

Joshua H. Katz

KATZJOSH@WHARTON.UPENN.EDU

ACADEMIC POSITIONS

The Wharton School, University of Pennsylvania

Visiting Scholar (Spring 2024 to Present)

Universidad Carlos III de Madrid

Assistant Professor (2021 to Present)

EDUCATION

University of Illinois at Urbana-Champaign
PhD Organizational Behavior

Urbana-Champaign, IL
Degree Conferred May, 2021

Cornell University
MS Organizational Behavior

Ithaca, NY
Degree Conferred May, 2016

The University of Chicago
BA Economics

Chicago, IL
Degree Conferred June, 2011

RESEARCH INTERESTS

Creativity, Innovation, Artificial Intelligence, Inclusion, Decision Making, Norms, Stigma, Person Judgment

JOURNAL ARTICLES

Katz, J.H., Ellis, L.M., (2024) Dances with *Avatar*: How Creators Can Moderate the Novelty of Their Work to Achieve More Creative Success. *Academy of Management Review*. In Press

Katz, J.H., Mann, T.C, Shen, X., Ferguson, M.J. & Goncalo, J.A. (2022) Implicit Impressions of Creative People. *Organizational Behavior and Human Decision Processes*. 169.

Katz, J.H., Herman, G.L., Johnson, M.A., Loewenstein, J., (2021) Cultivating Not Gatekeeping: A Key Leadership Role in the Creative Process. *BMJ Leader*, 5(1), 9-13.

Katz, J.H. (2020) The Cost of New Ideas: Idea Generators Become Less Satisfied. *Academy of Management: Discoveries*. 6(4), 663-673.

Goncalo, J.A. & Katz, J.H. (2020) Your Soul Spills Out: The Creative Act Feels Self-Disclosing. *Personality and Social Psychology Bulletin*, 46(5), 679-692.

Katz, J.H. (2016) Adding Creative and Behavioral Insight to Improve Mediation. *Dispute Resolution Journal*, 71(2), 153-160.

CHAPTERS AND EDITED VOLUMES

Goncalo, J.A. & Katz, J.H. (expected in 2024). Research Handbook on Workplace Creativity. Edward Elgar Publishing.

Goncalo, J.A., Katz, J.H., Vincent, L.C., Krause, V., & Yang, S. (2021) Creativity Connects: How the Creative Process Fosters Social Connection and Combats Loneliness at Work. Zhou & Rouse (Eds.), *Handbook of Research on Creativity and Innovation*, Edward Elgar Publishing, 204–223.

Goncalo, J.A., Katz, J.H. & Ellis, L.M. (2019). PIECE Together: How Social Norms Support the Process of Team Creativity. P.B. Paulus and B.A. Nijstad (Eds.), *The Oxford Handbook of Group Creativity*. Oxford University Press, 217-230.

RESEARCH IN PROGRESS

“This Is Creative. Now Trust Me!” The Consequence of Accurate Managerial Creative Evaluation on Employee Trust

With Velvetina Lim and Verena Krause

Revising for Submission to JAP

Observing Unscrupulous Unicorns: Founder Prototype Effects on Internal Stakeholders’ Evaluations within Entrepreneurial Ventures

With Jinah Ryu

Revising for Submission to Organization Science

Metaphors that Exclude: Sports Metaphors Exclude Women and Diminish the Performance of Mixed-Sex Teams

With Jack A. Goncalo and Melissa J. Ferguson

Writing for Submission to JAP

AI and Evaluating Creative Work

Data Collection

Expanding the Creative Journey to Include AI

Under Review at AMR Special Forum

“Did You Recognize My Creativity Behind the Scenes, or Are You Creative Too?” How Winning Creative Awards Affects Creator’s Collaboration Tie Maintenance Over Time

With Velvetina Lim and Verena Krause

Data Analysis

Stigma and Spillover onto Creators

With Shen, X., Ferguson, M.J. and Goncalo, J.A

Data Collection

SELECTED MEDIA MENTIONS

The Lisa Show - *Silencing Your Inner Critic and Finding Flow and Your Brain On Creativity*

El Mundo - *La Gran Estafa de la Innovación* (The Great Innovation Scam)

The New York Times - *We Have a Creativity Problem*

Academy of Management Insights - *Coming Up with Ideas Can Be a Downer*

Forge - *Why Being Creative at Work Can Feel Scary*

The Ladders - *Why You Should Think Twice Before Asking Someone to be Creative on Demand*

Psypost - *Our Creative Ideas are Viewed as a Window Into our True Selves*

CONFERENCE PROCEEDINGS

Mann, T.C, Katz, J.H., Ferguson, M.J. & Goncalo, J.A. (2018) Implicit Impressions of Creative People. *Academy of Management Proceedings*.

