

Justin M. Berg

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ACADEMIC POSITIONS

Ross School of Business - University of Michigan, Ann Arbor

Associate Professor of Management and Organizations, with tenure (incoming; 2024-)

Stanford Graduate School of Business - Stanford University

Assistant Professor of Organizational Behavior (2015-2024)

EDUCATION

The Wharton School - University of Pennsylvania

Ph.D. in Management (2015)

University of Michigan, Ann Arbor

B.A. in Organizational Studies and Psychology with Highest Distinction, Phi Beta Kappa, and Highest Honors in Organizational Studies (2007)

REFEREED ARTICLES

1. **Berg J. M.**, Wrzesniewski, A., Grant, A. M., Kurkoski, J., & Welle, B. (2023). Getting unstuck: The effects of growth mindsets about the self and job on happiness at work. *Journal of Applied Psychology*, 108(1), 152-166.
*First two authors contributed equally.
2. **Berg, J. M.** (2022). One-hit wonders versus hit makers: Sustaining success in creative industries. *Administrative Science Quarterly*, 67(3), 630-675.
*Finalist, Best Published Paper Award, Academy of Management OMT Division (2023).
3. **Berg, J. M.**, & Yu, A. (2021). Getting the picture too late: Handoffs and the effectiveness of idea implementation in creative work. *Academy of Management Journal*, 64(4), 1191-1212.
*Selected for thematic issue "Improving the transparency of empirical research published in AMJ."
4. Yu, A., **Berg, J. M.**, & Zlatev, J. J. (2021). Emotional acknowledgment: How verbalizing others' emotions fosters interpersonal trust. *Organizational Behavior and Human Decision Processes*, 164, 116-135.
5. **Berg, J. M.** (2019). When silver is gold: Forecasting the potential creativity of initial ideas. *Organizational Behavior and Human Decision Processes*, 154, 96-117.
6. **Berg, J. M.** (2016). Balancing on the creative highwire: Forecasting the success of novel ideas in organizations. *Administrative Science Quarterly*, 61(3), 433-468.
*Best Published Paper Award, Academy of Management OMT Division (2017).

7. **Berg, J. M.** (2014). The primal mark: How the beginning shapes the end in the development of creative ideas. *Organizational Behavior and Human Decision Processes*, 125(1), 1-17.
8. Grant, A. M., **Berg, J. M.**, & Cable, D. M. (2014). Job titles as identity badges: How self-reflective titles can reduce emotional exhaustion. *Academy of Management Journal*, 57(4), 1201-1225.
9. Ollier-Malaterre, A., Rothbard, N. P., & **Berg, J. M.** (2013). When worlds collide in cyberspace: How boundary work in online social networks impacts professional relationships. *Academy of Management Review*, 38(4), 645-669.
10. **Berg, J. M.**, Grant, A. M., & Johnson, V. (2010). When callings are calling: Crafting work and leisure in pursuit of unanswered occupational callings. *Organization Science*, 21(5), 973-994.
*Finalist, Best Paper in Positive Organizational Scholarship (2010).
11. **Berg J. M.**, Wrzesniewski, A. & Dutton, J. E. (2010). Perceiving and responding to challenges in job crafting at different ranks: When proactivity requires adaptivity. *Journal of Organizational Behavior*, 31(2-3) 158-186.
*Finalist, Best Paper in Journal of Organizational Behavior (2010).

INVITED ARTICLES & BOOK CHAPTERS

12. **Berg, J. M.**, Raj, M., & Seamans, R. (2023). Capturing value from artificial intelligence. *Academy of Management Discoveries*, 9(4), 424-428.
*Authors listed alphabetically.
13. **Berg, J. M.**, Duguid, M. M., Goncalo, J. A., Harrison, S. H., Miron-Spektor, E. (2023). Escaping irony: Making research on creativity in organizations more creative. *Organizational Behavior and Human Decision Processes*, 175, 104235.
*Editorial introducing the special issue "Novel Perspectives on Creativity in Organizations."
14. **Berg, J. M.** (2020). Brilliant and benevolent: The optimism of Teresa Amabile's legacy for creativity in organizations. In R. Reiter-Palmon, C. M. Fisher, & J. S. Mueller (Eds.), *Creativity at work: A Festschrift in honor of Teresa Amabile*. Palgrave Macmillan (pp. 1-8).
15. **Berg, J. M.**, Dutton, J. E., & Wrzesniewski, A. (2013). Job crafting and meaningful work. In B. J. Dik, Z. S. Byrne, & M. F. Steger (Eds.), *Purpose and meaning in the workplace* (pp. 81-104). Washington, DC: American Psychological Association.
16. Wrzesniewski, A., LoBuglio, N., Dutton, J. E., & **Berg, J. M.** (2013). Job crafting and cultivating positive meaning and identity in work. In A. Bakker (Ed.), *Advances in positive organizational psychology* (Vol. 1, pp. 281-302). London: Emerald.
*Selected as "2014 Outstanding Author Contribution" by Emerald Publishing.

