

## Justin M. Berg

University of Michigan  
Ross School of Business  
701 Tappan Ave, Ann Arbor, MI 48109  
Office: R5456

[www.JustinMBerg.com](http://www.JustinMBerg.com) | [justberg@umich.edu](mailto:justberg@umich.edu)

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### ACADEMIC POSITIONS

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#### **Ross School of Business - University of Michigan, Ann Arbor**

Associate Professor of Management and Organizations, with tenure (2024-Present)  
Newton Faculty Fellow (2024-Present)

#### **Stanford Graduate School of Business - Stanford University**

Assistant Professor of Organizational Behavior (2015-2024)

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### EDUCATION

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#### **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)

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### REFEREED ARTICLES

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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).

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#### INVITED ARTICLES & BOOK CHAPTERS

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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).

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#### MANUSCRIPTS UNDER REVIEW

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- Hinds, R., Valentine, M. A., DeCelles, K. A., & **Berg, J. M.** Virtually even: Status equalizing in distributed organizations. Provisionally accepted, *Organization Science*.
- Raj, M., **Berg, J. M.**, & Seamans, R. The AI disclosure penalty: Humans persistently devalue AI-generated creative writing. Under review, *Journal of Experimental Psychology: General*.
- Lide, C. R., & **Berg, J. M.** Second-order prejudice: The organizational causes and consequences of perceiving others as biased. Under review, *Organization Science*.

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#### WORKS IN PROGRESS

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- **Berg, J. M.** Learning to sustain success in creative work: 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.
- Ganti, M., Yu, S., & **Berg, J. M.** Climbing the ladder or staying on a rung? How motivation type and perceptions of independent agency impact status conferral in rank movement decisions.
- Raj, M., Yiu, S. & **Berg, J. M.** The use of AI in creative tasks.
- 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.

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## TEACHING

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### **Michigan Ross:**

- MO 302: Positively Leading People and Organizations (business minor core course)
  - Winter 2025: 4.8/5.0

### **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 2020-24: 4.9/5.0
- 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

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## PRESENTATIONS & CONFERENCES

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### Invited Talks:

- University of Michigan - Department of Psychology Seminar Series on Decision-Making and AI (2025)
- Ross School of Business, University of Michigan - Positive Links Speaker Series (2025)
- University of Michigan - Interdisciplinary Committee on Organizational Studies (2025)
- 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 - Positive Links Speaker Series (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:**

- 2024; Chicago, IL:
  - Discussant in symposium “Fostering creative success: Power, intersectionality, AI feedback, and social influence”
  - Panelist in symposium “Coordinating creative collectives: A discussion on the unique challenges and opportunities”
  - Facilitator for professional development workshop “The elephant in the room: A PDW on enhancing scientific rigor in organizational behavior research”
- 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”

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## JOURNAL SERVICE

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### **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*
- *Nature*
- *Organizational Behavior and Human Decision Processes*
- *Personnel Psychology*
- *Proceedings of the National Academy of Sciences*
- *Psychological Science*

### **Managing Guest Editor:**

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

### **Committee Positions:**

- AI Task Force for Academy of Management (2025-)
- Search Committee for Administrative Science Quarterly Editor-In-Chief (2024)

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## DOCTORAL ADVISING

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### **Michigan Ross (2024-Present):**

- Manju Ganti (current student): Primary Advisor
- Jordan Nye (current student): Independent Empirical Research Paper (IERP) Reader

### **Stanford GSB (2015-24; advisees are from Stanford unless otherwise noted):**

- Samina Lutfeali (expected graduation 2025): Dissertation Examination Committee Member
- Chelsea Lide (graduated 2024): Primary Advisor (job placement: MIT Sloan, Assistant Professor of Work and Organization Studies)
- Xubo Cao (graduated 2024): Second Year Paper Reader & Dissertation Proposal Reader
- 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



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## AWARDS & HONORS

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- Newton Faculty Fellow (2024-Present)
- 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)

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## TEACHING MATERIALS

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

**Suite of Materials on Job Crafting ([www.jobcrafting.org](http://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](http://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*.