

# JT Gardner

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## RESEARCH INTERESTS

Ideology and politics in organizations, corporate socio-political positioning, network theory, AI and ethical decision-making

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## EDUCATION

<b>University of Michigan, Ross School of Business</b>	2024 - 2030 (Expected)
<i>Ph.D., Business Administration (Strategy)</i>	
<b>Brigham Young University</b>	2024
<i>B.A., International Relations</i>	

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## WORKING PAPERS

**Organizational Political Stratification: Extent, Causes, and Effects**  
with Justin Frake, Rueben Hurst, and Max Kagan. *Working paper*.

**When Voice Matters More: Voice Climate, Psychological Safety, and Innovation in Technology-Intensive Industries**  
with Taeya Howell and Jeff Dyer. *Preparing for submission to Academy of Management Journal*.

**Robust Actions in Socio-Political Positioning**  
with Haram Seo and Alessandro Piazza. *Working paper*.

**Guns or Galleries: Robust Brokers and Structural Barriers**  
Solo-authored. *In preparation*.

**AI-Mediated Communication and Ethical Decision-Making**  
Solo-authored. *In preparation*.

**A Dynamic Model of Socio-Political Positioning**  
with Aseem Kaul. *In preparation*.

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## CONFERENCE PRESENTATIONS

"When Voice Matters More: Voice Climate, Psychological Safety, and Innovation in Technology-Intensive Industries." Academy of Management Annual Meeting, Copenhagen, Denmark, 2025.

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## TEACHING EXPERIENCE

<b>University of Michigan, Ross School of Business</b>	
Graduate Student Instructor, STRAT 699: AI and Strategy (Prof. Felipe Csaszar)	Fall 2025

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## RESEARCH EXPERIENCE

**Research Assistant**, Purpose Lab, Department of Management, Brigham Young University 2022 - 2024

**Research Assistant**, Global Politics Lab, Department of Political Science, Brigham Young University 2022 - 2023

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## AWARDS AND HONORS

Wheatley Scholar, Brigham Young University 2023 - 2024

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## TECHNICAL SKILLS AND METHODS

**Programming:** Python, R

**Data & Computing:** Large language models for data extraction (SEC 10-K filings), University of Michigan Great Lakes HPC cluster, Compustat, entity resolution, network analysis

**Methods:** Experimental design, causal inference, network analysis, natural language processing, computational text analysis

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## REFERENCES

*Available upon request.*