17. Grant, A. M., & **Berg, J. M.** (2011). Prosocial motivation at work: When, why, and how making a difference makes a difference. In K. Cameron and G. Spreitzer (Eds.), *Handbook of positive organizational scholarship*. Oxford University Press.
18. Wrzesniewski, A., **Berg J. M.**, & Dutton, J. E. (2010). Turn the job you have into the job you want. *Harvard Business Review*, 88(6).

WORKS IN PROGRESS

- Hinds, R., Valentine, M. A., DeCelles, K. A., & **Berg, J. M.** Virtually even: Status equalizing in distributed organizations. Under third review, *Organization Science*.
- **Berg, J. M.** Learning to sustain success in creative industries: The enduring impact of initial novelty.
- **Berg, J. M.** Predicting the future vs. building it: When should novel ideas be evaluated?
- **Berg, J. M.** The pitfalls of using quantitative data for creative forecasting over time.
- Lide, C. R., & **Berg, J. M.** Second-order prejudice: How our beliefs about others' biases perpetuate discrimination in organizations.
- Lide, C. R., **Berg, J. M.**, & Rao, H. Competition and creativity.
- Raj, M., **Berg, J. M.**, & Seamans, R. Artificial intelligence and creativity (initial working paper available at <https://ssrn.com/abstract=4369818>).
- Shandell, M. S., Wrzesniewski, A., Grant, A. M., & **Berg, J. M.** Called by what you do or where you belong: The roles of work and workplace callings in job performance.

TEACHING

Stanford GSB:

- OB 205: Managing Groups and Teams (MBA core course)
 - Fall 2023: 4.8/5.0
 - Fall 2022: 4.8/5.0
 - Fall 2021: 4.9/5.0
- OB 317: Leading Creativity and Innovation (MBA/MSx elective course)
 - Spring 2018: 4.8/5.0
 - Spring 2017: 4.6/5.0
 - Spring 2016: 4.7/5.0

- OB 662: Topics in Organizational Behavior: Intergroup Processes (PhD core course)
 - Average 2020-22: 4.8/5.0
- OB 675: Micro Research Methods (PhD core course)
 - Average 2019-23: 4.7/5.0
- OB 681: Creativity Research (PhD elective course)
 - Winter 2021: 5.0/5.0

University of Pennsylvania:

- MGMT 101: Introduction to Management (core course in the Wharton undergrad program)
 - Spring 2012: 4.0/4.0
 - Fall 2011: 3.8/4.0
 - *Awarded “Penn Prize for Excellence in Teaching by Graduate Students.”
- MGMT 555: Organizational Behavior and Design (core course in the Executive Masters in Technology Management program)
 - Spring 2011: 3.8/4.0
 - Spring 2010: 3.7/4.0
- MAPP 709: Positive Psychology and Institutions (core course in the Masters of Applied Positive Psychology program, University of Pennsylvania)
 - Spring 2011: 4.7/5.0

PRESENTATIONS & CONFERENCES

Invited Talks:

- Carroll School of Management, Boston College - Management & Organization (2024)
- Olin Business School, Washington University - Organizational Behavior (2024)
- Yale School of Management - Organizational Behavior (2024)
- University of California Berkeley - Institute of Design (2023)
- Weatherhead School of Management, Case Western Reserve University - Organizational Behavior (2023)
- Haas School, University of California Berkeley - Management of Organizations (2023)
- Hong Kong University Business School - Management and Strategy (2023)
- George Mason University School of Business - Management (2022)
- MIT Sloan School of Management - Work and Organization Studies (2022 x2)
- Ross School of Business, University of Michigan - Management & Organizations (2022)
- Wharton School, University of Pennsylvania - Management (2022)
- Judge Business School, University of Cambridge - Organisational Behaviour (2022)
- University College London School of Management - Organisations & Innovation (2022)
- McCombs School of Business, University of Texas at Austin - Management (2021)
- Transitions Research Group (2021)
- Columbia Business School, Columbia University - Management (2021)

