

Justin Vinton

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EDUCATION

Ph.D. Candidate	Rutgers, The State University of New Jersey School of Management and Labor Relations Industrial Relations and Human Resources	May, 2023 (Planned Graduation)
M.S.	Rutgers, The State University of New Jersey School of Management and Labor Relations Industrial Relations and Human Resources -Master's Thesis: "Partnership in Education: The Underexplored but Crucial Role of Principals as Middle Managers" -Passed Comprehensive Qualifying Exams	October, 2020 (Thesis Defended)
M.L.E.R	Rutgers, The State University of New Jersey School of Management and Labor Relations Labor and Employment Relations	January 2017
B.A.	Rutgers, The State University of New Jersey School of Arts and Sciences—Cum Laude Political Science Paul Robeson Scholar Henry Rutgers Scholar	May, 2014

RESEARCH INTERESTS

My areas of research are in labor and employment relations and organizational design, including the topics of labor-management partnership, employee voice and representation, collaborative work arrangements, high performance work systems, and middle management. I apply both quantitative and qualitative methods (including QCA), and like to approach my work

with a policy lens as my current projects take place in US public education and healthcare settings. I also have a stream of research that focuses on workforce development strategies in the US through community college programs, and VET in the EU.

PROFESSIONAL EXPERIENCE

Research Assistant **Education and Employment Research Center** July 2014 – August 2017

Research Assistant **Rutgers Labor Studies Department** December 2014 – August 2017
For Saul Rubinstein and
John McCarthy (Cornell)

Employee Relations **Rutgers, The State University of New Jersey** August 2014 – August 2016
Coordinator

PUBLICATIONS

Book Reviews

Vinton, J. (2021). Book Review: *From the Ground Up: How Frontline Staff Can Save America's Healthcare*, by Peter Lazes and Marie Rudden. *ILR Review*.

Myers, J. E., & **Vinton, J.** (2020). Book Review: *A Field in Flux: Sixty Years of Industrial Relations* by Robert McKersie. *LERA For Libraries*, 24(4).

Book Chapters

Vinton, J., Van Noy, M., Haviland, S., Blondin, J. (2020) "TAACCCT as a Facilitator in Organizational Change: Clark State's Advanced Manufacturing Program Reforms" In *New Directions for Community Colleges*. John Wiley & Sons, Inc., 17-26

Reports

Van Noy, M., Edwards, R., Haviland, S., McKay, H., **Vinton, J.**, Dennis, P. (2017) "New Jersey Health Professions Pathways to Regional Excellence Project TAACCCT Evaluation: Interim Report, Implementation and Early Outcomes." *Education and Employment Research Center, School of Management and Labor Relations, Rutgers University*

Haviland S., Van Noy, M., Kuang, L., **Vinton, J.**, Pardalis, N. (2018) "Evaluation of Clark State Community College's Advanced Manufacturing to Compete in a Global Economy (AMCGE)

Training Program: Final Report." *Education and Employment Research Center, School of Management and Labor Relations, Rutgers University*

Haviland, S.B., Van Noy, M., Kuang, L., **Vinton, J.**, Pardalis, N. (2018) "Evaluation of Clark State Community College's Advanced Manufacturing to Compete in a Global Economy (AMCGE) Training Program: Interim Report #2." *Education and Employment Research Center, School of Management and Labor Relations, Rutgers University*

Haviland, S.B., Van Noy, M., Kuang, L., **Vinton, J.**, Pardalis, N. (2018) "Evaluation of Richland College's Veterans-Focused Engineering Technology Project: Final Report." *Education and Employment Research Center, School of Management and Labor Relations, Rutgers University*

Haviland, S.B., Van Noy, M., Kuang, L., **Vinton, J.** (2017) "Evaluation of Richland College's Veterans-Focused Engineering Technology Project: Interim Report #2." *Education and Employment Research Center, School of Management and Labor Relations, Rutgers, the State University of New Jersey*

Edwards, R., Douglas, D., Van Noy, M., **Vinton, J.** (2017) "Evaluation of Ivy Tech's Pathways to Information Technology: Implementation and Outcomes: Interim Report #2." *Education and Employment Research Center, School of Management and Labor Relations, Rutgers, the State University of New Jersey*

RESEARCH IN PROGRESS

Vinton, J. "An Institutionalist Perspective of Unit-Level Labor Management Partnership: The Interplay between Middle Manager Leadership and the Institution." *Status*: Data collection

Vinton, J. "A Bottom-Up Approach to Sticky Collaborative Processes." *Status*: Analysis and writing. *Target*: A top industrial relations journal

Eaton, A. E., Givan, R. K., **Vinton, J.**, Townsend, P. I. "Managing Up and Down: The Role of Healthcare Middle Managers in Labor-Management Partnership." *Status*: Data preparation and analysis; *Target*: *Work and Occupations*

McCarthy, J.E., **Vinton, J.** A Systems Approach to Study the Multilevel Effects of Labor-Management Partnership." *Status*: Data preparation and analysis; *Target*: A top industrial relations journal

CONFERENCE PRESENTATIONS (* denotes presenter)

Vinton, J. (2021) A Multilevel Approach to Labor-Management Partnership: Evidence from Mid-Level Actors in US Public Education. Paper presented at the British Universities Industrial Relations Association Doctoral Workshop (Virtual)

Vinton, J. (2021) A Bottom-Up Approach to Collaborative Partnership: Evidence from Public Education. Paper Presented at the Labor and Employment Relations Association Conference, Detroit, MI (Virtual)

Vinton, J. (2021) Principals as Middle Managers and a Middle-Out Approach to Labor-Management Partnership in US Public Education. Paper Presented at the International Labour Process Conference, London, UK (Virtual).

