

Dr. Jack T. Fiorito
Florida State University
Herbert Wertheim College of Business
Department of Management
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Education

PhD, University of Illinois, Urbana-Champaign, 1980.
Major: Labor and Industrial Relations
Supporting Areas of Emphasis: Economics
Dissertation Title: The New Entrants Component of Scientific and Technical Labor Supply

AM, University of Illinois, Urbana-Champaign, 1976.
Major: Labor and Industrial Relations

BS, University of Illinois, Urbana-Champaign, 1974.
Major: Economics
Supporting Areas of Emphasis: Labor and Government Regulation

Academic Work History

Professor and Chair, Department of Management, Florida State University. (May 2014 - July 2017).

Professor, Florida State University. (August 1991 - Present).

Principal Research Fellow, University of Hertfordshire. (2005 - 2014).

Visiting Professor, University of Stirling. (2000 - 2001).

Associate Professor, Florida State University. (August 1990 - August 1991).

Assistant/Associate/Full Professor, University of Iowa. (August 1982 - July 1990).

Assistant Professor, Oklahoma State University. (August 1979 - May 1982).

Research Associate, University of Illinois, Urbana-Champaign. (1978 - 1979).

Research Assistant and Teaching Assistant, Institute of Labor and Industrial Relations. (1974 - 1978).

Research Associate, University of Illinois, Urbana-Champaign. (1975 - 1976).

Professional Memberships

Academy of Management.

American Association of University Professors.

Labor and Employment Relations Association.

United Faculty of Florida.

University and College Union.

Development Activities Attended

Visiting Professorship, "University of Stirling, Scotland, 2000-2001." (September 2000 - June 2001).

TEACHING

Teaching Experience

Florida State University

MAN 4401, Management of Labor and Industrial Relations, 22 courses.

MAN 4441, Negotiation and Conflict Management, 2 courses.

MAN 4905, ORGANIZATIONAL BEHAVIOR, 7 courses.

MAN 5905, Worker Attitudes: France & US, 2 courses.

MAN 6911, Supervised Research, 2 courses.

MAN 6933, Doctoral Seminar in Organization Behavior: Special Topics, 4 courses.

MAN 6934, Doctoral Seminar in Management Research: Data Analysis, 19 courses.

MAN 6980, Dissertation, 28 courses.

MAN 8985, Dissertation Defense Examination, 2 courses.

Non-Credit Instruction

Continuing Education, American Academy of Matrimonial Lawyers, Florida Chapter., 200 participants. (May 2014).

Directed Student Learning

Doctoral Dissertation Committee Member, "tbd." (February 2025 - Present).

Advised: Hillary Keltner

Doctoral Dissertation Committee University Representative, "Sport Washing." (2024 - Present).

Advised: Marshall Mainer

Bachelor's Honors Committee, "Journalist Use of Social Media During A Strike (tentative)."

(August 2023 - 2024).

Advised: Joshua Soffler

Doctoral Dissertation Committee Member, "Job Seeker Perceptions of Mandated vs. Voluntary Pay Information Disclosures: The Role of Organizational Equity." (September 2022 - 2024).

Advised: Andrew Keyes

Doctoral Dissertation Committee Member, "Job crafting as a response to perceived politics. A mediated and moderated model.." (August 2015 - December 2019).

Advised: Diane Lawong

Doctoral Dissertation Committee Member, "La transition professionnelle des ex-permanents syndicaux: proposition d'un modele explicatif." (2017).

Advised: Pauline De Becdelievre

Doctoral Dissertation Committee Co-chair, "Personal Reputation in Organizations: Scale Development and Model Test." (2012 - 2016).

Advised: Zachary Russell

Doctoral Dissertation Committee Member. (August 2011 - August 2016).
Advised: Philip S. DeOrtentiis

Doctoral Dissertation Committee Member. (January 2014).
Advised: Yvette Maureen Holmes Nelson

Doctoral Dissertation Committee University Representative. (September 2013).
Advised: Erica Leigh Toothman

Doctoral Dissertation Committee Member. (June 2013).
Advised: Katina Williams Thompson

Doctoral Dissertation Committee Member. (2012).
Advised: David Sikora

Doctoral Dissertation Committee University Representative. (June 2011).
Advised: Carmen Lorraine Von Rohr

Doctoral Dissertation Committee Chair, "Firm Communication, Environmental Spill Severity, and Firm Financial Performance: Was Interessiert Mich Mein Geschwatz Von Gestern? (What Do We Care About Yesterday's Chatter?)." (January 2011).
Advised: Marko Horn

Doctoral Dissertation Committee Member. (January 2011).
Advised: Art D. Martinez

Doctoral Dissertation Committee Member. (January 2010).
Advised: Denise Marie Breaux

Doctoral Dissertation Committee Member. (2008).
Advised: James Meurs

Doctoral Dissertation Committee Member. (2006).
Advised: Vickie Coleman Gallagher

Doctoral Dissertation Committee Member. (2005).
Advised: John Martin

Doctoral Dissertation Committee Member. (2004).
Advised: Michael Gundlach

Doctoral Dissertation Committee Member. (2003).
Advised: Darren Treadway

Doctoral Dissertation Committee Member. (2002).
Advised: Angela Hall

Doctoral Dissertation Committee Member. (1999).
Advised: David D. Dawley

Doctoral Dissertation Committee Member. (1999).
Advised: Kelly Zellars

Doctoral Dissertation Committee Member. (1999).
Advised: Vera Hoover

Doctoral Dissertation Committee Chair, "The Effect of Escalating Commitment on Ethical Decision Making." (1998).
Advised: Marc Street

Doctoral Dissertation Committee Member. (1998).
Advised: William Ritchie

Master's Thesis Committee Chair, "Topic: Empirical study of union voting intent across industries." (1998).
Advised: Tim DeGroot

Doctoral Dissertation Committee Chair, "The Etiology of Employee Dismissal: Development and Test of A Model." (1997).
Advised: Dennis P. Bozeman

Doctoral Dissertation Committee Member. (1997).
Advised: Angela Young

Doctoral Dissertation Committee Chair, "An examination of the effect of environmental munificence on the relationship between magnitude of change and performance." (1996).
Advised: Tom DeLaughter

Doctoral Dissertation Committee Member. (1996).
Advised: Steve Cady

Doctoral Dissertation Committee Member. (1995).
Advised: Brian Nottage

Doctoral Dissertation Committee Member. (1995).
Advised: Kimberly Ellis

Doctoral Dissertation Committee Member. (1995).
Advised: Michael Whitfield

Doctoral Dissertation Committee University Representative. (1995).
Advised: Brian Nottage

Doctoral Dissertation Committee Member. (1994).
Advised: Barbara Morgan

Doctoral Dissertation Committee Member. (1994).
Advised: Charles Forniciari

Doctoral Dissertation Committee Member. (1994).
Advised: Robert Williams

Doctoral Dissertation Committee University Representative. (1994).
Advised: Barbara Morgan

Doctoral Dissertation Committee Member. (1993).
Advised: Howard Rasheed

Doctoral Dissertation Committee Member. (1992).
Advised: Marta Szabo-White

Doctoral Dissertation Committee Member. (1992).
Advised: Wayne Hochwarter

Doctoral Dissertation Committee Member. (1990).
Advised: Carol Carnevale

Doctoral Dissertation Committee Chair, "Union Attitudes: Three Essays on Dimensionality, Discriminant Validity, and Union Attitude Formation." (1989).
Advised: Sarosh C. Kuruvilla

Doctoral Dissertation Committee Chair, "Determinants of employees' multiple commitments to the company and union in Canada and Sweden: parallel models." (1988).
Advised: Yeon-Ang Jeong

Master's Thesis Committee Member. (1988).
Advised: Numerous Students

Doctoral Dissertation Committee Member. (1987).
Advised: Barry Soper

Doctoral Dissertation Committee Chair, "Extending the macroeconomic model of strike behaviour to developing countries." (1986).
Advised: Michael Segalla

Doctoral Dissertation Committee Member. (1986).
Advised: Taigi Kim

Doctoral Dissertation Committee Member. (1985).
Advised: William Even

Doctoral Dissertation Committee Member. (1981).
Advised: Joe Benson

RESEARCH

Published Intellectual Contributions

Books

(2008). In P. Blyton, N. Bacon, J. T. Fiorito, & E. Heery (Eds.), *The Sage Handbook of Industrial Relations*. London, England and Thousand Oaks, CA: Sage.

(1991). In G. Strauss, D. G. Gallagher, & J. T. Fiorito (Eds.), *The State of the Unions*. Madison, WI: Industrial Relations Research Association.

