

Daniel Samosh, PhD  
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Employment Relations Studies  
Faculty of Arts & Science  
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#### ACADEMIC POSITIONS:

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- 2022 - Present Assistant Professor**  
Employment Relations Studies, Faculty of Arts & Science, Queen's University
- 2022 - Present Adjunct Scientist**  
Institute for Work and Health
- 2021 - 2022 Mitacs Elevate Postdoctoral Researcher**  
Centre for Industrial Relations and Human Resources (CIRHR), University of Toronto  
Canadian National Institute for the Blind (CNIB)
- 2019 - 2021 Postdoctoral Researcher**  
Centre for Industrial Relations and Human Resources (CIRHR), University of Toronto  
Centre for Research on Work Disability Policy (CRWDP),  
Institute for Work and Health (IWH)

#### EDUCATION:

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- 2013 - 2019 PhD in Management, Specialization in Organizational Behaviour**  
Smith School of Business, Queen's University  
Dissertation: *Disability, career advancement, and leadership*
- 2012 - 2013 MSc in Management, Specialization in Business Strategy**  
Smith School of Business, Queen's University  
Research Project: *From global to local: Community and social movement frame translation*
- 2007 - 2011 Honours Business Administration**  
Richard Ivey School of Business, Western University

#### PEER-REVIEWED JOURNAL ARTICLES:

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- Brykman, K., Cloutier, A., Carleton, E., & **Samosh, D.** (2024). Too depressed and anxious to speak up: The relationships between weekly fluctuations in mental health and silence at work. *Journal of Occupational Health Psychology*.
- Irvin, E., Tompa, E., Mahood, Q., Gewurtz, R., Padkapayeva, K., **Samosh, D.**, & Johnston, H. (2023). Financial incentives to promote employment of persons with disabilities: A scoping review of when and how they work best. *Disability and Rehabilitation*, 45(21), 3595-3609.
- Samosh, D.**, Maerz, A., Spitzmuller, M., & Boehm, S. (2023). Accommodation, interpersonal justice, and the turnover intentions of employees with disabilities. *International Journal of Human Resource Management*, 34(1), 128-153.
- 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.
- 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.

## PEER-REVIEWED BOOK CHAPTERS:

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- Samosh, D.**, Lilius, J., Atwood, K. (2024). ADHD and career success: Barriers, facilitators, and future research directions. In Patton, E. & Santuzzi, A. (Eds.), *Neurodiversity and Work: Employment, Identity, and Support Networks for Neurominorities* (pp. 257-281). Palgrave.
- Samosh, D.**, Kulkarni, M., Santuzzi, A., & Lyons, B. (2023). Disability as an enabler of career success and inclusion. In S. Robinson & K. Fisher (Eds.), *Research Handbook on Disability Policy* (pp. 754-769). Edward Elgar.

## PEER-REVIEWED REPORTS:

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- 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:

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- 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.
- Beward, 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., Johnston, 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., Johnston, 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 Enterprise 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:

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### International, National and Provincial Funders

- Naito, C. (Principal Investigator) & **Samosh, D.** (Co-Principal Investigator). Understanding disability inclusion champion perceptions and behaviours in Japan, Daiohs Memorial Foundation, ¥1,000,000 over one year. Awarded December 2023.
- Van Eerd, D. (Principal Investigator), Irvin, E. (Co-Principal Investigator), Tompa, E. (Co-Principal Investigator), **Samosh, D.** (Co-Principal Investigator). Incentives-based Approaches to Support Stay at Work/Return to Work: An Environmental Scan. WorkSafeBC Specific Priorities/Systematic Reviews Research Program, \$155,244.00 over two years. Awarded July 2023.
- Samosh, D.** (Principal Investigator), Jetha, A. (Principal Investigator). Disability, the School-to-Work Transition, and Career Success. Sub-grant of the Inclusive Design for Employment Access Initiative, \$600,000 over 6 years. Awarded October 2021.
- Tompa, E. (Principal Investigator), Gewurtz, R. (Co-Principal Investigator), Bonyhady, B., Bruyere, S., **Samosh, D.**, Coppin, P., Coutu, M.F., Fleisig, R., Gomez, R., Jetha, A., Kondo, T., Maisel, J., Harlos, K., Irvin, E., Kristman, V., Laberge, M., Marshall, C.A., Martin, V., Moll, S., Seeschaaf-Veres, A., Smith-Merry, J., Sultan-Taieb, H., Van Eerd, D., Wyndham-West, C. (Co-Applicants),

Inclusive Design for Employment Access (IDEA). New Frontiers Transformation Stream, Research – New Project, \$9,038,723 over 6 years. Awarded October 2021.

