

Jessica Reif

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EDUCATION

Ph.D. **Duke University, Fuqua School of Business** Expected 2026
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
**Selected as a Finalist for the 2025 Organization Science/INFORMS Dissertation
Proposal Competition (to be held in October 2025)*

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, J.R., Cummings, J.N. (Provisionally Accepted). Space and structure: The interplay between proximity, unit boundaries, and supervision in shaping workplace interactions. *Organization Science*. (Dissertation Essay 2).

*Best Student Paper Award, INGRoup Conference, 2024

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

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] (2nd Round Revise & Resubmit at *Academy of Management Review*, Dissertation Essay 1)

SELECTED WORKS IN-PROGRESS

Reif, J.A. Generative AI and autonomy in interdependent work contexts. (*Ongoing Longitudinal Field Study and Experimental Data Collection*, Dissertation Essay 3)

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., 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. (*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. (*Writing*)

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., 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

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

HONORS & AWARDS

Organization Science/INFORMS Best Dissertation Proposal Competition, Finalist	2025
<i>*Final Competition will be held in October 2025</i>	
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

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 Future of Work (MBA) <i>*Co-developed course in collaboration with Prof. Jonathon Cummings</i> Managing Innovation in a Global Organization (MBA, Executive MBA) Critical Thinking & Collaboration (MQM) Leadership and Development (Executive MBA) Summer Math Review (MBA)	2022 - 2025 2021 - 2024 2022 - 2024 2023 2022

TEACHING MATERIALS

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

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

Reif, J.A. Demystifying modern team arrangements: A simulation.

SERVICE

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

Academy of Management	2021 – present
Interdisciplinary Network for Group Research (INGRoup)	2021 – present
Society for Judgment and Decision Making	2021 – present

PROFESSIONAL EXPERIENCE

CrossLead Inc. (formerly part of McChrystal Group LLC) <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>Management Consultant</i> (2014-2016)	2014 - 2021
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Oracle Corporation , Product Delivery Manager (Machine Learning & AI Products)	2017 - 2019
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REFERENCES

Jonathon N. Cummings

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Richard P. Larrick

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