

**Jack B. Soll**  
Curriculum Vitae  
Updated 10/25

**Office Address**

Duke University  
The Fuqua School of Business  
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(919) 660-7858

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## Academic Positions

**Fuqua School of Business, Duke University**

2023-present, Gregory Mario and Jeremy Mario Distinguished Professor  
2019-present, Professor, Management and Organizations  
2009-2019, Associate Professor, Management and Organizations  
2005-2009, Assistant Professor, Management  
2003-2004, Visiting Scholar

**INSEAD**

2000-2005, Associate Professor of Decision Sciences  
1997-2000, Assistant Professor of Decision Sciences

**University of Pennsylvania**

2004-2005, Visiting Associate Professor of Operations and Information Management

**University of Chicago**

2022, Visiting Scholar  
2001 & 2004, Visiting Associate Professor of Behavioral Science  
1994, Lecturer in Behavioral Science

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## Education

**University of Chicago Graduate School of Business**

Ph.D., 1997, behavioral science  
MBA, 1996, business economics

**Carleton College**

B.A., 1988, economics

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## Research Interests

Combining opinions  
Group decisions and advice taking  
Confidence & overconfidence  
Debiasing and improving decision making

## **Journal Articles and Chapters**

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- Reif, J. A., Larrick, R. P., & Soll, J. B. (in press). 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).
- Comerford, D. A., & Soll, J. B. (2025). Partisan bias, attribute substitution, and the benefits of an indirect format for eliciting forecasts and judgments of trend. *International Journal of Forecasting*, 41 (2), 702-715.
- Larrick, R. P., Mannes, A. E., & Soll, J. B. (2024). The social psychology of the wisdom of crowds (with a New Section on Recent Advances). In F. M. Federspiel, G. Montibeller, & M. Seifert (Eds.), *Behavioral Decision Analysis*, New York: Springer Nature. Original version published in J. I. Krueger (Ed.), *Frontiers of Social Psychology: Social Psychology and Decision Making*. New York: Psychology Press.
- 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.
- Soll, J. B., Palley, A. B., Klayman, J., & Moore, D.A. (2024). Overconfidence in probability distributions: People know they don't know but they don't know what to do about it. *Management Science*, 90 (11), 7422-7442.
- Budescu, D. V., Grushka-Cockayne, Y., & Soll, J. B. (2024). Introduction to the special issue on judgment and decision research on the wisdom of crowds. *Decision*, 11(1), 1-6.
- Fath, S., Larrick, R. P., & Soll, J. B. (2023). Encouraging self-blinding in hiring. *Behavioral Science & Policy*, 9 (1), 45-57.
- Lawson, M. A., Larrick, R. P., & Soll, J. B. (2022). Mindless math: Anticipating cognitive effort impairs insight. *Judgment and Decision Making*, 17 (6), 1208-1228.
- Soll, J. B., Palley, A. B., & Rader, C. A. (2022). The bad thing about good advice: Understanding when and how advice exacerbates overconfidence. *Management Science*, 68(4), 2949-2969.
- Fath, S., Larrick, R. P., & Soll, J. B. (2022). Blinding curiosity: Exploring preferences for "blinding" one's own judgment. *Organizational Behavior and Human Decision Processes*, 170, 104-135.
- Fath, S., Larrick, R. P., Soll, J. B., & Zhu, S. (2021). Why putting On blinders can help us see more clearly. *MIT Sloan Management Review*, 62(4), 38-45.
- Lawson, M. A., Larrick, R. P., & Soll, J. B. (2020). Comparing fast thinking and slow thinking: The relative benefits of interventions, individual differences, and inferential rules. *Judgment and Decision Making*, 15 (5), 660-684.
- Palley, A. B. & Soll, J. B. (2019). Extracting the wisdom of crowds when information is shared. *Management Science*, 65, 2291-2309.
- Winner, 2019 Decision Analysis Society Best Publication Award
- Rader, C. A., Larrick, R. P., & Soll, J. B. (2017) Advice as a form of social influence: Informational goals and the consequences for accuracy. *Social and Personality Psychology Compass*, 11, e12329.  
*doi:10.1111/spc.12329*

