

# Jessica Reif

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## EDUCATION

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Ph.D. **Duke University, Fuqua School of Business** Expected 2026  
Management & Organizations

*Dissertation Title:* The future of collaboration in knowledge-intensive organizations

*Dissertation Committee:* Jonathon N. Cummings (Chair), Richard P. Larrick,  
Jack B. Soll, & Ethan S. Bernstein

B.S. **Cornell University** 2014  
Industrial & Labor Relations, graduated with honors distinction

## RESEARCH INTERESTS

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Information exchange, decision making, teams, networks, artificial intelligence, future of work

## PUBLICATIONS

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**Reif, J. A.**, Larrick, R. P., & Soll, J. B. (2025). Evidence of a social evaluation penalty for using AI. *Proceedings of the National Academy of Sciences*, 122(19), e2426766122.

\*Select media coverage: *The Boston Globe*, *Axios*, *Inc. Magazine*, *Vice*, *CNET*, and *Ars Technica*

**Reif, J.A.**, Larrick, R.P., Soll, J.B. (2024). The inclusion of anchors when seeking advice: Causes and consequences. *Organizational Behavior and Human Decision Processes*, 185, 104378.

## MANUSCRIPTS UNDER REVIEW OR REVISION

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**Reif, J.A.**, Cummings, J.N. [Competing implications of generative AI for knowledge-intensive teams] (Revise & Resubmit at *Academy of Management Review*, Dissertation Essay 1)

**Reif, J.A.**, Lecuona, J.R., Cummings, J.N. [Interactions in the open office: a quasi-experimental study of the impact of physical space on boundary spanning] (Revise & Resubmit at *Organization Science*, Dissertation Essay 2)

\*Best Student Paper Award, INGRoup Conference, 2024

van de Brake, H.J., **Reif, J.A.**, Cummings, J.N. [Synthesizing fragmented research on objective time in teams] (Proposal Under Review at *Journal of Management*)

**Reif, J.A.**, Larrick, R.P., Soll, J.B. [Information elaboration and the inclusion of anchors in requests for advice] (Under Review at *Social Psychological and Personality Science*)

## SELECTED WORKS IN-PROGRESS

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**Reif, J.A.** Generative AI and temporal control in knowledge-intensive organizations. (*Ongoing Longitudinal Field Study and Experimental Data Collection*, Dissertation Essay 3)

**Reif, J.A.,** Larrick, R.P., Soll, J.B. What would you have done without AI? (Mis)perceptions of how employees use time they save with AI tools. (*Experimental Data Collection In-Progress*)

**Reif, J.A.,** Yang, H., Soll, J.B. Decision-making in decentralized autonomous organizations. (*Working Paper, collecting additional archival data*)

**Reif, J.A.** Implications of boundary spanning advice ties for employee turnover (*Field Study Complete, Planned Experimental Data Collection*)

**Reif, J.A.** Multiplex ties, turnover, and retention in a Fortune 500 technology company. (*Field Study Complete, Data Analysis*)

**Reif, J.A.,** Rebholz, T.R., Larrick, R.P., Soll, J.B. Implications of generative AI for forecast dispersion. (*Experimental Data Collection In-Progress*)

## CONFERENCE PRESENTATIONS

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**Reif, J.A.,** Cummings, J.N. The generative-AI dilemma in knowledge-intensive teams. *Accepted for presentation at the Academy of Management Annual Meeting*, Copenhagen, Denmark (July 2025).

**Reif, J.A.** The ties that bind also bridge: The ties that bind also bridge: Implications of boundary spanning advice ties for employee turnover. *Accepted for presentation at the Academy of Management Annual Meeting*, Copenhagen, Denmark (July 2025).

**Reif, J.A.,** Lecuona Torras, R., Cummings, J.N. Space, structure, and supervision. Flash talk at the *New Directions in Leadership Research* conference at University of Michigan's Ross School of Business (June 2025).

**Reif, J.A.,** Larrick., R.P, Soll, J.B. Experimental evidence of a social evaluation penalty for using AI. *Annual Meeting of the Society of Judgment and Decision-Making*, New York, NY (November 2024).

**Reif, J.A.,** Lecuona Torras, R., Cummings, J.N. Proximity, hierarchy, and network dynamics *Academy of Management Annual Meeting*, Chicago, IL (August 2024).

