



## Melissa Valentine

Assistant Professor of Management Science and Engineering

 Curriculum Vitae available Online

### CONTACT INFORMATION

- **Administrator**

Jim Fabry - Administrative Associate

**Email** [jim.fabry@stanford.edu](mailto:jim.fabry@stanford.edu)

### Bio

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#### 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). WTO is a world leader in producing field research that uses direct observation of social phenomena to develop new understanding about the changing nature of work.

Prof Valentine's research focuses on understanding work groups and teams in organizations, particularly how they are changing in response to new industry trends and new technologies. She conducts in-depth observational studies to develop new understanding about new forms of work groups and teams. 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 research agenda is organized around two main themes: 1) temporary teams and organizations and 2) groups and teams in complex work organizations.

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

- 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](https://www.nytimes.com/2017/07/12/business/economy/flash-organizations-labor.html?_r=0)

## Research & Scholarship

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### CURRENT RESEARCH AND SCHOLARLY INTERESTS

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## Teaching

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### COURSES

#### 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)

#### 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

#### Master's Program Advisor

David Barna, Amanda Boone, Abiel Gutierrez Zambrano, Ahryeong Jeon, Brian Rossi, Hang Yang

**Doctoral Dissertation Co-Advisor (AC)**

Fatma Ece Kaynak, Hatim Rahman

**Doctoral (Program)**

Katharina Lix

**Publications**

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**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
- **When Equity Seems Unfair: The Role of Justice Enforceability in Temporary Team Coordination** *ACADEMY OF MANAGEMENT JOURNAL*  
Valentine, M. A.  
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
- **Expert crowdsourcing with flash teams** *ACM User Interface Software and Technology Symposium*  
Retelny, D., Robaszkiewicz, S., To, A., Lasecki, W., Patel, J., Rahmati, N., Doshi, T., Valentine, M., Bernstein, M.  
2014: 75–85