

Chandler T. Marr

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BIOGRAPHY

Chandler Marr is a third-year doctoral student and graduate teaching associate in the Hugh Downs School of Human Communication at Arizona State University. His research primarily explores how organizational structures enable and constrain the way people experience/express emotions. Chandler's scholarship is often guided by theories/concepts such as structuration, compassion, emotional labor, the communication theory of resilience, and dirty work. He is a qualitative methods enthusiast – a majority of his methodological training has involved interview and ethnographic-based studies. Overall, the goal of Chandler's research is to provide individuals and organizations with practical communication tools that promote flourishing and facilitate positive transformation in the face of adversity.

EDUCATION

Doctor of Philosophy, Communication

In Progress

Arizona State University

Focus: Organizational and Interpersonal Communication

Committee: Dr. Alaina Zanin (Advisor), Dr. Sarah Tracy, Dr. Vince Waldron, Dr. Cris Tietz

Master of Science, Communication

May 2021

North Carolina State University

Focus: Organizational and Interpersonal Communication

Thesis: *Task and Relational Dimensions of Problem-Talk in an Online Addiction Support Group*

Committee: Dr. Joann Keyton (Advisor), Dr. Elizabeth Craig, Dr. Jessica Jameson

Bachelor of Arts, Communication

May 2020

North Carolina State University

Focus: Organizational and Interpersonal Communication

Minor: Psychology

Valedictorian | Summa Cum Laude | Communication Honors | Caldwell Fellow

RESEARCH PUBLICATIONS & PRESENTATIONS

Journal Articles

1. Zanin, A., Marr, C., & Avalos, B. (2023). Sport officiating as aggression work: A positioning analysis of gendered emotional work in an intramural sports organization. *Management Communication Quarterly*, 0(0). <https://doi.org/10.1177/08933189231200240>.
2. Abetz, J., Romo, L. K., & Marr, C. (2022). Defining and exploring frenemy relationships. *Southern Journal of Communication*, 88(2), 172–184. <https://doi.org/10.1080/1041794X.2022.2131897>.
3. Keyton, J., Bradley, B., Marr, C., Bisel, R., & Kavya, P. (2021). Meta-synthesis of the qualitative team literature. *Academy of Management Proceedings*, 2021(1). <https://doi.org/10.5465/AMBPP.2021.13736abstract>.

Book Chapters & Encyclopedia Entries

1. Leech, B., Denhert, M., Reutlinger, C., Marr, C., & Tracy, S. (in press). Setting up the tent poles: An overview, discussion, and extension of the Big-Tent Model. In U. Flick (Ed.), *Sage Handbook of Qualitative Research Quality*. Sage.

2. Romo, L., **Marr, C.**, & Alvarez, C. (2023). Facework & politeness theories. In E. Ho, C. Bylund, & J. van Weert (Eds.), *International Encyclopedia of Health Communication*. Wiley.
<https://doi.org/10.1002/9781119678816.iehcc0592>.
3. **Marr, C.**, Kauffman, S., & Craig, E. (2022). Disenfranchised grief and communication: Managing the unrecognized grief of pet loss. In G. Luurs (Ed.), *Handbook of Research on Communication Strategies for Taboo Topics*. IGI Global. <https://doi.org/10.4018/978-1-7998-9125-3.ch023>.

Conference Papers

1. **Marr, C.** (2023, November). *"She's in my heart now and I've got to take care of it for her:" Fostering resilience through continued bonds*. Presented at the Annual Meeting of the National Communication Association in National Harbor, Maryland.
2. Zanin, A., **Marr, C.**, & Avalos, B. (2023, May). *Sport officiating as aggression labor: A ethnographic case-analysis of antecedents and consequences of masculine aggression and gender disparities in an athletic organization*. Presented at the Annual Meeting of the International Communication Association in Toronto, Canada.
3. Abetz, J., Romo, L.K., & **Marr, C.**, (2022, November). *Defining and exploring frenemy relationships*. Presented at the Annual Meeting of the National Communication Association in New Orleans, Louisiana.
4. Endres, C., & **Marr, C.** (2022, November). *"Just stay home? I mean I'd have to be dying": The role of communicative resilience in promoting sickness presenteeism*. Presented at the Annual Meeting of the National Communication Association in New Orleans, Louisiana.
5. Kauffman, S., **Marr, C.**, & Craig, E., (2022, November). *Disenfranchised grief in r/Petloss*. Presented at the Annual Meeting of National Communication Association Convention in New Orleans, Louisiana.
6. **Marr, C.** (2021, October). *Task and relational dimensions of problem-talk in an online addiction support group*. Presented at the Annual Meeting of the Interdisciplinary Network for Group Research, Virtual.
7. Keyton, J., Bradley, B., **Marr, C.**, Bisel, R., & Kavya, P. (2021, August). *Meta-synthesis of the qualitative team literature*. Presented at the 81st Annual Meeting of the Academy of Management, Virtual.
8. Keyton, J., Bradley, B., **Marr, C.**, Bisel, R., & Kavya, P. (2020, October). *Meta-synthesis of qualitative research on groups and teams: Part II*. Presented at the Annual Meeting of the Interdisciplinary Network for Group Research, Virtual.
9. Keyton, J., **Marr, C.**, Bradley, B., Bisel, R., Kavya, P., & Ford, D.J. (2019, July). *Meta-synthesis of qualitative research on groups and teams: Part I*. Presented at the Annual Meeting of the Interdisciplinary Network for Group Research in Lisbon, Portugal.