Book Chapters

Fiorito, J. T., Keyes, A., Russell, Z., de Becdelievre, P. Commitment to and Activism with Labour Unionism. *The Handbook of the Past, Present, and Future of Labour Unions* (pp. 25). Newcastle Upon Tyne: Agenda Publishing Limited.

Dixon, M., Fiorito, J. T. (2009). Can Unions Rebound? Decline and Renewal in the US Labour Movement. In G. Gall (Ed.), *Union Revitalisation in Advanced Economies* (pp. 154-174). Basingstoke, England: Palgrave Macmillan.

- Heery, E., Bacon, N., Blyton, P. (2008). Introduction: The Field of Industrial Relations. In J. T. Fiorito (Ed.), *The Sage Handbook of Industrial Relations* (pp. Jan-32). London, England and Thousand Oaks, CA: Sage.
- Fiorito, J. T., Jarley, P. (2008). Trade Union Morphology. In P. Blyton, N. Bacon, & E. Heery (Eds.), *The Sage Handbook of Industrial Relations* (pp. 189-208). London, England and Thousand Oaks, CA: Sage.
- Fiorito, J. T. (2005). Industrial Relations. In S. Cartwright (Ed.), *The Blackwell Encyclopedia of Management, 2e* (pp. 183-185). Malden, MA: Blackwell.
- Fiorito, J. T. (2005). Unionization Determinants. In S. Cartwright (Ed.), *The Blackwell Encyclopedia of Management, 2e* (pp. 406-408). Malden, MA: Blackwell.
- Fiorito, J. T. (2003). Union Organizing in the United States. In G. Gall (Ed.), *Union Organizing: Campaigning for Trade Union Recognition* (pp. 191-210). London: Routledge.
- Fiorito, J. T. (2002). Human Resource Management Practices and Worker Desires for Union Representation. In J. T. Bennett & B. E. Kaufman (Eds.), *The Future of Private Sector Unionism in the United States* (pp. 205-226). Armonk, NY: M.E. Sharpe.
- Fiorito, J. T. (1999). Industrial Relations. *Encyclopedia of Business, Revised Edition*. Detroit: Gale Research, Inc.
- Fiorito, J. T. (1998). Industrial Relations. In C. L. Cooper & C. Argyris (Eds.), *The Concise Blackwell Encyclopedia of Management* (pp. 288-289). Malden, MA: Blackwell.
- Fiorito, J. T., Young, A. (1998). Union Voting Intentions: The Role of HR Policies and Organizational Structure. In K. Bronfenbrenner, S. Friedman, R. W. Hurd, R. A. Oswald, & R. L. Seeber (Eds.), *Organizing to Win* (pp. 232-246). Ithaca, NY: Cornell U. Press.
- Fiorito, J. T. (1998). Unionization Determinants. In C. L. Cooper & C. Argyris (Eds.), *The Concise Blackwell Encyclopedia of Management* (pp. 674-676). Malden, MA: Blackwell.
- Fiorito, J. T. (1997). Industrial Relations. In L. Peters, C. R. Greer, & S. A. Youngblood (Eds.), *The Blackwell Encyclopedic Dictionary of Human Resources Management* (pp. 163-165). Malden, MA: Blackwell.
- Fiorito, J. T. (1997). Unionization Determinants. In L. Peters, C. R. Greer, & S. A. Youngblood (Eds.), *The Blackwell Encyclopedic Dictionary of Human Resources Management* (pp. 373-375). Malden, MA: Blackwell.
- Fiorito, J. T. (1994). Industrial Relations. *Encyclopedia of Business*. Detroit: Gale Research, Inc..
- Fiorito, J. T., Gramm, C. L., Hendricks, W. E. (1991). Union Structural Choices. In G. Strauss & D. G. Gallagher (Eds.), *The State of the Unions* (pp. 103-137). Madison, WI: Industrial Relations Research Association.
- Fiorito, J. T. (1990). Comments: The Wider Bounds of IR Systems. In J. Chelius & J. Dworkin (Eds.), *Reflections on The Transformation of Industrial Relations* (pp. 96-106). New Brunswick, NJ: Institute of Management and Labor Relations, Rutgers U.

Refereed Journal Articles

- De La Haye, D., Keyes, A., De Becdelievre, P., Frangi, L., Fiorito, J. T. (2026). Prosocial Unionism, Workplace Instrumentality and the Union Experience in the United States, Canada, and France. *British Journal of Industrial Relations*, 64(2), 308-322.
- Keyes, A., Russell, Z. A., Fiorito, J. T. (2023). The Union Experience: Workplace Instrumentality, Prosocial Unionism, and Union Satisfaction. *Economic and Industrial Democracy*, 44(4), 1239-1265.
- Fiorito, J. T., Padavic, I. (2022). Not So Exceptional? Prosocial Influences on Union Support Among US Workers. *Economic and Industrial Democracy*, 43(3), 1305-1318.
- Fiorito, J. T., Padavic, I. (2022). What Do Workers and the Public Want? Unions' Social Value. *Industrial and Labor Relations Review*, 75(2), 295-320.
- Fiorito, J. T., Gallagher, D. G., Russell, Z. A., Thompson, K. W. (2021). Precarious Work, Young Workers, and Union-Related Attitudes: Distrust of Employers, Workplace Collective Efficacy, and Union Efficacy. *Labor Studies Journal*, 46(1), 5-32.
- Fiorito, J. T., Padavic, I., Russell, Z. (2018). Pro-Social and Self-Interest Motivations for Unionism and Implications for Unions as Institutions. *Advances in Industrial and Labor Relations, 2017: Shifts in Workplace Voice, Justice, Negotiation and Conflict Resolution in Contemporary Workplaces*, 24, 185-211.
- Horn, M., Fiorito, J. T., Goh, S. (2016). What do we care about yesterday's chatter? Legitimizing firm communication, environmental spill severity, and firm financial performance. *Oil, Gas, & Energy Quarterly*, 64(3), 489-512.
- Gall, G., Fiorito, J. T. (2016). Union Effectiveness: In Search of the Holy Grail. *Economic and Industrial Democracy*, 37(1), 189-211.
- Fiorito, J. T., Padavic, I., DeOrtentiis, P. S. (2015). Reconsidering union activism and its meaning. *British Journal of Industrial Relations*, 53, 556-579.
- Fiorito, J., Padavic, I., Russell, Z. (2014). Union Beliefs and Activism: A Research Note. *Journal of Labor Research*, 35(4), 346-357.
- Fiorito, J. T., Gallagher, D. G. (2013). Distrust of Employers, Collectivism, and Union Efficacy. *International Journal of E-Politics*, 4(4), 13-26.
- Gall, G., Fiorito, J. T. (2012). Toward Better Theory on the Relationship between Commitment, Participation and Leadership in Unions. *Leadership and Organizational Development Journal*, 33(8), 715-731.
- Gall, G., Fiorito, J. T. (2012). Union Commitment and Activism in Britain and the United States: In Search of Synthesis and Synergy for Renewal. *British Journal of Industrial Relations*, 50(2), 189-213.
- Fiorito, J. T., Jarley, P. (2012). Union Organizing and Membership Growth: Why Don't They Organize? *Journal of Labor Research*, 33(4), 461-486.
- Fiorito, J. T., Gall, G. (2012). Why We Need a Survey of Unions. *Working USA*, 15, 217-232.
- Fiorito, J., Tope, D., Steinberg, P. E., Padavic, I., Murphy, C. E. (2011). Lay Activism and Activism Intentions in a Faculty Union: An Exploratory Study. *Labor Studies Journal*, 36(4), 483-507.