- Wharton Organizational Behavior Conference (2021)
- INSEAD - Organisational Behaviour (2021)
- Wharton School, University of Pennsylvania - Management (2021)
- Rotman School of Management, University of Toronto - Organizational Behaviour and Human Resource Management (2019)
- Foster School of Business, University of Washington - Management & Organization (2018)
- Marshall School of Business, University of Southern California - Management & Organization (2018)
- Stanford University - Social Psychology (2016)
- University of Michigan - Interdisciplinary Committee on Organizational Studies (2015)
- Ross School of Business, University of Michigan - Center for Positive Organizations (2015)
- Harvard Business School - Entrepreneurship (2015)
- Booth School of Business, University of Chicago - Behavioral Science (2015)
- Kellogg School of Management, Northwestern Univ. - Management & Organizations (2015)
- Yale School of Management - Organizational Behavior (2014)
- Anderson School of Business, University of California Los Angeles - Management & Organizations (2014)
- Harvard Business School - Organizational Behavior (2014)
- Haas School, University of California Berkeley - Management of Organizations (2014)
- Stanford Graduate School of Business - Organizational Behavior (2014)
- Stern School of Business, New York University - Management & Organizations (2014)
- Olin Business School, Washington University - Organizational Behavior (2014)
- McCombs School of Business, University of Texas at Austin - Management (2014)
- Johnson Graduate School of Management, Cornell University - Management & Organizations (2014)

Academy of Management Meeting:

- 2023; Boston, MA:
 - Discussant in symposium “Exploring the role of creators’ responses within the creative idea evaluation process”
 - Presented in symposium “So, you have an idea, what next? Exploring creativity after initial idea generation”
 - Presented in symposium “Full-cycle organizational research: Status and opportunities”
 - Presented in professional development workshop “The productivity process: Research tips and strategies from prolific junior faculty”
- 2022; Seattle, WA:
 - Discussant in symposium “Job crafting and proactive career behaviors”
 - Co-authored “Virtually equal: A theory of status leveling in organizations” (selected for the *Best Paper Proceedings*)
- 2020; Held Virtually:
 - Authored paper in symposium “Underlying tensions in creativity: Social and temporal factors”

- 2019; Boston, MA:
 - Co-authored “Signaling the recognition of others’ emotions: The influence of emotional acknowledgment on interpersonal trust”
- 2018; Chicago, IL:
 - Presented in professional development workshop “Behavioral innovation: A new lens for the field of innovation?”
 - Presented in professional development workshop “Presenting in the rough”
- 2017; Atlanta, GA:
 - Presented in symposium “Beyond idea generation: Exploring the neglected phases of the idea journey”
 - Presented in professional development workshop “Presenting in the rough”
- 2015; Vancouver, BC:
 - Facilitator for the professional development workshop “Halfway there, but now what: Advice for pre-dissertation doctoral students”
- 2014; Philadelphia, PA:
 - Panelist for the professional development workshop “Innovative teaching of Positive Organizational Scholarship in the management classroom”
- 2013; Orlando, FL:
 - Presented “The primal mark: How the beginning shapes the end in the development of creative ideas” (selected for the *Best Paper Proceedings*)
- 2012; Boston, MA:
 - Presented in symposium “Managing job crafters and idiosyncratic work arrangements: A blessing or a nightmare for HRM?”
 - Co-authored “Crafting happiness: Sustainable gains from modifying work and self”
 - Co-authored “Colliding worlds: How boundary work on online social networks impacts professional relationships”
- 2011; San Antonio, TX:
 - Co-authored “OMG, my boss just friended me: Hierarchy, gender, and self-disclosure in online social networks”
- 2010; Montreal, Canada:
 - Panelist for the professional development workshop “The future of job design”
- 2009; Chicago, IL:
 - Presented “Overcoming barriers in the crafting of sustainable jobs” in All-Academy Symposium, “Creating sustainable work: Research insights and strategies for action”
 - Co-authored “Lighthearted fun in heartbreaking work: Sustaining meaningfulness through playfulness”

