

Shamala Kumar, Ph.D.

Office: Agricultural Economics and Business Management
Faculty of Agriculture, University of Peradeniya
Peradeniya, Sri Lanka.

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EDUCATION

Doctor of Philosophy

Industrial & Organizational Psychology, Purdue University, West Lafayette, Indiana, August 2005. *Area of research focused on motivation in academic and work settings.*

Master of Science

Experimental Psychology Program, Illinois State University, Normal, Illinois, August 1999. *Area of research focused on bystander attributions of aggressive behaviour.*

Bachelor of Arts

Psychology, University of the South, Sewanee, Tennessee, May 1996.

PROFESSIONAL EXPERIENCES

PRESENT FULL-TIME POSITION

Professor (2016 – present) and Head of Department (2021 – present)

Department of Agricultural Economics and Business Management.

PREVIOUS (post doctorate)

Senior Lecturer, Grade 1 (2011 – 2016).

Department of Agricultural Economics and Business Management.

Senior Lecturer, Grade 1 (2007-2011)

Department of Agricultural Economics and Business Management.

Senior Lecturer, Temporary (2006-2007)

Department of Agricultural Economics and Business Management.

Lecturer, (2005-2006)

Postgraduate Institute of Management, University of Sri Jayewardenepura

RESEARCH

Formal positions related to research:

Editorial Boards

South Asian Journal of Human Resource Management – Sage – 2019 to present
Tropical Agricultural Research – 2019 to present

Referee/Reviewer - Journals

Lancet, Southeast Asia – Lancet
Sri Lanka Journal of Management - Postgraduate Institute of Management
Personality and Individual Differences - Elsevier
Sri Lanka Journal of Social Sciences – National Science Foundation, Sri Lanka
Men and Masculinities - Sage
International Journal of Human Resource Management – Taylor & Francis
Global Business Review – Sage
Learning and Individual Differences - Elsevier
South Asian Journal of Human Resource Management - Sage
Tropical Agricultural Research - PGIA

Motivation and Emotion - Springer

Psychological Studies - Springer

Sri Lanka Journal of Economic Research (SLJER) – University of Colombo

Colombo Business Journal: International Journal of Theory and Practice

– University of Colombo

Referee/Reviewer – *Conferences and other*

Peradeniya University International Management Research Sessions - 2021

Vavuniya Campus International Research Symposium - 2021

International Symposium on Agriculture and Environment-2020

The 13th International Research Conference on Management and Finance

Open University International Research Sessions 2018

International Research Symposium, Panelist, Uva Wellassa University, 2018

Wayamba University International Conference, Abstract reviewers, 2016

Peradeniya University International Research Sessions, Abstract Reviewer, 2015, 2017

Annual Congress, Postgraduate Institute of Agriculture, Abstract Reviewer, 2008-2018

Session Chair – Sri Lanka Institute of Information Technology

SLIIT International Conference on the Advancements of Sciences and Humanities, Psychology track - 2022

Senior Research Coordinator – University Grants Commission (UGC, June, 2018 – November, 2019).

Coordinated research project involving the university system titled *Study on Ragging Sexual and Gender Based Violence in the University System*. Study included both qualitative and quantitative components that were to inform policy and interventions to combat sexual and gender-based violence and ragging.

Visiting Fellow – Postgraduate Institute of Management (PIM, September, 2016 – August, 2017).

Research fellowship during which several projects were careered out on motivation, leadership, and performance. Responsible for supporting the work of doctoral students with their research and with assist with research activities undertaken by PIM.

Fulbright Fellow (July – Oct. 2013)

Purdue University, Indiana.

Developed a research program, conducted follow up research to previous work with Dr. C. Jagacinski.

Collaborator/Researcher, Mental health and wellbeing in Sri Lanka (2008 - 2011)

University of Colombo, Sri Lanka.

Collaborated with Dr. Roz Dixon, University of London, Birkbeck, UK. Responsible for research design and quantitative analysis on a project to assess child mental health through a grant obtained from the British Academy.

Research Assistant (2002 - 2005)

Purdue University, Indiana.

Worked on motivation research with Dr. C. Jagacinski. Responsibilities included supervising undergraduate research assistants, conducting research, analyzing data, and reporting findings.

Research Coordinator (October 1999 - May 2000)

University of Illinois, Urbana-Champaign, Illinois.

