoc Reviewing

- Journal of Applied Psychology
- Academy of Management Review
- Personnel Psychology
- Journal of Organizational Behavior
- Human Resource Management
- Journal of Business Research
- Journal of Occupational and Organizational Psychology
- Journal of Management Studies

Academy of Management (AoM)

- Reviewer for Organizational Behavior Division, 2020-Present
- HR Division Connect Committee Social Media Volunteer, 2023-Present
- Roundtable Leader, *For the Love of Leadership: Leadership Doctoral Consortium*, 2023.
- Panelist, *New to OB? Navigating the OB Division and AoM*, 2023.
- Roundtable Leader, *We Got by with a Little Help: Recent Perspectives on the Academic Job Market*, 2022 & 2023.
- Roundtable Leader, *Preparing for the OB Job Market*, 2023.
- Program Co-Organizer, *New Doctoral Student Consortium*, 2018.

Society for Industrial and Organizational Psychology (SIOP)

- 2024 Jeanneret Award Committee Member

Southern Management Association (SMA)

- Reviewer for Organizational Behavior Track, 2023-Present