- Soll, J. B. and Milkman, K. L. & Payne, J. W. (2016) A User's Guide to Debiasing. *Wiley-Blackwell Handbook of Judgment and Decision Making*. G. Keren and G. Wu (Eds.).
- Rader, C. A., Soll, J. B., & Larrick, R. P. (2015) Pushing away from representative advice: Advice taking, Anchoring, and Adjustment. *Organizational Behavior and Human Decision Processes*, 130, 26-43.
- Larrick, R. P., Soll, J. B., & Keeney, R. L. (2015). Designing better energy metrics for consumers. *Behavioral Science & Policy*, 1, 63-76.
- A modified version appears as Chapter 4 in D. Willis, W. W. Braham, K. Muramoto, & D. A. Barber (Eds.) *Energy Accounts: Architectural Representations of Energy, Climate, and the Future* (pp. 29-41). New York: Routledge.
- Soll, J. B., Milkman, K. L., & Payne, J. W. (2015). Outsmart your own biases. *Harvard Business Review*, 93, 65-71.
- Reprinted in several curated HBR publications, including *HBR's 10 Must Reads: The Definitive Management Ideas of the Year from Harvard Business Review*, 2016.
- Mannes, A. E., Soll, J. B., & Larrick, R. P. (2014). The wisdom of select crowds. *Journal of Personality and Social Psychology*, 107, 276-299.
- Finalist, 2016 Decision Analysis Society Publication Award
- Soll, J. B., Keeney, R. L., & Larrick, R. P. (2013). Consumer misunderstanding of credit card use, payments, and debt: Shortcomings and solutions. *Journal of Public Policy and Marketing*, 32, 66-81.
- Soll, J. B., & Mannes, A. E. (2011). Judgmental aggregation strategies depend on whether the self is involved. *International Journal of Forecasting*, 27, 81-102.
- See, K. E., Rothman, N. B., Morrison, E. W., & Soll, J. B. (2011). The detrimental effects of power on confidence, advice taking, and accuracy. *Organizational Behavior and Human Decision Processes*, 116, 272-285.
- Winner, Best Empirical or Theoretical Paper, Academy of Management CM Division, 2010
- Feiler, D. C., & Soll, J. B. (2010). A blind spot in driving decisions: How neglecting costs puts us in overdrive. *Climatic Change*, 98, 285-290.
- Soll, J. B., & Larrick, R. P. (2009). Strategies for revising judgment: How (and how well) people use others' opinions. *Journal of Experimental Psychology: Learning, Memory, and Cognition*, 35, 780-805.
- Larrick, R. P., & Soll, J. B. (2008). The MPG illusion. *Science*, 320, 1593-1594.
- Included in *New York Times Magazine's "Year in Ideas"* for 2008
- Larrick, R. P., Burson, K. A., & Soll, J. B. (2007) Social comparison and confidence: When thinking you're better than average predicts overconfidence (and when it does not). *Organizational Behavior and Human Decision Processes*, 102, 76-94.
- Larrick, R. P., & Soll, J. B. (2006) Intuitions about combining opinions: Misappreciation of the averaging principle. *Management Science*, 52, 111-127.
- Klayman, J., Soll, J. B., Juslin, P., & Winman, A. (2006). Subjective confidence and the sampling of knowledge. In K. Fiedler & P. Juslin (Eds.), *In the Beginning there is a Sample: Information Sampling as a Key to Understanding Adaptive Cognition* (pp.153-182). Cambridge, UK: Cambridge University Press.

- Soll, J. B. & Klayman, J. (2004). Overconfidence in interval estimates. *Journal of Experimental Psychology: Learning, Memory, and Cognition*, 30, 299-314.
- Klayman, J., Soll, J. B., González-Vallejo, C., & Barlas, S. (1999). Overconfidence: It depends on how, what, and whom you ask. *Organizational Behavior and Human Decision Processes*, 79, 216-247.
- Soll, J. B. (1999). Intuitive theories of information: Beliefs about the value of redundancy. *Cognitive Psychology*, 38, 317-346.
- McKenzie, C. R. M. & Soll, J. B. (1996). Which reference class is evoked? *Behavioral and Brain Sciences*, 19, 34-35.
- Heath, C. & Soll, J. B. (1996). Mental budgeting and consumer decisions. *Journal of Consumer Research*, 23, 40-52.
- Soll, J. B. (1996). Determinants of overconfidence and miscalibration: The roles of random error and ecological structure. *Organizational Behavior and Human Decision Processes*, 65, 117-137.

