

John M. Oesch

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Education

PhD	June 2000	Management and Organizations, Northwestern University
MSc	Nov 1996	Organizational Behaviour, University of British Columbia
MBA	June 1994	Richard Ivey School of Business, University of Western Ontario
MEd	Oct 1992	Educational Administration, University of Western Ontario
BEd	June 1985	Chemistry and Mathematics, University of Western Ontario
BSc	June 1984	Chemistry, University of Western Ontario

Professional Experience

Academic Director EMBA, AM/PM MBA	2018-2021	J.L. Rotman School of Management University of Toronto
Associate Professor Teaching Stream	2009-	J.L. Rotman School of Management University of Toronto
Assistant Professor of Organizational Behaviour	1999-2009	J.L. Rotman School of Management University of Toronto
Visiting Professor	2003, 2008	Melbourne Business School University of Melbourne
Visiting Professor of Organizational Behavior	1999	S.C. Johnson Graduate School of Management Cornell University

Publications

Oesch, J.M. (2011). Five unusual ideas about change. In *Five Good Ideas: Practical Suggestions for Non-Profit Success*. Edited by Alan Broadbent and Ratna Omidvar. Coach House Books.

Penello, D. & Oesch, J.M. (2008). Decision-making errors in medicine. *University of Toronto Medical Journal*, 85, 12-15.

Moore, D.M., Oesch, J.M. & Zietsma, C. (2007). What competition? Myopic self-focus in market entry decisions. *Organization Science*, 18(3), 440-455.

Oesch, J.M. & Murnighan, J.K. (2003). Egocentric perceptions of relationships, competence, and trustworthiness in salary allocation choices. *Social Justice Research*, 16, 53-78.

Oesch, J.M. & Galinsky, A.D. (2003). First offers in negotiations: Determinants and effects. *Social Science Research Network* online journal
http://papers.ssrn.com/sol3/cf_dev/AbsByAuth.cfm?per_id=327467.

Oesch, J.M. & Whyte, G. (2002). Best foot forward or waiting game: First mover effects in a distributive negotiation. *Social Science Research Network* online journal
http://papers.ssrn.com/sol3/cf_dev/AbsByAuth.cfm?per_id=327467.

Murnighan, J.K., Oesch, J.M. & Pillutla, M. (2001). Player types and self impression management in dictator games: Two experiments. *Games and Economic Behavior*, 37, 388-414.

Amit, R.H., MacCrimmon, K.R., Oesch, J.M. & Zietsma, C. (2001). Does money matter? Wealth attainment as the motive for initiating growth-oriented technology ventures. *Journal of Business Venturing*, 16(2), 119-143.

Oesch, J.M. & Paquette, J. (1995). School board financial equity in Ontario: 1988 and 1989. *Journal of Education Finance*, 20(3), 312-331.

Geddis, A.N., Onslow, B., Beynon, C. & Oesch, J.M. (1993). Transforming content knowledge: Learning to teach about isotopes. *Science Education*, 77(6), 575-591.

Other Papers

Oesch, J.M. (2000). *Emotional Reactions to Injustice: The Effects of Voice and Waiting on Anger and Satisfaction After an Inequitable Payment*. Doctor of Philosophy in Management and Organizations Dissertation, Northwestern University, Evanston, IL.

Moore, D.A., Oesch, J.M. & Costal, G. (1997). Effects of trust on negotiation outcomes: The good news and the bad news. Dispute Resolution Research Center, J.L. Kellogg Graduate School of Management, Northwestern University.

Oesch, J.M. (1997). The evolution of organizational ecology: Beyond traditional conceptions of selection. *Proceedings of the Annual Conference of the Administrative Sciences Association of Canada*, 18(22), 38-47.

Oesch, J.M. (1996). An introduction to pedagogical content knowledge with applications to management education. *Proceedings of the Annual Conference of the Administrative Sciences Associations of Canada*, 17(10), 21-28.

Oesch, J.M. (1992). *Conceptions and Comparative Measures of School Board Financial Equity in Ontario: 1988 and 1989*. Master of Education Thesis, University of Western Ontario.

Conference Presentations

Institute for Strategic and International Studies conference in Key West, May 2013.
Positional Norms in Board Decision Making: A Cautionary Tale

International Engineering and Management Sciences conference in Cocoa Beach, March 2007.
Avoiding a good fight: How errors in categorizing conflict lead to the exclusion of viable alternatives in team decisions.

