



ALLAN KHAN, MBA, MPA

Human Rights & Governance Researcher | Employment & Anti-Discrimination Law Expert | Public Policy & Disability Inclusion Specialist

PhD Candidate, Griffith University (Hopkins Centre)

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U.S. Citizen | Open to Remote, Hybrid, Relocation (US & EU)

Employment Rights: USA & Australia

PROFESSIONAL SUMMARY

Allan Khan is an accomplished researcher, policy strategist, and operations executive whose career spans over two decades across telecommunications, technology, digital platforms, and academic research. He brings a rare combination of Fortune 500 executive leadership—reducing churn to industry-record lows and managing teams of 600+ staff—with rigorous academic expertise in human rights law, employment discrimination, disability inclusion, organizational behavior, and public policy governance.

Currently completing a PhD at Griffith University's Hopkins Centre, Khan's research focuses on mental health distress, psychosocial disability adjustments, and reasonable accommodation frameworks in Australian higher education institutions. His work directly informs policy reform at the parliamentary level, having authored formal submissions to the Australian Parliament and the Attorney-General's Department. He has presented at international conferences, including the Microsoft Inclusive Leadership Summit, and has been recognized with an ARC Research Grant Scholarship, Hopkins Centre Research funding, and Microsoft's Best Innovative Project Idea award.

Khan's research profile extends across employment discrimination law, comparative public policy (AU/NZ/US/EU), organizational behavior, and HR governance. He has conducted a landmark 900-employer empirical study on hiring bias, authored comparative legal analyses of the Disability Discrimination Act 1992 (AU) and the Americans with Disabilities Act 1990 (US), and contributed peer-reviewed scholarship to leading journals and research centers. He is a published research affiliate of both the Hopkins Centre at Griffith University and AHEAD (Achieving Health Equity for All People with Disabilities).

As a strategic professional, he combines evidence-based policy research with practical implementation skills—translating complex legal and data-driven insights into scalable organizational frameworks. His teaching experience at the Victoria University of Wellington Law School, empirical research across multiple jurisdictions, and volunteer advocacy for civil rights and disability equity further underscore a career defined by intellectual rigor, social impact, and cross-sector leadership.

RESEARCH INTERESTS

Public Policy & Governance

- Analysis of policy formulation, implementation, and evaluation in developing and developed contexts
- Impact of public policy on social equity, labor markets, and institutional governance
- Comparative policy analysis across AU, NZ, US, and EU jurisdictions

- Evidence-based approaches to legislative reform and regulatory compliance
- Public sector ethics, governance accountability, and institutional performance

Employment Law & Anti-Discrimination

- Comparative analysis of employment law frameworks across jurisdictions (ADA, DDA, NZ HRA, Title VII)
- Legal protections surrounding workplace discrimination, disability rights, and labor rights
- Influence of international conventions (CRPD, ILO) on national employment policies
- Positive duty obligations and enforcement mechanisms in anti-discrimination law
- Hiring bias, long-term unemployment stigma, and selection bias in organizational recruitment

Human Rights & Disability Inclusion

- Intersection of labor rights and human rights frameworks
- Protection of vulnerable groups including people with disabilities and long-term unemployed
- Rights-based approaches to public policy, employment, and access to legal remedies
- Disability adjustments and reasonable accommodations in academic and workplace settings
- Psychosocial disabilities, mental health distress, and remote/hybrid work environments

Organizational Behavior & HR Management

- Leadership styles, motivation, team dynamics, and organizational culture
- Psychological contract theory and its effects on employee satisfaction and performance
- Impact of emotional intelligence and ethical leadership on workplace relationships
- Strategic HR practices in recruitment, training, and performance management
- Diversity, inclusion, and ethical HR practices in global and public-sector organizations
- HR governance frameworks, bias-reduction strategies, and defensible accommodation processes

EDUCATION & ACADEMIC QUALIFICATIONS

Doctor of Philosophy (PhD) — Health & Social Work

2024 – Present

Griffith University ([Hopkins Centre](#)) | School of Health and Social Work | Australia

