

# GREGORY FETZER

Work, Organisations, and Management Department  
University of Liverpool Management School  
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## ACADEMIC APPOINTMENTS

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**University of Liverpool Management School**—Liverpool, UK September 2021-present  
Lecturer – Work, Organisations, and Management

## EDUCATION

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**Boston College, Carroll School of Management**—Chestnut Hill, MA 2021  
Ph.D. Organization Studies  
Dissertation: *The Persistence Dilemma in Long-duration Creative Projects*  
Committee: Michael Pratt (chair), Bess Rouse, Brianna Caza

**Boston College, Carroll School of Management**—Chestnut Hill, MA 2019  
M.S. Organization Studies

**Brigham Young University, Department of Psychology**—Provo, UT 2016  
B.S. Psychology, Minor: Spanish

## RESEARCH

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My research explores two broad areas, creativity in organizations and meaningful work. I study how these phenomena unfold and are experienced over time (e.g. over a career), as well as how individuals navigate the tensions and challenges which come from developing new ideas and pursuing meaningful work. My research is primarily field-based, using qualitative methods.

## PUBLICATIONS

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### Academic Journal Articles

**Fetzer, G.**; Harrison, S. & Rouse, E. (in press). Navigating the paradox of promise through the construction of meaningful career narratives. *Academy of Management Journal*.  
<https://doi.org/10.5465/amj.2021.0292>

LeBaron, C.; Jarzabkowski, P.; Pratt, M. & **Fetzer, G.** (2018). An introduction to video methods in organizational research. *Organizational Research Methods*, 21(2), 239-260.  
<https://doi.org/10.1177%2F1094428117745649>

### Book Chapters

**Fetzer, G.** & Pratt, M. (2020). “Meaningful work and creativity: Mapping out a way forward.” In R. Reiter-Palmon, C. M. Fisher, & J. S. Mueller (Eds.), *Creativity at Work: A Festschrift in Honor of Teresa Amabile*. p. 131-142. Cham, Switzerland: Palgrave Macmillan.

## **MANUSCRIPTS UNDER REVIEW**

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**Fetzer, G.** [Title removed for blind review] Craft work and creativity (under 2<sup>nd</sup> review, *Organization Studies*)

Garrett, L.; **Fetzer, G.** & Brown, J. A. [Title removed for blind review] Experiencing commodification in the NFL (under 1<sup>st</sup> review, *Administrative Science Quarterly*)

## **WORKS IN PROGRESS**

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**Fetzer, G.** & Pratt, M.G. Quality and craftsmanship in shoemaking and lutherie (drafting manuscript, target: *Administrative Science Quarterly* by fall 2023)

**Fetzer, G.** Bounded attachment in creative work (drafting manuscript, target: *Academy of Management Journal* by end of 2023)

**Fetzer, G.** Perseverance versus escalation in startup teams (Data analysis)

Harrison, S.; **Fetzer, G.** & Rouse, E. Curiosity and careers (drafting manuscript, target: *Academy of Management Discoveries*)

**Fetzer, G.** & Jones, E. Life events and changes in work orientation (Theory development)

**Fetzer, G.** Creative collaboration in dyads (Data collection)

## **PRESENTATIONS**

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Fetzer, G. 2023. “Stay the course or cut your losses? Navigating persistence and abandonment in creative work.” Academy of Management Annual Meeting, Boston, Massachusetts. *Nominated for Denny Gioia Award for Best Qualitative Paper*

Fetzer, G. 2023. “Don’t go breaking my heart? Calculated attachment in meaningful projects.” May Meaning Meeting, Litchfield, Connecticut.

Fetzer, G. 2022. “Stay the course or cut your losses? Navigating persistence and abandonment in creative work.” Creativity Collaboratorium, University College London Management School, London, UK.

Sala, G. & Fetzer, G. 2022. “‘Talking about my generation’: (Dis)affirmation and work meaning in intergenerationally diverse groups.” Academy of Management Annual Meeting, Seattle, Washington.

Fetzer, G. 2022. “The persistence paradox: Balancing persistence and abandonment in creative work.” European Group for Organisation Studies (EGOS) meeting, Vienna, Austria.

Fetzer, G. 2022. “I get knocked down, but I get up again: Meaningful striving in the face of recurrent failure.” May Meaning Meeting (virtual).

