

Chandler T. Marr

Arizona State University

ORCID – <https://orcid.org/0000-0001-7816-3684>

950 S. Forest Mall
Tempe, Arizona 85281
(Stauffer Hall, A345)

Phone: (919) 280-9243
Email: chandler.marr@asu.edu
Pronouns: he/him, they/them

BIOGRAPHY

Chandler Marr is a fourth-year doctoral candidate 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 employees experience and express emotions. Chandler's scholarship is often guided by theories/concepts such as compassion, emotion management, dirty work, structuration, positioning theory, and the communication theory of resilience. He is a qualitative methods enthusiast—a majority of his methodological training has involved interview and ethnographic 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 Projected May 2025

Arizona State University

Focus: Organizational and Interpersonal Communication

Dissertation: *Compassion Beyond Bars: Examining the (Co)Construction of Compassion in Parole Work*

Committee: Dr. Alaina Zanin (Advisor), Dr. Sarah Tracy, Dr. Cris Tietsort, Dr. Kevin Wright

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. Jessica Jameson, Dr. Elizabeth Craig

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

- 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>.
- 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>.
- 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

- Marr, C., & Jameson, J. K. (drafting). Conflict and organizing. In A. Nicotera (Ed.), *Origins and traditions of organizational communication* (2nd ed.). Routledge.

2. Leach, 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.
3. 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.iehc0592>.
4. **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.**, & Zanin, A. (2023, November). *Intergroup boundary durability: A bona fide group perspective of subgroup differentiation in a university marching band*. Presented at the Annual Meeting of the National Communication Association Conference in National Harbor, Maryland.
2. **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.
3. 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.
4. 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.
5. 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.
6. 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.
7. **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.
8. 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.
9. 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.
10. 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. **Marr, C.** (2024, November). *How parole officers negotiate the contradictions of compassion in aggression work contexts*. Presented at the Annual Meeting of the National Communication Association Conference in New Orleans, Louisiana.
2. Endres, C. & **Marr, C.** (2024, November). “*It doesn’t matter if I’m sick*”: *Theorizing Self-Disenfranchisement as a Form of Organizational Control*. Presented at the Annual Meeting of the National Communication Association Conference in New Orleans, Louisiana.
3. 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*. Presented at the Annual Meeting of the National Communication Association Conference in National Harbor, Maryland
4. **Marr, C.** (2023, November). *Emotional entrainment: Cycles of human feeling in organizations*. Presented at the Annual Meeting of the National Communication Association Conference in National Harbor, Maryland.

Pre-Conference Presentations

1. **Marr, C.** (November, 2024). "Compassion beyond bars: Examining the co-construction of compassion in parole officer interactions." In the ethnography division pre-conference: *Ethnography for greater regard: Uplifting often disregarded communities, voices, and identities. preconference*. Presented at the Annual Meeting of the National Communication Association in New Orleans, Louisiana.

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 collegueship: 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, Guest 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.

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

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

COM 230: Small Group Communication

Principles and processes of small group communication, with a focus on decision-making, conflict management, leadership, and relationship development/maintenance

COM 250: Communication & the Workplace

Introduces the study of communication in organizations, including paradigmatic approaches and core topical areas such as socialization, management theories, organizational culture, workplace relationships, leadership, work-life balance, difference and diversity, and technology

COM 312: Communication, Conflict, and Negotiation

Communication theories and strategies relevant to the management of conflicts and the conduct of negotiations across social contexts; topics include listening, social exchange theory, relational dialectics face and facework, violence, anger and jealousy, forgiveness, relational dissolution, mediation, negotiation, and dispute resolution systems

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 ontology, epistemology, methodology, and representation

COM 450: Organizational Communication

Advanced, critical examination of organizational communication principles through analyses of scholarship and contemporary case studies; topics include foundations of critical theory, organizational culture, neoliberalism, power and control, resistance, body work, technology and innovation, colonialism, meaningful work, as well as how race, gender, sexuality, class, and other identities interplay with organizing processes

