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EMPLOYMENT

Jan. 2009 - Current Visiting Assistant Professor of Management and Organizations,

Kellogg School of Management, Northwestern University.

Sep. - Oct. 2010 Visiting Research Fellow of the Lee Long Chian School of Business,

Singapore Management University (SMU), Singapore.

May - Dec. 2008 Visiting Scholar of the Dispute Resolution Research Center (DRRC)

Kellogg School of Management, Northwestern University.

Sep. 2006 - Nov. 2009 Assistant Professor of Human Resources and Organization,

INCAE Business School, Costa Rica.

EDUCATION

2006 **Doctor of Philosophy**. Business Administration

Major: Organizational Behavior and Human Resource Management

Minor: Business Policy and Strategy, Research Methods

University of Washington, Seattle WA, USA.

Dissertation: The impact of organizational culture on stock prices: The case

of mergers and acquisitions.

1995 **Master of Science.** Behavioral and Management Sciences

Specialization: Industrial Psychology

Technion - Israel Institute of Technology, Haifa, Israel.

1992 **Bachelor of Arts.** Psychology

Bachelor of Arts. Geography Haifa University, Haifa, Israel.

POST-DOCTORAL PROFESSIONAL DEVELOPMENT

2010 Negotiation Teaching Workshop, DRRC with Harvard Kennedy School, Cambridge MA.

2009 Mediation Pedagogy Conference, Program on Negotiation (PON) at Harvard Law School.

2008 Negotiation Research and Teaching Certificate Program, *Dispute Resolution Research Center (DRRC), Kellogg School of Management, Northwestern University*, Chicago IL.

2008 40-Hour Performance-Based Mediation Skills Training, Center for Conflict Resolution (CCR), Chicago.

2007 Program on Negotiation (PON) at Harvard Law School, Cambridge MA. Participant at workshops:

- Program on Negotiation for Senior Executives.
- Negotiating Complex Business Deals.
- Dealing with Difficult People and Difficult Situations.
- Managing the Difficult Business Conversation.
- NP@PON Negotiation Pedagogy Workshop.

2007 Colloquium on Participant Centered Learning, Harvard Business School (HBS), Cambridge MA.

2007 International Executive Negotiations Workshop, Instituto de Empresa (IE), Madrid, Spain

RESEARCH and TEACHING INTERESTS

Research: Cross-cultural negotiation and alternative dispute resolution processes and outcomes.

The impact of organizational culture on companies' stock market performance.

Teaching: Core and elective courses in Negotiation, Dispute Resolution, Teams and Groups, Leadership, OB, HRM, OD, and SIM at the undergraduate, graduate, professional and executive levels.

TEACHING EXPERIENCE

Negotiation (MORS 470) - Kellogg School of Management, Northwestern University, Evanston IL. Elective MBA course based on Kellogg-DRRC's negotiation exercises.

<u>Managerial Dispute Resolution</u> - INCAE Business School, Executive workshop in Costa Rica. Workshop based on Kellogg-DRRC's dispute resolution exercises.

<u>Effective Teamwork</u> - INCAE Business School, EMBA workshop in Peru. Workshop based on Kellogg-KTAG's team building exercises.

<u>Principles of Organization</u> - INCAE Business School, EMBA course in Peru. Course based on HBS and INCAE cases.

<u>Negotiation</u> - INCAE Business School, EMBA courses in Panama and El Salvador. Courses based on Kellogg-DRRC's negotiation exercises.

Organizational Change and Negotiation - INCAE Business School, Costa Rica & Nicaragua. A core 1st year MBA course based on Kellogg-DRRC's negotiation exercises and HBS cases.

<u>Human Resources</u> - INCAE Business School, Costa Rica & Nicaragua. A core 2nd year MBA course based on HBS cases.

<u>Business, Government and Society (MGMT 320)</u> - Univ. of Washington Business School, Seattle, WA. A core undergraduate management program course in Ethics and Social Issues in Management.

<u>Leadership and Decision Making (HRMOB 450)</u> - Univ. of Washington Business School, Seattle, WA. A fourth-year elective undergraduate management program course.

<u>Managing for Organizational Effectiveness (HRMOB 400)</u> - Univ. of Washington Business School, Seattle, WA. A core undergraduate management program course in Organizational Behavior.

Organizational Behavior - Emek Yezrael College, Israel. A core undergraduate program course.

Technion - Israel Institute of Technology, Haifa, Israel. Teaching assistant, designed and taught sections: Organizational Behavior (Undergraduate management core).

Introduction to Organizational Psychology (Undergraduate core for engineers).

Organizational Behavior for Managers (MBA core).

Selection and Placement of Employees (Undergraduate management elective).

OTHER WORK AND COMMUNITY EXPERIENCE

1985 - 1989 Military service in the Israeli Defense Forces as an officer. Lieutenant.

1989 - 1991 Students' representative, Students' and Faculty Council. Haifa University, Israel.

1990 - 1994 *Research Assistant*, Haifa University, Haifa, Israel. In the following psychology domains: experimental, cognitive, industrial-occupational, and clinical psychology.

