

JENNIFER CARSON MARR
Robert H. Smith School of Business
University of Maryland
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ACADEMIC & ADMINISTRATIVE POSITIONS

University of Maryland, Robert H. Smith School of Business, College Park, USA.

- Associate Professor (with Tenure), Management & Organization, 2023 – present.
 - Director, Doctor of Business Administration (DBA) Program, 2024 – 2025.
 - PhD Coordinator (OBHR), 2023 – present.
- Assistant Professor, Management & Organization, 2017 – 2023.

Georgia Institute of Technology, Scheller College of Business, Atlanta, USA.

- Assistant Professor, Organizational Behavior, 2012 – 2017*
*Off the tenure clock in 2014 and 2017.

EDUCATION

London Business School, London, UK.

PhD Management, Organizational Behavior, 2012.

London Business School, London, UK.

MRes. Management, Organizational Behavior, 2009.

Queen's University, Kingston, Canada.

MSc. Management, Organizational Behavior, 2007.

Queen's University, Kingston, Canada.

Bachelor of Commerce (Honors), 2005.

JOURNAL ARTICLES

**Authors contributed equally.*

+*Co-author was a PhD student at the commencement of the project.*

Marr, J.C., Lemay, E. & +Park, H. 2025. Conflicted About Coworkers: How Coworker Support Influences Engagement After Status Loss. *Personnel Psychology*.

- *Winner of the Best Paper Award 2022 from the Conflict Management Division of the Academy of Management*

Lemay, E. P., ⁺Park, H., Fernandez, J., & **Marr, J. C.** 2024. The position that awaits: Implications of expected future status for performance, helping, motivation, and well-being at work. *Journal of Experimental Social Psychology*, 111, 104560.

*⁺Wee, E.X., Derfler-Rozin, R. & **Marr, J.C.** 2023. Jolted: How task-based jolts disrupt status conferral by impacting higher- and lower-status individuals' generosity. *Journal of Applied Psychology*, 108(5), 750–772.

- *Winner of the Best Paper Award 2016 from the OB Division of the Academy of Management*

*⁺Harari, D., ⁺Parke, M. & **Marr, J.C.** 2022. When helping hurts helpers: Anticipatory versus reactive helping, helper's relative status, and recipient self-threat. *Academy of Management Journal*, 65, 1954–1983,

Pettit, N. C. & **Marr, J. C.** (2020). A trajectories based perspective on status dynamics. *Current Opinion in Psychology*, 33, 233-237.

Marr, J.C., Pettit, N. & Thau, S. (2019). After the fall: How perceived self-control protects the legitimacy of high-ranking individuals after status loss. *Organization Science*, 30, 1165-1188.

*⁺Gibson, K. R., ⁺Harari, D. & **Marr, J.C.** (2018). When sharing hurts: How and why self disclosing weakness undermines the task-oriented relationships of higher status disclosers. *Organizational Behavior and Human Decision Processes*, 144, 25-43.

Marr, J.C., & Cable, D. (2014). Do interviewers sell themselves short? The effect of selling orientation on interviewers' judgments. *Academy of Management Journal*, 57, 624-651.

- *Lead article*

Marr, J.C., & Thau, S. (2014). Falling from great (and not so great) heights: How initial status position influences performance after status loss. *Academy of Management Journal*, 57, 223-248.

- *Winner of the Best Paper Award 2011 from the CM Division of the Academy of Management*

Pettit, N. C., Sivanathan, N., Gladstone, E., & **Marr, J.C.** (2013). Rising stars and sinking ships: Consequences of status momentum. *Psychological Science*, 24, 1579-1584.

Marr, J.C., Thau, S., Aquino, K., & Barclay, L. (2012). Do I want to know? How the motivation to acquire relationship threatening information in groups contributes to paranoid thought, suspicion behavior, and social rejection. *Organizational Behavior and Human Decision Processes*, 117, 289-297.

Moon, H., Quigley, N. & **Marr, J.C.** (2012). How interpersonal motives explain the influence of organizational culture on organizational productivity, innovation, and adaptation: The Ambidextrous Interpersonal Motives (AIM) Model of organizational culture. *Organizational Psychology Review*, 2, 109-128.

Carson, J., Barling, J., & Turner, N. (2007). Group alcohol climate, alcohol consumption, and student performance. *Group Dynamics: Research, Theory and Practice*, 11, 31-41.

WORKING PAPERS

Marr, J.C., Park, H., Groissman, N. A. & Lemay. Rebuilding by crafting: How and why job crafting protects future status after status loss. *Working paper*.

Marr, J.C., Oettl, A. & Chava, S. Leaving Editorship (and Citations) Behind: How and when leaving temporary high-ranking positions affects endorsement. *Working paper*.

Spriha, Y. & Marr, J. C. Unmasking the leader dominance and leader status relationship: The role of dominance target and intergroup context. *Working paper*.

Groissman, N. A., Spriha, Y. & Marr, J. C. How and when status-striving affects well-being. *Working paper*.