May Meaning Meeting:

- 2014; Minneapolis, MN: Presented “Careers, callings, and creative success”
- 2013; Ann Arbor, MI: Presented “Callings and creativity”
- 2011; Salt Lake City, UT: Presented “Occupational identity theft”
- 2010; Boston, MA: Presented “Prosocial job crafting: Meaning-making through difference-making”
- 2009; Topsail Island, NC: Presented “Serious fun: Meaningful play in heart-breaking work”

Other Conferences:

- The Componential Theory of Creativity (Research)—Festschrift for Teresa Amabile (2019); Boston, MA: Presented “Brilliant and benevolent: The optimism of Teresa Amabile’s legacy”
- Calling Community Conversation (2019); St. Louis, MO: Facilitated “Increasing scholarly impact”
- Creativity Collaboratorium (2016); Boston, MA: Presented “When silver is gold: Forecasting the creative potential of nascent ideas”

JOURNAL SERVICE

Reviewer:

- *Academy of Management Journal* (Editorial Review Board Member, 2020-Present)
- *Administrative Science Quarterly* (Editorial Board Member, 2021-Present)
- *Organization Science* (Editorial Board Member, 2021-Present)
- *Academy of Management Review*
- *Journal of Applied Psychology*
- *Management Science*
- *Organizational Behavior and Human Decision Processes*
- *Personnel Psychology*
- *Proceedings of the National Academy of Sciences*

Managing Guest Editor:

- Special issue of *Organizational Behavior and Human Decision Processes*: [Novel Perspectives on Creativity in Organizations](#) (completed in March 2023).

DOCTORAL ADVISING

(Advisees are from Stanford unless otherwise noted)

- Chelsea Lide (current student): Primary Advisor (job placement: MIT Sloan, Assistant Professor of Work and Organization Studies)
- Xubo Cao (current student): Second Year Paper Reader & Dissertation Proposal Reader
- Samina Lutfeali (current student): Dissertation Examination Committee Member
- Benjamin Ostrowski (graduated 2022, Carnegie Mellon): Dissertation Committee Member
- Alisa Yu (graduated 2021): Primary Advisor
- Chunchen Xu (graduated 2021): Second Year Paper Reader & Dissertation Proposal Reader
- Berk Deniz (graduated 2021): Second Year Paper Reader
- Octavia Zhart (graduated 2020): Dissertation Proposal Reader
- Melanie Brucks (graduated 2019): Dissertation Examination Committee Member

AWARDS & HONORS

- Finalist, Best Published Paper, Academy of Management OMT Division (2023)
- Organization Science Top Reviewer Award (2019)
- Hank McKinnell-Pfizer Inc. Faculty Scholar (2018-20)
- Best Published Paper, Academy of Management OMT Division (2017)
- Outstanding Author Contribution, Emerald Publishing (2014)
- Wharton Baker Center Ph.D. Research Grant (2013)
- Penn Prize for Excellence in Teaching by Graduate Students (2012)
- Litton Industries Scholarship, Wharton Center for Human Resources (2010 & 2011)
- Finalist, Best Paper in Journal of Organizational Behavior (2010)
- Finalist, Best Paper in Positive Organizational Scholarship (2010)

TEACHING MATERIALS

(All published by the Ross School of Business, University of Michigan)

Suite of Materials on Job Crafting (www.jobcrafting.org):

- **Berg, J. M.**, Dutton, J. E., & Wrzesniewski, A. (2008). *Job Crafting Exercise*. Teaching and self-development tool.
- **Berg, J. M.**, Dutton, J. E., & Wrzesniewski, A. (2007). *What Is Job Crafting and Why Does It Matter?*. Theory-to-practice briefing.
- **Berg, J. M.** & Dutton, J. E. (2008). *Crafting a Fulfilling Job: Bringing Passion Into Work*. Teaching case.
- **Berg, J. M.** & Dutton, J. E. (2008). *Job Crafting at Burt's Bees*. Teaching case.

Additional Cases (www.wdi-publishing.com):

- **Berg, J. M.** & Dutton, J. E. (2008). *Anne Ladky: An Energy Approach to Leadership*.
- Grant, A. M., **Berg, J. M.**, Duvall, A., Llabona, N., & Malcolm, L. (2009). *Serious Play at the Make-A-Wish Foundation*.