

# Ussama Ahmad Khan

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## EDUCATION

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**University of Washington | Foster School of Business**

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.*

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

**\*Invited for presentation:**

- Adderley Positive Research Incubator at the Center for Positive Organizations (Feb 2023)

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

**Harvard University**

Master's in Public Policy

Cambridge, MA

May 2016

**Lahore University of Management Sciences**

BSc. Accounting & Finance

Lahore, Pakistan

June 2013

## RESEARCH & PUBLICATIONS

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**Invited for Resubmission:**

**Khan, U.A.,** Barnes, C., & Patel, C. [Air Pollution and Leadership]. (3<sup>rd</sup> Round Review: *Journal of Applied Psychology*).

**Khan, U.A.,** Fehr, R., Awtrey E. & Basit, A. [Expressing gratitude in teams]. (1<sup>st</sup> Round R&R: *Journal of Applied Psychology*)

**Under Review:**

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

**Work in Progress:**

**Khan, U.A.,** Barnes, C., Heng, YT, Wen, W., Wu, E. [Resilience and Awe]. (Finalizing. Target Journal: *Organization Science*).

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]. (Writing. Target journal: *PNAS*).

**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*)

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

\*each author contributed equally

## **PAPERS PRESENTED AT CONFERENCES**

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

**Khan, U.A.**, Awtrey E., & Fehr, R. Basit, A. (2022, August) Gratitude Disparity, Team Psychological Safety Climate, Performance & Customer Satisfaction. *Academy of Management Annual Conference, Seattle, WA, United States*

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

**Khan, U.A.**, Awtrey E., & Fehr, R. Basit, A. (2022, June). Thanks for Some, But Not Others: The Effects of Received Gratitude Disparities on Team Performance. *Positive Organization Scholarship Conference, Ann Arbor.*

Heng, Y. T. & Khan, U. A., & Hafenbrack, A. (2022, June). How Observing Compassion Influences Third-Party Employees' Prosocial Interactions at Work. *Positive Organization Scholarship Conference, Ann Arbor.*

Heng, Y. T. & Khan, U. A., & Hafenbrack, A. (2021, August). Observed Compassion. *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.** (2020, August 1–3). Information Transfer and Multi Teams Systems. *IN GROUP Conference, Bellevue, WA, United States*

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

## **TEACHING EXPERIENCE**

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### **University of Washington**

- 1) MGMT 300 Core Undergraduate OB
  - Evaluation Score (4.8/5) Spring 2021
  - Evaluation Score (4.7/5) Winter 2022
- 2) TMMBA 524 A Leading Org Change (Instructor for Team Project) Summer 2021
  - Evaluation Score (4.9/5)

## **AWARDS AND HONORS**

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- Inaugural RRBM Dare to Care Dissertation Scholarship Award 2022
- Dean's Excellence Award- awarded to top 3 Foster School of Business graduate students 2021
- M&O Department Star Teacher 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

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

## PROFESSIONAL MEMBERSHIPS

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Academy of Management 2019-Present

## WORK EXPERIENCE

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**Information Technology University** Lahore, Pakistan  
Teaching Fellow (Lecturer), School of Business and Management Dec2016-Dec2018

**Lahore University of Management Sciences** Lahore, Pakistan  
Research Associate (Fulltime), School of Business Sep 2016-Dec 2016  
May2013-Sep 2013

**Harvard Business School** Cambridge, MA  
Research Assistant with Dr. Francesca Gino, Dr. Max Bazerman and Netta Barak Corren Jun 2015-May 2016

**Beacon House Newlands** Lahore, Pakistan  
A Levels Teacher (Highschool) Sep 2013-Aug 2014

**PwC** Lahore, Pakistan  
Summer Intern June-July 2011

## REFERENCES

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**Dr. Christopher Barnes**  
Professor of Organizational Behavior  
University of Washington  
[chris24b@uw.edu](mailto:chris24b@uw.edu)

**Dr. Ryan Fehr**  
Professor of Organizational Behavior  
University of Washington  
[rfehr@uw.edu](mailto:rfehr@uw.edu)

**Dr. Kira Schabram**  
Assistant Professor of Organizational Behavior  
University of Washington  
[schabram@uw.edu](mailto:schabram@uw.edu)

**Dr. Andrew Hafenbrack**  
Assistant Professor of Organizational Behavior  
University of Washington  
[ahaf@uw.edu](mailto:ahaf@uw.edu)