Research Title: [Mental Health Distress and Disability Adjustments](#): Examining Collaborative Approaches to Accommodation and Adjustments for PhD Students with Psychosocial Disabilities at Australian Universities

- Supervised within the Hopkins Centre: Research for Rehabilitation and Resilience, a joint initiative of Griffith University and Metro South Hospital and Health Service
- Research employs mixed-methods design incorporating qualitative interviews with PhD candidates and institutional analysis of adjustment policies at Australian universities
- Affiliated with AHEAD (Achieving Health Equity for All People with Disabilities) — Centre of Research Excellence
- Presented preliminary findings at the Griffith University School of Health Seminar (2024) and Microsoft Inclusive Leadership Summit (2025)
- Funded by Hopkins Centre Research Scholar Award (2024–2025)

Qualitative & Quantitative Research Methods

2022

UiT The Arctic University of Norway | Remote (Norway)

- Advanced coursework in social science research methodologies, statistical analysis, and qualitative inquiry

- Applied training in mixed-methods research design and data triangulation

Advanced Legal Research Course

2021

School of Law, Victoria University of Wellington | New Zealand | Grade: A

- Specialized legal research skills including statutory interpretation, case law analysis, and international legal databases
- Focus on employment law, human rights instruments, and disability discrimination frameworks

Postgraduate Diploma — Business Research Administration

2019 – 2021

University of Otago | Dunedin, New Zealand | GPA: 7.2/9 (A–)

Research Areas: Workplace disability, Black Swan risk diversification, employment discrimination

- Award: Top Academic Performance (A+) in Socially Responsible Business (2019)
- Conducted foundational empirical research on unemployment discrimination and employment-status protections under the New Zealand Human Rights Act 1993
- Explored Black Swan theory applied to organizational risk management and operational resilience

Graduate Diploma — Public Policy

2016

Australian National University (ANU) | Canberra, Australia | GPA: 6/7 (Merit)

Concentration: Labor policies, poverty alleviation, international security frameworks

- Examined comparative social policy outcomes across OECD nations
- Studied international security frameworks and their intersection with human rights obligations

Master of Business — Public Sector Management (MPA)

2015

University of Queensland | Brisbane, Australia | GPA: 6.3/7

Honors: Dean's Honor Roll

- Research areas: Public sector ethics, telecommunications sector sustainability, water policy governance
- Applied organizational management theory to public sector reform and institutional efficiency
- Graduate Certificate in Marketing awarded concurrently (University of Queensland, 2015)

Master of Business Administration (MBA)

2013 – 2015

Bond University | Gold Coast, Australia | GPA: 7.2/10

Award: Top MBA CRM Project (2014) — Best Performance in 'Building Customer Relationships'

- Specialization in Marketing & Customer Relationship Management (CRM)
- Research: CRM applications in U.S. electoral campaigns; Australian unemployment trends and economic policy
- Participated in the St. Petersburg G20 Summit Final Compliance Report research under Dr. Caitlin Byrne (2014)
- Evaluated policy adherence across G20 member states using mixed-methods analysis

U.S. Degree Equivalency (WES, Ref #6429370): Graduate GPA 3.73 / 4.0 — equivalent to two U.S. Master's degrees, one Graduate Certificate, and graduate-level study

ACADEMIC APPOINTMENTS & TEACHING EXPERIENCE

Course Convenor & Examiner — LAWS121

2021

School of Law, Victoria University of Wellington | Wellington, New Zealand

- Managed end-to-end assessment design, grading, and student support for 500+ undergraduate law students enrolled in LAWS121 (Introduction to New Zealand Law)
- Designed rubrics and marking guidelines ensuring consistency and academic integrity across a large cohort
- Provided detailed formative and summative feedback, supporting student learning outcomes and academic development
- Collaborated with faculty to align assessment tasks with course learning objectives and regulatory standards

Invigilator: Compliance & Academic Operations Lead

2021 – 2022

Wellington School of Business & Government, Victoria University of Wellington | New Zealand

