

JT Gardner

Ross School of Business, University of Michigan • Ann Arbor, MI

jtgard@umich.edu • (801) 361-2637

RESEARCH INTERESTS

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

EDUCATION

University of Michigan, Ross School of Business

2024 - 2030 (Expected)

Ph.D., Business Administration (Strategy)

Brigham Young University

2024

B.A., International Relations

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.*

CONFERENCE PRESENTATIONS

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

TEACHING EXPERIENCE

University of Michigan, Ross School of Business

Graduate Student Instructor, STRAT 699: AI and Strategy (Prof. Felipe Csaszar)

Fall 2025

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

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

REFERENCES

Available upon request.