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Employment Relations
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EDUCATION:

- 2019 PhD in Management, Specialization in Organizational Behaviour**
Smith School of Business, Queen's University, Kingston, ON
Dissertation: *Disability, career advancement, and leadership*
- 2013 MSc in Management, Specialization in Business Strategy**
Smith School of Business, Queen's University, Kingston, ON
Research Project: *From global to local: Community and social movement frame translation*
- 2011 Honours Business Administration**
Richard Ivey School of Business, Western University, London, ON

PEER-REVIEWED JOURNAL ARTICLES:

- Samosh, D.**, Maerz, A., Spitzmuller, M., & Boehm, S. (*Forthcoming*). Accommodation, interpersonal justice, and the turnover intentions of employees with disabilities. *The International Journal of Human Resource Management*. Impact factor: 6.07; ABDC: A.
- Tompa, E., **Samosh, D.**, & Santuzzi, A. (2022). The benefits of inclusion: Disability and work in the 21st century. *Equality, Diversity, and Inclusion: An International Journal*, 41(3), 309-317. Impact factor: 1.44; ABDC: B.
- Samosh, D.** (2021). The three-legged stool: Synthesizing and extending our understanding of the career advancement facilitators of persons with disabilities in leadership positions. *Business & Society*, 60(7), 1773-1810. Impact factor: 7.79 ABDC: A.

MANUSCRIPTS UNDER REVIEW:

- Irvin, E., Tompa, E., Mahood, Q., Gewurtz, R., Padkapayeva, K., **Samosh, D.**, & Johnston, H. (*Under Review*). Financial incentives to promote employment of persons with disabilities: A scoping review of when and how they work best. *Submitted to Disability and Rehabilitation*. Impact factor: 3.30.

PEER-REVIEWED BOOK CHAPTERS:

- Samosh, D.**, Kulkarni, M., Santuzzi, A., & Lyons, B. (*Forthcoming*). Disability as an enabler of career success and inclusion. In S. Robinson & K. Fisher (Eds.), *Elgar Handbook on Disability Policy*. Edward Elgar Publishing.

PEER-REVIEWED REPORTS:

- Tompa E., **Samosh D.**, Boucher N. (2020). Skills gaps, underemployment, and equity of labour-market opportunities for persons with disabilities in Canada. Report prepared for Public Policy Forum on behalf of the Future Skills Centre at Ryerson University.

REPORTS AND CASE STUDIES:

- Tompa E., **Samosh D.**, Johnston H., Irvin E., Gewurtz R., Padkapayeva K., Moser C. (2022). *Funding employment services to create sustainable employment opportunities for persons with disabilities: A policy issue briefing for program funders*. Report prepared for the Institute for Work and Health.
- Breward, K., **Samosh, D.**, & Chandak, V. (2022). *State of Disability Inclusion in MBA Programs*. Report prepared for Access to Success.
- Gewurtz, R., Tompa, E., Oldfield, M., Lahey, P., Irvin, E., **Samosh, D.**, Padkapayeva, K., Jonhston, H. (2019). *Financial incentives to promote employment of people with disabilities: When and how do they work best? Version 2*. Report prepared for the Institute for Work and Health.
- Irvin, E., Tompa, E., Jonhston, H., Padkapayeva, K., Mahood, Q., Haan, M., Gewurtz, R., & **Samosh, D.** (2018). *Financial incentives to promote employment of people with disabilities: When and how do they work best? Version 1*. Report prepared for the Institute for Work and Health.
- Samosh, D.**, & Dacin, M. T. (2015). *JUMP Math: From the kitchen counter to the classroom*. Case study prepared for the Social Enterprize Case Series by the Trico Foundation.
- Goode, M., & **Samosh, D.** (2012). *Mission impossible: Measuring social media return on investment*. Case study prepared for Ivey Publishing.
- Sider, M., & **Samosh, D.** (2012). *Redmas Digital: Communicating a digital value proposition*. Case study prepared for Ivey Publishing.