- Led implementation of Inpera LMS platform for exam integrity management across the Business School
- Developed analytics dashboards for academic compliance monitoring and performance tracking
- Designed and oversaw remote examination protocols during COVID-19 disruptions, ensuring continuity of academic assessment
- Coordinated logistics for large-scale examinations involving hundreds of students across multiple programs
- Provided training and guidance to academic staff on examination procedures and digital platform use

RESEARCH EXPERIENCE

Law & Disability Accommodations Research

2022 – Present

School of Law, University of Queensland & School of Health and Social Work, Griffith University | Australia

Legal Compliance and Institutional Reform in Higher Education (2022–2024):

- Researched reasonable accommodations and disability rights compliance under national frameworks (Disability Discrimination Act 1992 & Americans with Disabilities Act 1990) and international legal instruments (CRPD)
- Identified systemic gaps in institutional policies affecting students with psychosocial and physical disabilities in Australian universities
- Advocated for embedding inclusive policy design within academic governance and administrative procedures
- Produced comparative analysis of adjustment obligations across higher education institutions

Disability Adjustments Research (2025 – Present):

- Queensland Government – TMR Project (Griffith University): Investigating collaborative support models for a disability-inclusive workforce, with a focus on employment equity and workplace adjustment practices in transport-related public sector roles
- Attorney-General's Disability Discrimination Act Review: Authored extensive submission to the public review of the Disability Discrimination Act 1992, examining contrasts with the Americans with Disabilities Act, identifying gaps in positive duty obligations, analyzing judicial setbacks in employment remedies, and proposing legislative amendments to strengthen enforcement and accessibility
- Universities Accord — Mental Health & Legal Protections in Academia: Research project at UQ Law School examining the adequacy of legal protections for students with mental health conditions under existing higher education frameworks

- Funding: ARC Research Scholarship Grant (2022–2024) and Hopkins Centre Research Scholar Award (2024–2026)

Empirical Research on Hiring Bias & Anti-Discrimination Law

2020 – 2022

School of Law, Victoria University of Wellington | Wellington, New Zealand

Project Title: Human Rights and Employment: Does the New Zealand Human Rights Employment-Status Protection Prevent Unemployment Discrimination?

- Designed and executed a landmark multi-jurisdictional study examining hiring bias against long-term unemployed job seekers across New Zealand, Australia, and the United States
- Conducted quantitative and qualitative surveys with over 900 employers to analyze how employment-status protections influence organizational hiring behavior and decision-making
- Focused on the New Zealand Human Rights Act 1993 and relevant U.S. state and city anti-discrimination laws (New Jersey, Oregon, New York City, Washington DC, Chicago)
- Triangulated findings using Human Rights Tribunal case studies, employer survey data, and statutory analysis
- Research conducted with institutional support from the New Zealand Human Rights Commission, Ministry of Business, Innovation, and Employment, and Victoria University of Wellington Law School
- Supervised by Dr. Petra Butler (now Dean, University of Canterbury) and Professor Gordon Anderson (retired)

Key Research Findings:

- Demonstrated that well-designed legal frameworks significantly reduce hiring discrimination: NZ employers were measurably less likely to discriminate against long-term unemployed candidates compared to jurisdictions lacking employment-status protections
- Identified systemic patterns of stigma-based bias that organizations can audit and address through inclusive, legally compliant recruitment architecture
- Established that legislation exerts strong behavioral influence on employers, supporting proactive voluntary compliance strategies beyond minimum legal obligations

Policy & Organizational Applications:

- Provided evidence-based recommendations for lawmakers to guide legislative reforms improving labor conditions and expanding employment opportunities for marginalized job seekers
- Developed organizational-level frameworks for designing inclusive, legally compliant hiring processes that reduce legal risk, expand talent pipelines, and improve long-term retention outcomes
- Findings support both voluntary compliance programs and systemic change in labor markets across developed economies

Volunteer Research — Indigenous Rights & Civil Rights

2024 – Present

Office of Senator Lidia Thorpe | Parliament of Australia | Melbourne, Australia

- Contributed to policy development in Anti-Discrimination law, Criminal Justice (including deaths in custody), and Disability Rights (NDIS and related accommodations)
- Researched the international recognition of Indigenous treaty rights, analyzing comparative legal frameworks across Australia, Canada, New Zealand, and the United States
- Provided policy briefings and analytical memoranda to support parliamentary advocacy and legislative submissions

