

# 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 Sept. 2021  
Senior Lecturer – Work, Organisations & Management (April 2024-present)  
Lecturer – Work, Organisations & Management (Sept. 2021-March 2024)

## 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 how people find significance and purpose in the work they do, especially as they attempt to develop new ideas and products. I study how these phenomena—meaningful work and creative work—unfold and are experienced over time, as well as how individuals and groups handle the tensions which come from developing new ideas and pursuing worthwhile work. My methodological approach is primarily field-based, using qualitative methods.

## PUBLICATIONS

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### Journal Articles

**Fetzer, G.** (accepted). Days of Future Past: The tradition-novelty paradox and the endurance of heritage crafts. *Organization Studies*

**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.

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.

### 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. Switzerland: Palgrave Macmillan.
- Translated into German

## **MANUSCRIPTS UNDER REVIEW**

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Garrett, L.; **Fetzer, G.** & Brown, J. Dehumanization and meaningful work in the National Football League (2<sup>nd</sup> R&R, *Administrative Science Quarterly*)

**Fetzer, G.** Idea attachment in creative work (R&R, *Academy of Management Journal*)

## **WORKS IN PROGRESS**

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**Fetzer, G.** & Pratt, M. G. Legacy and meaningful work (finalizing for submission to *Administrative Science Quarterly*)

**Fetzer, G.** Commitment and persistence in entrepreneurship (working paper)

Gorges, M., Sala, G. R. & **Fetzer, G.** Generational stereotypes and the meaning of work (data collection)

Hymer, C., Jones, E., & **Fetzer, G.** Career changes and the meaning of work (data collection & analysis)

Jaussi, K., Dunne, D., & **Fetzer, G.** Entrepreneur’s stories of idea attachment (data analysis)

Harrison, S.; **Fetzer, G.** & Rouse, E. Curiosity and career narratives (data analysis)

**Fetzer, G.** & Pratt, M.G. Persistence and perseverance at work: A theoretical framework (theory development)

**Fetzer, G.** Job orientation project (study design)

## **PRESENTATIONS**

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Fetzer, G. & Jones, E. (equal authorship) 2024. “Significant life events and work orientation change.” Academy of Management Annual Meeting, Chicago, Illinois.

Fetzer, G. 2024. Loving and letting go: Bounded attachment in creative work. International Conference on Management, Leadership and Governance Conference, Barcelona, Spain.  
\*Best conference presentation award

Fetzer, G. & Jones, E. (equal authorship) 2024. “Significant life events and work orientation change.” May Meaning Meeting, Philadelphia, Pennsylvania.

Ladge, J., Sala, G. R., Kark, R., Washington, A., & Fetzer, G., March 2024: Interview-Based Qualitative Methods (workshop). 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**

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

- ULMS884: Psychological Assessment (module leader)
  - Spring 2025
- ULMS881: Work Design, Organisational Change & Development (module leader)
  - 2022 – present
  - Avg. student rating: 4.8/5
- ULMS151: Organisations & Management (module leader)
  - 2021 – present
  - Avg. student rating: 4.3/5
- ULMS115: The New Professional (undergraduate academic advising)
  - 2021 – 2023

### **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
- Creativity Collaboratorium
- May Meaning Meeting

### Ad Hoc Reviewing

- Administrative Science Quarterly
- Academy of Management Review
- Academy of Management Journal
- Academy of Management Discoveries
- Organization Studies

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

#### Professional service

- Deputy Director of Studies, MSc Occupational and Organisational Psychology, 2024-25
- Work, Organisations & Management Speaker Series organizer, 2023-2024
- MOC division Development and Outreach for Conference Support (MOC-DOCS) committee member, 2022-2024
- 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)

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

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Spanish (professional proficiency)