CONFERENCE PRESENTATIONS

The Creator Consumer Creativity Gap

Creativity Collaboratorium

Paper Presentation

London: September, 2023

Observing Unscrupulous Unicorns: Founder Prototype Effects on Internal Stakeholders' Evaluations within Entrepreneurial Ventures
 With Jinah Ryu
 Academy of Management Conference
 Boston: August, 2023
 Paper Presentation

Who Cares About Creative Identity
 Creativity Collaboratorium
 London: September, 2022
 Paper Presentation

Overconfidence and Creativity
 With Carmen Sanchez
 BANG Conference
 Urbana-Champaign: April, 2021
 Paper Presentation

Metaphors that Exclude: Sports Metaphors Exclude Women and Diminish the Performance of Mixed-Sex Teams
 With Jack A. Goncalo
 INGroup Annual Conference
 Lisbon: July, 2019
 Paper Presentation

Dances with Thieves: How Stealing Ideas vs. Money Influences How Coworkers Manage Conflict with a Thief
 With Lillien Ellis and Phoebe Strom
 International Association for Conflict Management Conference
 Dublin: July, 2019
 Paper Presentation

Your Soul Spills Out: How Creativity Causes Feelings of Self-Disclosure
 With Jack A. Goncalo
 Society for Personality and Social Psychology Conference
 Portland: February, 2019
 Poster Presentation

Your Soul Spills Out: How Creativity Causes Feelings of Self-Disclosure
 With Jack A. Goncalo
 Creativity Collaboratorium
 Storrs: September, 2018
 Paper Presentation

Implicit Impression of Creativity
 With Thomas C. Mann, Melissa J. Ferguson, and Jack A. Goncalo
 Academy of Management
 Chicago: August, 2018
 Paper Presentation

Creativity and a Debt of Well-Being
 Academy of Management
 Atlanta: August, 2017
 Symposium Presentation

The Creativity Curse: When Attempts at Improvement have Psychological Cost
 Academy of Management
 Anaheim: August, 2016
 Paper Presentation

Implicitly Creative: The Rapid Formation of Implicit Trait Impressions Beyond Positivity and Negativity
 With Thomas C. Mann, Melissa J. Ferguson, and Jack A. Goncalo
 Society for Personality and Social Psychology Conference
 San Diego: January, 2016
 Poster Session

TEACHING EXPERIENCE

Instructor for Organizational Design
 Universidad Carlos III de Madrid
 Fall 2021-Present

Instructor for Leading Groups and Teams
 University of Illinois at Urbana-Champaign
 Fall 2020
 4.75 Overall Course Rating

Teaching Assistant for Introduction to Decision Making
Johnson School of Business, Cornell University

Summer 2016

Teaching Assistant for Introduction to Organizational Behavior
ILR School, Cornell University

Fall 2015, Spring 2016
4.44 Teaching Rating

SERVICE

Ad Hoc Reviewer for Organizational Journal of Personality and Social Psychology	2022
Ad Hoc Reviewer for Organizational Behavior and Human Decision Processes	2020-2021
Ad Hoc Reviewer for Journal of Management Studies	2020
Co-Organizer of the OB Division Jr Faculty Workshop at Academy of Management	2019
Academy of Management Conference Reviewer	2015-2019
INGroup Conference Reviewer	2019
International Association for Conflict Management Conference Reviewer	2019

AWARDS AND FELLOWSHIPS

Juan de la Cierva Award	Fall 2023 – Spring 2026
BADM Department Conference Travel Award	Fall 2018, Spring 2019
Kenneth P. Santee Graduate Fellowship Award	2017-2018 Academic Year