G20 Compliance Research

2014

Bond University | Gold Coast, Australia

- Co-authored the St. Petersburg G20 Summit Final Compliance Report under the supervision of Dr. Caitlin Byrne (Director, Griffith Asia Institute)
- Evaluated policy adherence and commitment fulfillment across G20 member states using mixed-methods analysis
- Assessed effectiveness of G20 governance mechanisms in translating summit commitments into national policy outcomes

PUBLICATIONS

Peer-Reviewed Articles & Book Chapters (Submitted / Under Review):

- Khan, A. (2025). Analysis of PhD students with disabilities: Barriers in Australian higher education and the reasonable adjustment regulatory framework. Manuscript submitted for publication.
- Khan, A. (2025). The Disability Discrimination Act of 1992 and the Americans with Disabilities Act of 1990: A Comparative Legal Review. Manuscript submitted to Bond Law Journal.
- Khan, A. (Pending revision). Long-Term Unemployment, Stigma, and Selection Bias in Hiring. International Journal of Organization Theory & Behavior.

Co-Authored Research Publications:

- Khan, A. (Co-author, 2025). Inclusion of Australian Employees with Disability in Public Transport Services and Work Opportunities. Centre for Work, Organization and Wellbeing, Griffith University.

Research Reports:

- Khan, A. (2014). St. Petersburg G20 Summit Final Compliance Report. Bond University. [Research conducted under Dr. Caitlin Byrne, Director, Griffith Asia Institute]

POLICY SUBMISSIONS & LEGISLATIVE CONTRIBUTIONS

- Khan, A. (2025). Submission to the Attorney-General's Department on the Review of the Disability Discrimination Act. Provided comprehensive analysis of gaps in the DDA 1992, including enforcement mechanisms, inclusive education practices, mental health accommodations, protections against institutional harm, and recommendations for stronger accountability frameworks for people with disabilities in Australia.
- Khan, A. (2025). Submission to the Australian Parliament on the Fair Work Amendment (Right to Work from Home) Bill 2025. Examined the intersection of remote work rights, disability accommodations, and psychosocial risk obligations for employers under existing and proposed legislative frameworks.
- Khan, A. (2024). Submission to the Australian Parliament — Criminal Code Amendment (Genocide, Crimes Against Humanity and War Crimes) Bill 2024. Advocated for removal of political barriers to prosecuting genocide, war crimes, and crimes against humanity, with comparative insights on governance, separation of powers, and international accountability standards.
- Khan, A. (2025). Submission to the Australian Parliament — Right to Disconnect and Psychosocial Safety (Proposed). Research and commentary on the intersection of employee wellbeing obligations and emerging right-to-disconnect legislative frameworks in Australia and the EU.

CONFERENCE PRESENTATIONS & INVITED TALKS

"Mental Health Distress Adjustments for the Contemporary Remote Workforce" 2025

Microsoft Inclusive Leadership Summit | Brisbane, Australia

- Presented evidence-based strategies for implementing psychosocial disability adjustments in remote and hybrid work environments

- Addressed organizational obligations under Australian disability law and practical frameworks for HR governance
- Recognized with Microsoft's Best Innovative Project Idea award at the conclusion of the Summit

"Psychosocial Disabilities and Reasonable Adjustments in Academia"

2024

School of Health Seminar | Griffith University | Brisbane, Australia

- Presented preliminary findings from PhD research on mental health distress and accommodation practices at Australian universities
- Discussed gaps in institutional adjustment frameworks and proposed collaborative models for disability support

"Human Rights in New Zealand"

2021

Faculty of Law, Victoria University of Wellington | Wellington, New Zealand

- Presented findings from the empirical employer survey research to the Law Faculty and Human Rights Commission partners
- Discussed policy implications of NZ Human Rights Act employment-status protections for organizational behavior and hiring equity

"Long-Term Unemployment in New Zealand"