## **Other Writings**

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- Reif, J. A., Massey, C., & Soll, J. B. Analytics Ablaze: Sparking Change in Forest Firefighting with Data Science. *Unpublished working case*.
- Soll, J. B., Mannes, A. E., & Larrick, R. P. (2013). The “wisdom of crowds” effect. In H. Pashler (Ed.), *Encyclopedia of Mind*. Sage Publications.
- Soll, J. B., & Larrick, R. P. (2009). You know more than you think: How to tap the wisdom of the crowd in your head. *Scientific American Mind* (online edition).

## **Conference Presentations**

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- Reif, J. A., Larrick, R. P., & Soll, J. B. (November 2024). Impressions of employees who use AI at work. Society for Judgment and Decision Making, New York.
- Reif, J. A., Soll, J. B., & Yang, H. (August 2024). The Illusion of Community in Decentralized Autonomous Organizations (DAOs): Why Members Disengage. Academy of Management Annual Meeting, Chicago.
- Lawson, M. A., Larrick, R. P., & Soll, J. B. (November 2023). Forms of Overconfidence: Reconciling Divergent Levels with Consistent Individual Differences. Society for Judgment and Decision Making, San Francisco.
- Reif, J. A., Larrick, R. P., & Soll, J. B. (August 2023). Anchoring the Advisor: Do Advice-Seekers Induce Cognitive Biases in their Advisors? Academy of Management Annual Meeting, Boston.
- Reif, J. A., Larrick, R. P., & Soll, J. B. (November 2022). Anchoring the Advisor: Do decision makers induce cognitive biases in their advisors when asking for advice? Society for Judgment and Decision Making, San Diego.
- Soll, J. B., Grushka-Cockayne, Y. S., Jose, V. R. R., & Budescu, D. (June 2022). Perspectives on Diversity: Lessons for Decision Analysis. Advances in Decision Analysis Meeting, Washington, DC.
- Palley, A. B., & Soll, J. B. (November 2021). Extracting the Wisdom of Crowds When Information is Shared. Award talk at the Decision Analysis Society Meeting, INFORMS, Virtual Meeting.

- Soll, J. B. (November 2021). Discussant for paper session on “Behavioral Decision Analysis and Algorithms,” INFORMS, Virtual Meeting.
- Soll, J. B. (November 2021). Discussant for paper session on “Using Algorithmic and Human Advice,” European Association for Decision Making (SPUDM-2021), Virtual Meeting.
- Lawson, M. A., Larrick, R. P., & Soll, J. B. (November, 2020). Mindless Math: Anticipating cognitive effort impairs insight. Society for Judgment and Decision Making, Virtual meeting.
- Lawson, M. A., Larrick, R. P., & Soll, J. B. (August, 2020). Comparing thinking fast and thinking slow: Interventions, individual differences, and rules. Academy of Management Conference, Virtual Meeting.
- Comerford, D. & Soll, J. B. (November, 2019). Attribute substitution in forecasts and trend judgments: Evidence and a debiasing technique. Society for Judgment and Decision Making, Montreal.
- Fath, S., Larrick, R. P., & Soll, J. B. (November, 2019). Blinding curiosity: Exploring preferences for “blinding” one’s own judgment. Society for Judgment and Decision Making, Montreal.
- Lawson, M. A., Larrick, R. P., & Soll, J. B. (November, 2019). When numeracy can blind: Computations as a distraction to understanding. Poster presented at Society for Judgment and Decision Making, Montreal.
- Soll, J. B., Fath, S., & Larrick, R. P. (June, 2019). Preferences for “Blinding”: Why People Want Information They Know They Should Not Have. Advances in Decision Analysis, Milan.
- Jeong, M., Minson, J., & Soll, J. B. (November, 2018). “Do as I say, not as I do”: Individuals trust their own intuition, but recommend others to follow a process. Society for Judgment and Decision Making, Austin.
- Rittich, J. C., Schultze, T., Soll, J. B., & Larrick, R. P. (November, 2018). The potential of complex integration strategies in quantitative judgment. Poster presented at the Society for Judgment and Decision Making, Austin.
- Soll, J. B., Klayman, J., Moore, D., & Palley, A. B. (June, 2017). Explaining overprecision in judgment. Advances in Decision Analysis, Austin.
- Soll, J. B., Palley, A. B., & Rader, C. A. (March, 2017). Advice taking, accuracy, and metaknowledge. International Convention of Psychological Science, Vienna.
- Soll, J.B., Klayman, J., Moore, D., & Palley, A. B. (November, 2016). Neglect of Epistemic Uncertainty Causes Overprecision in Judgment. Society for Judgment and Decision Making, Boston.
- Soll, J. B., Palley, A. B., & Rader, C. A. (November, 2015). Measuring the influence of advice. Society for Judgment and Decision Making, Chicago.
- Soll, J. B., Palley, A. B., Rader, C. A., Bang, M. (November, 2014). Measuring advice taking. INFORMS, San Francisco.
- Palley, A. B., & Soll, J. B. (November, 2014). Eliciting and Aggregating Forecasts When Information is Shared. Society for Judgment and Decision Making, Long Beach. Also presented at INFORMS.