- Fetzer, G., Gilson, L., Mannucci, P.V., Yong, K., Demir-Caliskan, O., Fisher, C., Xie, W., & Harvey, S., 2021. "Good Times, Bad Times: Temporal perspectives on creative work." Academy of Management Annual Meeting (virtual).
- Garrett, L., Fetzer, G., & Brown, J. 2020. "Being a pro in the NFL: When sportsmanship and business collide." Academy of Management Annual Meeting (virtual).
- Fetzer, G. (with Pratt, M.G.) 2020. "In search of lost time: Tradition as a source of meaningful work among craftspeople." Academy of Management Annual Meeting (virtual).
- Fetzer, G. & Pratt, M.G. 2020. "Craftsmanship and meaningful work." May Meaning Meeting (virtual).
- Fetzer, G., Harrison, S. H., Rouse, E., & Innis, B. 2019. "The story of my life: Interpretations of early experiences and creativity over the career." Academy of Management Annual Meeting, Boston, Massachusetts.
- Sala, G., Fetzer, G., Pratt, M.G., Ashforth, B., Maitlis, S., Oelberger, C., Schabram, K. 2019. "Identity and Meaningful Work" symposium. Academy of Management Annual Meeting, Boston, Massachusetts.
- Fetzer, G. & Pratt, M.G. 2019. "Craftsmanship and meaningful work." European Group for Organisation Studies (EGOS), Edinburgh, Scotland.
- Garrett, L., Fetzer, G., & Brown, J. 2018. "Representing the shield: A dynamic view of relationship orientation in the NFL." Positive Organizational Scholarship (POS) Research Conference, Ann Arbor, Michigan.
- Harrison, S., Fetzer, G., Rouse, E., & Innis, B. 2018. "Self-Assessed Trajectories of Creative Careers." Creativity Collaboratorium, University of Connecticut.
- Pratt, M.G. & Fetzer, G. 2018. "Work orientation and creative persistence." Creativity Collaboratorium, University of Connecticut.
- Harrison, S., Fetzer, G., Innis, B., & Rouse, E. 2017. "All that you can't leave behind: The self-assessed trajectory of creative careers." Annual Meeting of the Academy of Management, Atlanta, Georgia.

## **TEACHING**

### **University of Liverpool Management School**

- ULMS881: Work Design, Organisational Change & Development (module leader)
  - 2022 – present
  - Avg. student rating: 4.4/5
- ULMS151: Organisations & Management (module leader, co-taught)
  - 2021 – present
  - Avg. student rating: 4.2/5

- ULMS115: The New Professional (undergraduate academic advising)
  - 2021 – present

**Boston College, Carroll School of Management**

- MGMT1021: Organizational Behavior (Required BBA course)
  - Fall 2018
  - Student rating: 4.21/5.0

**PROFESSIONAL SERVICE**

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Professional memberships

- Academy of Management
- European Group for Organization Studies (EGOS)
- Boston Field Researcher’s Conference
- May Meaning Meeting
- Creativity Collaboratorium

Ad Hoc Reviewing

- Strategic Entrepreneurship Journal
- Journal of Occupational and Organizational Psychology
- AOM Annual Meeting (MOC division)
  - Best Reviewer Award, 2017, 2023

Professional development

- MOC Development and Outreach for Conference Support (MOC-DOCS) committee member, 2022-present
- MOC Best Paper Award committee member (MOC division), 2021-2022
- Co-organizer, Work, Identity, & Meaning working group, Boston College (2018 to 2020)

**REFERENCES**

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Michael G. Pratt  
 Professor, Boston College  
[prattmg@bc.edu](mailto:prattmg@bc.edu)

Elizabeth (Bess) Rouse  
 Associate Professor, Boston College  
[rousee@bc.edu](mailto:rousee@bc.edu)

Spencer H. Harrison  
 Associate Professor, INSEAD  
[spencer.harrison@insead.edu](mailto:spencer.harrison@insead.edu)

Joanne Lyubovnikova  
 Reader, University of Liverpool  
[J.Lyubovnikova@liverpool.ac.uk](mailto:J.Lyubovnikova@liverpool.ac.uk)

**LANGUAGES**

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Spanish (professional proficiency)