2019

Otago Business School, University of Otago | Dunedin, New Zealand

- Presented comparative analysis of long-term unemployment statistics across New Zealand and other OECD countries
- Examined structural factors contributing to unemployment persistence and the adequacy of existing policy responses

PROFESSIONAL EXPERIENCE

Senior Retention Specialist

2024

Varsity Tutors (a Nerdy Company) | Remote, USA

- Drove an 18% reduction in student and tutor attrition by redesigning match-quality frameworks and improving educational outcome tracking systems
- Optimized Salesforce CRM workflows and lifecycle engagement strategies, streamlining management of hundreds of active cases and reducing administrative friction across the platform
- Enhanced user experience across multiple tutoring programs, producing measurable improvements in satisfaction scores and long-term program engagement metrics
- Implemented data-driven behavioral segmentation to identify at-risk students and tutors, enabling proactive intervention before attrition occurred
- Collaborated cross-functionally with product and operations teams to refine the matching algorithm and improve educational alignment

Operations Manager

2016 – 2017

MV Transportation | USA

- Managed a diverse workforce of 90+ unionized employees, overseeing end-to-end employee performance management, workforce scheduling, and complex logistics coordination
- Achieved a 25% uplift in service performance by spearheading comprehensive process redesign and implementing robust KPI and SLA frameworks aligned to contractual obligations
- Directed operational compliance and multichannel service delivery, ensuring seamless execution in a high-volume, time-critical operational environment

- Reviewed and negotiated labor contracts and performance agreements, aligning workforce obligations with organizational efficiency goals
- Partnered with logistics teams to coordinate SLA adherence across omni-channel platforms, driving continuous performance improvement

Senior Manager, Retention

2012 – 2013

T-Mobile USA | Bellevue, WA

- Led strategic retention initiatives and SaveQ operations during T-Mobile's landmark 'Un-carrier' transformation, a market-disrupting repositioning strategy that redefined industry competitive dynamics
- Achieved an industry-record branded postpaid churn rate of 1.7%, representing an 80-basis point year-over-year improvement — the best performance in T-Mobile's history at that time
- Contributed to record-breaking subscriber growth: 869,000 branded postpaid net additions in Q4 2013, supporting total net gains of 4.4 million customers for the full year
- Redesigned SaveQ operations by integrating customer behavioral insights with cross-functional operational workflows, optimizing agent scripts, segmentation models, and offer structures
- Correlated retention strategy with financial performance: T-Mobile stock rose from an average of \$14.54 (2012) to \$21.60 (2013); total revenue grew from \$19.72B to \$24.42B
- Architected multi-channel retention journeys using Salesforce CRM to deliver personalized messaging at scale across email, SMS, and digital channels

Regional Manager, Retention

2008 – 2012

Time Warner Cable (Spectrum) | Raleigh, NC

- Led large-scale retention strategy across multiple U.S. regions, managing a workforce of 600+ staff and overseeing multimillion-dollar vendor partnerships through the Global Financial Crisis
- Spearheaded the strategic consolidation of multiple regional divisions into a unified East Region entity, driving \$40M+ in cost reductions while expanding the subscriber base to 14.7 million customers
- Sustained revenue growth from \$9.1B to \$10B+ while managing major corporate spin-off and navigating global economic instability — Time Warner share price rose +49.8% in 2012 alone
- Saved \$4M+ annually by consolidating Carolina operations, onboarding two new vendors, and expanding partnerships with Sprint, HBO, and Showtime
- Leveraged advanced customer analytics to identify churn triggers, implement targeted loyalty programs, and strengthen regional customer base performance
- Orchestrated cross-functional collaboration between Sales, Service, and Marketing to ensure seamless customer journeys and measurable improvements in retention metrics
- Strengthened ARPU performance: residential high-speed data ARPU rose from \$38.32 to \$39.66 and video ARPU from \$73.18 to \$74.64
- Won Time Warner National Retention Award four consecutive years (2009, 2010, 2011, 2012)

