


# Stanford

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## 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).

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

- 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>

## Research & Scholarship

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### 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).

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## Teaching

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### COURSES

#### 2019-20

- Contemporary Themes in Work and Organization Studies: MS&E 388 (Spr)
- Future of Work: Issues in Organizational Learning and Design: MS&E 184 (Spr)
- Senior Project: MS&E 108 (Win)

#### 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)

### STANFORD ADVISEES

#### Doctoral Dissertation Reader (AC)

Anna Gibson, Prachee Jain

**Doctoral Dissertation Advisor (AC)**

Katharina Lix

**Master's Program Advisor**

Sophie Fisher, Alex Gopinathan, Abiel Gutierrez, Henry Hirshland, Melvin Juwono, Akshay Ramaswamy, Valerie Scimeca, Daniel Shorr, Gregory Soh, Yachen Sun, Nellie Terry, Emma Thygesen, Gustavo Torres da Silva, Allen Wehner

**Doctoral (Program)**

Matthew Higgins, Rebecca Hinds

**Publications**

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**PUBLICATIONS**

- **Renegotiating Spheres of Obligation: The Role of Hierarchy in Organizational Learning** *ADMINISTRATIVE SCIENCE QUARTERLY*  
Valentine, M.  
2017
- **Flash Organizations: Crowdsourcing Complex Work by Structuring Crowds As Organizations**  
Valentine, M., Retelny, D., To, A., Rahmati, N., Doshi, T., Bernstein, 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
- **Inpatient Hospital Factors and Resident Time With Patients and Families** *PEDIATRICS*  
Destino, L. A., Valentine, M., Sheikhi, F. H., Starmer, A. J., Landrigan, C. P., Sanders, L.  
2017; 139 (5)
- **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., Robaszkiewicz, 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