Worked under Dr. Karen Rudolph on a project on anxiety and depression. Responsibilities included coordinating segments of a large research project funded by the National Institute of Health.

Research Assistant & Editorial Assistant (May 1998 - May 1999)

Illinois State University, Illinois.

Worked under Dr. Valentine Moghadam on gender issues in Asia and Africa. Responsibilities included conducting archival research, editing *The Women's Studies Symposium Papers*, working as the editorial assistant for *Research Committee-32, Women in Society, International Sociological Association.*

Researcher (September 1996 - July 1997)

Centre for Women's Research, Colombo, Sri Lanka.

Conducted field research on single-parent families. Responsibilities included participating in planning meetings and collecting data.

Project Officer (August 1996 - July 1997)

Alcohol & Drug Information Centre, Colombo, Sri Lanka.

Responsibilities included developing surveys, supervising and conducting pre- and post-intervention interviews, focus groups, and surveys, analyzing data, and writing reports for international donor organizations.

Publications – Refereed

(*student collaborator)

- Leeza*, A. & Kumar, S. (*in press*). We're monitored too much! Workplace bullying or managerial control in the maldivian tourist resorts? *South Asian Journal of Human Resource Management*.
- Sumathy, S., Kadirgamar, A., Kumar, S., Lecamwasam, H., & Perera, N. (2022). Conversations in a Time of Crisis: Kuppi Talk in the Sri Lankan University Space. *Anthropology of Work Review*. <https://doi.org/10.1111/awr.12244>
- De Zoysa, P., Kumar, S., Amarasuriya, S. D. (2022). Cultural validation of the Self-Compassion Scale and the Subjective Happiness Scale and the influence of gender on self-compassion and subjective happiness in a Sri Lankan undergraduate population. *Asian Journal of Social Psychology*, 25(3), 421-432.. <https://doi.org/10.1111/ajsp.12505>
- Kumar, S., Kailasapathy, P., & Mudiyansele, A. S. (2021). It's my luck: Impostor fears, the context, gender, and achievement-related traits. *Personnel Review*. <https://www.emerald.com/insight/content/doi/10.1108/PR-03-2021-0149/full/html>.
- De Zoysa, P., Kumar, S., Amarasuriya, S. D., & Mendis, N. S. R. (2021). Being yourself: an assessment of authenticity in undergraduates of a University in Sri Lanka. *Asia Pacific Journal of Counselling and Psychotherapy*. 1-16. <http://doi.org/10.1080/21507686.2021.1924810>
- De Zoysa, P., Kumar, S., Amarasuriya, S. D., & Mendis, N. S. (2021). An Assessment of Envy in Undergraduates of a State University in Sri Lanka. *Psychological Studies*, (1-9), <https://doi.org/10.1007/s12646-021-00604-z>.
- Jagacinski, C. M., Kumar, S. & Keith, M. G. (2020). Expanding the Nomological Network of Work Avoidance: Antecedents and Consequences Across Contexts. *Journal of Experimental Education*, 88(2), 221-244. <https://www.tandfonline.com/doi/abs/10.1080/00220973.2019.1635564>
- Kumar, S., Rauf*, F. H. A., Rathnasekara, H. (2019) Working to help or helping to work? Work-overload and allocentrism as predictors of organizational citizenship behaviours. *International Journal of Human Resource Management*, 32(13), 2807-2828. <http://doi.org/10.1080/09585192.2019.1602549>.
- Rauf*, F. H. A. & Kumar, S. (2019). Seeing the forest, beyond the trees: Dimensionality of context specific organizational citizenship behaviour in a Sri Lankan context. *Sri Lanka Journal of Social Science*, 42(1), 65-76.
- Tharshini*, U. & Kumar, S. (2016). Climbing Different Ladders of Success: Perceptions of Barriers to Career Advancement of Women and Men Holding Public Sector Managerial Positions in Jaffna District. *South Asian Journal of Human Resource Management*, 3, 1-24.
- Kumar, S. (2015). *Politics of the Teacher-Learner Relationship and Shifts in Educational Policy in Sri Lanka*. In R. Kumar (ed.), *Neoliberalism and the educational crisis in South Asia: Alternatives and possibilities*. Delhi: Routledge.
- Rauf*, F. H. A. & Kumar, S. (2015). Dimensions of organisational citizenship behaviour: Emic, etic, or both? *South Asian Journal of Human Resource Management*, 2, 123-138.
- Kumar, S. & Gunawardana*, H. (2014). Succeeding at Sales by Avoiding Failure: Social Achievement Goals in a Collectivist Cultural Context. *South Asian Journal of Human Resource Management*. 1(2), 135-151.
- Weerasinghe, C. A. K. & Kumar, S. (2014). University students' intention to pursue overseas jobs: A Case of the University of Peradeniya. *Tropical Agricultural Research*, 26, 94-108.