- Martinez, A. D., Fiorito, J. T., Ferris, G. R. (2011). Solidarity Revisited: Group-Level Effects on Individual-Level Union Voting. *Journal of Labor Research*, 32(1), 61-74.
- Gall, G., Fiorito, J. T. (2011). The Backward March of Labour Halted? Or, What is to be Done with 'Union Organising'? The Cases of Britain and the USA. *Capital and Class*, 35(2), 233-251.
- Hall, A. T., Fiorito, J., Horn, M., Langford, C. J. (2011). Unions as Organizations: Strategy versus Environment. *Working USA*, 14(4), 571-587.
- Fiorito, J. T., Gall, G., Martinez, A. D. (2010). Activism and Willingness to Help in Union Organizing: Who Are the Activists? *Journal of Labor Research*, 31, 263-284.
- Fiorito, J. T., Jarley, P. (2010). Understanding Organising Activity Among US National Unions. *Industrial Relations Journal*, 41(1), 74-92.
- Martinez, A. D., Fiorito, J. T. (2009). General Feelings Toward Unions and Employers as Predictors of Union Voting Intent. *Journal of Labor Research*, 120-134.
- Fiorito, J. T., Jarley, P., Delaney, J. T. (2007). Change to Win: Can Structural Reform Revitalize the American Labor Movement? *Advances in Industrial and Labor Relations*, 359-391.
- Fiorito, J. T., Bozeman, D. P., Young, A., Meurs, J. (2007). Organizational Commitment, Human Resource Practices, and Organizational Characteristics. *Journal of Managerial Issues*, 186-207.
- Fiorito, J. T. (2007). The State of the Unions in the United States. *Journal of Labor Research*, 43-68.
- Fiorito, J. T., Gallagher, V. C. (2006). Renewal in the United Faculty of Florida: Class War in Paradise? *Labor Studies Journal*, 39-64.
- Street, M. D., Bozeman, D. P., Fiorito, J. T. (2005). An Analysis of Authors' Views of Positive and Negative Reviewer Behaviors. *Journal of Social Behavior and Personality*, 22-Jan.
- Gallagher, V. C., Fiorito, J. T. (2005). Generational Differences in Attitudes About Unions: A Segmented Dispositional Marketing Approach. *Southern Business Review*, 35-48.
- Fiorito, J. T., Royle, M. T. (2005). Information and Communication Technology Use in British Unions. *Critical Perspectives on International Business*, 180-193.
- Fiorito, J. T. (2005). Unions and IT: Personal, Research, and Practitioner Perspectives. *WorkingUSA*, 423-437.
- Fiorito, J. T. (2004). Union Renewal and the Organizing Model in the United Kingdom. *Labor Studies Journal*, 21-53.
- Fiorito, J. T., Jarley, P., Delaney, J. T. (2002). Information Technology, Union Organizing, and Union Effectiveness. *British Journal of Industrial Relations*, 627-658.
- Fiorito, J. T., Bass, W. (2002). The Use of Information Technology by National Unions: An Exploratory Analysis. *Industrial Relations*, 34-47.
- Fiorito, J. T. (2001). Human Resource Management Practices and Worker Desires for Union Representation. *Journal of Labor Research*, 335-354.

- Fiorito, J. T., Jarley, P., Delaney, J. T. (2001). National Unions as Organizations. *Research in Personnel and Human Resources Management*, 231-268.
- Fiorito, J. T., Jarley, P., Delaney, J. T. (2000). The Adoption of Information Technology by U.S. National Unions. *Relations Industrielles/Industrial Relations*, 451-476.
- Jarley, P., Fiorito, J. T., Delaney, J. T. (2000). Union Governance: An Empirically-Grounded Systems Approach. *Journal of Labor Research*, 227-246.
- Fiorito, J. T., Jarley, P., Delaney, J. T., Kolodinsky, B. (2000). Unions and Information Technology: From Luddites to Cyberunions? *Labor Studies Journal*, Mar-34.
- Delaney, J. T., Fiorito, J. T., Jarley, P. (1999). Evolutionary Politics: Union Differences and Political Activities in the 1990s. *Journal of Labor Research*, 277-295.
- Street, M. D., Fiorito, J. T. (1999). Industrial Relations: The Conflict Assumption Revisited. *Journal of Collective Negotiations*, 247-264.
- Zellars, K. L., Fiorito, J. T. (1999). Organizational Effectiveness: An Exploratory Study Examining Human Resource Managers' Evaluations. *Journal of Managerial Issues*, 37-55.
- Bozeman, D.P., Street, M. D., Fiorito, J. T. (1999). Positive and Negative Coauthor Behaviors in the Process of Research Collaboration. *Journal of Social Behavior and Personality*, 159-176.
- Jarley, P., Delaney, J. T., Fiorito, J. T. (1998). What's Inside the Black Box? Union Differences, Innovations, and Outcomes. *Advances in Industrial and Labor Relations*, 139-181.
- Jarley, P., Fiorito, J. T., Delaney, J. T. (1997). A Structural Contingency Approach to Bureaucracy and Democracy in U.S. National Unions. *Academy of Management Journal*, 831-861.
- Schwochau, S., Delaney, J. T., Jarley, P., Fiorito, J. T. (1997). Employee Cooperation Program Structures and Organizational Flexibility. *Journal of Labor Research*, 379-401.
- Fiorito, J. T., Stepina, L. P., Jarley, P., Delaney, J. T., Knudstrup, M. (1997). Visions of Success: National Leaders' Views on Union Effectiveness. *Labor Studies Journal*, 19-Mar.
- Fiorito, J. T., Stepina, L. P., Bozeman, D. P. (1996). Explaining the Unionism Gap: Public-Private Sector Differences in Preferences for Unionization. *Journal of Labor Research*, 463-478.
- Fiorito, J. T., Bozeman, D. P. (1996). Fear and Loathing (and Bribery) in the Workplace: Worker Perceptions of Employer Responses to Union Organizing. *Journal of Individual Employment Rights*, 137-152.
- Delaney, J. T., Jarley, P., Fiorito, J. T. (1996). Planning for Change: Determinants of Innovation in U.S. National Unions. *Industrial and Labor Relations Review*, 597-614.
- Fiorito, J. T., Jarley, P., Delaney, J. T. (1995). National Union Effectiveness in Organizing: Measures and Influences. *Industrial and Labor Relations Review*, 613-635.
- Kuruvilla, S., Fiorito, J. T. (1994). Who Will Help? Willingness to Work for the Union. *Relations Industrielles/Industrial Relations*, 548-575.
- Hendricks, W. E., Gramm, C. L., Fiorito, J. T. (1993). Centralization of Bargaining Decisions in American Unions. *Industrial Relations*, 367-390.

- Fiorito, J. T., Jarley, P., Delaney, J. T. (1993). National Union Effectiveness. *Research on the Sociology of Organizations*, 111-137.
- Fiorito, J. T., Jarley, P. (1992). Associate Membership Programs: Innovation and Diversification in National Unions. *Academy of Management Journal*, 1070-1085.
- Fiorito, J. T. (1992). Unionism and Altruism. *Labor Studies Journal*, 19-34.
- Jarley, P., Fiorito, J. T. (1991). Unionism and Changing Employee Views Toward Work. *Journal of Labor Research*, 223-229.
- Jarley, P., Fiorito, J. T. (1990). Associate Membership: Unionism or Consumerism? *Industrial and Labor Relations Review*, 209-224.
- Kuruwilla, S., Gallagher, D. G., Fiorito, J. T., Wakabayashi, M. (1990). Union Participation in Japan: Do Western Theories Apply? *Industrial and Labor Relations Review*, 374-389.
- Greer, C. R., Jackson, D. L., Fiorito, J. T. (1989). Adapting Human Resource Planning in a Changing Business Environment. *Human Resource Management*, 105-123.
- Deshpande, S. P., Fiorito, J. T. (1989). Specific and General Beliefs in Union Voting Models. *Academy of Management Journal*, 883-897.
- Fiorito, J. T., Gallagher, D. G., Fukami, C. V. (1988). Satisfaction with Union Representation. *Industrial and Labor Relations Review*, 294-307.
- Delaney, J. T., Fiorito, J. T., Masters, M. F. (1988). The Effect of Union Organizational and Environmental Characteristics on Union Political Action. *American Journal of Political Science*, 616-642.
- Fiorito, J. T. (1987). Political Instrumentality Perceptions and Desires for Union Representation. *Journal of Labor Research*, 271-289.
- Fiorito, J. T., Hendricks, W. E. (1987). The Characteristics of National Unions. *Advances in Industrial and Labor Relations*, Jan-42.
- Fiorito, J. T., Maranto, C. L. (1987). The Contemporary Decline of Union Strength. *Contemporary Policy Issues*, 12%ÓÚ27.
- Maranto, C. L., Fiorito, J. T. (1987). The Effect of Union Characteristics on NLRB Certification Election Outcomes. *Industrial and Labor Relations Review*, 225-240.
- Fiorito, J. T., Lowman, C., Nelson, F. D. (1987). The Impact of Human Resource Policies on Union Organizing. *Industrial Relations*, 113-126.
- Fiorito, J. T., Hendricks, W. E. (1987). Union Characteristics and Bargaining Outcomes. *Industrial and Labor Relations Review*, 569-584.
- Stone, T. H., Fiorito, J. T. (1986). A Perceived Uncertainty Model of Human Resource Forecasting Technique Use. *Academy of Management Review*, 635-642.
- Fiorito, J. T., Gallagher, D. G., Greer, C. R. (1986). Determinants of Unionism: A Review of the Literature. *Research in Personnel and Human Resource Management*, 269-306.
- Fiorito, J. T., Greer, C. R. (1986). Gender Differences in Union Membership, Preferences, and Beliefs. *Journal of Labor Research*, 145-164.