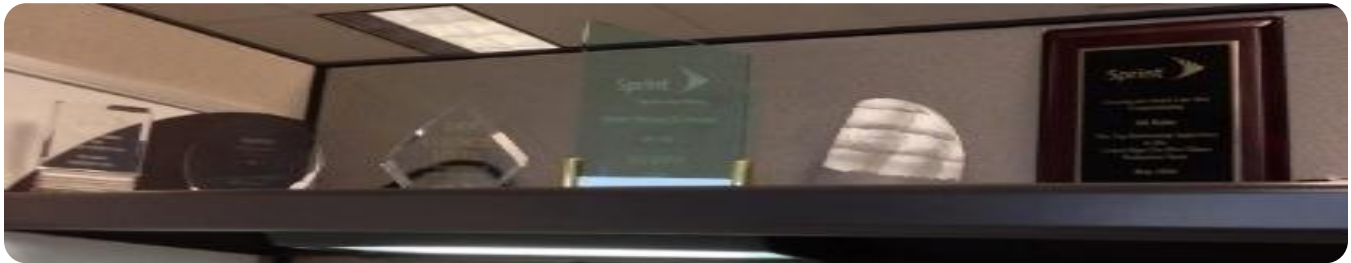
National Retention Supervisor

2003 – 2008

Sprint / Nextel | USA

- Led the consolidation of systems and platforms during the high-complexity Sprint–Nextel merger, integrating operations across both organizations and building cross-functional teams capable of managing merged workflows, customer platforms, and service delivery models
- Pioneered 'right-fit' hiring models based on behavioral competency analysis, achieving 95% team satisfaction scores and significantly reducing attrition across national retention operations

- Earned Nextel/Sprint President's Council Peak Performer recognition (2006, 2007, 2008) for sustained excellence in retention performance and operational leadership
- Developed agent performance frameworks and coaching programs that improved quality metrics and customer satisfaction scores across the national retention organization



GRANTS, AWARDS & HONORS

Microsoft Best Innovative Project Idea Award	2025
Hopkins Centre Research Scholar Award — Griffith University	2024–2026
ARC Research Grant Scholarship — Normalizing Ability Diversity: Disability at Work	2022–2024
Top Academic Performance Award (A+) — Socially Responsible Business, University of Otago	2019
Dean's Honor Roll — University of Queensland (MPA)	2015
Top MBA CRM Project Award — Bond University	2014
Time Warner National Retention Award (4 consecutive years)	2009–2012
Nextel/Sprint President's Council Peak Performer	2004–2008

TECHNICAL SKILLS & RESEARCH PROFICIENCIES

Research & Statistical Tools

- Quantitative: SPSS, Qualtrics (survey design & data collection), statistical modeling, cohort analysis, regression analysis
- Qualitative: NVivo (thematic & content analysis), grounded theory, semi-structured interviews, case study methodology
- Reference Management: Zotero, EndNote
- Academic Platforms: Moodle, Canvas, Inspera (LMS & exam management), Turnitin

CRM & Business Analytics

- CRM Platforms: Salesforce (Power User), Klaviyo, Microsoft Dynamics, Zendesk, Attentive (SMS)
- Data Analytics: Advanced Microsoft Excel (VLOOKUPS, Pivot Tables, Macros, Financial Modeling), SPSS
- Methodologies: Agile/Scrum, A/B Testing, Behavioral Segmentation, Journey Mapping, Predictive Modeling, KPI Architecture

Legal & Policy Research

- Cross-jurisdictional legal analysis (AU, NZ, US, EU frameworks)

- Legislative drafting and policy submission writing
- Comparative statutory interpretation and case law synthesis
- International human rights instruments (CRPD, ICCPR, ILO conventions)

PROFESSIONAL DEVELOPMENT & CERTIFICATIONS



- [Emerging Leaders in Research Program](#) — Griffith University (2025)
- Methods of Social Analyses & Statistics Program — University of Queensland (2023)
- Research Workshops — UQ Law School (2023)
- Lord Sumption Rule of Law Lecture Series — Robert Menzies Institute, Queensland Supreme Court, Brisbane (2022)
- Advanced Legal Research & Writing — School of Law, Victoria University of Wellington (2021)
- Wesley LifeForce Suicide Prevention Certification (2015)
- Red Cross Crisis Response Certification (2018–2020)

