Bio

Melissa Valentine is an Assistant Professor at Stanford University in the Management Science and Engineering Department, and co-director of the Center for Work, Technology, and Organization (WTO).

Prof Valentine's research focuses on understanding how new technologies change work and organizations. She conducts in-depth observational studies to develop new understanding about new forms of organizing. Her work makes contributions to understanding classic and longstanding challenges in designing groups and organizations (e.g., the role of hierarchy, how to implement change, team stability vs. flexibility) but also brings in deep knowledge of how the rise of information technology has made possible new and different team and organizational forms. Her most recent study examined how the deployment of new algorithms changed the organizational structure of a retail tech company.

Prof. Valentine has won awards for both research and teaching. She and collaborators won a Best Paper Award at the CHI Conference on Human Factors in Computing Systems and the Outstanding Paper with Practical Implications award from the Organizational Behavior division of the Academy of Management. In 2013, she won the Organization Science/INFORMS dissertation proposal competition and received her PhD from Harvard University.

ACADEMIC APPOINTMENTS

• Assistant Professor, Management Science and Engineering

HONORS AND AWARDS

• Graduate Teaching Award, Stanford Management Science & Engineering (2015)
• Hellman Faculty Scholar, Stanford University (2014)
• Winner, Dissertation Competition, INFORMS/Organization Science (2012)
• Wyss Award for Excellence in Doctoral Research, Harvard Business School (2013)
• Outstanding Paper with Practical Implications, Academy of Management (2012)
• Susan Cohen Award for Doctoral Research, Center for Effective Organizations (2010)
Research & Scholarship

CURRENT RESEARCH AND SCHOLARLY INTERESTS

Melissa Valentine is an Assistant Professor at Stanford University in the Management Science and Engineering Department, and co-director of the Center for Work, Technology, and Organization (WTO).

Prof. Valentine’s research focuses on understanding how new technologies change work and organizations. She conducts in-depth observational studies to develop new understanding about new forms of organizing. Her work makes contributions to understanding classic and longstanding challenges in designing groups and organizations (e.g., the role of hierarchy, how to implement change, team stability vs. flexibility) but also brings in deep knowledge of how the rise of information technology has made possible new and different team and organizational forms. Her most recent study examined how the deployment of new algorithms changed the organizational structure of a retail tech company.

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Teaching

COURSES

2018-19

• Design of Field Research Methods: MS&E 387 (Aut)
• Future of Work: Issues in Organizational Learning and Design: MS&E 184 (Win)
• Senior Project: MS&E 108 (Win)

2017-18

• Designing Modern Work Organizations: MS&E 284 (Win)
• Future of Work: Issues in Organizational Learning and Design: MS&E 184 (Win)
• Research in Work, Technology, and Organization: MS&E 381 (Spr)

2016-17

• Contemporary Themes in Work and Organization Studies: MS&E 388 (Win)
• New Directions in the Psychology of Technology and Work: MS&E 184 (Spr)

2015-16

• Doctoral Seminar on Ethnographic Research: MS&E 383 (Spr)
• Senior Project: MS&E 108 (Win)

STANFORD ADVISEES

Doctoral Dissertation Reader (AC)
Prachee Jain

Doctoral Dissertation Advisor (AC)
Publications

Flash Organizations: Crowdsourcing Complex Work by Structuring Crowds As Organizations
Valentine, M., Retelny, D., To, A., Rahmati, N., Doshi, T., Bernstein, M.
2017

Renegotiating Spheres of Obligation: The Role of Hierarchy in Organizational Learning ADMINISTRATIVE SCIENCE QUARTERLY
Valentine, M.
2017

WHEN EQUITY SEEMS UNFAIR: THE ROLE OF JUSTICE ENFORCEABILITY IN TEMPORARY TEAM COORDINATION ACADEMY OF MANAGEMENT JOURNAL
Valentine, M.
2018; 61 (6): 2081–2105

Team Scaffolds: How Mesolevel Structures Enable Role-Based Coordination in Temporary Groups ORGANIZATION SCIENCE
Valentine, M. A., Edmondson, A. C.
2015; 26 (2): 405-422

Expert crowdsourcing with flash teams ACM User Interface Software and Technology Symposium
Retelny, D., Robaszkiewisz, S., To, A., Lasecki, W., Patel, J., Rahmati, N., Doshi, T., Valentine, M., Bernstein, M.
2014: 75–85

Informal Peer Interaction and Practice Type as Predictors of Physician Performance on Maintenance of Certification Examinations. JAMA surgery
Valentine, M. A., Barsade, S., Edmondson, A. C., Gal, A., Rhodes, R.
2014; 149 (6): 597–603