- Wines, W. A., Ley, R., Fiorito, J. T. (1986). Gender-Related Wage Differentials for Public School Teachers Under Objective Salary Grids: Some Lessons for Comparable Worth. *Journal of Collective Negotiations*, 61-78.
- Fiorito, J. T., Gallagher, D. G. (1986). Job Content, Job Status, and Unionism. *Advances in Industrial and Labor Relations*, 261-316.
- Stepina, L. P., Fiorito, J. T. (1986). Toward A More Comprehensive Theory of Union Growth and Decline. *Industrial Relations*, 248-264.
- Fiorito, J. T., Greer, C. R., Dauffenbach, R. C. (1986). Uniformity and Variation in Occupational Earnings Determination: Potential Sources of Incomparable Worth. *Journal of Management*, 61-74.
- Fiorito, J. T., Stone, T. H., Greer, C. R. (1985). Factors Affecting Choice of Human Resource Forecasting Techniques. *Human Resource Planning*, 17-Jan.
- Fiorito, J. T., Greer, C. R. (1983). Reply to Professor Voos. *Industrial Relations*, 451-453.
- Fiorito, J. T. (1982). American Trade Union Growth: An Alternative Model. *Industrial Relations*, 123-127.
- Fiorito, J. T., Greer, C. R. (1982). Determinants of U.S. Unionism: Past Research and Future Needs. *Industrial Relations*, Jan-32.
- Fiorito, J. T., Dauffenbach, R. C. (1982). Market and Nonmarket Influences on Curriculum Choice by College Students. *Industrial and Labor Relations Review*, 88-101.
- Fiorito, J. T., Dauffenbach, R. C. (1982). The Determinants of Occupational Unionization. *Journal of Labor Research*, 473-485.
- Fiorito, J. T. (1982). The Rationale for Human Resource Planning. *Human Resource Planning*, 103-107.
- Fiorito, J. T. (1981). The School to Work Transition of College Graduates. *Industrial and Labor Relations Review*, 103-114.

Journal Articles

- Martinez, A. D., Fiorito, J. T., Ferris, G. R. (2012). Relationship between union strength and supervisor-subordinate power relations. *Journal of Managerial Psychology*, 27(2), 132-142.
- Jarley, P., Fiorito, J. T. (1990). The Heartland: A Fertile Soil for Union Growth? *Iowa Business*, 5-Feb.

Other

- Fiorito, J. T., Maranto, C. L. (2012). Recent Events and Future Unions. *Proceedings of the 64th Annual Meeting of the Labor and Employment Relations Association* (pp. 69-77). Champaign, IL: University of Illinois Press.
- Gall, G., Fiorito, J. T. (2011). What We Think We Know, Don't Know, and Need to Know: Survey Research on Unions in Britain and the United States. *Sixty-third Annual Meeting of the Labor and Employment Relations Association, Denver* (pp. 184-192). Champaign, IL: Labor and Employment Relations Association.

- Fiorito, J. T., Jarley, P. (2008). Union Organizing and Union Revitalization in the United States. *Proceedings of the Sixtieth Annual Meeting of the Labor and Employment Relations Association* (pp. 92-100). Champaign, IL: Labor and Employment Relations Association (LERA).
- Fiorito, J. T. (2005). Class War in Paradise: A Participant-Observer Perspective (Abstract). *Proceedings of the Fifty-Seventh Annual Meeting of the Labor and Employment Relations Association* (pp. 232-233). Champaign, IL: IRRA.
- Fiorito, J. T., Jarley, P. (2003). Union Organizing Commitment: Rhetoric and Reality. *Proceedings of the Fifty-fifth Annual Meeting of the Industrial Relations Research Association* (pp. 283-293). Champaign, IL: Industrial Relations Research Association (IRRA).
- Fiorito, J. T. (2002). Information and Communication Technology Use in British Unions (Abstract). *Proceedings of the Fifty-Fourth Annual Meeting of the Industrial Relations Research Association* (pp. 282). Champaign, IL: LERA.
- Fiorito, J. T., Jarley, P., Delaney, J. T. (2002). Information Technology, Union Organizing, and Union Effectiveness (Abstract). *Proceedings of the Sixty-Second Annual Meeting of the Academy of Management* (pp. CD-ROM). Unknown.
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Presentations Given

Anya, P. (Presenter), Fiorito, J. T. (Co-Author), Labor and Employment Relations Association 77th Annual Meeting, "Union Approval and Disapproval: The "Micro" Level," Labor and Employment Relations Association. (June 2025).

De La Haye, D. (Author), Keyes, A. (Author), De Becdelievre, P. (Author), Frangi, L. (Author), Fiorito, J. T. (Author and Presenter), 76th Annual LERA Meeting, "Union Satisfaction in Three Countries," Labor and Employment Relations Association. (June 2024).

Fiorito, J. T., Keyes, A. (Co-author), Russell, Z. A. (Co-author), Labor and Employment Relations Association 75th Annual Meeting, "Why Do People Really Support Unions?," Labor and Employment Relations Association. (June 2023).

Frangi, L. (Presenter and Author), Fiorito, J. T. (Author), Zhang, T. (Author), LERA 74th Annual Meeting, "A More Blurred Border than Expected? General Union Attitude and Situational Union Voting Intentions in the USA and Canada," Labor and Employment Relations Association. (2022).

Keyes, A. (Author and Presenter), Fiorito, J. T. (Author), De Becdelievre, P. (Author), LERA 74th Annual Meeting, "C'est Pareil Mais Different: Union Support in France and the U.S.," Labor and Employment Relations Association. (2022).

Fiorito, J. T., CSU Department of Economics Seminar, "Why People Really Support Unions. A Medley," Colorado State University Department of Economics. (2022).

Fiorito, J. T. (Presenter), LERA 75th Annual Meeting, "Why Do People Really Support Unions?," Labor and Employment Relations Association. (November 2022).

Keyes, A. (Presenter and Co-Author), Russell, Z. (Co-Author and Co-Presenter), Fiorito, J. T. (Co-author and Co-Presenter), Labor and Employment Relations Association 73rd Annual Meeting, "The Union Experience: Workplace Instrumentality, Prosocial Instrumentality, and Union Satisfaction," Labor and Employment Relations Association. (June 2021).

Fiorito, J. T. (co-author), Russell, Z. A. (co-author), Academy of Management Annual Meeting, "Voting for the Union: An Experimental Vignette Study," Academy of Management. (August 2020).

Keyes, A. (Co-Presenter), Russell, Z. (Co-Presenter), Fiorito, J. T. (Co-Presenter), Labor and Employment Relations Association Annual Meeting, "The Union Experience: How Workplace Instrumentality and Prosocial Instrumentality Impact Union Satisfaction," Labor and Employment Relations Association. (June 2020).

Fiorito, J. T. (Presenter), 71st Annual Meeting, "An Academic-Practitioner Perspective on Recruiting Union Members in a Post-Janus Environment," Labor and Employment Relations Association. (June 2019).

Fiorito, J. T. (Presenter), Russell, Z. A. (Co-Author), Marangi, N. A. (Co-Author), Labor and Employment Relations Association 71st Annual Meeting, "Why 'Chris' Really Voted for the Union: Union Representation Voting Intentions in An Experimental Vignette Study," Labor and Employment Relations Association. (June 2019).

De Becdelievre, P. (Presenter), Fiorito, J. T. (Co-Author), Grima, F. (Co-Author), ILERA World Congress (Seoul, South Korea), "How Social Media Transforms the Relationship Between Activists and Union," International Labor and Employment Relations Association. (July 2018).

Fiorito, J. T. (Presenter), Padavic, I. (Co-author), Labor and Employment Relations Association 70th Annual Meeting, "I, Me, Mine? Prosocial and Self-Interest Motivations for Union Voting," Labor and Employment Relations Association. (June 2018).

Fiorito, J. T., Padavic, I., Russell, Z., Labor and Employment Relations Association Annual Meeting, "Pro-Social and Self-Interest Motivations for Unionism," Labor and Employment Relations Association. (June 2017).