RESEARCH GRANTS AND AWARDS:

National and Provincial

- Samosh, D.** (Principal Investigator), Tompa, E. (Academic Supervisor), & Sukhai, M. (Partner Supervisor). Inclusive Mentorship for the Career Success of Persons with Disabilities. Mitacs Elevate Postdoctoral Fellowship. \$120,000 over 2 years. Awarded November 2021.
- Samosh, D.** (Principal Investigator), Tompa, E. (Academic Supervisor), & Sukhai, M. (Partner Supervisor). Inclusive Mentorship for the Career Success of Persons with Disabilities: A Pilot Study. Mitacs Accelerate Postdoctoral Fellowship. \$20,000 over 4 months. Awarded October 2021.
- Irvin, E. (Principal Investigator), Tompa, E., Haan, M., Gewurtz, R., Mahood, Q., Padkapayeva, K., & **Samosh, D.** (Co-Investigators). Financial Incentives to Promote Employment of People with Disabilities: When and How Do They Work Best? Phase 3. Ontario Human Capital Research and Innovation Fund (OHCRIF). \$49,461.50 over 1 year. Awarded March 2020.
- Gewurtz R., Tompa E. (Co-Principal Investigators), Irvin E., Moser C., Padkapayeva K., & **Samosh D.** (Co-Applicants), Haan M., MacDonald M., Saouab A. (Collaborators). Financial Incentives to Promote Employment of People with Disabilities: When and How Do They Work Best? Social Sciences and Humanities Partnership Development Grant. \$189,039 over 3 years. Awarded March 2019.
- Irvin, E. (Principal Investigator), Tompa, E., Haan, M., Gewurtz, R., Mahood, Q., Padkapayeva, K., & **Samosh, D.** (Co-Investigators). Financial Incentives to Promote Employment of People with Disabilities: When and How Do They Work Best? Phase 2. Ontario Human Capital Research and Innovation Fund (OHCRIF). \$49,941 over 1 year. Awarded April 2018.
- Irvin, E. (Principal Investigator), Tompa, E., Haan, M., Gewurtz, R., Mahood, Q., Padkapayeva, K., & **Samosh, D.** (Co-Investigators). Financial Incentives to Promote Employment of People with Disabilities: When and How Do They Work Best? Phase 1. by the Ontario Human Capital Research and Innovation Fund (OHCRIF). \$49,137 over 1 year. Awarded October 2017.
- Tompa E, (Principal Investigator), Baril-Gingras, G., Bornstein, S., Boucher, N., **Samosh, D.**, & Torjman, S. (Collaborators). Income Security and Labour-Market Engagement: Envisioning the Future of Disability Policy in Canada. Social Sciences and Humanities Research Council of Canada (SSHRC) Partnership Grant. \$2,760,782 over 7 years. Awarded April 2013.

University and Research Centre-Based

Samosh, D. Geoffrey H. Wood Graduate Student Scholarship. Awarded September 2013 – August 2019.

Samosh, D. Richard J. Hand Graduate Award in Management. Awarded September 2013 – August 2019.

Samosh, D. Richard J. Hand Graduate Scholarship. Awarded September 2013 – August 2019.

Samosh, D. Centre for Research on Work Disability Policy Conference and Travel Award. Awarded May 2018.

Samosh, D. University of St. Gallen Centre for Disability and Integration Guest Researcher Award. Awarded April 2017.

Samosh, D. Centre for Research on Work Disability Policy Student Fellowship Award. Awarded May 2017.

CONFERENCE PRESENTATIONS AND SYMPOSIA:

Samosh, D., Brzykcy, A., Baldrige, D., & Lyons, B. (2022). An empirical investigation of career advancement “glass barriers” and disability. *Paper presented at the 82nd Annual Meeting of the Academy of Management*, Online.

Brykman, K., Cloutier, A., Carleton, E., & **Samosh, D.** (2022). Too Depressed and Anxious to Speak Up: Weekly Mental Health Symptoms and Workplace Silence. *Paper presented at the 82nd Annual Meeting of the Academy of Management*, Online.

Samosh, D., Kulkarni, M., Santuzzi, A., & Lyons, B. (2022). Disability as an enabler of career success and inclusion. *Paper presented at the 59th Annual Canadian Industrial Relations Association (CIRA) Conference*, Kingston, ON.

Samosh, D., Kulkarni, M., Santuzzi, A., & Lyons, B. (2022). Disability as an enabler of career success and inclusion. *Paper presented at the 37th Annual Conference of the Society for Industrial and Organizational Psychology*, Online.

Santuzzi, A., **Samosh, D.**, & Luchetti, L. (2022). A socio-cognitive model to encourage effective integration of workers with disabilities and ability differences. *Paper presented at the Dismantling Bias Conference at the Krannert School of Management, Purdue University*, West Lafayette, Indiana.

