Remy E. Jennings
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Academic Positions

Florida State University

R. Keith and Patricia Duggins Sigmon Assistant Professor	2026-Present
Assistant Professor of Management and Dean's Emerging Scholar	2023-2026
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 († denotes PhD student at time of original submission)

†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 Revision († 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 3rd review at Organization Science.*

Practitioner-Focused Publications

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

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

Research

- Southern Management Association Ascendant Scholar Award, 2026
- 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

Jennings, R. E., & Li, Y. (2024, August). *Context matters: New perspectives on how social context shapes employee prosocial behavior.* Symposium presented at the 84th 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 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.

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 80th Annual Conference of the Academy of Management. Online.

Conference Presentations

Locklear, L., **Jennings, R. E.,** & Aiken, J. (2026, August). *Family-Interference-with-Work: Antecedents and outcomes of employees' FIW disclosures.* In M. Sherman & A. Gabriel (Chairs), *Understanding the complexities of communication and relationships at work.* Symposium presented at the 86th Annual Conference of the Academy of Management. Philadelphia, PA.

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., Kim, D., Li, Y., Lanaj, K., & Settles, A. (2025, November). *The costs and benefits of personal help seeking at work.* Paper presented at the Wharton Organizational Behavior Conference, Philadelphia, PA.

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 85th 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 85th 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 85th 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 11th 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 84th 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 Retreat. 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 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

- Clemson University, scheduled for April 2027
- Texas Tech University, March 2023
- University of Florida 360˚ Mindfulness Program, November 2022

Invited Panelist/Facilitator for Professional Development Workshops

- *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

- Greenleaf Scholars Grant for Servant Leadership (Awarded, $2,500)
- First Year Assistant Professor Award, Florida State University (Awarded, $20,000)
- Hurst Fund, University of Florida (Awarded, $1,500)

PhD Student Advising

- Destiny Cole, Dissertation Committee Member
- Michelle Zheng, Second Year Paper Adviser & Dissertation Committee Member
- Hillary Keltner, Dissertation Co-Chair (graduated 2026)
- 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

Florida State University

- MAN 4143 Leadership, Fall 2022-Present (avg. evaluation: 4.97/5.00)
- MAN 3240 Organizational Behavior (London International Programs), Summer 2025, Summer 2026 (avg. evaluation: 5.00/5.00)

University of Florida

- MAN 3240 Organizations: Structure and Behavior, Spring 2020

Service to the Field

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 & 2027 AoM Conferences
    - Co-Organizer, "The Productivity Process" for 2026 & 2027 AoM Conferences
    - 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
- 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