

# GREGORY FETZER

Work, Organisations, and Management Department  
University of Liverpool Management School  
Chatham Street 143, Liverpool, L69 7ZH  
[gfetzer@liverpool.ac.uk](mailto:gfetzer@liverpool.ac.uk) | +44 07882 923784  
[www.gregfetzerphd.com](http://www.gregfetzerphd.com)

## ACADEMIC APPOINTMENTS

---

**University of Liverpool Management School**—Liverpool, UK April 2024-present  
Senior Lecturer – Work, Organisations & Management  
Lecturer – Work, Organisations & Management (Sept. 2021-March 2024)

## 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 work they see as significant and worthwhile. My research is primarily field-based, using qualitative methods.

## PUBLICATIONS

---

### Peer-reviewed 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.** The tradition-novelty paradox in heritage crafts (2<sup>nd</sup> 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 (1<sup>st</sup> R&R, *Administrative Science Quarterly*)

**Fetzer, G.** Tensions around idea attachment in creative work (1<sup>st</sup> R&R, *Academy of Management Journal*)

## WORKS IN PROGRESS

---

**Fetzer, G.** & Pratt, M. G. Legacy in craft work (drafting manuscript; target: *Administrative Science Quarterly*)

**Fetzer, G.** & Jones, E. (equal authorship). Significant life events and work orientation change (theory development; target: *Academy of Management Review*)

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 collection)

Gorges, M., Sala, G. R. & **Fetzer, G.** Generational stereotypes as interpretive frames (theory development, data collection)

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

**Fetzer, G.** Commitment, persistence, and escalation of commitment in entrepreneurship (data analysis)

**Fetzer, G.** Fatherhood and the meaning of work (study design)

## PRESENTATIONS

---

Fetzer, G. & Jones, E. (equal authorship). "Significant life events and work orientation change." Academy of Management Annual Meeting, Chicago, Illinois.

Ladge, J., Sala, G. R., Kark, R., Washington, A., & Fetzer, G., March 2024: Interview-Based Qualitative Methods. University of Exeter Research Methods Centre, Exeter, UK.

- 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. & 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)
  - 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
- May Meaning Meeting

### Ad Hoc Reviewing

- Administrative Science Quarterly
- Academy of Management Review
- Academy of Management Journal
- Strategic Entrepreneurship Journal
- Organization Studies
- 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](mailto:prattmg@bc.edu)

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

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

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

#### **LANGUAGES**

---

Spanish (professional proficiency)