Conference Extended Abstracts

1. Farmer, R.D., **Marr, C.**, & Zanin, A. (2023, November). *Maintaining compassion in aggression work: A phronetic iterative analysis of K-12 educators during the COVID-19 pandemic*. National Communication Association 2023 Conference in National Harbor, Maryland.
2. **Marr, C.** (2023, November). *Emotional entrainment: Cycles of human feeling in organizations*. National Communication Association 2023 Conference in National Harbor, Maryland
3. **Marr, C.**, & Zanin, A. (2023, November). *Intergroup boundary durability: A bona fide group perspective of subgroup differentiation in a university marching band*. National Communication Association 2023 Conference in National Harbor, Maryland.

Conference Workshops

1. **Marr, C.** & Morrell, L. (2021, February). *Campus conversations: Towards a dialogic model of social justice*. Presented at the North Carolina Campus Compact: Pathways to Achieving Civic Engagement Conference, Virtual.
2. Odom, J., **Marr, C.**, Savage, C. (2020, February). *Creating a culture of collegiality: Empowering students as colleagues*. Presented at the North Carolina Campus Compact: Pathways to Achieving Civic Engagement Conference in Elon, NC.
3. Odom, J., **Marr, C.**, Savage, C., & Stephenson, R. (2019, February). *Learn to serve, serve to lead, lead to learn*. Presented at the North Carolina Campus Compact: Pathways to Achieving Civic Engagement Conference in Greensboro, NC.

4. Odom, J., **Marr, C.**, Savage, C., & Stephenson, R. (2019, April). *Service-Learning: The untapped potential of the land grant mission*. Presented at the North Carolina Teaching and Learning Symposium in Raleigh, NC.

Conference Posters

1. Jameson, J.K., Marrero, M., Vasquez, C., Mackie, H., Belo, C., Harris, D., Speicher, N., & **Marr, C.** (2019, March). *Enacting immersive collaboration: A study of training transfer*. Presented at the Laboratory for Analytical Sciences Symposium in Raleigh, NC.

Invited Presentations, Lectures, & Colloquia

1. **Marr, C.** (2023, April). *Forgiveness & Flourishing*. Invited guest lecture for a 30-student section of COM 452: Communication & the Art of Happiness at Arizona State University.
2. **Marr, C.**, & Martin, J. (2023, March). *Resilience & Mobile Communication*. Invited guest lecture for a 30-student section of COM 477: Mobile Communication at North Carolina State University.
3. **Marr, C.** (2022, April). *Loss, grief, and compassionate communication*. Invited guest lecture for a 90-student section of COM 100: Introduction to Human Communication at Arizona State University.
4. Endres, C., & **Marr, C.** (2022, April). "Just stay home? I mean I'd have to be dying": The role of communicative resilience in promoting sickness presenteeism. Presented at the Hugh Downs School of Human Communication's Transformation Project Seed Grant Colloquium.

Under Review & Papers in Progress

1. Endres, C. & **Marr, C.** (in preparation). "It doesn't matter if I'm sick": Theorizing Self-Disenfranchisement as Control within Sickness Presenteeism. Manuscript in preparation for submission to *Management Communication Quarterly*.
2. Martin, J. & **Marr, C.** (in preparation). "Life has been good and I'm thankful": Communicatively constructing resilience through substance use recovery on reddit. Manuscript in preparation for submission to *Journal of Applied Communication Research*.
3. **Marr, C.**, & Zanin, A. (in preparation). *Intergroup boundary durability: A bona fide group perspective of subgroup differentiation in a university marching band*. Manuscript in preparation for submission to *Small Group Research*.
4. **Marr, C.** (in preparation). *Affective entrainment: Cycles of human feeling in organizations*. Manuscript in preparation for submission to *Management Communication Quarterly*.
5. **Marr, C.** (in preparation). "She's in my heart now and I've got to take care of it for her:" Cultivating resilience through continued bonds. Manuscript in preparation for submission to *Omega: Journal of Death & Dying*.