COM 452: Communication and the Art of Happiness

Examines how communication behaviors relate to constructing happiness and well-being across several social contexts; topics include gratitude, forgiveness, resilience, hope, optimism, social support, compassion, goal setting, flow, savoring, caring for body and soul, and finding purpose and meaning

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

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

COM 332: Relational Communication

Explores communication patterns in the development and deterioration of interpersonal relationships

COM 456: Organizational Communication

Investigates the role of communication in organizational processes/phenomena as well as the philosophical assumptions that frame organizational scholarship

North Carolina State University, Undergraduate Teaching Assistant

COM 112: Interpersonal Communication

Fundamentals of verbal and nonverbal interpersonal communication competence

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.

COURSE EVALUATIONS

Below is a sample of mean scores from course 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.

Q5: I learned a lot in this course.

Q7: I would recommend this instructor to other students.

Q9: The instructor made the course interesting.

Q11: This course has expanded my understanding of the subject.

Q12: The instructor was organized.

Semester	Course	Response Rate (%)	Q1	Q4	Q5	Q7	Q9	Q11	Q12
Spring 2024	COM 250	32/35 (91.43%)	1.0	1.1	1.1	1.1	1.1	1.1	1.1
Spring 2024	COM 312	27/29 (93%)	1.1	1.2	1.2	1.1	1.3	1.3	1.2
Fall 2023	COM 250	23/32 (71.88%)	1.1	1.1	1.3	1.2	1.2	1.3	1.3
Fall 2023	COM 450	23/29 (79.31%)	1.2	1.1	1.3	1.1	1.3	1.3	1.4
Spring 2023	COM 312	24/30 (80%)	1.0	1.0	1.2	1.1	1.0	1.1	1.2
Spring 2023	COM 407	19/24 (79.17%)	1.1	1.1	1.2	1.0	1.3	1.4	1.3
Fall 2022	COM 225	19/23 (82.61%)	1.1	1.1	1.4	1.1	1.2	1.3	1.1
Spring 2022	COM 100	151/443 (33.93%)	1.4	1.4	1.6	1.5	1.5	1.7	1.6
Spring 2022	COM 230	21/29 (77.41%)	1.0	1.0	1.3	1.1	1.4	1.2	1.2

Arizona State University, Online Evaluations

Q1: The instructor was effective in facilitating the course.

Q2: The instructor provided clear communication in 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	Response Rate	Q1	Q2	Q3	Q4	Q5	Q6	Q7
Summer 2024	COM 250	–	–	–	–	–	–	–	–
Summer 2023	COM 450	22/28 (78.57%)	1.2	1.2	1.4	1.4	1.3	1.3	1.5
Fall 2022	COM 250	71/106 (66.98%)	1.3	1.3	1.4	1.3	1.3	1.3	1.4
Summer 2022	COM 250	29/41 (71.73%)	1.2	1.2	1.2	1.2	1.3	1.2	1.2

SERVICE ACTIVITIES

Professional Service Positions

Social Media Assistant, Organization Communication Division (2022 – 2024). Western States Communication Association.

Vice Chair, Language and Social Interaction Division (2023 – 2024). Western States Communication Association.

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

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

Chairing Activities at Professional Conferences

Chair. (2024). Possibilities of growth, support, and resilience in organizational contexts. Presented at the Western States Communication Association 2024 convention.

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 Western States Communication Association 2022 Convention.

Reviewing Activity

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

National Communication Association 2024 Convention. Organizational Communication Division

Western States Communication Association 2025 Convention. Organizational Communication Division.

Western States Communication Association 2024 Convention. Organizational Communication Division.

Western States Communication Association 2023 Convention. Organizational Communication Division.

Western States Communication Association 2023 Convention. 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 – 2024). 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

Outstanding Graduate Research Award, Hugh Downs School of Human Communication, 2024.

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

Grant Activity

Jumpstart Grant (2024). Arizona State University Graduate Student Association. \$750.

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

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, 2024). Research Talk Incorporated & UNC's Odum Institute for Research in Social Sciences.

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