

NOVA J. BRADFORD

Stanford University
novab@stanford.edu

EDUCATION

Stanford University

PhD: Management & Organizations (Health Policy)

2027 (expected)

Fellowship: Knight-Hennessy Scholars

Certificate: Entrepreneurship & Innovation

University of Minnesota – Twin Cities

Master of Social Work (MSW)

2020

BA in Psychology

2017

DISSERTATION

Title: Strategic Adaptation in Constrained Systems: Lessons from Innovators, Artificial Intelligence, and Hospitals.

Awards: Outstanding Paper Based on a Dissertation, Academy of Management (HCM Division)

Committee: Sara Singer (chair), Hayagreeva Rao, Melissa Valentine

WORKING PAPERS

1. **Bradford, N.J.**, Jung, O.S., Satterstrom, P., & Singer, S.J. Strategic Ambiguity and Stepping Stones: How Leaders Acquire Resources in Uncertain Environments. (*Status: finalizing for submission. Target Journal: Administrative Science Quarterly*)
2. **Bradford, N.J.** Talking the Walk: The Legitimizing Language of Nonprofit Hospitals. (*Status: finalizing for submission. Target Journal: Organization Science*)
3. **Bradford, N.J.** & Kosinski, M. Evidence of Anchoring Bias in Large Language Models. (*Status: analysis. Target Journal: PNAS*)

SELECT PRESENTATIONS

1. **Bradford, N.J.**, Jung, O. S., Satterstrom, P., & Singer, S. (2026, July). *Ambiguity as resource: Healthcare innovation in a federally qualified health center*. In **N.J. Bradford** (Chair), The Care Integration Gap: Ideals, Realities, and the Work In Between. Showcase Symposium presented at the 86th Annual Meeting of the Academy of Management in Philadelphia, Pennsylvania.
2. **Bradford, N.J.**, Jung, O. S., Satterstrom, P., & Singer, S. (2026, June). *Ambiguity as resource: Healthcare innovation in a federally qualified health center*. Podium presentation at the Organizational Theory in Healthcare Conference, Virginia Commonwealth University.
3. **Bradford, N.J.** (2025, July). *Talking the walk? The legitimizing language of nonprofit hospitals*. Oral presentation presented at the 85th Annual Meeting of the Academy of Management in Copenhagen, Denmark.
4. **Bradford, N.J.**, Jung, O. S., Satterstrom, P., & Singer, S. (2025, May). *Ambiguity as resource: Healthcare innovation in a federally qualified health center*. Poster presentation at the Organizational Theory in Healthcare Conference, University of California, Los Angeles.

TEACHING & MENTORSHIP

HRP 201A: Health Policy Graduate Student Tutorial

Stanford, California
Fall, 2026

Stanford School of Medicine

- Role: Teaching Assistant. Assisted in planning and delivering lectures, and grading and evaluation. Students included Health Policy, Law, Medicine, and other graduate students.

OB 348: Leading and Managing Health Care Organizations: Innovation and Collaboration in High Stakes Settings

Stanford, California
Spring, 2025

Stanford Graduate School of Business

- Role: Teaching Assistant. Assisted in developing case materials, planning and delivering lectures, and grading and evaluation. Students included Stanford MBA and other graduate students.

Mental Health Innovation Workshop

Knight-Hennessy Scholars

Stanford, California

Fall, 2023 – Spring, 2025

- Role: Facilitator. Elective workshop on emerging technology, entrepreneurship, and mental health. Attendees included Stanford MBA, MD, and PhD students.

Students Mentored

- Donya Nasser, Stanford University (master's thesis)
- Haley Zahn-Hess, University of Minnesota (undergraduate research project)
- Sami Quinn, University of Minnesota (undergraduate research project)

SELECT PRE-PHD PUBLICATIONS (PSYCHOLOGY & MENTAL HEALTH)

Selected from a prior career in psychology; full list of 15+ peer-reviewed publications (1200+ citations):

[Google Scholar](#).

