Ussama Ahmad Khan

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ACADEMIC APPOINTMENTS

London Business School
Assistant Professor Organisational Behaviour (2023-)

EDUCATION

University of Washington | Foster School of Business — Seattle, WA
PhD in Business Administration (OB) — June, 2023

University of Washington | Foster School of Business — Seattle, WA
Master of Science in Business Administration — June, 2021

Harvard University — Cambridge, MA
Master's in Public Policy — May 2016

Lahore University of Management Sciences — Lahore, Pakistan
BSc. Accounting & Finance — June 2013

RESEARCH & PUBLICATIONS

Published:

1. **Khan, U. A**., Patel, C., & Barnes, C. M. (2024). A breath of toxic air: The relationship between appraised air pollution, abusive supervision, and laissez-faire leadership through the dual-mediating pathways of negative affect and somatic complaints. *Journal of Applied Psychology*, *109*(2), 157.

2. *Moy, J., ***Khan, U.A**., Barnes, C.M., Ong, W. The Impact of Food Insecurity on Work Outcomes. *In-press at the Journal of Applied Psychology*

3. **Khan, U. A.,** Baker, M. G., & Barnes, C. M. (2026). Addressing insomnia symptoms through food aid to those with food insecurity. *Sleep Health*.

Revise and Resubmit:

1. **Khan, U. A**., Li, Z., C., & Barnes, C. M. A Dynamical Systems Account of Resilience. *OBHDP. 1st Round R&R*

Under Review

1. **Khan, U. A**., Organizational Selflessness and Dignity in Microfinance. *Under Review at Organization Science*

Work in Progress:

1. *Awan, A, ***Khan, U.A**., *Pletneva, L, [Recovering Drug Addicts] *(40 interviews completed. Submission Target ASQ Spring 2027)*
2. **Khan**, **U.A.,** Mussweiler, T., Gupata, A. [Role Models and Dignity in the Receipt of aid.] *(Study 1 and Study 2 Completed, Collecting Data for Field Experiment. Submission Target PNAS Spring 2027)*

3. **Khan, U.A**., Prengler, M. Rai, A. [Allyship for Female Labor Participation in Global South] *(Round 1 Data Collection Complete. Submission Target ASQ Summer 2027)*
4. **Khan, U.A**., Wang, R. [Child Labor] *(Lab Experiments Under Way. Submission Target PNAS Fall 2027)*
5. Khan, M.A., **Khan, U.A**. [SES and Mental Health Disclosure at Work] *(Data Collection for Study 1. Submission Target AMJ Summer 2027)*
6. **Khan, U.A**., Prengler, M. Rai, A. [Culturally-Contingent Allyship] (*Ideation. Submission Target AMR Summer 2027)*
7. **Khan, U.A**., M. Rai, A., Kyrgios, E. [Sexual Harassment at Work] *(Round 1 Data Collection Starting Summer 2026. Submission Target AMJ Summer 2027)*
8. **Khan**, **U.A.,** Feng, Q., Barnes, C. [Heat and Abusive Supervision]. *(Data Analysis. Submission Target MS Fall 2026).*
9. **Khan, U.A**., Fehr, R., Awtrey E. & Basit, A. [Expressing gratitude in teams]. *(Data Collection Complete. Submission Target AMJ Fall 2026).*
10. **Khan, U. A**., Sanctity and Meaning of Meaning in Microfinance. *(Writing. Submission Target OS Fall 2026)*

*equal co-authorship

INVITED TALKS

Schulich School of Business, York University	2026
Virtual Seminar Series, Management in Emerging Markets	2025
Management in Emerging Markets Conference, University of Toronto (Rotman)	2025
RRBM Summit, Cambridge University	2024
Compassion Lab	2024
Adderley Positive Research Incubator, University of Michigan	2023
London Business School	2022
Texas A&M	2022
New York University	2022
Indiana University	2022
University of Washington- Psychology Department	2022

PAPERS PRESENTED AT CONFERENCES

Awan, A, **Khan, U.A**., Pletneva, L. *(2025, July)* Identity Disassociation for Recovering Drug Addicts. *Academy of Management Annual Conference, Copenhagen, Denmark*

Khan, **U.A.**. *(2024, August)* Humanizing Poverty Alleviation. *Academy of Management Annual Conference, Chicago, United States*

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

London Business School

Negotiations and Bargaining

- E326 A, B, C Fall 2025-6
- E326 I, J, K Summer 2024-5
- E326 D, E Spring 2023-4

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

- Inaugural RRBM Dare to Care Dissertation Scholarship Award 2022
- Dean's Excellence Award- awarded to top 3 Foster School of Business graduate students 2021
- University of Washington 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

Internal

- Seminar Series Coordinator (London Business School) 2025
- Faculty Facilitator for Doctoral Professional Development Seminar 2025
- Guest Session for LBS Staff at the Festival of Growth (London Business School) 2025
- Tenure Track Search Committee (London Business School) 2024
- Seminar Series Coordinator (London Business School) 2023

- PhD Admissions Student Representative (UW M&O) 2021
- DEI Taskforce MGMT 300 (UW M&O) 2021-22

External

- Adhoc Reviewer (Journal of Applied Psychology, Organization Science, Personnel Psychology) 2025-
- LBS Faculty Rep at London Qualitative Community 2025

PROFESSIONAL MEMBERSHIPS

Academy of Management 2019-Present