Russell, Z., Fiorito, J. T., Labor and Employment Relations Association Annual Meeting, "Public Approval and Disapproval of U.S. Unions, 1936-2015," Labor and Employment Relations Association. (June 2017).

Fiorito, J. T., New Leaders Council Tallahassee Institute, "Union Fundamentals," New Leaders Council. (April 2017).

Russell, Z., Fiorito, J. T., BUIRA Annual Meeting, "Do You Approve or Disapprove? Public Opinion on U.S. Unions, 1936-2015," British Universities Industrial Relations Association. (June 2016).

Fiorito, J. (Presenter), Russell, Z.A. (Presenter), Padavic, I. (Presenter), 75th Annual Academy of Management, "For Justice, Just Us, or Just Unions? A New Look at the Evidence on Worker Consciousness," Academy of Management. (August 2015).

Fiorito, J. (Presenter), Russell, Z.A. (Presenter), Padavic, I. (Presenter), Penn State Symposium, "Justice, Just Us, or Just Unionism?," Pennsylvania State University. (September 2014).

Fiorito, J. (Presenter), Gallagher, D.G. (Presenter), Russell, Z.A. (Presenter), Thompson, K.W. (Presenter), Society for Advancement of Socio-Economics Annual Conference, "Young Workers, Precarious Work, and Union Attitudes," Society for Advancement of Socio-Economics. (July 2014).

Fiorito, J. (Presenter), Russell, Z. (Presenter), Padavic, I. (Presenter), Labor and Employment Relations Association Annual Conference, "Why U.S. Workers Really Join Unions: For Justice, or Just Us?," Labor and Employment Relations Association. (May 2014).

Fiorito, J. T. (Presenter), Padavic, I. (Presenter), DeOrtentiis, P.S. (Presenter), Annual Conference, "Reconsidering Activism and Its Meaning," Labor and Employment Relations Association. (June 2013).

Fiorito, J. T. (Presenter), Padavic, I. (Presenter), Russell, Z. (Presenter), Annual Conference, "Union Beliefs and Activism Among Faculty: A Research Note," British Universities Industrial Relations Association. (June 2013).

Fiorito, J. T. (Presenter), "ILIR and SLER: A Scholar-Activist Retrospective," School of Labor and Employment Relations, University of Illinois. (March 2013).

Fiorito, J. T. (Presenter), DeOrtentiis, P.S. (Presenter), Padavic, I. (Presenter), CRIMT Conference at HEC Montreal on "Union Futures: Innovations, Transformations, Strategies", "Reconsidering Activism: And Just What Do You Mean By That?," CRIMT Centre de recherche interuniversitaire sur la mondialisation et le travail. (2012).

- Gall, G. (Presenter), Fiorito, J. T. (Presenter), CRIMT Conference at HEC Montreal on "Union Futures: Innovations, Transformations, Strategies, "Union Effectiveness: In Search of the Holy Grail," CRIMT: Centre de recherche interuniversitaire sur la mondialisation et le travail. (2012).
- Thompson, K.W. (Presenter), Fiorito, J.. (Presenter), 2012 Annual Meeting of the Academy of Management, "Antecedents and Consequences of Underemployment: A Comparison of Overqualification, Job Field, and Job Status Underemployment," Academy of Management. (August 2012).
- Fiorito, J. T. (Presenter), Maranto, C.L. (Presenter), Sixty-fourth Annual Meeting of the Labor and Employment Relations Association, "Recent Events and Future Unions," Labor and Employment Relations Association. (January 2012).
- Horn, M. (Presenter), Fiorito, J. T. (Presenter), Goh, S. (Presenter), Academy of Management Annual Conference, "What Do We Care About Yesterday's Chatter? Firm Legitimacy, Environmental Spill Severity, and Firm Financial Performance," Academy of Management. (2011).
- Fiorito, J. T. (Presenter), Maranto, C.L. (Presenter), 2nd Annual Conference on the Future of Unions in the U.S., "Now and the Future of U.S. Unions," Wayne State University. (April 2011).
- Gall, G. (Presenter), Fiorito, J. T. (Presenter), Sixty-Third Annual Meeting of the Labor and Employment Relations Association, "What We Think We Know, Don't Know, and Need to Know: Survey Research on Unions in Britain and the U.S.," Labor and Employment Relations Association. (January 2011).
- Fiorito, J. T. (Presenter), Gall, G. (Presenter), Martinez, A.D. (Presenter), Sixty-First Annual Meeting of the Labor and Employment Relations Association, "Activism and Willingness to Help in Union Organizing," Labor and Employment Relations Association. (2010).
- Fiorito, J. T. (Presenter), Gallagher, D.G. (Presenter), Symposium on Challenges of Work and Workers in the Knowledge Economy, "Distrust of Employers, Collectivism, and Union Efficacy," Centre de Recherche Interuniversitaire sur la Mondialisation et le Travail. (October 2010).
- Fiorito, J. T. (Presenter), Tope, D. (Presenter), Steinberg, P. (Presenter), Padavic, I. (Presenter), Murphy, C. (Presenter), Annual Meeting of the British Universities Industrial Relations Association, "Lay Activism and Activism Intentions in a Faculty Union: An Exploratory Study," British Universities Industrial Relations Association. (June 2010).
- Fiorito, J. T. (Presenter), Gall, G. (Presenter), Martinez, A.D. (Presenter), Annual Meeting of the British Universities Industrial Relations Association, "Activism and Willingness to Help in Union Organizing," British Universities Industrial Relations Association. (2009).
- Gall, G. (Presenter), Fiorito, J. T. (Presenter), Sixty-First Annual Meeting of the Labor and Employment Relations Association, "Union Commitment and Union Renewal: In Search of Synthesis and Synergy," Labor and Employment Relations Association. (2009).
- Fiorito, J. T. (Presenter), Jarley, P. (Presenter), Sixtieth Annual Meeting of the Labor and Employment Relations Association, "Union Organizing and Union Revitalization in the United States," Labor and Employment Relations Association. (2008).
- Fiorito, J. T. (Presenter), Jarley, P. (Presenter), Annual Meeting of the Academy of Management, "Why Don't They Organize?," Academy of Management. (2008).

- Fiorito, J. T. (Presenter), Jarley, P. (Presenter), Annual Meeting of the British Universities Industrial Relations Association, "Why Don't They Organize?," British Universities Industrial Relations Association. (2008).
- Martinez, A.D. (Presenter), Fiorito, J. T. (Presenter), 67th Annual Meeting of the Academy of Management, "General Feelings Toward Unions as Predictors of Union Voting Intent," Academy of Management. (2007).
- Gall, G. (Presenter), Fiorito, J. T. (Presenter), 13th European Congress of Work and Organizational Psychology, "Something Old, Something New, Something Borrowed, and the Blues: Union Renewal in the UK and US," European Association of Work and Organizational Psychology. (2007).
- Fiorito, J. T. (Presenter), Jarley, P. (Presenter), Annual Meeting of the British Universities Industrial Relations Association/Triennial Congress of the European International Industrial Relations Association, "Union Morphology and Union Renewal," British Universities Industrial Relations Association/European International Industrial Relations Association. (2007).
- Fiorito, J. T. (Presenter), Jarley, P. (Presenter), Annual Meeting of the British Universities Industrial Relations Association/Triennial Congress of the European International I, "Union Organizing Commitment and Effectiveness Reconsidered," British Universities Industrial Relations Association/European International Industrial Relations Association. (2007).
- Jarley, P. (Presenter), Fiorito, J. T. (Presenter), Annual Meeting of the British Universities Industrial Relations Association, "National Union Evolution: Toward Negotiated Activism?," British Universities Industrial Relations Association. (2006).
- Fiorito, J. T. (Presenter), 57th Annual Meeting of the Industrial Relations Research Association, "Class War in Paradise: A Participant-Observer Perspective," Industrial Relations Research Association. (2005).
- Gallagher, V.C. (Presenter), Fiorito, J. T. (Presenter), Southern Industrial Relations and Human Resources Annual Conference, "Generational Differences in Attitudes About Unions: A Segmented Dispositional Marketing Approach," Southern Industrial Relations and Human Resources Association. (2005).
- Fiorito, J. T. (Presenter), Gallagher, V.C. (Presenter), International Colloquium on Union Renewal, "Renewal in the United Faculty of Florida: Class War in Paradise?," Centre de Recherche Interuniversitaire sur la Mondialisation et le Travail. (2004).
- Fiorito, J. T. (Presenter), Jarley, P. (Presenter), 55th Annual Meeting of the Industrial Relations Research Association, "Union Organizing Commitment: Rhetoric and Reality," Industrial Relations Research Association. (2003).
- Fiorito, J. T. (Presenter), 54th Annual Meeting of the Industrial Relations Research Association, "Information and Communication Technology Use in British Unions," Industrial Relations Research Association. (2002).
- Fiorito, J. T. (Presenter), Jarley, P. (Presenter), Delaney, J.T. (Presenter), 54th Annual Meeting of the Industrial Relations Research Association, "Information Technology, Union Organizing, and Union Effectiveness," Industrial Relations Research Association. (2002).
- Fiorito, J. T. (Presenter), Jarley, P. (Presenter), Delaney, J.T. (Presenter), 62nd Annual Meeting of the Academy of Management, "Information Technology, Union Organizing, and Union Effectiveness," Academy of Management. (2002).