TEACHING EXPERIENCE

Arizona State University, Graduate Teaching Associate

COM 100 – Introduction to Human Communication

- Topics-oriented introduction to basic theories, dimensions, and concepts of human communicative interaction and behaviors
- Co-instructed large-lecture section of approximately 430 students
- Assisted with 90-student "freshman-only" section

COM 225 – Public Speaking

- Application of presentational speaking skills, with an emphasis on fundamental concepts like topic selection, research and resource gathering, delivery, argumentation, persuasion, and rhetoric
- Instructed in-person lecture section of approximately 25 students

COM 230 – Small Group Communication

- Principles and processes of small group communication, with an emphasis on decision-making, conflict management, leadership, and relationship development/maintenance
- Instructed in-person lecture sections of 30-35 students

COM 250 – Communication & the Workplace

- Introduces the study of communication in organizations, including paradigmatic approaches and core topical areas

- Instructed online section of 40 students; oversaw grading assistant
- Instructed large online section of 105 students; oversaw grading assistant
- Instructed in-person lecture sections of 30-35 students

COM 312 – Communication, Conflict, and Negotiation

- Communication theories and strategies relevant to the management of conflicts and the conduct of negotiations
- Instructed upper-level sections of approximately 30-35 students
- Assisted with upper-level section of 30-students

COM 407 – Qualitative/Critical Methods in Communication Research

- Capstone course where students examine and apply qualitative/critical methods of inquiry; through reading about qualitative methodology and immersion into one's own in-depth project, this course provides students with hands-on experience in a variety of textually-grounded research approaches – accounting for issues of epistemology (ways of knowing), methodology (ways of examining), and representation (ways of reporting).
- Instructed upper-level section of 25 students.

COM 450 – Organizational Communication

- Advanced exploration of organizational communication principles through analyses of scholarship and contemporary case studies.
- Instructed online section of 30 students
- Instructed in-person lecture section of 30 students

North Carolina State University, Graduate Teaching Assistant

COM 230 – Communication Theory

- Introduction to the micro- and macro-analytic theories used in the study of human communication across contexts, cultures, and media
- Assisted with 160-student in-person lecture section

COM 240 – Communication Inquiry

- Review of the scientific research process, qualitative and quantitative methods of inquiry in communication, the nature of evidence, and channels of distribution for research-based information
- Assisted with a large 160-student online section

COM 332 – Relational Communication

- Explores communication patterns in the development and deterioration of interpersonal relationships
- Assisted with 30-student online section

COM 456 – Organizational Communication

- Investigates the role of communication in organizational processes/phenomena as well as the philosophical assumptions that frame organizational scholarship
- Co-instructed a synchronous online section of 30 students

North Carolina State University, Undergraduate Teaching Assistant

COM 112 – Interpersonal Communication

- Fundamentals of verbal and nonverbal interpersonal communication competence
- Assisted with online section of approximately 30 students

EDC 390 – Foundations in Self Development

- Service-learning seminar course where students learn about and apply philosophies of leadership, citizenship, and servanthood to a semester-long community engagement project.
- Oversaw/facilitated group of 5 students
- Coordinated with community partner (Neighbor 2 Neighbor)

TEACHING EVALUATIONS

Below are a sample of mean scores from teaching evaluations (1 = *strongly agree* to 5 = *strongly disagree*).

Arizona State University, In-Person Evaluations

Q1: The instructor was effective in teaching the course.

Q4: The instructor was a good teacher.

Q7: I would recommend this instructor to other students.

Q9: The instructor made the course interesting.

Q10: I would take this instructor again.

Q12: The instructor was organized.

