

Alycia Damp

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Updated: December 2020

EDUCATION

PhD Candidate, Industrial Relations and Human Resources

2016 – 2021 (expected)

Centre for Industrial Relations and Human Resources, University of Toronto
Toronto, ON, Canada

Dissertation Topic: Knowledge Theft in Organizations: A multi-method approach to conceptualizing and operationalizing a novel construct

Committee: David Zweig (Chair), Marlys Christianson, & Brian Connelly

MSc Applied, Industrial/Organizational Psychology

2014 - 2016

Saint Mary's University
Halifax, NS, Canada

Thesis: Conflict Style Fit: A novel approach to studying conflict management in the workplace

Committee: Debra Gilin (chair), Camilla Holmvall, & Mark Fleming

BA, Double Major Psychology and Sociology, Highest Honours

2009 - 2013

Carleton University
Ottawa, ON, Canada

Thesis: Witnessing Incivility in the Workplace: Implications for job-related affect and commitment

Supervisor: Janet Mantler

RESEARCH INTERESTS

Fields of Interest: Organizational Behavior (Micro, Meso), Human Resources, Employment/Industrial Relations

Topics of Interest: Employee mistreatment; The employee-organization relationship; Employee recognition; Career shocks and career success

Broadly, I am interested in how and why exposure to mistreatment (either from organizations or individuals within them) shapes individuals' behaviours, careers, and the relationships between employees and organizations. My dissertation program of research focuses on a particular form of interpersonal mistreatment, namely knowledge theft, and is guided by the following questions: 1) what is knowledge theft and why is it distinct from other forms of theft or interpersonal mistreatment, 2) when does knowledge theft hinder career success and what mechanisms explain some of this between-individual variation, and 3) how do individuals learn, adapt, or grow from this experience of mistreatment? I use a mix of both qualitative and quantitative methods and person- and variable-centered approaches to study these questions.

MANUSCRIPTS IN PREPARATION

Zweig, D. & **Damp, A.** Knowledge Theft in Organizations. [*Stage: Data Analysis Complete, Manuscript Writing Underway; Target: Journal of Applied Psychology*]

Damp, A., Potter, A., & Pohler, D. Towards a Theory of Organizational Responses to Extreme Contexts: A Study of Small- to Medium-sized Canadian Business Viability Through COVID-19. [Stage: Data Analysis Complete, Manuscript Writing Underway; Target: *Journal of Strategic Management*]

Scott, K., Hewitt, S., & **Damp, A.** Me to We? Or Me to Them? A Latent Profile Approach to Organizational Identification and the Role of Attachment Theory. [Stage: Data Analysis Complete, Manuscript Writing Underway; Target: *Journal of Occupational and Organizational Psychology*]

Hansen, S., Zweig, D., & **Damp, A.** Do Promises Matter in the Psychological Employment Contract? Yes, to those with maladaptive personality traits. [Stage: Data Analysis Complete, Manuscript Writing Underway; Target: *Journal of Applied Psychology*]

WORKS IN PROGRESS

Damp, A. & Zweig, D. When does knowledge theft impede career success? When targets have the most to lose and thieves have the most to gain.

Damp, A. Conflict Management Styles as a Coherent System of Traits: A person-centered approach

Damp, A. When One is Not Enough: The interaction between structural and cultural flexibility in the workplace.

CONFERENCE & INVITED PRESENTATIONS

Damp, A. & Zweig, D. (2020, September). Knowledge Theft in Organizations: An Inductive Approach to Conceptualizing a Novel Construct. Poster presented at the Doctoral Consortium for the British Academy of Management Conference, Conference in the Cloud (virtual).

**Highly commended Poster Award*

Zweig, D. & **Damp, A.** (2019, June). Exploring Knowledge Theft at Work. Poster presented at the European Association for Work and Organizational Psychology Congress, Turin, Italy.

Damp, A. (2018, July). *Flexibility in the Workplace: New Insights on Structure and Organizational Culture*. Invited presentation at the Institute for Strategy, Technology and Organization in the Munich School of Management, Ludwig-Maximilians-University, Munich, Germany.