SERVICE, ADVOCACY & COMMUNITY ENGAGEMENT

Volunteer — Disaster Relief Coordination

2018 – 2020

American Red Cross | Putnam County, New York

- Mobilized and coordinated volunteers for extreme weather disaster response operations across Putnam County, NY
- Managed volunteer recruitment, logistics, and deployment during emergency events

Advocacy for Students with Disabilities & AI

2025

Brisbane, Australia

- Authored formal advocacy submissions supporting equitable AI use for students with disabilities in higher education
- Promoted accessibility frameworks, reasonable accommodation standards, and protection against algorithmic bias in academic assessment
- Engaged with university governance bodies and government departments on AI policy and disability inclusion

Dear Mr Khan

Thank you for contacting the Australian Attorney-General's Department (the Department) on 28 August 2025, regarding artificial intelligence and the *Disability Discrimination Act 1992*.

Dear Mr Khan

Thank you for your email of 14 August 2025 to the Hon Jason Clare MP, Minister for Education, about recognising Artificial Intelligence (AI) as a reasonable accommodation for PhD students with disabilities.

Fundraiser for Non-Profit Organizations

2025

Clever Contacts | Brisbane, Australia

- Engaged donors on behalf of non-profit organizations across animal welfare, cancer research, domestic violence support, and social impact sectors
- Fostered long-term donor relationships and promoted sustained philanthropic contributions

Parliamentary Research Volunteer — Civil Rights & Disability Advocacy

2024 – Present

- Contributed research, policy analysis, and advocacy materials supporting civil rights, disability rights, and Indigenous justice issues at the federal parliamentary level

MEDIA ENGAGEMENT & PUBLIC COMMENTARY

Raised awareness of PhD candidate mental health challenges, promoting evidence-based strategies for wellbeing support in higher education.

- "Behind the Prestige: PhD Students and the Silent Mental Health Crisis" — [The Koala News](#) (August 2025).

Advocated for international postgraduate students (2020–2022), highlighting the role of PhD researchers, calling for equitable visa regulations, and influencing public and policy discussions on post-pandemic higher education and research stability.

- "International PhD students call for longer student visas" — Radio New Zealand ([RNZ](#)), January 2022. Advocated for equitable visa policy for international PhD researchers in post-pandemic New Zealand.
- "Universities unsure how many international students will take up the offer to come to NZ" — Radio New Zealand ([RNZ](#)), October 2020.
- "PhD student wants to be let in as an essential worker" — Radio New Zealand ([RNZ Podcast](#)), June 2020.
- "PhD candidate says some post-grad students should be let in as essential workers" — Radio New Zealand ([RNZ](#)), June 2020.
- "Bond University Grades G20 Members" — [MyGC](#), November 2014. Media coverage of Bond University G20 Compliance Report research.

RESEARCH AFFILIATIONS & MEMBERSHIPS

[Research Affiliate](#) — AHEAD (Achieving Health Equity for All People with Disabilities)



AHEAD is a Centre of Research Excellence that envisions a world where disability-inclusive research generates new evidence-based solutions to dismantle barriers and ensure health equity for all people with disabilities. Khan's research on psychosocial disability adjustments and accommodation frameworks aligns directly with

AHEAD's core mission of translating research into systemic policy and practice change.

[Research Scholar](#) — Hopkins Centre, Griffith University

The Hopkins Centre: Research for Rehabilitation and Resilience is a joint initiative of Griffith University and the Division of Rehabilitation, Metro South Hospital and Health Service, in partnership with the Motor Accident Insurance Commission, Synapse, Spinal Life Australia, and Health Consumers Queensland. Khan is a funded Hopkins Centre Research Scholar (2024–2025) conducting PhD research on mental health distress and disability adjustments in Australian higher education.

REFERENCES

References available upon request. Academic and professional referees include supervisors at Griffith University (Hopkins Centre), faculty at Victoria University of Wellington School of Law, and senior industry leaders from T-Mobile USA and Time Warner Cable.