- Fiorito, J. T. (Presenter), "Information Technology, Union Organizing, and Union Effectiveness," Wayne State University. (2001).
- Fiorito, J. T. (Presenter), 52nd Annual Meeting of the Industrial Relations Research Association, "A Census of Information Technologies and Unions," Industrial Relations Research Association. (2000).
- Fiorito, J. T. (Presenter), Jarley, P. (Presenter), Delaney, J.T. (Presenter), 52nd Annual Meeting of the Industrial Relations Research Association, "Change, Innovation, and Information Technology in U.S. National Unions," Industrial Relations Research Association. (2000).
- Fiorito, J. T. (Presenter), "Union Organizing, Effectiveness, IT, and Detours Along the Way," London School of Economics. (2000).
- Fiorito, J. T. (Presenter), Bass, W. (Presenter), 59th Annual Meeting of the Academy of Management, "The Use of Information Technology by National Unions: An Exploratory Analysis," Academy of Management. (1999).
- Jarley, P. (Presenter), Fiorito, J. T. (Presenter), Delaney, J.T. (Presenter), Conference on Union Democracy and Governance, "Union Governance: An Empirically-Grounded Systems Approach," Georgia State University and Journal of Labor Research. (1999).
- Bozeman, D.P. (Presenter), Street, M.D. (Presenter), Fiorito, J. T. (Presenter), Annual Meeting of the Society for Industrial and Organizational Psychology (SIOP), "An Examination of Co-authorship Behavior in Organizational Science," Society for Industrial and Organizational Psychology (SIOP). (1998).
- Fiorito, J. T. (Presenter), Jarley, P. (Presenter), Delaney, J.T. (Presenter), 6th Biennial Meeting of the Bargaining Group, "Information Technology in National Unions: From Luddites to Cyberunions?," Bargaining Group and University of Illinois. (1998).
- Fiorito, J. T. (Presenter), Delaney, J.T. (Presenter), Jarley, P. (Presenter), Canadian Industrial Relations Association Annual Meeting, "Innovation and Change in American Unions," Canadian Industrial Relations Association. (1998).
- Jarley, P. (Presenter), Fiorito, J. T. (Presenter), Delaney, J.T. (Presenter), Fiftieth Annual Meeting of the Industrial Relations Research Association, "Union Configurations and Organizing Success: Does Organized Labor Control Its Destiny?," Industrial Relations Research Association. (1998).
- Bozeman, D.P. (Presenter), Street, M.D. (Presenter), Fiorito, J. T. (Presenter), 58th Annual Meeting of the Academy of Management, "What is Good (Bad) Reviewer Behavior? An Analysis of Authors' Views in the Field of Management," Academy of Management. (1998).
- Jarley, P. (Presenter), Fiorito, J. T. (Presenter), Delaney, J.T. (Presenter), Fiftieth Annual Meeting of the Industrial Relations Research Association, "What's Inside the Black Box? Union Differences, Innovations, and Outcomes," Industrial Relations Research Association. (1998).
- Fiorito, S.S. (Presenter), Gable, M. (Presenter), Fiorito, J. T. (Presenter), 9th International Conference on Research in the Distributive Trades, "An Exploratory Study: The Impact of Technology on Retail Sales," American Collegiate Retailing Association and European Association of Retail Commerce Distribution. (1997).

- Fiorito, J. T. (Presenter), Bozeman, D.P. (Presenter), Young, A. (Presenter), 57th Annual Meeting of the Academy of Management, "Organizational Commitment: Human Resource Policies and Organizational Characteristics," Academy of Management. (1997).
- Fornaciari, C. (Presenter), Lamont, B. (Presenter), Fiorito, J. T. (Presenter), Annual Meeting of the Southern Management Association, "Diversification strategy and information technology centralization," Southern Management Association. (1996).
- Fiorito, J. T. (Presenter), Young, A. (Presenter), Forty-Eighth Annual Meeting of the Industrial Relations Research Association, "Employer Human Resource Policies and Worker Attitudes Toward Unions," Industrial Relations Research Association. (1996).
- Jarley, P. (Presenter), Fiorito, J. T. (Presenter), Delaney, J.T. (Presenter), AFL-CIO/Cornell U. Conference on Union Organizing,, "Learning from Success: National Union Configurations and Organizing Effectiveness," AFL-CIO/Cornell U. (1996).
- Fiorito, J. T. (Presenter), Young, A. (Presenter), AFL-CIO/Cornell U. Conference on Union Organizing, "Union Voting Intentions: The Role of HR Policies and Organizational Structure," AFL-CIO/Cornell U. (1996).
- Jarley, P. (Presenter), Fiorito, J. T. (Presenter), Delaney, J.T. (Presenter), 55th Annual Meeting of the Academy of Management, "A Structural Contingency Approach to Bureaucracy and Democracy in U.S. National Unions," Academy of Management. (1995).
- Fiorito, J. T. (Presenter), Stepina, L.P. (Presenter), Jarley, P. (Presenter), Delaney, J.T. (Presenter), 47th Annual Meeting of the Industrial Relations Research Association, "National Union Effectiveness: Top Leaders' Views," Industrial Relations Research Association. (1995).
- Fiorito, J. T. (Presenter), Kacmar, K.M. (Presenter), Wayne State U./American Psychological Association Conference on The Psychology of Industrial Relations under Changing Employment Relationships: An International Perspective, "Of One Mind? Cognitive Maps of Top Officers and Staff of U.S. National Unions," Wayne State U./American Psychological Association. (1994).
- Fiorito, J. T. (Presenter), Jarley, P. (Presenter), Delaney, J.T. (Presenter), 53rd Annual Meeting of the Academy of Management, "Organizing Effectiveness Among U.S. National Unions," Academy of Management. (1993).
- Fiorito, J. T. (Presenter), Fifty-Third Annual Meeting of the Academy of Management, "Research in Industrial Relations," Academy of Management. (1993).
- Fiorito, J. T. (Presenter), Stepina, L.P. (Presenter), 101st Annual Convention of the American Psychological Association, "Union Effectiveness: Leader's Views and Other Evidence," American Psychological Association. (1993).
- Jarley, P. (Presenter), Fiorito, J. T. (Presenter), Delaney, J.T. (Presenter), 45th Annual Meeting of the Industrial Relations Research Association, "What's the Difference? A Comparison and Analysis of U.S. National Unions," Industrial Relations Research Association. (1993).
- Jarley, P. (Presenter), Fiorito, J. T. (Presenter), Delaney, J.T. (Presenter), 44th Annual Meeting of the Industrial Relations Research Association, "Embracing the Committee on the Evolution of Work Report: What Have Unions Done?," Industrial Relations Research Association. (1992).
- Fiorito, J. T. (Presenter), Jarley, P. (Presenter), 51st Annual Meeting of the Academy of Management, "An Organizational Perspective on Associate Membership Programs," Academy of Management. (1991).

Fiorito, J. T. (Presenter), Fifty-First Annual Meeting of the Academy of Management, "Remarks on Research in Labor Relations," Academy of Management. (1991).

Fiorito, J. T. (Presenter), Forty-Third Annual Meeting of the Industrial Relations Research Association, "Future Research on Union Growth and Decline," Industrial Relations Research Association. (1990).

Fiorito, J. T. (Presenter), Fiftieth Annual Meeting of the Academy of Management, "Unionism and Altruism," Academy of Management. (1990).

Fiorito, S.S. (Presenter), Fiorito, J. T. (Presenter), Law, K. (Presenter), American Collegiate Retailing Association Spring Conference, "Retailing and Service Sector Unionization," American Collegiate Retailing Association. (1989).

Fiorito, J. T. (Presenter), Jarley, P. (Presenter), AFL-CIO/Cornell U. Conference on Research on Unions, "Worker Views of Unions," AFL-CIO/Cornell U. (1989).

