

Ussama Ahmad Khan

ussama@uw.edu | 206-833-9197

EDUCATION

University of Washington

PhD in Business Administration (OB)

Seattle, WA

Expected 2023

Dissertation: *Humanizing Microfinance: A mixed methods study of the role of dignity, selflessness, and sanctification in transforming the lives of low-income entrepreneurs in Pakistan.*

Chair: Christopher Barnes; Committee Members: Kira Schabram, Ryan Fehr, and Andrew Hafenbrack; GSR: Cynthia Levine (Psychology)

Stage: Proposed February 2022

***Winner of the inaugural RRBM Dare to Care Dissertation Scholarship Award**

Harvard University

Master's in Public Policy

Cambridge, MA

May 2016

Lahore University of Management Sciences

BSc. Accounting & Finance

Lahore, Pakistan

June 2013

UNDER REVIEW

Khan, U.A., Barnes, C., & Patel, C. [Air Pollution and Leadership]. (2nd Round R&R: *Journal of Applied Psychology*).

Khan, U.A., Barnes, C., Heng, YT, Wen, W., Wu, E. [Resilience and Awe]. (Under review *OBHDP*).

Khan, U.A., Awtrey E., & Fehr, R. Basit, A. [Expressing gratitude in teams]. (Under review *Journal of Applied Psychology*)

Heng, YT, **Khan, U.A., & Hafenbrack, A.** [Observed Compassion and employee well-being]. (Under review *Journal of Applied Psychology*).

SELECTED WORK IN PROGRESS

*Basit, A.A., Johnson, M.J., **Khan, U.A., & Murray, A.** [Understanding pivoting behavior in early-venture startup teams in an incubator setting]. (Finalizing. Target journal: *Organization Science*).

*each author contributed equally

Schabram, K, **Khan, U.A.** [Calling and Creativity]. (Writing. Target journal: *Academy of Management Journal*).

Khan, U.A., Barnes, C., & Basit, AA. [Air Pollution and Work-Family Conflict]. (Writing. Target journal: *OBHDP*).

Khan, U.A., Feng, Q., Barnes, C. [Heat and Abusive Supervision]. (Data Collection. Target journal: *PNAS*).

Khan, U.A., Barnes, C., Wagner, D., & Yam KC. [Fungibility of Time and Employee Work-Family Conflict]. (Data Collection. Target journal: *Academy of Management Journal*).

Khan, U.A., Barnes, C., Hafenbrack, A., & Rauf. AA. [Ramadan and Professional Muslim Athletes? A Qualitative Study]. (Data Collection. Target journal: *Administrative Science Quarterly*)

Khan, U.A. [Modern Day Slavery at Brick Kilns in Pakistan, A Qualitative Study]. (Data Collection. Target journal: *Administrative Science Quarterly*)

Reynolds, S.J. & Khan, U.A.. Behavioral Ethics and AI. (Idea Development. Target journal: *Academy of Management Review*)

Chaired Conference Sessions

Khan, U.A., Locklear, L.L. [Gratitude In the Workplace: Moving Toward New Frontiers]. (2022, August 6–9). [Symposium Co-Organizer]. *Academy of Management Annual Conference, Seattle, WA, United States*

Papers Accepted at Conferences

Khan, U.A., Awtrey E., & Fehr, R. Basit, A. [Expressing gratitude in teams]. (2022, August 6–9). [Conference presentation]. *Academy of Management Annual Conference, Seattle, WA, United States*

Basit, A.A., Johnson, M.J., Murray, A., & **Khan, U.A.**. Pivoting in Early-Stage Ventures (2022, August 6–9). [Conference presentation]. *Academy of Management Annual Conference, Seattle, WA, United States*

Heng, Y. T. & Khan, U. A., & Hafenbrack, A. (2021, August). Observed Compassion [Conference presentation]. *Academy of Management Annual Conference, Virtual session.*

Heng, Y. T. & Khan, U. A., & Hafenbrack, A. (2021, April). How observing compassion in the COVID-19 pandemic benefits employee work and personal outcomes: A story-telling intervention approach. *Paper presented at the 36th Annual Conference of the Society of Industrial and Organizational Psychology. Virtual session.*

Basit, A.A., Johnson, M.J., Murray, A., & **Khan, U.A.**. Information Transfer and Multi Teams Systems (2020, August 1–3). [Conference presentation]. *IN GROUP Conference, Bellevue, WA, United States*

Reynolds, S.J. & **Khan, U.A.**. (2020, August). Ethics and Machines [Conference presentation]. *Academy of Management Annual Conference, Virtual session.*

TEACHING EXPERIENCE

University of Washington

- | | |
|--|-------------|
| 1) MGMT 300 Core Undergraduate OB | |
| • Evaluation Score (4.8/5) *Recognized as Star Teacher by M&O Department | Spring 2021 |
| • Evaluation Score (4.7/5) *Recognized as Star Teacher by M&O Department | Winter 2022 |
| 2) TMMBA 524 A Leading Org Change (Instructor for Team Project) | Summer 2021 |
| • Evaluation Score (4.9/5) | |

AWARDS AND HONORS

- | | |
|--|-----------|
| • Winner of the inaugural RRBM Dare to Care Dissertation Scholarship Award | 2022 |
| • Dean's Excellence Award (University of Washington) | |
| ○ Awarded to top 3 graduate students across business school | 2021 |
| • Recognized as star teacher (University of Washington) | 2021,2022 |
| • Dean's Commendation for Excellence in Teaching Award (ITU, Pakistan) | 2017 |
| • Fulbright Scholarship Award for Master's Program (Harvard) | 2014-2016 |
| • Dean's Honors List (LUMS, Pakistan) | 2010-2013 |

SERVICE

- | | |
|---|---------|
| • PhD Admissions Student Representative for M&O | 2021 |
| • DEI Taskforce MGMT 300 | 2021-22 |

PROFESSIONAL MEMBERSHIPS

Academy of Management	2019-Present
-----------------------	--------------

WORK EXPERIENCE

Information Technology University

Teaching Fellow (Lecturer), School of Business and Management

Lahore, Pakistan
Dec2016-Dec2018

Lahore University of Management Sciences

Research Associate (Fulltime), School of Business

Lahore, Pakistan
Sep 2016-Dec 2016
May2013-Sep 2013

Harvard Business School

Research Assistant with Dr. Francesca Gino, Dr. Max Bazerman and
Netta Barak Corren

Cambridge, MA

Jun 2015-May 2016

Beacon House Newlands

A Levels Teacher (Highschool)

Lahore, Pakistan
Sep 2013-Aug 2014

PwC

Summer Intern

Lahore, Pakistan
June-July 2011