**Reif, J.A.,** Yang, H., Soll, J.B. The illusion of community in decentralized autonomous organizations. *Academy of Management Annual Meeting*, Chicago, IL (August 2024).

**Reif, J.A.,** Lecuona Torras, R., Cummings, J.N. Boundary spanning across functional groups in the office. *INGroup Conference*, Charlotte, NC (July 2024).

*\*Best Student Paper Award*

**Reif, J.A.,** Larrick., R., Soll, J.B. Anchoring the advisor. *Academy of Management Annual Meeting*, Boston, MA (August 2023).

**Reif, J.A.,** Larrick., R., & Soll. J. Anchoring the advisor. Paper presented at the *Doctoral Symposium of the Society for Judgment and Decision-Making*, Virtual (June 2023).

**Reif, J.A.,** Larrick., R., & Soll. J. Anchoring the advisor: Do advice-seekers induce cognitive biases in their advisors? *Annual Meeting of the Society of Judgment and Decision-Making (Poster Session)*, San Diego, CA (November 2022).

*\*Honorable Mention for Best Student Poster Award*

## INVITED TALKS

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Johns Hopkins University, Carey School of Business	2023
Intel Corporation	2022

## HONORS & AWARDS

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Best Student Paper Award, Interdisciplinary Network for Groups Research	2024
Teaching on Purpose Fellowship, Kenan Institute for Ethics	2024
Best Student Poster Honorable Mention, Society for Judgment & Decision Making	2022
Doctoral Student Fellowship, Fuqua School of Business, Duke University	2021-present
Cornell University School of Industrial and Labor Relations ILR Honors Distinction	2014
Salvatore Family Prize in American History, Cornell ILR School	2013

## TEACHING

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<b>Instructor</b> , Leading Teams: Foundations of Teamwork and Leadership Duke Graduate Academy Instructor Ratings: 4.9/5.0 (2024), 4.7/5.0 (2023)	2023-2024
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<b>Instructor</b> , Summer Math Review Fuqua School of Business, Masters in Management Studies	2024
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<b>Guest Lecturer</b> , Foundations of Management and Organizations Duke University Innovation and Entrepreneurship Certificate Program	2025
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<b>Guest Lecturer</b> , Business, Culture & Communication Fuqua School of Business, Masters in Business Administration (MBA)	2023-2024
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<b>Guest Lecturer</b> , Critical Thinking & Collaboration Fuqua School of Business, Masters in Quantitative Management (MQM)	2023-2024
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<b>Teaching Assistant, Duke University Fuqua School of Business</b> Future of Work (MBA)	2022 - 2025
Managing Innovation in a Global Organization (MBA, Executive MBA)	2021 - 2024
Critical Thinking & Collaboration (MQM)	2022 - 2024
Leadership and Development (Executive MBA)	2023
Summer Math Review (MBA)	2022

## Teaching Materials

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**Reif, J.A.** Cummings, J.N. Building an AI company with AI.

\*Taught in the Future of Work course for Fuqua School of Business MBA students.

**Reif, J.A.**, Massey, C., and Soll, J. Analytics ablaze: overcoming algorithm aversion at the United States Forest Service.

\*Taught in the Critical Thinking & Collaboration Course for Fuqua MQM students.

**Reif, J.A.** Demystifying modern team Arrangements: A simulation.

\*Taught in the Business, Culture, and Communications course for Fuqua MBA students.

## SERVICE

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### Duke University

Management + Organizations PhD Student Mentor 2022 – 2024

Graduate Student Affairs Liaison (representing Fuqua School of Business) 2022 – 2024

PhD Student Interdisciplinary Seminar Organizer, Management Area 2022 – 2023

PhD Student Brown Bag Organizer, Management Area 2022 – 2023

### Ad Hoc Reviewer

Academy of Management Annual Meeting

Organization Science

Strategic Management Journal

## PROFESSIONAL AFFILIATIONS

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Academy of Management 2021 – present

Interdisciplinary Network for Group Research (INGRoup) 2021 – present

Society for Judgment and Decision Making 2021 – present

## PROFESSIONAL EXPERIENCE

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**CrossLead Inc.** (formerly part of McChrystal Group LLC) 2014 - 2021

*Director of Client Services & Director of Research (2019-2021)*

*Head of Analytics (2016-2019)*

*Management Consultant (2014-2016)*