1995 - 1996 Koret Foundation Fellow, The Economy Committee, Israel's Parliament, Jerusalem.

2002 - 2003 Anti Defamation League (ADL) member, Steinberg Leadership Program, Seattle WA.

2002 - 2005 Board member, Limmud NW - an adult Jewish education program, Seattle WA.

AWARDS

2011, Spring quarter *Faculty Impact Award for MBA teaching - Kellogg School of Management*.

A Kellogg Student Association award for outstanding faculty who made a unique impact on students' education through commitment to students' experience and learning, and by creating the unique Kellogg culture in the classroom.

2003/4 University of Washington Business School Ph.D. Program Teaching Excellence Award.

2003/4 Huckabay Teaching Fellowship - A University of Washington Graduate School award.

1999 - 2005, Edna Benson Fellowship, University of Washington Business School, Seattle WA.

1992 - 1995, Study Scholarship and Dean's Award, Technion, Israel.

1990 - 1992, Excellence Award, Haifa University, Israel.

MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS

Academy of Management (AOM)

International Association for Conflict Management (IACM)

Beta Gamma Sigma

PUBLICATIONS AND PROCEEDINGS

Teucher B.M. (2003). Employee-Focused Convergent Stakeholder Model. In S. Welcomer (Ed.) 14th *International Association for Business and Society Conference Proceedings*. Rotterdam, The Netherlands.

Teucher B.M. (2003). Tango and Leadership: Experience the Passion. In W.P.Ferris & J.M. Forray (Eds.), 30th Organizational Behavior Teaching Conference: Theme resource CD. Teaching as a liberal art. Springfield MA: Western New England College.

Rakover, S. & Teucher, B. (1997). Facial inversion effects: Parts and whole relationship. *Perception & Psychophysics*, 59 (5), 572-761.

BOOK CHAPTERS

Teucher, B. M. (2011). Negotiation Strategy. In M. Benoliel (Ed.), *Negotiation Excellence: Successful Deal Making* (pp.177-194). World Scientific Publishing, Singapore.

Teucher, B. M. (2011) Human Resource Management Practices in Costa Rica. In J. Hayton, M. Biron, L. C. Christiansen and B. Kuvaas (Eds.), *Global Human Resource Management Casebook* (pp. 356-367). Routledge.

Rakover, S. & Teucher, B. (1999). The Facial Inversion Effects: The Featural vs. the Configurational Hypothesis. In C. Taddei-Ferretti & C. Musio (Eds.) *Instituto Italiano Per Gli Studi Filosofici Series on Biophysics and Biocybernetics: Neural Bases and Psychological Aspects of Consciousness, Vol. 8 – Biocybernetics.* World Scientific, Singapore.

MAGAZINE ARTICLES

Teucher B.M. (2007, November 26). La Iniciativa Empresarial (The Entrepreneurial Initiative). *El Financiero-Costa Rica*, 644, p. 20.

Teucher B.M. (2007, November 19). El Panorama de la Gerencia Bajo el CAFTA (Management in light of the Central American Free Trade Agreement [with the U.S.]). *El Financiero-Costa Rica*, 643, p. 20

Teucher B.M. (2007, November 12). Los Ticos Deben Prepararse para el CAFTA (The Costa-Ricans must prepare themselves for CAFTA). *El Financiero-Costa Rica*, 642, p. 20.

Teucher B.M. (2007, November 5). Cuida la Cultura Organizacional (Taking care of the organizational culture). *El Financiero-Costa Rica*, 641, p. 20.

Teucher B.M. (2007, October 29). El Nuevo Rol del Departamento de Recursos Humanos (The new role of the human resources department). *El Financiero-Costa Rica*, 640, p. 18.

Teucher B.M. (2007, October 22). Los Negocios en Costa Rica Después del CAFTA (Business in Costa Rica after the implementation of CAFTA). *El Financiero-Costa Rica*, 639, p. 18.

El Financiero is the most prestigious financial and business magazine in Costa Rica. It holds exclusive rights to re-print translated articles from the *Financial Times* and the *Wall Street Journal*. It is published by the independently owned and managed *Groupo Nación*.

WORKING PAPERS

Teucher B.M., Is Organizational Culture Priced in the Stock Market? Evidence from M&As. *Abstract.* I use public information to construct proxies of Organizational Culture (OC) differences among merging companies and study the impact of these proxies on the companies' post

Mergers and Acquisitions (M&A) announcement short-term stock performance. I utilize a sample of 6742 M&A announcements released by publicly traded U.S. companies between 1984 and 2005. I found that the greater the difference between bidder and target companies' workforce sizes the better the stock performance of both merging companies. I conclude that the market focuses on the acquisition cultural risk than on specific OC-differences, uses public information to evaluate the likelihood of risk mitigating factors rather than OC-differences effects, and rewards companies involved in deals with lowered acquisition cultural risk levels.