**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 (OHCRI). \$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 (OHCRI). \$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 (OHCRI). \$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 Funders

**Samosh, D.** & Fisk, G. Inclusive Design for Employment Access (IDEA) Knowledge Translation Fund. \$5,000 over 1 year. Awarded December 2024.

**Samosh, D.** Research Initiation Grant, Queen's University. \$35,000 over 3 years. Awarded July 2022.

**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:

Lam, J., **Samosh, D.**, Moke, J., & Lyons, B. (2025). Responses to job candidate disclosure of bipolar disorder: The role of identity management strategies and educational affiliation. *Paper presented at the 4<sup>th</sup> Annual Symposium for Disability and Accessibility at Yale*, New Haven.

Lam, J., **Samosh D.**, Moke, J., & Lyons, B. (2024). Bipolar disorder disclosure: How identity management and educational affiliation matter. *Paper presented at the 84<sup>th</sup> Annual Meeting of the Academy of Management*, Chicago.

- Samosh, D.**, Jetha, A., Atwood, K. Pogue, S., & McCarthy, S. (2023). Disability, the school to work transition, and career success. *Panel presented at the Disability and Work in Canada Conference*, Ottawa, Ontario.
- Gulseren, D. & **Samosh, D.** (2023). Theoretical and empirical advancements in research on disability and leadership. *Symposium presented at the 83<sup>rd</sup> Annual Meeting of the Academy of Management*, Boston.
- Samosh, D., Lam, J., & Lyons, B. (2023). Observer responses to job candidate bipolar disorder disclosure and identity management. *Paper presented at the 83<sup>rd</sup> Annual Meeting of the Academy of Management*, Boston.
- Tompa, E., **Samosh, D.**, & Gewurtz, R. (2023). Disability Inclusion in the 21<sup>st</sup> Century. *Symposium presented at the 16<sup>th</sup> Equality, Diversity and Inclusion International Conference at City University*, London.
- Samosh, D.**, Brzykcy, A., Baldrige, D., & Lyons, B. (2022). Disability, career advancement, and “glass barriers”. *Paper presented at the Disability and Work in Canada Conference*, Toronto, ON.
- 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 82<sup>nd</sup> Annual Meeting of the Academy of Management*, Online.
- Samosh, D.**, Brzykcy, A., Baldrige, D., & Lyons, B. (2022). An empirical investigation of career advancement “glass barriers” and disability. *Paper presented at the 82<sup>nd</sup> 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 59<sup>th</sup> 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 37<sup>th</sup> 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 81<sup>st</sup> 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 36<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology*, Online.
- Samosh, D.** (2021, December). Funding employment services to create sustainable employment opportunities for persons with disabilities. *Symposium presented at the Disability and Work in Canada Conference*, Toronto, ON.
- Samosh, D.** (2021, December). Disability as an enabler of career success and inclusion. *Paper presented at the Disability and Work in Canada Conference*, Toronto, ON.
- Samosh, D.**, Maerz, A., Spitzmuller, M., & Boehm, S. (2020). Accommodation, interpersonal justice, and the turnover intentions of persons with disabilities. *Paper presented at the 80<sup>th</sup> 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 35<sup>th</sup> 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 35<sup>th</sup> 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 34<sup>th</sup> 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 6<sup>th</sup> 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 6<sup>th</sup> 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, PANELS, WORKSHOPS AND PRESENTATIONS:

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- Naito, C. & **Samosh, D.** (2024, November). Strategies to advance disability inclusion in Japan. *Talk presented as part of an event for disability inclusion specialists in Japan*, Tokyo, Japan.
- Samosh, D.** & Lilius, J. (2024, September). ADHD and Career Success. *Talk presented as part of the Employment Relations Studies Research Series*, Queen's University, Kingston, ON.
- Samosh, D. (2024, September). ADHD and Career Success. *Talk presented as part of the Institute for Work and Health Speaker Series*, Toronto, ON.
- Samosh, D. (2024, September). The MIR Classroom, Discussion Norms, and Brave Spaces. *Discussion led as part of the Master's of Industrial Relations Orientation Week*, Kingston, ON.
- Samosh, D.** (2024, June). Advancing disability inclusion in Canada: Career success and inclusion in practice. *Talk presented as part of the Institute of Small Business Research and Business Administration Seminar Series*, Osaka University of Economics, Osaka, Japan.
- Samosh, D.** (2024, May). Advancing disability inclusion in Canada: Career success and inclusion in practice. *Talk presented as part of the Japanese Association of Administrative Science (JAAS) International Academic Exchange Seminar and Workshop*, Gakushuin University, Tokyo, Japan.
- Samosh, D.** (2023, November). Wearing a few hats: Conducting theory, applied, and theory-informed applied research in academia. *York University HALO Research Lab Seminar*, Toronto, ON.
- Tompa, E., Gewurtz, R., & **Samosh, D.** (2023, November). Disability inclusion practices, hiring, training, and procurement in the federal public service. *Workshop led with Inclusive Design for Employment Access (IDEA), Employment and Social Development Canada (ESDC) and the Office of Public Service Accessibility (OPSA)*, Ottawa, ON.
- Samosh, D.** (2023, October). Disability, the School-to-Work Transition, and Career Advancement. *Talk presented as part of the YES Workability Launch Event*, Toronto, ON.
- Samosh, D.** (2023, February). How to break glass: Disability glass barriers and the "three-legged stool". *Talk presented as part of the Winkler Speaker Series in Industrial Relations at Queen's University*, Kingston, ON.
- Cyr. M., **Samosh, D.**, Dobani, E., & Bodiam, L. (2022). Belonging in the workplace: A map for success. *Panel presented as part of the Disability and Work in Canada Conference*, Toronto, ON.
- Tompa, E., **Samosh, D.**, Harrison, E., Fung, F., MacDonald, M. (2022). Promoting employer capacity for disability inclusion. *Panel presented as part of the Disability and Work in Canada Conference*, Toronto, ON.
- Beward, 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.