- Rader, C. A., Soll, J. B., & Larrick, R. P. (November, 2014). Pushing away from non-expert advice: A comparison of advice sequences and advisor expertise. Society for Judgment and Decision Making, Long Beach.
- Soll, J. B., Mannes, A. E., & Larrick, R. P. (November, 2013). The wisdom of small crowds. INFORMS, Minneapolis.
- Palley, A., Grushka-Cockayne, Y., Lichtendahl, C., & Soll, J. B. (November, 2013). Aggregating and distilling the wisdom of competitive crowds. INFORMS, Minneapolis.
- Soll, J. B. & Larrick, R. P. (November, 2012). Combining the intuitive and analytic mind. INFORMS, Phoenix.
- Comerford, D. A. & Soll, J. B. (November, 2012). Direct versus implied judgments of economic trends. Society for Judgment and Decision Making, Minneapolis.
- Soll, J. B. (June 2012). Discussant for paper session on “Role of intermediaries in debt resolution,” Boulder Summer Conference on Consumer Financial Decision Making, Boulder, Colorado.
- Rader-Baquero, C. A., Soll, J. B., and Larrick, R. P. (June, 2012) Taking advice when you can’t form your own opinion. Behavioral Decision Research in Management, Boulder, Colorado.
- Soll, J. B., & Kay, M. (November, 2011). Losing versus Gaining Information: Implications for Confidence and Accuracy. INFORMS, Charlotte.
- Larrick, R. P., Keeney, R. L., & Soll, J. B. (November, 2011). Better metrics for energy decisions. INFORMS, Charlotte.
- Soll, J. B., Keeney, R. L., & Larrick, R. P. (June 2011). Consumers’ understanding of credit card debt: Shortcomings and solutions. Boulder Summer Conference on Consumer Financial Decision Making, Boulder, Colorado.
- Soll, J. B., Mannes, A. E., Benson, L., & Payne, J. P. (November 2010). Opinion aggregation in small groups. INFORMS, Austin, Texas.
- Soll, J. B., Mannes, A. E., Benson, L., & Payne, J. P. (November 2009). Outliers in groups: Most valuable but least heard. Society for Judgment and Decision Making, Boston.
- Soll, J. B., Larrick, R. P., & Mannes, A. E. (October 2009). When it comes to wisdom, smaller crowds are wiser. Association for Consumer Research, Pittsburgh.
- Larrick, R. P., & Soll, J. B. (August 2009). The MPG Illusion. American Psychological Association, Toronto.
- Soll, J. B., & Klayman, J. (May 2009). Overconfidence and the representation of uncertainty. Association for Psychological Science, San Francisco.
- Soll, J. B., Larrick, R. P., & Mannes, A. E. (May 2009). Intuitive strategies for aggregating opinions. Association for Psychological Science, San Francisco.
- Soll, J. B., Larrick, R. P., & Mannes, A. (November 2008). When smaller crowds are wiser, Society for Judgment and Decision Making, Chicago.
- Soll, J. B., Larrick, R. P., & Mannes, A. (April 2008). The wisdom of small crowds, Behavioral Decision Research in Management, San Diego, California.
- Noguti, V., & Soll, J. B. (October 2007). Inferences of interpersonal preference similarity based on unrelated product categories. Association for Consumer Research, Memphis.