Damp, A. (2017, July). Conflict Style Fit: A novel approach to studying conflict management in the workplace. Presented at the Annual International Association of Conflict Management Conference, Berlin, Germany.

Damp, A. (2017, June). Does your Organization's Practices Support its Policies? The role of climate in the workplace flexibility – vitality relationship. In G. Latham (chair) & A. Day (moderator), *One Size Does Not Fit All: Exploring the Paradox of Workplace Flexibility*. Symposium conducted at the Annual Canadian Psychological Association (CPA) Conference, Toronto, ON, Canada.

Damp, A. (2017, May). Conflict Style Fit: A novel approach to studying conflict management in the workplace. Poster session presented at the European Association for Work and Organizational Psychology Congress, Dublin, Ireland.

Damp, A. (2013, April). The Effects of Witnessing Incivility in the Workplace. Poster session presented at the Psychology Research Day, 2013, Carleton University, Ottawa, ON, Canada.

CONFERENCE ORGANIZATION & SYMPOSIA

2020

Doctoral Consortium (Symposium Co-chair with Jennifer Harmer and Qian Zhang). International Labor and Employment Relations Associations (ILERA) 10th Regional Congress of the Americas, Toronto, ON, Canada.

**Honourarium received for outstanding execution of the Consortium*

2017

One Size Does Not Fit All: Exploring the Paradox of Workplace Flexibility (Symposium Organizer). Canadian Psychological Association, Toronto, ON, CA.

OTHER PUBLICATIONS

Holmval, C. & **Damp, A.** (2016). Workplace Mistreatment: Prevalence, Predictors, Potential Consequences, and Interventions. *Sobey School of Business Workplace Review, October 2016 Issue 1-2*, 3-20.
Retrieved from: <https://smu.ca/webfiles/October2016.pdf>

Damp, A. (2016). *Conflict Style Fit: A novel approach to studying conflict management in the workplace* (unpublished master's thesis). Saint Mary's University, Halifax, Nova Scotia, Canada.
Retrieved from: <http://proquest.umi.com.library2.smu.ca/xmlui/handle/01/26667#.Xd13E-hKiHt>

Darr, W., St Pierre, L., & **Damp, A.** (2015). A Field Test of the Computerized Adaptive Rating Scale for Assessing Personnel Performance in the Canadian Armed Forces. Ottawa, Ontario: Director General Military Personnel Research and Analysis.

Macarthur, M. & **Damp, A.** (2015). Naval Officer Assessment Board (NOAB) Realistic Job Preview. Ottawa, Ontario: Director General Military Personnel Research and Analysis.

FUNDING AWARDS & DISTINCTIONS

- | | |
|---|--------------------|
| • Ontario Graduate Scholarship (OGS), Provincial Government - \$15,000 | 2020 – 2021 |
| • Doctoral Completion Award, Centre for Industrial Relations and Human Resources - \$10,000 | 2020 – 2021 |
| • Doctoral Excellence Award, Centre for Industrial Relations and Human Resources - \$1000 | 2020 |
| ○ <i>Awarded annually to one student for outstanding progress and leadership capacity</i> | |
| • Doctoral Research Fellowship, University of Toronto - \$25,000 | 2018 – 2021 |
| • Joseph-Armand Bombardier (CGS, Doctoral), Federal Government - \$105,000 | 2016 – 2019 |
| • Faculty of Arts and Science Top Doctoral (FAST) Stipend & Tuition Award - \$80,000 | 2016 - 2020 |
| • Fellowship Top Up Award, Centre for Industrial Relations and Human Resources | 2016 - 2020 |
| • Faculty of Arts and Science Graduate Admission Award | 2016 |
| • President's Hall of Academic Excellence Award, Saint Mary's University | 2016 |
| ○ <i>Awarded annually to the top graduating student from the Master's in Industrial/Organizational Psychology program</i> | |
| • Joseph-Armand Bombardier (CGS, Master's), Federal Government - \$17,500 | 2015 – 2016 |

