

Jessica Reif

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EDUCATION

Ph.D. **Duke University, Fuqua School of Business** 2021 – present
Management & Organizations

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

Committee: Jonathon Cummings (Chair), Richard Larrick, Jack Soll, & Ethan Bernstein

Proposal Defended: July 7, 2025

**Finalist for the 2025 Organization Science/INFORMS Dissertation Proposal Competition*

B.S. **Cornell University** 2014
Industrial & Labor Relations

RESEARCH INTERESTS

Networks, teams, information exchange, artificial intelligence, office design, future of work

PUBLICATIONS AND PROVISIONALLY ACCEPTED MANUSCRIPTS

Reif, J. A., Lecuona Torras, J. R., & Cummings, J. N. (2026). Space and Structure: The Interplay Between Proximity, Unit Boundaries, and Supervision in Shaping Workplace Interactions. *Organization Science*.

**Best Student Paper Award, INGRoup Conference, 2024*

Reif, J. A., Larrick, R. P., & Soll, J. B. (2025). What's accessible is expressible: When advice seekers are more likely to anchor their advisors. *Social Psychological and Personality Science*, 19485506251392961.

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

Reif, J. A., Cummings, J. N. [Competing implications of generative AI for knowledge-intensive teams] (3rd Round Revise & Resubmit at *Academy of Management Review*)

SELECTED WORKS IN-PROGRESS

Reif, J. A. Generative AI and the reconfiguration of collaboration ties in knowledge-intensive work. (*Field Study Complete, Writing Stage*)

Reif, J. A., Larrick, R. P., Soll, J. B. Implications of generative AI for collective decision-making. (*Experimental Data Collection In-Progress*)

Reif, J. A. Implications of generative AI for work design in knowledge-intensive organizations. (*Writing Stage*)

Reif, J. A., Yang, H., Soll, J. B. Decision-making in decentralized autonomous organizations. (*Writing Stage*)

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

van de Brake, H. J., **Reif, J. A.,** Cummings, J. N. Synthesizing fragmented research on objective time in teams. (*Proposal Stage*)

CONFERENCE PRESENTATIONS

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

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

Reif, J. A., Lecuona, J. R., Cummings, J. N. Space, structure, and supervision. *New Directions in Leadership Research Conference* (flash talk). Ann Arbor, MI (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, J. 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, J. 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.P., Soll, J. B. Anchoring the advisor. *Academy of Management Annual Meeting*, Boston, MA (August 2023).

Reif, J. A., Larrick, R. P., & Soll, J. B. 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. P., & Soll, J. B. 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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| Carnegie Mellon University, Tepper School of Business | 2025 |
| University of Pennsylvania, The Wharton School | 2025 |
| Columbia University, Columbia Business School | 2025 |
| Boston College, Carroll School of Management | 2025 |
| Stanford University, Graduate School of Business | 2025 |
| University of Washington, Foster School of Business | 2025 |
| New York University, Stern School of Business | 2025 |
| Massachusetts Institute of Technology, Sloan School of Management | 2025 |
| Georgetown University, McDonough School of Business | 2025 |
| Johns Hopkins University, Carey School of Business | 2023 |

HONORS & AWARDS

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|---|----------------|
| Organization Science/INFORMS Best Dissertation Proposal Competition, Finalist | 2025 |
| Best Student Paper Award, Interdisciplinary Network for Groups Research | 2024 |
| Teaching on Purpose Fellowship, Kenan Institute for Ethics at Duke University | 2024 |
| Best Student Poster Award 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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| Instructor , Leading Teams: Foundations of Teamwork and Leadership Duke Graduate Academy Instructor Ratings: 4.9/5.0 (2024), 4.7/5.0 (2023) | 2023 – 2024 |
| Instructor , Summer Math Review Fuqua School of Business, Masters in Management Studies | 2024 |
| Guest Lecturer , Foundations of Management and Organizations Duke University Innovation and Entrepreneurship Certificate Program | 2025 |
| Guest Lecturer , Business, Culture & Communication Fuqua School of Business, Masters in Business Administration (MBA) | 2023 – 2024 |
| Guest Lecturer , Critical Thinking & Collaboration Fuqua School of Business, Masters in Quantitative Management (MQM) | 2023 – 2024 |

Teaching Assistant, Duke University Fuqua School of Business

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| Future of Work (MBA) | 2022 – 2026 |
| <i>*Co-developed course in collaboration with Prof. Jonathon Cummings</i> | |
| Managing Innovation in a Global Organization (MBA, Executive MBA) | 2021 – 2025 |
| Critical Thinking & Collaboration (MQM) | 2022 – 2025 |
| Leadership and Development (Executive MBA) | 2023 |
| Summer Math Review (MBA) | 2022 |

SERVICE

Duke University

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| 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
Administrative Science Quarterly
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 |
| <i>Director of Client Services & Director of Research</i> (2019 – 2021) | |
| <i>Research Advisor</i> (2017 – 2019) | |
| <i>Head of Analytics</i> (2016 – 2017) | |
| <i>Research & Data Analyst, Management Consulting</i> (2014 – 2016) | |
| Oracle Corporation , Product Delivery Manager (Machine Learning & AI Products) | 2017 – 2019 |