Kuan, T., Nguyen, A., **Samosh, D.**, & Lyons, B. (2021). Bipolar disorder disclosure and hiring intentions: The moderating role of bipolar disorder knowledge in reducing stigma. *Paper presented at the Canadian Psychological Association Annual Conference*, Online.

Samosh, D. & Lyons, B. (2021). Who’s disclosing? Examining social status as a boundary condition of the relationship between identity management strategies, observer perceptions, and hiring intention. *Paper presented at the 81st Annual Meeting of the Academy of Management*, Online.

Fisher, S. L., Bonaccio, S., Baldrige, D., Chandler, M., Davis, C. L., D’Mello, S., Kulkarni, M., Ryan, A. M., & **Samosh, D.** (2021). Thirty Years of the ADA: Current State and Way Forward. *Alternative session presented at the 36th Annual Conference of the Society for Industrial and Organizational Psychology*, Online.

Samosh, D., Maerz, A., Spitzmuller, M., & Boehm, S. (2020). Accommodation, interpersonal justice, and the turnover intentions of persons with disabilities. *Paper presented at the 80th Annual Meeting of the Academy of Management*, Online.

Samosh, D., Lyons, B. J., & Badridge, D. (2020). Contemporary barriers to the recruitment and inclusion of persons with disabilities. *Symposium presented at the 35th Annual Conference of the Society for Industrial and Organizational Psychology*, Online.

Samosh, D., Maerz, A., Spitzmuller, M., & Boehm, S. (2020). Does respect matter? A study of accommodation-focused interpersonal justice. *Paper presented at the 35th Annual Conference of the Society for Industrial and Organizational Psychology*, Online.

Samosh, D. (2019). Leadership beyond barriers: Exploring the careers of leaders with disabilities. *Paper presented at 34th Annual Conference of the Society of Industrial and Organizational Psychology*, Washington DC.

- Samosh, D.**, & Samosh, J. (2017). The psychology of social movements: Using music to integrate psychological and sociological theory. *Paper presented at the 6th Annual Interdisciplinary Conference in Psychology*, Ottawa, ON.
- Samosh, J. & **Samosh, D.** (2017). What is workplace incivility? An investigation of employee relational schemas. *Poster presented at the 6th Annual Interdisciplinary Conference in Psychology*, Ottawa, Canada.
- Dacin, M. T., **Samosh, D.**, & Davis, G. (2014). Pathways to poverty alleviation: The role of discourse, mechanisms and innovative solutions. *Symposium presented at the 74th Annual Meeting of the Academy of Management*, Philadelphia, PA.
- Samosh, D.** (2013). From global to local: Slow Food and healthy eating in Prince Edward County. *Paper presented at the Queen's Graduate Student Consortium*, Kingston, ON.

INVITED TALKS AND PRESENTATIONS:

- Breward, K., & **Samosh, D.** (2022, April). Reporting on barriers and facilitators of success among prospective, current, and former MBA students with disabilities. *Panelist as part of the Access to Success presentation on the state of disability inclusion in MBA programs*, Online.
- Samosh, D.** (2022, March). Disability as an enabler of career success and inclusion. *Talk presented as part of the Centre for Industrial Relations and Human Resources Work-In-Progress (WIP) Seminar Series at the University of Toronto*, Toronto, ON.
- Samosh, D.** (2021, December). Funding Employment Services to Create Sustainable Employment Opportunities for Persons with Disabilities. *Talk presented as part of the Disability and Work in Canada Conference*, Toronto, ON.
- Samosh, D.** (2021, December). Disability as an enabler of career success and inclusion. *Talk presented as part of the Disability and Work in Canada Conference*, Toronto, ON.
- Johnston, H., & **Samosh, D.** (2021, June). Financial incentives to promote the employment of persons with disabilities. *Talk presented to the Smiths Falls Municipal Accessibility Committee*, Online.
- Samosh, D.** (2021, June). Who's disclosing? Examining the influence of mental disability identity management and social status in hiring. *Talk presented to the Transitions and Inclusive Environments Lab (TRAIL) at Holland Bloorview Kids Rehabilitation Hospital*, Toronto, ON.
- Samosh, D.** (2021, April). Who's disclosing? Examining the influence of mental disability identity management and social status in hiring. *Talk presented as part of the Centre for Industrial Relations and Human Resources Work-In-Progress (WIP) Seminar Series at the University of Toronto*, Toronto, ON.
- Samosh, D.** (2021, January). Who's disclosing? Exploring the relationship between disability disclosure strategies and social status. *Talk presented to the Stigma and Identity Lab at the Schulich School of Business, York University*, Toronto, ON.
- Samosh, D.** (2020, December). Disability, career advancement, and leadership in Canada. *Talk presented as part of the Disability and Work in Canada Conference*, Toronto, ON.
- Samosh, D.** (2020, June). Disability, career advancement, and leadership. *Talk presented as part of the Institute for Work and Health Speaker Series*, Toronto, ON.
- Samosh, D.** (2019, November). Solutions to increase the employment of persons with disabilities. *Discussant as part of the Centre for Research on Work Disability Policy (CRWDP) Annual Ontario Cluster Meeting*, Toronto, ON.
- Samosh, D.** (2019, February). The career advancement of leaders with disabilities: Synthesizing and extending our understanding of facilitators. *Talk presented as part of the Centre for Research on Work Disability Policy (CRWDP) Researcher Presentation Series*, Toronto, ON.
- Samosh, D.** (2018, November). The three-legged stool: Exploring the successes of Canadian leaders with disabilities. *Paper review session with the Ontario Qualitative Methods Workshop at the Rotman School of Management*, Toronto, ON.
- Samosh, D.** (2018, October). The three-legged stool: Exploring the successes of Canadian leaders with disabilities. *Talk presented to Federal Deputy Ministers at the Canada School of Public Service*, Ottawa, ON.

