



Melissa Valentine

Assistant Professor of Management Science and Engineering

 Curriculum Vitae available Online

Bio

BIO

Melissa Valentine is an Assistant Professor at Stanford University in the Management Science and Engineering Department, and a faculty member of the Center for Work, Technology, and Organization. She conducts multi-method studies of groups and teams in organizations, with a focus on temporary teams. Her studies use longitudinal or multi-case comparisons to identify enabling conditions of fast-paced coordination in temporary teams. Recent work has focused on how crowdsourcing platforms can be used to assemble, coordinate, and adapt flash teams and flash organizations. Prof Valentine also recently published an article on how complex organizations learn, using an in-depth field study of an academic cancer center.

ACADEMIC APPOINTMENTS

- Assistant Professor, Management Science and Engineering

HONORS AND AWARDS

- Best Paper Award, SIGCHI Conference on Human Factors in Computing Systems (2017)
- 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)

LINKS

- Flash Teams web site: <http://stanfordhci.github.io/flash-teams/index.html>
- Flash Organizations: https://www.nytimes.com/2017/07/12/business/economy/flash-organizations-labor.html?_r=0

Research & Scholarship

CURRENT RESEARCH AND SCHOLARLY INTERESTS

Melissa Valentine is an Assistant Professor at Stanford University in the Management Science and Engineering Department, and a faculty member of the Center for Work, Technology, and Organization. She conducts multi-method studies of groups and teams in organizations, with a focus on temporary teams. Her studies use longitudinal or multi-case comparisons to identify enabling conditions of fast-paced coordination in temporary teams. Recent work has focused on how crowdsourcing platforms can be used to assemble, coordinate, and adapt flash teams and flash organizations. Prof Valentine also recently published an article on how complex organizations learn, using an in-depth field study of an academic cancer center.

Prof. Valentine has won awards for both research and teaching. With her collaborators, she won a Best Paper Award at the SIGCHI 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.

Teaching

COURSES

2017-18

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

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)

2014-15

- Designing Modern Work Organizations: MS&E 284 (Win)
- Senior Project: MS&E 108 (Win)
- Themes in Contemporary Meso-level Field Research: MS&E 388 (Aut)

STANFORD ADVISEES

Doctoral (Program)

Katharina Lix

Doctoral Dissertation Co-Advisor (AC)

Fatma Ece Kaynak, Hatim Rahman

Master's Program Advisor

Amanda Boone, Sophia Huard, James Myerson

Publications

PUBLICATIONS

- **Flash Organizations: Crowdsourcing Complex Work by Structuring Crowds As Organizations**
Valentine, M., Retelny, D., To, A., Rahmati, N., Doshi, T., Bernstein, M.
- **Renegotiating Spheres of Obligation: The Role of Hierarchy in Organizational Learning** *ADMINISTRATIVE SCIENCE QUARTERLY*
Valentine, M.
2017
- **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

- **Measuring Teamwork in Health Care Settings: A Review of Survey Instruments.** *Medical Care*
Valentine, M. A., Nembhard, I. M., Edmondson, A. C.
2015; 53 (4): e16-e30
- **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
- **Expert crowdsourcing with flash teams** *ACM User Interface Software and Technology Symposium*
Retelny, D., Robaszekiewicz, S., To, A., Lasecki, W., Patel, J., Rahmati, N., Doshi, T., Valentine, M., Bernstein, M.
2014: 75–85