Vinton, J. (2021) Collaborative and Adversarial Labor Relations: An Opportunity for Compatibility in US Public Education? Paper presented at the Labor Research & Action Network Conference (Virtual)

Vinton, J. (2020). Principals as Middle Managers and a Middle-Out Approach to Labor-Management Partnership in Education." International Labour Process Conference, Newcastle, UK. (Accepted, but conference canceled)

Vinton, J. (2019) Partnership in Education: The Crucial Role of Principals as Middle Managers. Paper presented at the Labor and Employment Relations Association Conference, Cleveland, OH.

Eaton, A. E*, Givan, R. K., Townsend, P. I., **Vinton, J.*** (2019) Frontline Managers in a Healthcare Partnership: The Case Study of Managerial Openness to Employee Union Involvement. Paper presented at the CRIMT Conference, Magog, Quebec.

Eaton, A. E., Givan, R. K., *Townsend, P. I., **Vinton, J.** (2019.) Managing Up and Down: The Role of Healthcare Middle Managers in Labor-Management Partnership. Paper presented at the Labor and Employment Relations Association Conference, Cleveland, OH

Vinton, J. (2019) The Crucial Role of Principals as Middle Managers. Paper presented at the Industry Studies Association Conference, Nashville, TN.

CONFERENCE PANEL SESSIONS AND SYMPOSIA

"LERA Best Papers: Workforce Development." Symposium Chair, Labor and Employment Relations Association Conference, Portland, OR (Virtual), June 2020

“LERA Best Papers: Work in the Food Industry.” Symposium Chair, Labor and Employment Relations Association Conference, Portland, OR (Virtual), June 2020

“Labor Relations and Technology: Past, Present and Future.” Panel Discussant, Labor and Employment Relations Association Conference, Cleveland, OH, June 2019

CENTER AND WORKING GROUP LEADERSHIP

Fellow at Rutgers NJ Public School Labor-Management Collaborative, Directed by Saul Rubinstein and Charles Heckscher

Co-Chair with Johnnie Kallas (Cornell ILR) for PhD Student Group Consortium between Rutgers SMLR, Cornell University ILR, and MIT Sloan School of management

TEACHING EXPERIENCE

Rutgers University, School of Management and Labor Relations

Economics and Public Policy (Teaching Assistant; Instructor: Douglas Kruse)
-Spring 2021 (Online Asynchronous)

Intro to Labor Studies and Employment Relations (Instructor)
-Fall 2020 (Online synchronous instruction due to COVID-19)

Intro to Labor Studies and Employment Relations (Instructor)
-Spring 2020 (In person, but transitioned to online instruction due to COVID-19)
-Teacher Effectiveness Rating: 4.68/5

History of Labor and Work in the United States, 1880 to 1945 (Writing Assistant; Instructor: William Brucher)
-Spring 2020 (Online)

Intro to Labor Studies and Employment Relations (Teaching Assistant; Instructors: Paula Voos and Silvana Craig)
-Fall 2019 (Online)

Perspectives in Labor (Teaching Assistant; Instructor: Saul Rubinstein)
-Fall 2019 (Hybrid: Half in person, half online)

Work, Society, and the Quality of Life (Co-Adjunct; Instructors: Tamara Lee and Saunjuhi Verma)

-Spring and Fall 2016

U.S. Labor and Work Before the End of Reconstruction (Writing Assistant; Instructor: Francis Ryan)

-Summer 2016

HONORS / GRANT AWARDS

Baden-Württemberg-STIPENDIUM (2020)

-Visiting Doctoral Scholarship to visit University of Konstanz and work with Professor Marius Bussemeyer and Michael Dobbins, with a focus on public education and public policy

-**On hold due to pandemic

Rutgers Global International Collaborative Research Grant (2020)

-Awarded to hold conference titled, "Crossing Disciplines and Boundaries: Moving from a 'Future of Work' to a Future of Workers"

-Submitted by Tobias Schulze-Cleven, Alysa Hannon, Jacob Barnes, **Justin Vinton**, Phela Townsend, and Jiyeon Park

-Grant amount: \$8,000

Summer Institute in Computational Social Science (SICSS) (2020)

-Accepted participant (application required)

-Weeks-long workshop offering training on computational methods to focus on social issues

-Training in R software, automated text and content analysis, non-probability sampling, APIs, and accessing "ready-made" data on Twitter, NYT, Facebook, and other social platforms

Paul Robeson Scholar: Completed Interdisciplinary Honors Thesis (2014)

-Topic: The Rhetorical Strategies of Lyndon B. Johnson during the Vietnam War

-Henry Rutgers Scholar Award Recipient for Thesis

MEMBERSHIPS / AFFILIATIONS

Labor and Employment Relations Association (LERA)

Academy of Management (AOM)

International Labour Process Conference (ILPC)

Industry Studies Association (ISA)

Interuniversity Research Centre on Globalization and Work (CRIMT)

Summer Institute in Computational Social Science (SICSS)