- 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.** & Lyons, B. (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.** & Lyons, B. (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.** & Lyons, B. (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:

- IDEA. (2023-Present). IDEA Advancing Disability Inclusion Webinar Series. Hosting monthly applied research webinars with Inclusive Disability for Employment Access (IDEA). These research-to-practice webinars generally draw an audience of 80-150 participants, coming from for-profit, non-profit, government, community, and academic backgrounds.
- Naito, C, Fujisawa, R., & Yonekawa, S. (2024, July). Japan Association of Administrative Sciences (JAAS) International Academic Exchange Seminar Report: What is Disability Inclusion at Work? Seminar and Workshop. JAAS. [https://note.com/jaas\\_pr/n/n2c47cff02a73](https://note.com/jaas_pr/n/n2c47cff02a73)
- Naito, C. (2024, July). Disability and Inclusion from Canadian and Japanese Perspectives. *Musashi University Blog*. [https://www.musashi.ac.jp/seminar\\_blog/economics/mr436c00000058f4.html](https://www.musashi.ac.jp/seminar_blog/economics/mr436c00000058f4.html)
- Pineau, J. (2023, December). Advancing accessibility and inclusion. *Queen's Gazette*. [https://www.queensu.ca/gazette/stories/advancing-accessibility-and-inclusion?utm\\_source=Gazette+Newsletter&utm\\_campaign=68573e1a71-2023-ur-qgt&utm\\_medium=email&utm\\_term=0\\_-68573e1a71-%5BLIST\\_EMAIL\\_ID%5D](https://www.queensu.ca/gazette/stories/advancing-accessibility-and-inclusion?utm_source=Gazette+Newsletter&utm_campaign=68573e1a71-2023-ur-qgt&utm_medium=email&utm_term=0_-68573e1a71-%5BLIST_EMAIL_ID%5D)
- Samosh, D.**, & Brault, M. (2023). Disability Inclusion at Work. *The BDO Accessibility Spotlight*. <https://insights.bdo.ca/youtube-videos/accessibility-spotlight-resaping-cultural-perspectives-on->

### [disabilities-in-the-workforce](#)

**Samosh, D.** (2023, January). Leaders with Disabilities: Learn Three Ways that Career Barriers can be Busted. *Smith Business Insight*.

<https://smith.queensu.ca/insight/content/The-Winning-Path-for-Leaders-With-Disabilities.php>

**Samosh, D.** & Gulseren, D. (2022, December). Work Disability. *The OHS Project: Free Educational Resource for Occupational Health & Safety Courses*.

<https://anchor.fm/duygu-gulseren/episodes/Work-Disability---Dr--Dan-Samosh-e1snj6g>

**Samosh, D.** (2022, October). How do leaders with disabilities advance in their careers? *Business & Society Blog*.

<https://businessandsociety.org/leaders-with-disabilities/>

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:**

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### **Courses Taught**

MIR 853 Advancing Equity, Diversity, and Inclusion in the Workplace, Employment Relations Studies, Faculty of Arts & Science, Queen’s University, Kingston, ON. (2024)

EMPR 360 Advancing Disability Inclusion in the Workplace, Employment Relations Studies, Faculty of Arts & Science, Queen’s University, Kingston, ON. (2024)

PMIR 853, Advancing Equity, Diversity, and Inclusion in the Workplace, Employment Relations Studies, Faculty of Arts & Science, Queen’s University, Kingston, ON. (2022-2023)

EMPR 370, HR Analytics, Employment Relations Studies, Faculty of Arts & Science, Queen’s University, Kingston, ON. (2023, 2025)

COMM 251, Introduction to Organizational Behaviour, Smith School of Business, Queen’s University, Kingston, ON. (2019)