1. Spencer, K.G., Berg, D.R., **Bradford, N.J.**, Vencill, J.A., Tellawi, G., & Rider, G.N. (2021). The Gender Affirmative Lifespan Approach: A developmental model for clinical work with transgender and gender diverse individuals. *Psychotherapy*, 58(1), 37-49. <https://doi.org/10.1037/pst0000363> (PMID: 32999603)
2. **Bradford, N.J.**, Rider, G.N., & Spencer, K.G. (2021). Hair removal and psychological well-being in transfeminine adults: Associations with gender dysphoria and gender euphoria. *Journal of Dermatological Treatment*, 32(6), 635-642. <https://doi.org/10.1080/09546634.2019.1687823> (PMID: 31668100)
3. **Bradford, N.J.**, Rider, G.N., Catalpa, J., Morrow, Q.J., Berg, D.R., Spencer, K.G., & McGuire, J.K. (2020). Creating gender: A thematic analysis of genderqueer narratives. *International Journal of Transgenderism*, 20(2-3), 156-168. <http://www.doi.org/10.1080/15532739.2018.1474516> (PMID: 32999603)
4. Tatum, A., Catalpa, J.M., **Bradford, N.J.**, Kovic, A., & Berg, D.R. (2020). Examining identity development and transition differences among binary transgender and genderqueer/non-binary (GQNB) individuals. *Psychology of Sexual Orientation & Gender Diversity*. 7(4), 379-385. <https://www.doi.org/10.1037/sgd0000377>
5. **Bradford, N.J.** & Syed, M. (2019). Transnormativity and transgender identity development: A master narrative approach. *Sex Roles*, 81, 306-325. <http://www.doi.org/10.1007/s11199-018-0992-7>
6. **Bradford, N.J.** & Catalpa, J.M. (2018). Social and psychological heterogeneity among binary transgender, non-binary transgender, and cisgender individuals. *Psychology and Sexuality*, 10(1), 69-82. <http://www.doi.org/10.1080/19419899.2018.1552185>
7. **Bradford, N.J.**, Dewitt, J., Decker, J., Berg, D.R., Spencer, K.G., & Ross, M.W. (2018). Sex education and transgender youth: "Trust means material written by and for queer and trans people." *Sex Education*, 9(1), 84-98. <https://doi.org/10.1080/14681811.2018.1478808>

PROFESSIONAL EXPERIENCE

Stanford University School of Medicine

Graduate Student Researcher

Stanford, California

9/2022-Present

Rainbow Health

Psychotherapist

St. Paul, Minnesota

9/2019-9/2022

University of Minnesota Medical School

Research Associate

Minneapolis, Minnesota

5/2016-6/2022

SERVICE

Leadership

- Knight-Hennessy Scholars: Diversity, Equity, and Inclusion Committee (2023-2024)
- World Association for Sexual Health: Advisory Board Member (2019-2021)
- United States Professional Association for Transgender Health: Student Member, Board of Directors (2018-2020)

Workshop Facilitation

- Academy of Management: *The Care Integration Gap: Ideals, Realities, and the Work In Between*. August 3, 2026
- Stanford University: *Rethinking Leadership: Power, Influence, and Possibility*. April 10, 2025
- Stanford University: *Nonfiction Publishing*. May 6, 2025

Editorial Review Board

- International Journal of Transgender Health: 2020-2022

Ad Hoc Reviewer:

- Psychology of Sexual Orientation and Gender Diversity
- Psychology & Sexuality
- Journal of Homosexuality
- Journal of Sexual Medicine
- Advances in Social Work
- Sex Education

AWARDS & HONORS

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| • Paper Selected for Podium Presentation, Organizational Theory in Healthcare (OT-HC) | 2026, June |
| • Outstanding Paper Based on a Dissertation: Academy of Management HCM Division | 2025, July |
| • Knight-Hennessy Scholars, Stanford University | 2022 - 2025 |
| • Ruth M. Winter Memorial Fellowship, University of Minnesota | 2018, August |
| • Gisela Konopka Fellowship, University of Minnesota | 2018, August |
| • Sharon Borine Top Capstone Award, University of Minnesota | 2017, December |
| • Mortensen Research Award, University of Minnesota | 2017, February |

REFERENCES

Dr. Sara Singer

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