BOOK CHAPTERS

Carson, J., & Barling, J. (2008). Romantic relationships at work: Old issues, new challenges. In K. Naswall, M. Sverke & J. Hellgren (Eds.), *The individual in the changing working life* (pp. 675-692). Cambridge, United Kingdom: Cambridge University Press.

Carson, J., & Barling, J. (2008). Work and well-being. In J. Barling & C. Cooper (Eds.), *The handbook of organizational behaviour* (pp. 195-210). Thousand Oaks, CA: Sage Publications.

CONFERENCE PRESENTATIONS AND PROCEEDINGS

Spriha, Y. & Marr, J. C. Unmasking the leader dominance and leader status relationship: The role of dominance target and intergroup context. *Paper session, Academy of Management Annual Meeting*. Coopenhagen, August 2025.

Marr, J.C., Lemay, E. & +Park, H. Conflicted About Coworkers: How Coworker Support Influences Engagement After Status Loss. *Paper session, Academy of Management Annual Meeting*. Virtual, August 2022.

Marr, J.C. Scholar Interrupted: Learning to adapt through life's disruption. *The Productivity Process (Professional Development Workshop)*, Academy of Management Annual Meeting. Boston, U.S., August 2019.

Marr, J.C., Oetl, A. & Chava, S. Temporary status gains: How and when the rise and fall of editors affects citations. *Paper session, Academy of Management Annual Meeting*. Chicago, U.S., August 2018.

Marr, J.C., Steed, L.B. & Bianchi, E. How status inequality undermines work engagement: The role of cynical attitudes about the hierarchy. *Paper session, Academy of Management Annual Meeting*. Atlanta, U.S., August 2017.

Wee, E.X., Derfler-Rozin, R., Marr, J.C. Jolted into dominance or prestige? How and why jolts to groups affect individuals' status-striving strategies and the consequences for status conferral. *Paper session, Academy of Management Annual Meeting*. Anaheim, U.S., August 2016.

**Published in Academy of Management Best Paper Proceedings.*

Marr, J.C., Thau, S. After the Fall: How Demonstrations of Self-Control Protect the Legitimacy of Authorities After Status Loss. *Symposium, Academy of Management Annual Meeting*. Vancouver, Canada, August 2015.

Marr, J.C., Kim, E. Can Status Make You Thin? The relationship between status change and weight change. *Symposium, Academy of Management Annual Meeting*. Philadelphia, U.S., August 2014

Wee, E.X., Derfler-Rozin, R., Marr, J.C. Survival Mentality? An examination of status-striving behaviors following potential shocks to status hierarchy. *Paper session, Academy of Management Annual Meeting*. Philadelphia, U.S., August 2014.

Marr, J.C., & Thau, S. Falling from great (and not so great) heights: How initial status position influences performance after status loss. *Poster session, The Society for Personality and Social Psychology*. New Orleans, U.S., January 2013.

Marr, J.C., & Cable, D. Do interviewers sell themselves short? The effect of selling orientation on interviewers' judgments. *Paper session, Academy of Management Annual Meeting*. Boston, U.S., August 2012.

**Published in Academy of Management Best Paper Proceedings.*

Carson, J. & Thau, S. Falling from great (and not so great) heights: How initial status position influences self-regulation after status loss. *Paper session, Academy of Management Annual Meeting*. San Antonio, U.S., August 2011.

**Published in Academy of Management Best Paper Proceedings.*

Carson, J. & Moore, C. Respectful or rude? How small differences in negative emotional expression affect team members and team viability. *Paper session, International Association of Conflict Management Conference*. Istanbul, Turkey, June 2011.

Carson, J., Thau, S., Aquino, K., & Barclay, L. Do I want to know? How the motivation to detect indirect victimization in groups contributes to paranoid thought, suspicious behavior, and social rejection. *Symposium, Academy of Management Annual Meeting*. Montreal, Canada, August 2010.

Carson, J., Sivanathan, N. & Thau, S. Rewarding emotional expressions in groups: The role of enforcer status. *Paper session, International Association of Conflict Management Conference*. Boston, U.S., June 2010.

Carson, J. & Moore, C. The disappointing consequences of anger: Comparing anger and disappointment in group work situations. *Paper session, Academy of Management Annual Meeting*. Chicago, U.S., August 2009.

Carson, J., & Barling, J. Health behaviors and work performance: The mediating effects of mood and cognitive function. *Poster session at the Association of Psychological Science Annual Meeting*. Chicago, U.S., May 2008.

Barling, J. & Carson, J. Toward an agenda for research on work and well-being. *Symposium, European Congress of Work and Organizational Psychology*. Stockholm, Sweden, May 2007.

Carson, J., & Barling, J. Romantic relationships at work: Old issues, new challenges. *Poster session, European Academy of Occupational Health Psychology Conference*. Dublin, Ireland, November 2006.

Carson, J., Barling, J., & Turner, N. Group alcohol climate. *Poster session, Association of Psychological Science Annual Meeting*. New York, U.S., May 2006.

Thomson, M., & Carson, J. What price love? Probing the dark side of consumer-object attachments. *Paper session, Society for Consumer Psychology Annual Conference*. February 2006.