### **Courses Developed**

WHDM 410a, Final Research Project Proposal, Pacific Coast University, Port Alberni, BC. (2018)

### **Guest Lectures and External Course Engagements**

“Disability and Employment Relations”. Introduction to Employment Relations (1<sup>st</sup> year), Queen’s University, Kingston. (2024)

“Disability Inclusion at Work”. Diversity, Equity, and Inclusion (3<sup>rd</sup> and 4<sup>th</sup> year), Osaka University of Economics, Osaka, Japan. (2024)

“Disability Inclusion at Work”. Diversity, Equity, and Inclusion (2<sup>nd</sup> year), Musashi University, Tokyo, Japan. (2024)

“Disability Inclusion at Work”. Diversity, Equity, and Inclusion (3<sup>rd</sup> and 4<sup>th</sup> year), Reitaku University, Tokyo, Japan. (2024)

“Disability and Career Advancement”. HRMT 33111, Organizational Behaviour, Sheridan College, Brampton, ON. (2023)

“Disability and Work” presented to HRM 458, Culture and Diversity in Organizations, California State University Long Beach, Long Beach, CA. (2019)

“Breaking Glass: Disability and Leadership” presented to class COMM 104, Business Ethics and Corporate Social Responsibility, Smith School of Business, Queen’s University, Kingston, ON. (2018)

## **TEACHING ASSISTANT POSITIONS:**

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### **Strategic Leadership, MBAS 882 (January – April 2017)**

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

### **Business Strategy, COMM 401 (September – December 2014 & January – April 2015)**

Smith School of Business, Queen's University, Kingston, ON.  
**Accounting Audit, COM 317 (January – April 2014)**  
Smith School of Business, Queen's University, Kingston, ON.

## **ACADEMIC SERVICE:**

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### **Journals and Conferences**

#### **Journal Review Editor (Editorial Board Member)**

Frontiers in Organizational Psychology (2023-Present)

#### **Journal Guest Editor**

Equality, Diversity and Inclusion: An International Journal (2021-2022)

#### **Award Committees**

Dorothy Harlow Award Best Conference Paper Committee (Academy of Management DEI/GDO)  
(2023)

#### **Journal Reviews**

British Journal of Industrial Relations  
Journal of Business Ethics  
International Journal of Human Resource Management  
Equality Diversity and Inclusion: An International Journal  
Occupational and Environmental Medicine

#### **Conference Reviews**

Equality, Diversity and Inclusion International Conference  
Academy of Management Conference  
Society for Industrial and Organizational Psychology Conference

### **Internal to Queen's University**

#### **Departmental Committees (Employment Relations)**

Employment Relations Research Seminars Committee Lead (2024 – Present)  
MIR EDII Committee - Supporting Faculty Member (2022 – Present)  
Cyclical Program Review Committee Member with EDII focus (2023 – 2024)  
Renewal, Tenure, and Promotion Committee Member (2022 – 2023)  
Research Seminars Committee Member (2022 – 2024)

#### **Faculty Committees (Faculty of Arts & Science)**

Equity, Diversity, Inclusion, and Indigenization (EDII) Council Member (2022 – Present)

#### **Doctoral Dissertation Committees (Queen's University)**

Ryan Stack. (2023). Professional Identity and Culture: A Review on Auditors' Professional Identities  
Through the Ranks and a Study on Auditors' Identities Away from Centers of Power. Smith  
School of Business, Queen's University.

### **External to Queen's University**

Adjunct Scientist, Institute for Work and Health, Toronto, Ontario (2022 – Present)  
Student Mentor, SIOP Disability Inclusion and Accessibility (DIAC) Ad Hoc Committee (2022 –2024)  
Contributor, Panel on Disability and Employment Related Measurement and Indicators, Accessible  
Canada Directorate (ACD), Employment and Social Development Canada (ESDC), and



## **RESEARCH POSITIONS:**

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### **Research Coordinator (2019)**

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

### **Research Assistant (2013 – 2019)**

Multiple positions at Smith School of Business, Kingston, ON.

### **Research Associate (2017 – 2018)**

Institute for Work and Health, Toronto, ON.

## **PROFESSIONAL AFFILIATIONS:**

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Inclusive Design for Employment Access Social Innovation Lab (IDEA SIL) (2022 – Present)

Academy of Management (AOM) (2013 – Present)

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

Centre for Research on Work Disability Policy (CRWDP) (2017 –2023)

## **OTHER WORK AND VOLUNTEER EXPERIENCE:**

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### **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), Toronto, ON.

### **Graduate Student Mentor (2017 – 2019)**

Smith School of Business, Kingston, ON.

### **Chair of Board and Multiple Positions (2015 – 2019)**

Kingston Bouldering Co-operative, Kingston, ON.