Conflict Resolution Network Canada Interaction conference in Winnipeg, June 2006. *Conflict resolution for managers.*

Organization Science Special Edition on Decision Making conference in Pittsburgh, May 2006.
What competition? Myopic self-focus in market entry decisions with Don Moore and Charlene Zietsma.

Academy of Management annual meetings in Honolulu, August 2005. *Leaders as internal liaisons: Managing groups that include a prima donna* with Keith Murnighan and Rosemary Hannam.

Society for Judgment and Decision Making annual meetings, Minneapolis, November 2004. *What Competition: Myopic Self-Focus in Market Entry Decisions*, with Don Moore and Charlene Zietsma.

International Association for Conflict Management annual meetings, Pittsburgh, June 2004. *Interest-Based Negotiations Reduces Absenteeism and Grievances: The Effects of Conflict Management Training in a Large Government Department*, with Glen Murray.

Society for Judgment and Decision Making annual meetings, Vancouver, November 2003. *Searching for the sweet spot: The impact of the opening offer in distributive bargaining*, with Glen Whyte.

Academy of Management, Annual Meetings, August 2002, Denver. *When problem-solving teams attend to initial premises and external standards: A re-examination of Gersick's model*, with Danny Tzabbar.

Academy of Management, Annual Meetings, August 2002, Denver. *The role of interactional justice in the online negotiation process*.

International Association for Conflict Management, Annual Meetings, June 2002, Park City, Utah. *Best foot forward or waiting game: First mover effects in a distributive negotiation*, with Glen Whyte.

Academy of Management, Annual Meetings, August 2001, Washington. *The effects of waiting and voice on anger after an inequitable payment*.

International Association for Conflict Management, Annual Meetings, June 2001, Paris. *Trust in negotiations: Evidence from an online experiment*, with Don Moore & Neil Fassina.

International Association for Conflict Management, Annual Meetings, June 2001, Paris. *Emotional reactions to injustice: The role of anger in procedural justice*.

International Council for Small Business, World Conference, June 2000, Brisbane. *A method for values-based risk assessments in the decision to found a new venture*, with Raffi Amit, Ken MacCrimmon, and Danny Tzabbar

Economic Science Association, Annual Meetings, October 1998, Tucson. *Why dictators offer more than nothing: Evidence from two experiments*, with J. Keith Murnighan and Madan Pillutla.

Academy of Management, Annual Meetings, August 1998, San Diego. *Does money really matter? Insights into the importance of wealth in the decision to found a new venture*, with Raffi Amit, Ken MacCrimmon, and Charlene Zietsma.

Academy of Management, Annual Meetings, August 1997, Boston. *What I Deserve: Social motives, relationships, and competence as determinants of salary allocation choices*, with J. Keith Murnighan.

Administrative Sciences Association of Canada, Annual Meetings, June 1997, St. John's, NF. *The evolution of organizational ecology: Beyond traditional conceptions of selection*.

Academy of Management, Annual Meetings, August 1996, Cincinnati.
A self-organizing systems theory of organizational form.

Administrative Sciences Association of Canada, Annual Meetings, May 1996, Montreal.
An introduction to pedagogical content knowledge with applications to management education.

Babson College Entrepreneurship Research Conference, March 1996, Seattle.
The decision to start a new venture: Values, beliefs, and alternatives, with Raffi Amit and Ken MacCrimmon.

Invited Presentations

Leading Change. Invited lecture at Credit Union Executives Society CEO and Board Chair symposium, Maui, Feb 5-7, 2013.

Leading Strategic Change. Invited lecture at University of Toronto Alumni Waterloo Chapter, Feb 24, 2011.

The Psychology of Innovation. Invited keynote address to the Top Employer Summit, Nov 3, 2010, Toronto.

Schulich School of Business (York University) Speaker Series, February 2006. *Managing Prima Donnas*, co-authored with Keith Murnighan (Kellogg) and Rosemary Hannam (Rotman).

Richard Ivey School of Business (University of Western Ontario) Speaker Series, November 2004. *What competition? Myopic self-focus in market entry decisions*, co-authored with Don Moore (Carnegie Mellon) and Charlene Zietsma (Ivey).

Teaching Interests

Business Problem Solving
Negotiation
Organizational Leadership
Decision Making
Organizational Behaviour
Leading Strategic Change

Academic Awards

Roger Martin and Nancy Lang Teaching Award 2009 Rotman School of Management
Executive MBA Teaching Award, 2005-2020 Rotman School of Management
MBA Teaching Award, 2002-2020 Rotman School of Management
OMNIUM Executive MBA Teaching Award, 2008, 2009, 2011 Rotman School of Management