Gallagher, D.G. (Presenter), Fiorito, J. T. (Presenter), Jarley, P. (Presenter), Wakabayashi, M. (Presenter), Jeony, Y. (Presenter), 41st Annual Meeting of the Industrial Relations Research Association, "Dual Commitment in Japan," Industrial Relations Research Association. (1988).

Fiorito, J. T. (Presenter), Stepina, L.P. (Presenter), 48th Annual Meeting of the Academy of Management, "Explaining the Unionism Gap: Public- Private Sector Differences in Preferences for Unionization," Academy of Management. (1988).

Deshpande, S.P. (Presenter), Fiorito, J. T. (Presenter), 48th Annual Meeting of the Academy of Management, "Unionism in the Abstract and in the Specific: A Note on Union Beliefs in Union Voting Models," Academy of Management. (1988).

Fiorito, S.S. (Presenter), Fiorito, J. T. (Presenter), 76th Annual Meeting of the American Collegiate Retailing Association/National Retail Merchants Association, "Human Resource Management in Retailing," American Collegiate Retailing Association/National Retail Merchants Association. (1987).

Fiorito, J. T. (Presenter), Stepina, L.P. (Presenter), Fortieth Annual Meeting of the Industrial Relations Research Association, "Public-Private Sector Contrasts in Employee Preferences for Union Representation," Industrial Relations Research Association. (1987).

Fiorito, J. T. (Presenter), Maranto, C.L. (Presenter), Sixty-First Annual Meeting of the Western Economic Association, "The Contemporary Decline of Union Strength," Western Economic Association. (1986).

Gallagher, D.G. (Presenter), Fiorito, J. T. (Presenter), Third Annual Organizational Policy and Development Conference, "The Effects on Unions of Self-Perceptions of Job Characteristics," U. of Louisville. (1985).

Stone, T.H. (Presenter), Fiorito, J. T. (Presenter), Annual Meeting of the Midwest Academy of Management, "Toward a Model of Organizational Use of Human Resource Forecasting Techniques," Midwest Academy of Management. (1985).

Fiorito, J. T. (Presenter), 38th Annual Meeting of the Industrial Relations Research Association, "Union Voting and Politics," Industrial Relations Research Association. (1985).

- Fiorito, J. T. (Presenter), Greer, C.R. (Presenter), Annual Meeting of the Academy of Management, "Gender Differences in Union Membership, Preferences, and Beliefs," Academy of Management. (1984).
- Fiorito, J. T. (Presenter), Greer, C.R. (Presenter), Stone, T.H. (Presenter), Annual Meeting of the Academy of Management, "Human Resource Planning: A Preliminary Model of Forecasting Technique Choice," Academy of Management. (1984).
- Fiorito, J. T. (Presenter), Greer, C.R. (Presenter), Inaugural Conference of the Center for Human Resources, U. of Kansas, "Organizing Women," University of Kansas. (1983).
- Fiorito, J. T. (Presenter), Dauffenbach, R.C. (Presenter), 23rd Annual Meeting of the Western Division, Academy of Management, "The Determinants of Occupational Unionization," Western Division, Academy of Management. (1982).
- Stepina, L.P. (Presenter), Fiorito, J. T. (Presenter), Third Annual Southern Regional Industrial Relations Academic Seminar, "U.S. Union Growth and Decline: Toward A More Comprehensive Theory," Southern Regional Industrial Relations Association. (1982).
- Fiorito, J. T. (Presenter), Conference on the National Science Foundation Science Resource Studies Division's Data System, "The New Entrants Survey: Experience and Recommendations from a Modeling Perspective," National Science Foundation. (1979).

Contracts, Grants and Sponsored Research

Grant

- Fiorito, J., "Union Effectiveness: Resuming the Search for the Holy Grail," Sponsored by FSU College of Business, \$13,000.00. (May 2014 - August 2014).
- Fiorito, J. T., "The Union Census: A Proposal.," Sponsored by John Simon Guggenheim Memorial Foundation, Private, \$0.00.
- Fiorito, J. T., "Union Surveys in Britain and the U.S.," Sponsored by Florida State University Council on Research and Creativity Planning Grant, \$9,500.00. (2010 - 2011).
- Fiorito, J. T., "National Union Organizing and Membership Growth: Why Don't They Organize?," Sponsored by Florida State U. College of Business, \$12,000.00. (2008).
- Fiorito, J. T., "Will New Information Technology Transform Unions?," Sponsored by Florida State U. Committee on Faculty Research Support, \$7,933.00. (2000).
- Fiorito, J. T., "Organizational Commitment: Human Resource Policies and Organizational Characteristics," Sponsored by Florida State U. Committee on Faculty Research Support, \$7,542.00. (1996).
- Fiorito, J. T., "Longitudinal Analysis of Change in National Unions," Sponsored by Florida State U. College of Business., \$8,000.00. (1995).
- Fiorito, J. T., "Testing a Model of National Union Effectiveness," Sponsored by Florida State U. Committee on Faculty Research Support, \$7,496.00. (1992).
- Delaney, J.T., Fiorito, J. T., Jarley, P., "Changing Employment Relationships and Union Innovation," Sponsored by U. of Iowa College of Business Administration and the American Federation of Labor and Congress of Industrial Organizations, \$7,700.00. (1990).

Fiorito, J. T., "Employee Preferences for Collective and Individual Approaches to Resolving Workplace Problems: An Exploratory Investigation," Sponsored by U. of Iowa College of Business Administration, \$2,000.00. (1989).

Fiorito, J. T., "Retailing and Service Employment: Unions Need Not Apply?," Sponsored by U. of Iowa College of Business Administration, \$3,000.00. (1988).

Fiorito, J. T., "Further Examination of National Union Characteristics," Sponsored by U. of Iowa College of Business Administration, \$1,500.00. (1987).

Dauffenbach, R.C., Fiorito, J. T., "Projections of Supply of Scientists and Engineers to Meet Defense and Nondefense Requirements: 1981-87," Sponsored by National Science Foundation, \$37,800.00. (1982 - 1983).

Dauffenbach, R.C., Fiorito, J. T., Engineering Manpower Commission, "The Engineering Degree Conferral Process: Analysis and Projections," Sponsored by National Science Foundation, \$57,000.00. (1981 - 1982).

Fiorito, J. T., "Sex Differences in Major-Occupational Relations," Sponsored by Oklahoma State College of Business Administration, \$5,000.00. (1981).

Fiorito, J. T., "The New Entrants Component of Scientific and Technical Labor Supply," Sponsored by National Science Foundation, \$29,000.00. (1978 - 1979).

Awards and Honors

Best Paper Award, Southern Industrial Relations and Human Resources Association. (2005).

J. Frank Dame Professor of Management, Florida State University. (2000).

Best Paper, Human Resources Division, Academy of Management. (1993).

Outstanding Paper Award, Personnel/Human Resources Division, Academy of Management. (1991).

Old Gold Summer Research Fellowship, U. of Iowa. (1985).

Old Gold Summer Research Fellowship, University of Iowa. (1984).

Old Gold Summer Research Fellowship, University of Iowa. (1983).

Intellectual Contributions in Submission

Refereed Journal Articles

Keyes, A., Fiorito, J. T., de Becdelievre, P. C'est Pareil Mais Different: Union Support in France and the U.S. *British Journal of Industrial Relations*.

Research Activity

"Union Approval: The Micro Level" (Writing Results). (August 2024 - Present).

"Canada and the US: Further Examination of Union Attitudes" (On-Going). (July 2023 - Present).
New surveys of Canadian and US attitudes toward unions

"Why Do People Really Support Unions?" (Complete). (2022 - Present).

"How Social Media Transforms the Relationship Between Activists and Union" (On-Going). (2018 - Present).

Survey research is used to examine the impact of information technology, including social media, on the roles of union activists

"Do You Approve or Disapprove? Public Opinion on U.S. Unions, 1936-2023" (On-Going). (2015 - Present).

Manuscript for scholarly journal

SERVICE

University Service

Committee Member, Faculty Senate Committee on Teaching Evaluation. (June 2019 - Present).

Vice President, United Faculty of Florida -- Florida State University Chapter. (2013 - Present).

Member, Faculty Senate Grievance Committee. (2009 - Present).

Bargaining Committee (Team) Member, United Faculty of Florida-FSU Chapter. (2003 - Present).

Member, OB Doctoral Examining Committee. (1993 - Present).

Member, Center for Human Resources Management. (1990 - Present).