INVITED SEMINAR PRESENTATIONS

- The Wharton School, University of Pennsylvania (March 2026)
- Eller College of Management, University of Arizona (February 2026)
- Goizueta Business School, Emory University (Fall 2022)
- Rowe School of Business, Dalhousie University (2021)
- George Washington School of Business (2019)
- Asper School of Business, University of Manitoba (2018)
- The Wharton School, University of Pennsylvania (2016)

- Stanford Graduate School of Business (2016)
- Carlson School of Management, University of Minnesota (2016)
- Robert H. Smith School of Business, University of Maryland (2016)
- Terry College of Business, University of Georgia (2016)
- Olin Business School, Washington University in St. Louis (2014)
- The Wharton School, University of Pennsylvania (2013)
- Scheller College of Business, Georgia Tech (2011)
- School of Business and Economics, Wilfrid Laurier University (2011)
- Sauder School of Business, University of British Columbia (2011)

SELECT MEDIA COVERAGE

- *Wall Street Journal; The Atlantic; NPR's WAMU; Quiet revolution; HBR.org; The Financial Times; FoxNews.com; The Financial Times; The Washington Post Online; HBR.org; Quartz; Business Insider; NBC News.com; Slate.com; Time.com.*

TEACHING EXPERIENCE

University of Maryland

- *Social Psychological Foundations*, PhD.
- *Emotions*, PhD.
- *Ethical Leadership*, MBA.
- *Business Ethics*, Master's in Management Studies (MiM).
- *Managing People and Organizations*, Undergraduate.
- *Constructive Conflict and Collaboration*, Executive Education.

Georgia Institute of Technology

- *Teams in Organizations*, Undergraduate.
- *Teamwork in Organizations*, MBA.

London Business School

- *Leadership in Organisations*, Masters in Management.

ACADEMIC SERVICE

Editor

- Senior (Associate) Editor, *Organization Science*, 2023 – present.

Editorial Boards

- *Academy of Management Journal*, 2016 – present.
- *Organizational Behavior and Human Decision Processes*, 2014 – 2024.

Ad Hoc Reviewer

- *Administrative Science Quarterly*
- *Journal of Applied Psychology*
- *Journal of Personality and Social Psychology*

- *Management Science*
- *Organization Science*
- *Personnel Psychology*

University Service

- PhD Coordinator, *OBHR*, 2023 – present.
- University Senator, 2023 – present.
- PhD Oversight Committee, 2023, 2025– present.
- PhD Student Presentation Series Faculty Coordinator, 2023 – present.
- OBHR Seminar Series Faculty Coordinator, 2017 – 2024.
- CAPSS Faculty Organizer, 2019 – 2024.
- PhD Comprehensive Exams Coordinator, *OBHR*, 2019 – 2024.

Supervision of Graduate Students

- Amber Johnson, Chair, Expected 2026
- Alec Dennis, Co-Chair, 2022
- Oguz Gencay, Committee Member, 2025
- Yasha Spriha, Committee Member, 2025
- Tara Homes, Committee Member, 2024
- Rose Kim, Committee Member, 2024
- Zizhong (David) Xiao (Psychology), Committee Member, 2023
- Hyunsun Park, Committee Member, 2023
- Rujiao (Helene) Cao, Committee Member, 2022
- Nicolais Chighizola, Committee Member, 2021
- Josh Ryan (Psychology), Committee Member, 2020
- Tom Taiyi Yan, Committee Member, 2020
- Dana Harari, Co-Chair until leaving Georgia Tech in 2017 and then external Committee Member, 2019
- Laurens Bujold Steed, Committee Member, 2015
- Kerry Roberts Gibson, Committee Member, 2015

PROFESSIONAL MEMBERSHIPS

- Academy of Management (AOM), 2007 – present.
- The Society for Personality and Social Psychology (SPSP), 2012 – 2013.
- International Association of Conflict Management (IACM), 2010 – 2011 2015-2016.

AWARDS

Smith Research Grant

University of Maryland, R. H. Smith School of Business: \$10,400, February 2024.

Legg Mason Teaching Innovation Award

University of Maryland, R. H. Smith School of Business, 2022.

Outstanding Reviewer Award

Organizational Behavior and Human Decision Processes, 2022.

Smith Research Grant (Co-applicant)

University of Maryland, R. H. Smith School of Business: \$38,315, February 2023.

Smith Teaching Innovation Grant

University of Maryland, R. H. Smith School of Business: \$2,000, April 2023.

Outstanding Reviewer Award

Academy of Management Journal, 2018

Professor of the Year Award – Undergraduate Elective Courses

Georgia Tech, Scheller College of Business, 2015.

Canada Graduate Scholarship - Doctoral Scholarship

Social Sciences and Humanities Research Council: \$105,000 over 3 years (Award tenable at Canadian universities only. Declined and awarded Fellowship below.), May 2007.

Doctoral Fellowship

Social Sciences and Humanities Research Council: \$60,000 over 3 years, May 2007.

OTHER WORK EXPERIENCE

Executive Coach, London Business School, London, UK, 2008-2011.

Associate, Heidrick & Struggles International Inc., Toronto, Ontario, Canada, 2005-2006.