- Soll, J.B., Larrick, R. P., & Mannes, A. E. (August 2007). Strategies for combining opinions. European Association for Decision Making (SPUDM-21), Warsaw.
- Soll, J.B., Larrick, R. P., & Mannes, A. E. (October 2006). Averaging opinions: When does it work well, and when do people do it? INFORMS, Pittsburgh.
- Soll, J.B., & Klayman, J. (September 2006). Sampling, overconfidence, and consumer decisions. Association for Consumer Research, Orlando, Florida.
- Larrick, R. P., Soll, J. B., & Burson, K. A. (August 2006). Social comparison and confidence: When thinking you're better than average predicts overconfidence. Paper session on "Self-Regulation and Job Performance." Academy of Management Conference, Atlanta.
- Soll, J.B., Larrick, R. P., & Zhu, X (June 2006). The wisdom of the crowd in the mind. Behavioral Decision Research in Management, Santa Monica, California.
- Soll, J. B., & Klayman, J. (October 2003). Subjective impressions of objective distributions. INFORMS, Atlanta.
- Soll, J. B., & Larrick, R. P. (May 2003). Intuitive strategies for revising opinions: Are people appropriately influenced by others? Conference on Information Aggregation in Decision Making. Held at University of Maryland.
- Larrick, R. P. & Soll, J. B. (May 2003). Lay intuitions about combining quantitative judgments. Conference on Information Aggregation in Decision Making. Held at University of Maryland.
- Klayman, J., & Soll, J. B. (May 2002). Why is there overconfidence in subjective confidence intervals? Small Group Meeting on Information Sampling as a Key to Understanding Adaptive Cognition in an Uncertain Environment, Heidelberg, Germany.
- Soll, J. B. & Klayman, J. (November 2002). Why is there overconfidence in subjective confidence intervals? INFORMS, San Jose, California. Also presented at Society for Judgment and Decision Making (2002 meeting), Kansas City, Missouri.
- Soll, J. B., & Larrick, R. P. (July 2002). Strategies for combining opinions. IFORS 2002, Edinburgh, Scotland.
- Soll, J. B., & Larrick, R. P. (May 2002) Combining Opinions: Why don't people average? Behavioral Decision Research in Management Conference, Chicago.
- Soll, J. B., & Larrick, R. P. (August 2001). Incorporating another person's judgments: How, and how well, do we use advice? European Association for Decision Making (SPUDM-18), Amsterdam.
- Soll, J. B. & Klayman, J. (July 2000). Explaining extreme overconfidence on interval questions. Joint meeting of the Experimental Psychology Society and the Canadian Society for Brain, Behavior, and Cognitive Science, Cambridge, England.
- Soll, J. B., & Larrick, R. P. (November 1999). The 80/20 rule and the revision of judgment in light of another's opinion: Why do we believe ourselves so much? Society for Judgment and Decision Making, Los Angeles.
- Soll, J. B. (June 1998). Why (and When) Do People Solicit Redundant Opinions? Behavioral Decision Research in Management, Miami.

- Soll, J. B. & Klayman, J. (November 1997). An Unbiased Test of the Hard-Easy Effect in Confidence Judgments. Society for Judgment and Decision Making, Philadelphia.
- Soll, J. B. (August 1997). Information seeking and prediction: The preference for redundancy. European Association for Decision Making, Leeds, England.
- Soll, J. B. (August 1995). Averaging probability judgments: Who and how many people to ask? European Association for Decision Making, Jerusalem.
- Soll, J. B. & Heath, C. (November 1993) Mental Accounting for Costs: The budgeting process for consumer expenses. TIMS/ORSA, Chicago.
- Soll, J. B. (November 1994). Determinants of overconfidence. Society for Judgment and Decision Making, St. Louis.
- Heath, C., & Soll, J. B. (November 1993). A theory of mental budgeting. Society for Judgment and Decision Making, Washington, D.C.

### **Invited Talks (selected)**

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- Rutgers Business School, Management & Global Business (2024)
- University of Wisconsin School of Business, Management and Human Resources (2024)
- INSEAD, Decision Sciences (2023)
- IESE Business School, Managerial Decision Sciences (2023)
- University of Chicago (Booth PhD Centennial Event, 2023; Computational Social Science, 2022; Marketing, 2019; Behavioral Science; 2014)
- Johns Hopkins University, Carey School of Business, Marketing (2023)
- University of Pennsylvania, Wharton School, Decision Processes Seminar (2022)
- University of North Carolina at Chapel Hill, Organizational Behavior (2019)
- Carnegie Mellon University, Center for Behavioral and Decision Research (2019)
- Georgetown University, Operations and Information Management (2019)
- Indiana University, Operations & Decision Technologies (2018)
- University of Göttingen, Psychology (2017)
- Erasmus University, Bayesian Crowd Workshop (2017)
- Harvard Kennedy School, Regulatory Policy Seminar (2016)
- Universitat Pompeu Fabra, Department of Economics and Business (2014)
- Max Planck Institute for Human Development (2014)
- Carnegie Mellon University, Tepper School of Business (2013)
- University of Virginia, Darden School, Dana Clyman Seminar (2013)
- University of Pennsylvania, Wharton School, Decision Processes Seminar (2013)
- University of California, Irvine, Symposium on the Wisdom of the Crowd (2013)
- University of Colorado, Leeds School of Business, Marketing (2013)

