

GREGORY FETZER

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

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

EDUCATION

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

My research explores two broad areas, creativity in organizations and meaningful work. I study how these phenomena unfold and are experienced over time, 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

Academic Journal Articles

Fetzer, G.; Harrison, S. & Rouse, E. (2023). Navigating the paradox of promise through the construction of meaningful career narratives. *Academy of Management Journal*, 66(6), 1896-1928. <https://doi.org/10.5465/amj.2021.0292>

LeBaron, C.; Jarzabkowski, P.; Pratt, M. G. & **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. G. (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.

- Translated into German: Bedeutungsvolle Arbeit und Kreativität: Ein Weg nach vorne. In *Kreativität bei der Arbeit: Eine Festschrift zu Ehren von Teresa Amabile* (pp. 141-153). Cham: Springer International Publishing.

MANUSCRIPTS UNDER REVIEW

Fetzer, G. Days of future past: The tradition-novelty paradox and the endurance of heritage crafts (2nd R&R, *Organization Studies*, special issue on Craft in Organization Studies)

Garrett, L.; **Fetzer, G.** & Brown, J. A. Paid to play: Commodification and meaningful work in the National Football League (R&R, *Administrative Science Quarterly*)

WORKS IN PROGRESS

Fetzer, G. Bounded attachment in creative work (preparing for submission to *Academy of Management Journal*)

Fetzer, G. & Pratt, M. G. The meaning of legacy in shoemaking and guitar lutherie (drafting manuscript; target: *Administrative Science Quarterly*)

Fetzer, G. & Jones, E. (equal authorship). Life events and changes in work orientation (theory development)

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

Jaussi, K., Dunne, D., **Fetzer, G.** & Dhillon, T. Entrepreneur's stories of failure (data analysis)

Sala, G.R. & **Fetzer, G.** "Talking about my generation": (Dis)affirmation and work meaning in intergenerationally diverse groups (theory development)

Fetzer, G. & Pratt, M.G. Persistence in organizations: A theoretical framework (theory development)

Fetzer, G. Creative collaboration in dyads (data collection)

Fetzer, G. & Sala, G. R. Creative work and artificial intelligence (study design)

PRESENTATIONS

Fetzer, G. 2024. "Loving and letting go: Bounded attachment in creative work." Organization Science Winter Conference, Zurich, Switzerland.

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. & 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. & Fetzter, G. 2018. “Work orientation and creative persistence.” Creativity Collaboratorium, University of Connecticut.

Harrison, S, Fetzter, 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: 4.3/5
- 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

Professional memberships

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

Ad Hoc Reviewing

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

Professional development

- Work, Organisations & Management Speaker Series organizer, 2023-present
- 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

Michael G. Pratt
Professor, Boston College
prattmg@bc.edu

Bess Rouse
Associate Professor, Boston College
rousee@bc.edu

Spencer H. Harrison
Professor, INSEAD
spencer.harrison@insead.edu

Joanne Lyubovnikova
Associate Professor (Reader), University of
Liverpool
J.Lyubovnikova@liverpool.ac.uk

LANGUAGES

Spanish (professional proficiency)