

**MELISSA VALENTINE**  
Management Science & Engineering  
Stanford University  
475 Via Ortega office 210  
Stanford, CA 94305  
mav@stanford.edu

#### **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**

Valentine, M.A. 2017. When Equity Seems Unfair: The Role of Justice Enforceability in Temporary Team Coordination. *Academy of Management Journal (Forthcoming)*

Valentine, M. A. 2017. Renegotiating Spheres of Obligation: The Role of Hierarchy in Organizational Learning. *Administrative Science Quarterly*.

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*

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, OB Division, AOM 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

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 annual ACM symposium on User interface software and technology*: 75-85.

- Best Paper Award

#### **WORKING PAPERS UNDER REVIEW (DRAFTS AVAILABLE)**

Rahman, H., Valentine, M.A. 2017. Relational Contracting in Online Labor Markets.

- Best Student Paper Award Finalist, OCIS Division, AOM

Valentine, M.A., Hong, A.S., Asch, S., Ahn, E. 2017. (Reject and Resubmit at *Organization Science*)

Staats, B.R., Valentine, M.A., Edmondson, A.C. (Invited for Revision at *Manufacturing and Service Operations Management*)

#### **WORK IN PROGRESS**

Valentine, M.A., Bernstein, M.S., Retelny, D.R., Flash Organizations.

Valentine, M.A. The Process of Organizational Design from Strategic Conception to Operational Reality.

#### **BOOK CHAPTERS**

Gardner, H., Valentine, M.A., 2015. Collaboration among Highly Autonomous Professionals: Costs, Costs, Benefits and Future Research Directions. In Shane Thyre, Edward J. 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.

#### **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.  
Co-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