Semester	Course Number / Title	Enrollment	Responses	Q1	Q4	Q7	Q9	Q10	Q12
Fall 2023	COM 450: <i>Organizational Comm</i>	29	23 (79%)	1.2	1.1	1.1	1.3	1.1	1.4
Fall 2023	COM 250: <i>Comm & the Workplace</i>	32	23 (72%)	1.1	1.1	1.2	1.2	1.2	1.3
Spring 2023	COM 407: <i>Qualitative Research Methods</i>	24	19 (79%)	1.1	1.1	1.0	1.3	1.2	1.3
Spring 2023	COM 312: <i>Comm, Conflict, & Negotiation</i>	30	24 (80%)	1.0	1.2	1.1	1.0	1.1	1.2
Fall 2022	COM 225: <i>Public Speaking</i>	23	19 (83%)	1.1	1.1	1.1	1.2	1.1	1.1
Spring 2021	COM 230: <i>Small Group Communication</i>	29	21 (72%)	1.0	1.0	1.1	1.2	1.1	1.2
Spring 2021	COM 100: <i>Intro to Human Communication</i>	445	151 (34%)	1.4	1.4	1.5	1.5	1.6	1.6

Arizona State University, Online Evaluations

Q1: The instructor was effective in facilitating the course.

Q3: The instructor was a good resource for learning in the course.

Q4: The instructor demonstrated knowledge of online learning.

Q5: The instructor was organized.

Q6: The instructor created a positive online learning experience for me.

Q7: I would take a course from this instructor again.

Semester	Course Number / Title	Enrollment	Responses	Q1	Q3	Q4	Q5	Q6	Q7
Summer 2023	COM 450: <i>Organizational Comm</i>	28	22 (79%)	1.2	1.4	1.4	1.3	1.3	1.5
Fall 2022	COM 250: <i>Comm & the Workplace</i>	106	71 (67%)	1.3	1.4	1.3	1.3	1.3	1.4
Summer 2022	COM 250: <i>Comm & the Workplace</i>	41	29 (71%)	1.2	1.2	1.2	1.3	1.2	1.2

SERVICE ACTIVITIES

Professional Service Positions

Vice Chair, Language and Social Interaction Division (2023 – Present). Western States Communication Association.

Social Media Assistant, Organization Communication Division (2022 – Present). Western States Communication Association.

Death & Dying Division Proposal Committee (2021 – 2022). National Communication Association.

Secretary, Language and Social Interaction Division (2022 – 2023). Western States Communication Association.

Chairing Activities at Professional Conferences

Chair. (2023). Enacting collective resilience in response to personal health issues. Presented at the Annual Meeting of the National Communication Association.

Chair. (2022). Gender and health communication. Presented at the Annual Meeting of the National Communication Association.

Reviewing Activity

Management Communication Quarterly. Emerging Reviewer Program. (2023 – Present).

Western States Communication Association 2023 Conference. Organizational Communication Division.

Western States Communication Association 2023 Conference. Language and Social Interaction Division.

Arizona State University Service

Registration Volunteer, WSCA Host University (2023). Hugh Downs School of Human Communication.

Chair, Writing Retreat Planning Committee (2022). The Transformation Project.

Textbook Selection Committee (2022). Hugh Downs School of Human Communication.

North Carolina State University Service

Caldwell Fellow Application Reviewer (2020 – 2023). The Caldwell Fellows.

Vice President, Communication Graduate Student Association (2020 – 2021). Department of Communication.

Vice President, Lambda Pi Eta: Beta Chapter (2018 – 2020). Department of Communication.

Chair, New Fellow Orientation Committee (2019–2020). The Caldwell Fellows.

Identity and Diversity Committee (2019 – 2020). The Caldwell Fellows.

Travel Committee (2018 – 2019). The Caldwell Fellows.

Chair, Campus Outreach Committee (2017 – 2018). The Caldwell Fellows.

Community Engagement & Partnerships

Mentor and Enrichment Teacher (2017 – 2021). Neighbor to Neighbor, Southeast Raleigh.

GRANTS, HONORS, & AWARDS

Research Recognition & Awards

Top Paper Award, Ethnography Division, National Communication Association, 2023.

Grant Activity

Transformation Project Seed Grant Award (2022). The Transformation Project. \$500.

Academic Awards

Valedictorian (Class of 2020). North Carolina State University.

Outstanding Undergraduate Award (2020). Department of Communication, North Carolina State University.

Miscellaneous

Ambassador, Qualitative Research Summer Intensive (July, 2022). Research Talk Incorporated & UNC's Odum Institute for Research in Social Sciences.

Top Applicant Financial Award (2021). Hugh Downs School of Human Communication. \$1,000.

PROFESSIONAL MEMBERSHIPS

Lambda Pi Eta

National Communication Association

Phi Beta Kappa

Phi Kappa Phi

Western States Communication Association