

MELISSA VALENTINE
Management Science & Engineering
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ACADEMIC APPOINTMENT

2013 Assistant Professor, Management Science & Engineering
Stanford University

EDUCATION

PhD Harvard University/Harvard Business School, 2013
MPA New York University, 2008
BA Stanford University, 2004

HONORS AND AWARDS

2017 Best Paper, SIGCHI Conference on Human Factors in Computing Systems
2017 Best Student Paper Award Finalist, Faculty Co-author, OCIS Division, AOM
2015 Graduate Teaching Award, Stanford University
2014 Best Paper, ACM symposium on User Interface Software and Technology
2013 Wyss Award for Excellence in Doctoral Research, Harvard Business School
2012 Winner, Organization Science/INFORMS Dissertation Proposal Competition
2012 Outstanding Paper with Practical Implications, OB Division of Academy of Management
2010 Susan G. Cohen Award for Doctoral Research

RESEARCH INTERESTS

Groups and teams, coordination, organizational design, future of work

PUBLICATIONS

Refereed Journal Publications in Press/Accepted

1. Valentine, M. A. 2017. Renegotiating Spheres of Obligation: The Role of Hierarchy in Organizational Learning. *Administrative Science Quarterly* (Forthcoming)
2. Valentine, M.A. 2017. When Equity Seems Unfair: The Role of Justice Enforceability in Temporary Team Coordination. *Academy of Management Journal* (Forthcoming)
3. Staats, B.R., Valentine, M.A., Edmondson, A.C. 2017. Fluid Teams and Knowledge Retrieval: Scaling Service Operations. *Manufacturing and Service Operations Management* (Forthcoming)
4. Valentine, M.A., Edmondson, A.C. 2015. Team Scaffolds: How Meso-level Structures Enable Role-based Coordination in Temporary Groups. *Organization Science*, 26(2): 405-422.
 - Outstanding Paper with Practical Implications, Organizational Behavior Division, Academy of Management Conference 2012

- Valentine, M.A., Nembhard, I.M., Edmondson, A.C. 2015. Measuring Teamwork in Health Care Settings: A Review of Survey Instruments. *Medical Care*, 53(4):e16–e30

Refereed Journal Publications Submitted

- Valentine, M.A., Bernstein, M.B., **Retelny, D., Salehi, N., Zhou, S.** 2017. (Under Review at *Organization Science*)
- Valentine, M.A., Bernstein, M.B. 2017. (Under Review at *Administrative Science Quarterly*)
- Kim, S., Song, H., Valentine, M.A. 2017. (Under Review at *Management Science*)
- Valentine, M.A., **Hong, A.S.**, Asch, S., Ahn, E. 2017. Consequences of Specialization for Users of Professional Services. (Reject and Resubmit at *Organization Science*)

Refereed Conference/Symposia Proceedings in Press/Accepted

- Zhou, S.,** Valentine, M.A., Bernstein, M.S., 2018. In Search of the Dream Team: Temporally Constrained Multi-Armed Bandits for Identifying Effective Team Structures. *CHI 2018: SIGCHI Conference on Human Factors in Computing Systems*.
- Valentine, M.A., **Retelny D.R., To A., Rahmati, N.,** Bernstein, M.S., 2017. Flash Organizations: Crowdsourcing Complex Work via Reconfigurable Organizational Structures. *CHI 2017: SIGCHI Conference on Human Factors in Computing Systems*.
 - Best Paper Award
- Salehi, N., McCabe, A.,** Valentine, M.A., and Bernstein, M.S., Huddler: Convening Stable and Familiar Crowd Teams Despite Unpredictable Availability. *CSCW 2017: ACM Conference on Computer-Supported Cooperative Work*
- Retelny, D., Robaszkiewicz, R., To, A., Lasecki, W. S., Patel, J., Rahmati, N., Doshi, T.,** Valentine, M.A., & Bernstein, M.S. 2014. Expert Crowdsourcing with Flash Teams. *Proceedings of 27th ACM symposium on User interface software and technology: 75-85*.
 - Best Paper Award

Book Chapters in Print

- Gardner, H., Valentine, M.A., 2015. Collaboration among Highly Autonomous Professionals: Costs, Costs, Benefits and Future Research Directions. In Shane Thyre, Edward Lawler (Ed.) *Advances in Group Processes* Emerald Group Publishing, pg. 209-242.

Course Materials

- Edmondson, A.C., Gerstein, B., Valentine, M.A. “Merrimack Pharmaceuticals.” Harvard Business School Case 614-063.
- Edmondson, A.C., Staats, B.R., Valentine, M.A. “Program Management at Wipro Technologies.” Harvard Business School Case 611-052.

WORKING PAPERS (DRAFTS AVAILABLE)

1. **Rahman, H.**, Valentine, M.A. 2017. Relational Contracting in Online Labor Markets.
 - Best Student Paper Award Finalist, Faculty Co-author, Organizational Communication and Information Systems Division, Academy of Management
2. The Process of Organizational Design from Strategic Conception to Operational Reality: The Case of the South Bay Cancer Center

GRANTS

Exploring the Social Enactment and Predictive Potential of Cyber Systems in Health Care Organizations. 2015. *Stanford Cyber Initiative*. \$150,000. Co-PIs: Mohsen Bayati

Cyber Work: The Future of Networked Labor. 2015. *Stanford Cyber Initiative*. \$150,000. Co-PIs: Michael Bernstein, Ramesh Johari, Margaret Levy

Design of South Bay Cancer Center. 2014. *Hellman Faculty Scholars Fund*. \$50,000.

Cancer Center Transformation. 2013. *Stanford Health Care*. \$650,000.
PIs: Steve Asch, Marcy Winget

Virtual Teams, Knowledge Management, and Team Performance. Virtual Organizations as Sociotechnical Systems (VOSS). 2009. *National Science Foundation* \$375,000
Co-PIs: Brad Staats, Amy Edmondson, and Katherine Milkman