

Curriculum Vitae Hamza Khan Ph.D.

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EMPLOYMENT

August 2023 – Current University of Illinois Chicago, Bridge To Faculty Post Doctorate

EDUCATION

2023 Boston College, PhD Management/Organization Studies
2022 Boston College, MSc Management/Organization Studies
2015 Lahore University of Management Sciences (Pakistan), MBA.
Dean’s Honors List (2014)
2011 Lahore University of Management Sciences, BSc (Hons).
Major: Economics and Political Science

DISSERTATION

How do organizations and individuals within organizations respond when they believe that the organization has achieved its *purpose*? I explore this question through an ethnography of a Jewish Service Organization that believes it has achieved its sole purpose of “resettling Jewish refugees to the United States”. I show that this organization responded by *renewing its purpose* – at the heart of which was this organization’s decision to help Muslim refugees escape Taliban rule in Afghanistan and resettle in the United States. Purpose renewal can lead to conflicts between stakeholders who feel that purpose change could threaten the organization's identity and stakeholders who sense an opportunity to build on the organization's legacy. This dissertation uncovers this purpose renewal process including how organizations resolve ongoing conflicts between individuals in organizations.

Dissertation Committee

Michael G. Pratt, Chair (Boston College), Judith A. Clair (Boston College), Ricardo Flores (University of Victoria)

AWARDS AND ACHIEVEMENTS

Finalist for “The Phillips and Nadkarni Award for Outstanding Paper on Diversity and Cognition” – MOC Division

Donald J. White Teaching Excellence Award – Boston College (2022)

Oshu Corporation Japan and Auckland International College New Zealand Scholarship Award (2003-2006)

RESEARCH AND PUBLICATIONS

Khan, H, Proctor, J & Pratt, M.G. (forthcoming). Managing Leader Multiple Identities through the Formation of a Self. In Epitropaki, O. and Kark, R. (eds.) Oxford Handbook of Leadership, Followership and Identity.

Khan, H. (2022). Occupational Identity Construction in Emerging Occupations: How Muslim Chaplains Bricolage Occupational Identity. Academy of Management Proceedings

Pratt, M.G., Hedden, L.N., Khan, H., Sala, G., & Sciarappa, S. Making Sense of Identity in and of Organizations. *In Press. Academy of Management Collections*.

Manuscripts under Review

Pratt, M.G., Hedden, L.N.,* & Khan, H.* (* shared second authorship). Title redacted due to blind-review process. 3rd Round Revise and Resubmit. Academy of Management Review (ABDC: A*).

Active Projects and Working Papers

“Occupational Identity Construction in Emerging Occupations: How Muslim Chaplains Bricolage Occupational Identity”. (Empirical with M.G. Pratt; Working Paper; Target Journal: Academy of Management Journal)

“Blood in the operating room: Cross-occupational relational tensions between anesthesiologists and surgeons”. (Empirical with J. Clair and B. Schinoff; Working Paper; Target Journal: Organization Science)

“Dark Side of Organizational Hope”. (Conceptual/theoretical With J. Clair, K. Sawyer and G. Sala; Working Paper; Target Journal: Academy of Management Review)

“Claiming Victory? Now what? Processes of Renewing Organizational Purpose at a Jewish Service Organization that Helped Afghan Refugees Immigrate and Settle in the United States”. (Dissertation; Empirical; Data analysis and writing manuscript stage; Target Journal: Administrative Science Quarterly)

“Development of Organizational Identity”. (Empirical with M.G. Pratt, A. Vadera and P. Meghwar; Data collection stage; Target Journal: Academy of Management Journal)

Research Presentations

- 2023 **(Presented by coauthor)** “Blood in the operating room: Cross occupational relational tensions between anesthesiologists and surgeons” EGOS Conference, Cagliari, Italy 2023.
- 2022 **(Presenter)** “Occupational Identity Construction in Emerging Occupations: How Muslim Chaplains Bricolage Occupational Identity” Academy of Management Conference. Seattle, August 2022.
- 2021 **(Co-presenter)** “Moralized Identities at Work” May Meaning Meeting. Virtual, May 2021. (With M.G. Pratt and L. N. Hedden)
- 2020 **(Presenter)** “Hybrid Occupational Identities” Identity Research Conference. Boston, March 2020.
- (Co-Presenter)** “Moralized Identities at Work” Identity Research Conference. Boston, March 2020. (With M.G. Pratt and L. N. Hedden)
- 2019 **(Co-Presenter)** “Moralized Identities at Work” Work, Identity and Meaning Community. Boston, May 2019. (With M.G. Pratt and L. N. Hedden)

TEACHING EXPERIENCE

- Spring 2021** Instructor MGMT 102113 Introduction to Organizational Behavior
Rating: 4.54/5
- Fall 2020** TA for MGMT 2123 Negotiation (Professor Michael G. Pratt)
- Spring 2019** TA for MGMT 102106 Organizational Behavior (Professor Sun Tae Kim)
- Spring 2011** TA for Pol 211 Geopolitics of South Asia (Amb. Azmat Hassan LUMS)

Fall 2011 TA for Pol 224 Modern Middle East (Amb. Azmat Hassan LUMS)

PROFESSIONAL MEMBERSHIPS

Academy of Management (2018-Present) – MOC Division, OB Division

SERVICE

Ad Hoc Reviewer, AOM Annual Meetings, MOC and OB Divisions (2018-2023)

Work, Identity and Meaning Community and Research Meetings Coordinator (2020, 2021)

Kauffman Award Committee Member, Managerial and Organizational Cognition Division, Academy of Management Annual Meeting (2020)

Boston College Representative at PhD Project Annual Conference (2019, 2020)