

JOHN C. DUFF

(562) 986-0556
JohnD366@outlook.com

LinkedIn: www.linkedin.com/in/jcduff

PROFESSIONAL PROFILE

Multidisciplinary scholar and doctoral student, interested in the intersection of organizational justice, labor relations, and social philosophy. My research aims to investigate the organizational imperatives embedded in organizational justice research, conventional workplace practices, and the socioeconomic standards that reinforce and reproduce power inequalities. With decades of business ownership experience and practical proficiency as a union carpenter, my scholarly ambitions drive a praxis-grounded approach to becoming a thought leader and contributor to the field of organizational development. In this way, I am committed to advancing organizational equity through evidence-based leadership and transformative pedagogy.

EDUCATION

PhD Student, Organizational Development and Leadership | Expected 2027

The University of Arizona

College of Integrative Learning, Global Campus

Research Interests: organizational justice, industrial/labor relations, social philosophy, epistemology

MA, Sociology

Arizona State University, Tempe

With Distinction (GPA: 4.0)

Thesis: Neo-Gramscian Perspective on Labor Union Density Decline

BA, Philosophy (Morality, Politics and Law)

Arizona State University, Tempe

Phi Beta Kappa, *Summa Cum Laude* (GPA: 4.12)

AA, Philosophy

Cypress College, Orange County

With Honors

AA, Arts and Humanities

Cypress College, Orange County

With Honors

PROFESSIONAL EXPERIENCE

Graduate Researcher, University of Arizona Global Campus | 2023-present

Courtesy Affiliate Teaching Assistant, Arizona State University

- Introduction to Sociology – Facilitate online undergraduate education.
- Sociology of Work – Facilitate online undergraduate education.

CEO/CFO, Habilis Industries, Inc. | 2003-present

- Organizational Leadership: Facilitate leadership processes grounded in self-directive management, empowering associates as organizational equals in defining collective goals and strategies.
- Associate Development: Foster a shared leadership mindset, grounded in developing individual strengths and mutual respect for unique perspectives in mutual communication strategies.

Union Carpenter

- Gained immersive, practical experience as a union carpenter and jobsite supervisor, establishing an intersectional praxis that joins labor experience with organizational justice research interests.

CERTIFICATION & TECHNICAL SKILLS

Certifications

- Human Subjects Research (HSR) – CITI Program (Valid through May 2029)
- Information Privacy & Security (IPS) – CITI Program (Valid through May 2029)
- Instructor & Designer Certification – Yellowdig Certificate of Training
- Facilitator & TA Certification – Yellowdig Certificate of Training
- Communicating in Groups and Teams – Canvas Credentials

Licensure

- General Building Contractor License – B, California Contractors State License Board
- Specialty Contractor License, Drywall – C-9, California Contractors State License Board

Technical

- Canvas, Yellowdig, Microsoft 365, Bluebeam Revu, On Center Software, QuickBooks Enterprise, IBM SPSS (novice)

HONORS & AWARDS

Walls & Ceilings Magazine, “Top 50 Contractors of 2022”

Walls & Ceilings Magazine, “Top 50 Contractors of 2020”

PUBLICATIONS

Peer-Reviewed Journal Articles

Duff, J. C. (2025). Reasons to doubt the ambiguity argument: Contrived Wittgensteinian valuations lead to a false dichotomy. *Logos & Episteme*, 16(1), 109-116. <https://doi.org/10.5840/logos-episteme20251616>

Duff, J. C. (2022). Gettier unscathed for now. *Logos & Episteme*, 13(3), 317-323. <https://doi.org/10.5840/logos-episteme202213325>

Other Published Works

Duff, J. C. (2025). U.S. neoliberal common sense: How private-sector labor unions exacerbate density corrosion. *PhilPapers*. <https://philpapers.org/rec/DUFUNC>