Padkapayeva, K., **Samosh, D.**, & Tompa, E. (2018, October). Defining disability in the context of Canadian policy. *Talk presented as part of the Institute for Work and Health Speaker Series*, Toronto, ON.

Samosh, D. (2018, April). Disability and career advancement. *Talk presented at the Public Service Commission of Canada*, Ottawa, ON.

Samosh, D. (2016, November). Steward work in the academic context. *Talk presented at the Public Service Alliance of Canada Advanced Representation Training for Stewards (ARTS)*, Toronto, ON.

MEDIA:

Breward, K. & **Samosh, D.** (2022, March). How MBA programs can remove disability-related barriers. *Conversation Canada*. <https://theconversation.com/how-mba-programs-can-remove-disability-related-barriers-176651> (Ranked a “Top Ten” article by Academica.ca)

TEACHING EXPERIENCE:

Course Developer (September 2020 – January 2021)

Course: WHDM 410a: Final Research Project Proposal (Online)

Pacific Coast University, Port Alberni, BC.

Responsible for all aspects of course design, including development of the syllabus, online course content, readings, and assessment.

Adjunct Professor (January – April 2020)

Course: COMM 251, Introduction to Organizational Behaviour (In-person and Online; 75 students)
Smith School of Business, Queen’s University, Kingston, ON.

Responsible for all aspects of course design, including development of the syllabus, course content, readings, and assessment.

Personal Average Teaching Effectiveness Rating: 4.9/5.0 (Departmental Mean = 4.1/5.0)

Guest Lecturer (December 2020)

Disability and Work, guest lecture presented to HRM 458.2, Culture and Diversity in Organizations
California State University Long Beach, Long Beach, CA.

Guest Lecturer (March 2019)

“Breaking Glass”: Disability and Leadership, guest lecture presented to COMM 104, Business Ethics and Corporate Social Responsibility

Smith School of Business, Queen’s University, Kingston, ON.

ACADEMIC SERVICE:

Guest Editor

Equality Diversity and Inclusion: An International Journal

Journal Reviews

Journal of Business Ethics

International Journal of Human Resource Management

Equality Diversity and Inclusion: An International Journal

Occupational and Environmental Medicine

Conference Reviews

Academy of Management Conference

Society for Industrial and Organizational Psychology Conference

PROFESSIONAL AFFILIATIONS:

Academy of Management (AOM) (2013 – Present)

Society of Industrial and Organizational Psychology (SIOP) (2018 – Present)

Centre for Research on Work Disability Policy (CRWDP) (2017 – Present)

OTHER WORK AND VOLUNTEER EXPERIENCE:

Disability and Work Research Webinar Series Coordinator (2019 – 2022)

Centre for Research on Work Disability Policy, Toronto, ON.

External Advisor (2017 – 2019)

Discomfort Zone (A Podcast on the Lived Experience of Chronic Pain Disability)

Graduate Student Mentor (2017 – 2019)

Smith School of Business, Kingston, ON.

Chair of Board and Multiple Positions (2015 – 2019)

Kingston Boulderling Co-operative