WORK IN PROGRESS

Teucher, B.M., Brett, J.M., and Gunia, B.C. Negotiation. An invited chapter for the 2nd edition of *The SAGE Handbook of Conflict Communication: Integrating Theory, Research, and Practice* edited by J. Oetzel and S. Ting-Toomey, projected for publication in 2012.

Abstract. In the 20th century, negotiation research has investigated a vast array of topics. This chapter is a focused, not an exhaustive, review of research on the relationships between negotiation strategy, outcomes, and culture. We open by defining negotiation strategy and explaining why a critical outcome of negotiation - joint gains - is important. Next, we review the literature through four lenses, each encompassing a distinct set of theorizing and research in negotiation strategy: the outcome lens that includes the foundational theories of negotiation strategy; the process lens that identifies the behaviors underlying these negotiation strategies; the cultural lens that extends the process lens beyond its North American origins; and the time lens that examines negotiation strategy as it unfolds and transitions. Our review reveals common ground across the lenses, but also a number of gaps and inconsistencies that we address in a concluding theoretical integration that aims to bridge these differences, unify the domain, and set the stage for future research.

Culture and negotiation: Three models (With Jeanne M. Brett and Brian C. Gunia).

Abstract. The paper presents a focused review and critical analysis of the cross-cultural negotiation research literature. We present a theoretical framework unifying the field and describing mechanisms underlying cultural differences in negotiation processes and outcomes.

The impact of a priori trust and intra and inter-cultural negotiation outcomes and processes on post negotiation trust (with Jeanne M. Brett).

Abstract. The study investigates the impact of a priori trust (vs. distrust), the application of intraand inter-cultural negotiation strategies (Israel, Germany), and negotiation outcomes on postnegotiation trust.

CONSORTIA, PRESENTATIONS, AND CONFERENCES

Panelist at the HRM ambassadors program: International casebook and research program. AOM HR Division, Academy of Management Conference, August 2010, Montreal Canada.

Teucher B.M., Brett J.M, Gunia B.C. (2009), Culture and Negotiation: Three Models. In workshop *Modeling Intercultural Collaboration and Negotiation (MICON)* IJCAI July 2009 Pasadena, CA. DRRC working paper #388.

Teucher B.M., Brett J.M, Gunia B.C. (2009) Culture and Negotiation: Three Models. Presented at *Kellogg School of Management, DRRC Work in Progress Series*. Evanston, IL May 2009. DRRC working paper #388.

Teucher B.M. (2008). Does Organizational Culture influence Stock Prices? Presented at the *Academy of Management* conference. Anaheim, CA. August 2008

CONSORTIA, PRESENTATIONS, AND CONFERENCES cont'd

Human Resources Junior Faculty Consortium, Academy of Management, Philadelphia PA, August 2007.

Teucher B.M. (2003). A Convergent Stakeholder Theory Approach to Research and Practice of Human Resource Management. Presented at the *Society of Business Ethics* conference. Seattle, WA. August 2003

Human Resources Doctoral Consortium (Departmental nomination), Academy of Management, Seattle WA, August 2003.

Teucher B.M. (2003). Employee-Focused Convergent Stakeholder Model. Presented at the 14th *International Association for Business and Society* conference. Rotterdam, Netherlands, June 2003.

Consortium for Outstanding Doctoral Students (by invitation only), *Organizational Behavior Teaching Society*. Springfield MA, June 2003.

Teucher B.M. (2003). Tango and Leadership-Experience the Passion. Paper and experiential session presented at the 30th Organizational Behavior Teaching Conference. Springfield MA, June 2003.

Teucher B.M. (2003). Personal Projects: Implications for Organizational Behavior and Human Resource Management. Paper presented at the 40th Eastern Academy of Management conference. Baltimore MD, May 2003.

Organizational Behavior Doctoral Consortium (Departmental nomination), Academy of Management, Denver CO, August 2002.

Teucher B. M. (1998). Experienced and expressed emotions: Underlying constructs of group bonding and behavior. Paper presented at *Toward Science of Consciousness: Tucson III* Conference. Tucson, AZ.

Rakover, S. & Teucher B. (1997). The inversion effects: The Featural vs. the Configurational hypotheses. Paper presented at the *International School of Biocybernetics: Neuronal Bases and Psychological Aspects of Consciousness* Conference. Naples, Italy.

About INCAE Business School

INCAE Business School (www.INCAE.edu) was founded in 1964 by the United States Agency for International Development (USAID) under the supervision of Harvard Business School and in collaboration with the governments of the Central American nations. It is a private, non-profit, multinational, higher-education organization. It is devoted to research and teaching in the fields of business and economics from a global perspective. The school has campuses in Costa Rica and Nicaragua and a network of executive education centers across Central and Latin America. INCAE is focused on three key activities:

- 1. MBA and Masters programs.
- 2. EMBA and executive seminars.
- 3. Research on Central and Latin American development.

INCAE maintains its ties with Harvard Business School and all of its programs are accredited by:

- 1. AACSB International The Association to Advance Collegiate Schools of Business.
- 2. SACS Southern Association of Colleges and Schools in the United States.
- 3. EQUIS/EFMD the European Foundation for Management Development.