

Jessica Reif

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ACADEMIC POSITIONS

The Wharton School, University of Pennsylvania

Assistant Professor of Management

(Starting July 2026)

EDUCATION

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

2021 – present

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**
Industrial & Labor Relations

2014

RESEARCH INTERESTS

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

PUBLICATIONS AND ACCEPTED MANUSCRIPTS

Reif, J. A., Cummings, J. N. (Accepted). The generative AI dilemma in knowledge-intensive teams. *Academy of Management Review*.

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

van de Brake, H. J., **Reif, J. A.**, Cummings, J. N. [Modern team arrangements] (*Proposal Under review at Academy of Management Annals*)

SELECT WORK IN-PROGRESS

Reif, J. A., Yang, H., Soll, J. B. Decision-making in decentralized autonomous organizations. (*Working Paper, Revising for New Submission*)

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

Reif, J. A. Implications of generative AI for autonomy and work design in knowledge-intensive organizations. (*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. Multiplex ties, turnover, and retention in a Fortune 500 technology company. (*Field Study Complete, Data Analysis*)

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

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

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

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)	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

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