## **Editorial Positions and Reviewing**

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Department Editor, *Management Science*, Behavioral Economics and Decision Analysis, 2023-present  
(served as Associated Editor 2018-2023)

Guest Editor, *Decision*, Special Issue on Wisdom of Crowds

Current Board Memberships: *Decision Analysis*, *Journal of Behavioral Decision Making*

Past Board Memberships: *Journal of International Business Studies* (2003-2006), *Journal of Marketing Behavior* (2013-2022), *Journal of Personality and Social Psychology* (2016-2025), *Organizational Behavior and Human Decision Processes* (2007-2015; 2020-2023)

External Review Committee, Wharton OID (2025)

Ad hoc reviewing for many journals, conferences, and grant applications

## **Service Activities**

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### **Society for Judgment and Decision Making**

Chair of the program committee, 2014  
Program committee, 2011-2015

### **INFORMS**

Search committee for editor of *Decision Analysis*, 2025  
Best publication committee, Decision Analysis Society, 2018  
Scientific committee, Advances in Decision Analysis Conference, 2018-2019

### **Duke University**

#### *University Service*

Institutional Review Board (IRB) member, 2017- present  
Academic Council, 2007-2013, 2015-2017, 2018 - 2020  
Campus Sustainability Committee, 2012-2016

#### *Fuqua School of Business*

Area Coordinator, Management & Organizations, 2023 – present  
Curriculum Committee, 2022 – present  
Ph.D. Coordinator, Management & Organizations, 2019 – 2023  
Daytime Program Review Committee, 2019 - 2020  
Faculty Advisory Committee, 2010-2011, Secretary (2019-20)  
New program committee, Master of Quantitative Management, 2015-2016  
Coordinator, Management Area Seminar Series, Fuqua, 2006-2009  
Ad hoc promotion and tenure review committees (various)

### **INSEAD**

Workshop coordinator  
MBA admissions committee  
MBA committee

## **Ph.D. Advising** (at Duke unless otherwise indicated)

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### **Dissertation Chair**

Asa Palley, 2016 (co-chair)

Valeria Noguti, 2006, INSEAD (co-chair)

### **Committee Member**

Albert Mannes (2009), Daniel Feiler (2012), Min Kay (2013), Christina Rader (2015), Devin Hargrove (2017), Sara Wingrove (2022), Asher Lawson (2022), Jessica Reif (expected 2026)

## **Teaching**

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Consequential Leadership (C-LEAD 1, MBA core), Fuqua

Critical Thinking and Collaboration (MQM program core), Fuqua

Duke Management Program, Fuqua executive education

Foundations of Management and Organizations (MMS program core), Fuqua

Leadership, Ethics, and Organizations (MBA core), Fuqua

Managerial Effectiveness (Global EMBA), Fuqua

Managerial Decision Making (MBA, EMBA), INSEAD and Chicago GSB

Managerial Intuition and Decision Making (Duke Management Program, Executive seminars),  
Fuqua, Duke Corporate Ed., INSEAD

Navigating Organizations (MSQM program core, Fuqua)

Decision Science (Executive MBA), INSEAD

Negotiations (MBA, undergraduate), Chicago GSB, Wharton

Behavioral Decision Theory (PhD), INSEAD

Applied Statistics (MBA core), INSEAD

## **Awards**

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Decision Analysis Society Publication Award, 2021, for the 2019 article “Extracting the wisdom of crowds when knowledge is shared,” with Asa Palley.

Decision Analysis Society Publication Award (Finalist), 2016, for the 2014 article “The wisdom of select crowds,” with Albert Mannes and Rick Larrick.

Best Empirical Paper Award, 2011, Conflict Management Division, Academy of Management, for the article. The detrimental effects of power on confidence, advice taking, and accuracy,” with Kelly See, Elizabeth Morrison, and Naomi Rothman.

Outstanding Teacher Award Nominee, 2000, core MBA program, INSEAD

Hillel J. Einhorn Memorial Fellowship, 1993-94, University of Chicago Booth School of Business

## **Professional Affiliations**

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Decision Analysis Society

INFORMS

Society for Judgment and Decision Making