- Nova Scotia Research and Innovation Graduate Scholarship, Provincial Government \$10,000 **2015 – 2016**
- Research Fellowship, Saint Mary's University **2014 – 2016**
- Faculty of Graduate Studies and Research Graduate Award, Saint Mary's University **2014 – 2016**
- J. Lorne Gray Scholarship, Carleton University **2012 – 2013**
- C. C. Gibson Scholarship, Carleton University **2011 – 2012**
- E. W. R. Steacie Scholarship, Carleton University **2010 - 2011**

TEACHING EXPERIENCE

University Course Instruction

Recruitment and Selection (IRE348)

F 2020

University of Toronto, Woodsworth College, Employment Relations Undergrad Program

F 2019

- Developed and taught
- Online synchronous delivery in W 2020, in-person delivery in F2019

People Management and Organizational Behaviour (JRE420)

W 2020

University of Toronto, Faculty of Applied Science and Engineering, Business Minor

- 1st half in-person delivery, 2nd half online delivery (resulting from COVID-19)

Guest Lectures

Course: Organizational Behaviour (RSM260)

W 2019

Topic: Group and Team Dynamics: Group Climates in Organizations

University of Toronto, Rotman School of Management, Commerce Undergrad Program

Course: Training and Development (IRE437)

W 2019

An Overview of Learning, Training, and Performance Management

University of Toronto, Woodsworth College, Employment Relations Undergrad Program

Course: Labour Law (IRE431)

W 2017

Topic: Strikes and Lockouts

University of Toronto, Woodsworth College, Employment Relations Undergrad Program

Seminar Instruction

People Management and Organizational Behaviour (JRE420)

W 2019

University of Toronto, Faculty of Applied Science and Engineering, Business Minor

F 2018

Psychological Statistics (PSYC2350)

W 2016

Saint Mary's University, Department of Psychology, Psychology Undergrad Program

W 2015

Teaching Assistant Appointments

University of Toronto, Department of Management, Master of Accounting and Finance

Leadership in the 21st Century (MAF3001)

'19

University of Toronto, Woodsworth College, Employment Relations Undergrad Program

Organizational Behaviour (IRE260)

**'17, '18,
'19**

Training and Development (IRE437)

**'18, '19,
'20**

Introduction to Employment Relations (IRE240)

'18

Labor Law (IRE431)

'17 '18

Employment Health (IRE378)

'17

Ryerson University, Ted Rogers School of Management, HR Major Undergrad Program
Leadership (MHR640)
Organizational Behaviour (MHR405)

'19, '20
'18

Saint Mary's University, Department of Psychology, Psychology Undergrad Program
Research Methods (PSYC2340)

'14, '15

PEER-REVIEW SERVICE & PROFESSIONAL AFFILIATIONS

Peer-Review Service:

Ad-hoc Reviewer – Human Resources Management Journal

2019-

Ad-hoc Reviewer – Academy of Management Annual Meeting

2018-

Professional Affiliations:

British Academy of Management

2020-

Academy of Management

2018-

European Association for Work and Organizational Psychology

2017-

PROFESSIONAL SERVICE

Co-chair (PhD consortium) and **Volunteer** (conference organizing) - International Labor and Employment Relations Associations (ILERA) 10th Regional Congress of the Americas, Toronto, ON, Canada

2019-

Member and Volunteer - Organization and Management Theory Membership Group, Academy of Management

2019-

PhD Representative – Centre for Industrial Relations and Human Resources, University of Toronto.

2017-2018

Co-Organizer – Leadership, Education, and Research Network (LEARN) workshops, Industrial/Organizational Psychology Program, Saint Mary's University

2015-2016

PROFESSIONAL EXPERIENCE & DEVELOPMENT

Experience:

EllisDon Corporation (Mississauga, ON)

S 2015

Talent Development and Labour Relations Intern

Department of National Defence (Ottawa, ON)

2013

Research Assistant for Director General Military Personnel Research & Analysis Unit

Development:

Doctoral Student Development Program, Academy of Management

2019-

Advanced University Teaching Program, University of Toronto

2018-

REFERENCES

Available upon request.