Member, Management Doctoral Research Methods Committee. (1990 - Present).

Member, Organizational Behavior and Theory Doctoral Seminar Committee. (1990 - Present).

Promotion and/or tenure and professorship reviews for faculty candidates, Michigan State U., Queens U. (Canada), Columbia U., Cornell U., U. of Pittsburgh, Rutgers U., U. of Alabama-Huntsville, U. of Manitoba (Canada), Georgia State U., Illinois State U., U. of Windsor (Canada), Penn State U., U. of New Mexico. (1990 - Present).

Faculty Senator, Faculty Senate. (April 2023 - April 2025).

Interim Chair, Faculty Senate Grievance Committee. (March 2023 - 2024).

Member, Strategic Planning Committee, Department of Management Strategic Planning Committee. (September 2022 - August 2024).

Faculty Senate Alternate, FSU Faculty Senate. (April 2022 - April 2023).

Chair, Bylaws Committee. (2021 - 2022).

Graduate Policy Review Committee, Department Review Committee for Sociology. (2021 - 2022).

Senator, Faculty Senate. (2002 - April 2020).

Member, Computer and Information Resources. (1990 - 2018).

Member, Peer Evaluation Committee. (2013 - 2014).

President, United Faculty of Florida -- Florida State University Chapter. (2002 - 2013).

Invited Speaker, U. of Illinois School of Labor and Employment Relations. (March 2013).

Member, Bylaws Committee. (2010 - 2011).

Election Committee Chair and Member, United Faculty of Florida. (2005 - 2009).

Reviewer, City University of New York. (2008).

Chair, Bylaws Committee. (2006 - 2007).

Chair (1993) and Member (four additional terms during this time), Peer Evaluation Committee. (1991 - 2006).

Chair, OB Job Candidate Search Committee. (2004 - 2005).

Vice President, United Faculty of Florida. (2003 - 2005).

Member, OB Job Candidate Search Committee. (2003 - 2004).

Member, Faculty Senate Task Force on Teaching Evaluation. (2002 - 2004).

Member, Faculty Senate Graduate Policy Committee. (1998 - 2004).

Member, Promotion and Tenure Committee. (1994 - 2004).

Chair (three terms) and Member (four additional terms) during this time, Promotion and Tenure Committee. (1992 - 2004).

Chair, Ad Hoc Committee on First-Year Doctoral Student Experiences. (2002).

Vice President, United Faculty of Florida - Florida State University Chapter. (2001 - 2002).

Member, Faculty Senate Grievance Committee. (1997 - 2000).

Senate Alternate, Faculty Senate. (1997 - 1999).

Chair, Minority Affairs Committee. (1996 - 1998).

Chair, PEP Committee. (1996 - 1997).

Member, Faculty Senate Professional Relations and Welfare Committee's Subcommittee on Distance Learning. (1996 - 1997).

Member, Faculty Senate Library Committee. (1995 - 1997).

Member, Faculty Senate Professional Relations and Welfare Committee. (1994 - 1997).

Chair, Compression-Inversion Salary Adjustment Committee. (1994 - 1995).

Member, Compression-Inversion Salary Adjustment Committee. (1993 - 1994).

Chair, Ad Hoc Committee to Review Travel Policy. (1991 - 1992).

Chair, Strategic Planning Committee. (1991 - 1992).

Coordinator, Center for Human Resources Management HR Scan Survey. (1990 - 1992).

Member, PhD Committee, U. of Iowa College of Business Administration. (1989 - 1990).

Judicial Commission Panelist (reviews faculty grievances), U. of Iowa. (1988 - 1990).

Senator, U. of Iowa Faculty Senate. (1986 - 1990).

Elected Faculty Council Member, U. of Iowa College of Business Administration. (1984 - 1990).

Graduate Studies Committee, Department of Industrial Relations and Human Resources (later Management and Organizations), University of Iowa. (1984 - 1990).

Prepared "Research in Progress" reports on industrial relations research by U. of Iowa faculty, U. of Iowa Department of Industrial Relations and Human Resources (later Management and Organizations). (1983 - 1990).

Member, Library Committee, U. of Iowa College of Business Administration. (1988 - 1989).

Member, Faculty Council (steering committee), U. of Iowa Faculty Senate. (1986 - 1989).

Chair, IR Outside Speakers Committee, U. of Iowa Department of Industrial Relations and Human Resources. (1983 - 1989).

Job Candidate Search Committee Chair, University of Iowa Department of Industrial Relations and Human Resources. (1983 - 1989).

Instructor, U. of Iowa Labor Center. (1987).

Speaker and Panelist, U. of Illinois Institute of Labor and Industrial Relations. (1987).

Committee Member, Committee on Professional Standards, U. of Iowa Department of Industrial Relations and Human Resources. (1986 - 1987).

Member, Faculty Senate-AAUP Ad Hoc Committee to organize an informational symposium on promotion and tenure for probationary faculty, U. of Iowa. (1986).

Panelist for Symposium Commemorating the Birthday of Martin Luther King, Jr., Living the Dream: Social Science Perspectives, University of Iowa. (1986).

Member, Committee on Employment of Relatives, U. of Iowa. (1985).

Committee Member, Halliburton Committee on Educational Innovation, Oklahoma State U. College of Business Administration. (1980 - 1982).

Professional Service

Associate Editor, Industrial and Labor Relations Review

Editorial Board Member, Journal of Management

Editorial Board Member, Academy of Management Journal

Member, LERA Awards Committee. (2019).

Member, Membership Committee, Labor and Employment Relations Association. (2019 - Present).

Member, Labor and Employment Relations Association. (1978 - Present).

Editorial Committee Member, Labor and Employment Relations Association. (2016 - Present).

Member, Southern Management Association..

Member, Academy of Management. (1979 - Present).

Member, Labor and Employment Relations Association (formerly Industrial Relations Research Association). (1977 - Present).

Executive Board Member, Labor and Employment Relations Association (formerly Industrial Relations Research Association). (2006 - 2009).

Reviewer, University of New Mexico Anderson School of Management. (2020).

Member, International industrial Relations Association. (1988 - 2014).

Member, presenter, discussant, Bargaining Group. (1988 - 1998).

Scholarly Achievement Award Committee, Academy of Management Human Resources Division. (1992 - 1995).

Executive Committee Member, Human Resources Division, Academy of Management. (1990 - 1993).

Advisory Board Member, Iowa Chapter of the Industrial Relations Research Association. (1985 - 1988).

Book Reviewer for Harper and Row, McGraw-Hill, U. of S. Carolina Press, Cornell U. Press, Oxford U. Press, Lawrence Erlbaum Associates. (2004 - Present).

Grant Proposal Reviewer for National Science Foundation. (1983 - 1984).

Ad Hoc Manuscript Reviewer for various scholarly journals for various years, including *Industrial Relations*, *Journal of Management Studies*, *Industrial and Labor Relations Review*, *International Journal of Human Resources*, *American Sociological Review*, *Social Policy*, *Journal of Labor Research*, *New Technology*, *Work and Employment*, *Journal of Organizational Behavior*, *Academy of Management Review*, *Contemporary Economic Policy*, *Academy of Management Journal*, *Journal of Management*, *Southern Economic Journal*, *Journal of Economics*, *Journal of Human Resources*, *Industrial Relations Journal*, *Economic and Industrial Democracy*, *Journal of Applied Psychology*, *British Journal of Industrial Relations*, *Advances in Industrial and Labor Relations*, *Labor Studies Journal*, *Social Science Quarterly*, *Relations Industrielles / Industrial Relations*

Public Service

Delegate (Trustee and Executive Board Member, 2007-2013), Big Bend Chapter, Northwest Florida Federation of Labor. (2007 - Present).

Speaker and Panelist, American Federation of Labor - Congress of Industrial Organizations. (1985 - Present).

Content provider as requested for TV, Radio, Newspaper, Local media. (1981 - Present).

My View Guest Columnist, Tallahassee Democrat. (2004 - 2014).

Presenter and Delegate, ACT!: An Interdisciplinary Social Justice Symposium. (February 2014 - March 2014).

Den Leader and Assistant Den Leader, Cub Scout Pack 118. (1996 - 1999).

Guest Speaker, Florida AFL-CIO. (1996).

Guest Speaker, American Federation of State, County, and Municipal Employees Local 3341. (1995).

Guest speaker, Chicago Federation of Labor. (1995).

Guest Speaker, Iowa Public Employee Labor Relations Association. (1987).

Consulting

American Academy of Matrimonial Lawyers, Florida Chapter. (2014).