- Kumar, S. & Jagacinski, C.M. (2011). Confronting Task Difficulty in Ego Involvement: Change in Performance Goals. *Journal of Educational Psychology*, 103, 664-682.
- Jagacinski, C. M., Kumar, S., Boe, J. L., Lam, H & Miller, S.A. (2010). Great Expectations: Changes in Achievement Goals across the College Semester. *Emotion and Motivation*, 34, 191-204.
- Jagacinski, C.M., Kumar, S., & Kokkinou, I (2008) Challenge seeking: The relationship of achievement goals to choice of task difficulty level in ego-involving and neutral conditions. *Motivation and Emotion*, 32, 310-322.
- Kumar, S. & Jagacinski, C. M. (2006). Imposters Have Goals Too: The Imposter Phenomenon and Its Relationship to Achievement Goal Theory. *Personality and Individual Differences*, 40, 147-157.
- Generated interest in many popular media:
 Paper cited in *Psychology Today*, November 1, 2009, *Field Guide to the Self-Doubter: Extra Credit*.
 Paper cited in the *Globe and Mail*, July 17, 2009, *The judge who judges herself*.
 Paper cited in the *New York Times*, February 5, 2008, *Feeling like a Fraud: Maybe sometimes you should*.
 Paper cited in the Research Digest of the British Psychological Society, 2006.
- Reeder, G. D., Kumar, S., Hesson-McInnis, M., & Trafimow, D. (2002). Inferences about the morality of an aggressor: The role of perceived motive. *Journal of Personality & Social Psychology*, 83, 789-803.

Publications – Nonrefereed

- Kumar, S. (March, 2021). Ragging rages on: From Centres to Margins. *The Island*.
<http://island.lk/ragging-rages-on-from-centres-to-margins/>
- Kumar, S. (2020). Academic Freedom? In defence of a radical pursuit of truths. *Colombo Telegraph*. <https://www.colombotelegraph.com/index.php/academic-freedom-in-defence-of-a-radical-pursuit-of-truths/>
- Kumar, S., Fouquet, É, Labrecque, M-É. (2019, October). Are your employee's citizenship behaviors helpful in times of work overload? *Global Watch*. Retrieved from <https://global-watch.com/en/articles/affiliate/scientific-monitoring-en-secure/are-your-employees-citizenship-behaviors-helpful-in-times-of-work-overload>.
- Kumar, S. (2019). Social Engineering and the psychology of becoming the other. *Daily Mirror*, Colombo, Sri Lanka.
- Kumar, S. (2017). A question of decent work or employability? *Professional Manager*, 12, 62-66.
- Kumar, S. (October, 2014). How the Education System Marginalises Society. *The Daily Mirror*, Colombo, Sri Lanka.
- Kumar, S. (2013). The military expansion into education. *Economic and Political Weekly*, 48, 38-41.
- Kumar, S. (April, 2012). Further Cuts In Peradeniya Funding?, *The Island*, Colombo, Sri Lanka.
- Kumar, S. (September, 2012) From chalkboards to picket lines: The journey of a trade union. *The Sunday Island*, Colombo, Sri Lanka.
- Kumar, S. (October, 2011). Militarisation of Sri Lanka and its infiltration into Higher Education, *Groundviews*, Colombo Sri Lanka. <http://groundviews.org/2011/10/13/militarisation-of-sri-lanka-and-its-infiltration-into-higher-education/>
- Kumar, S. & Gunawardena, T. (2010). *Unlike people, the Meda Ela does not complain*. In *Tata Institute of Social Sciences (Ed.)*, Illustrative cases for teaching IWRM: A compendium of ten illustrative cases from South Asia (Vol. 1). *Hyderabad, India: SasiWATERS*.
- Kumar, S. (October, 2008). Psychology in Sri Lanka: not just mental health, *Sunday Island*, Colombo, Sri Lanka.
- Mendis *, A. & Kumar, S. (2008). *Module 1: Our Personal and Professional Roles and How We Perceive Them*. In S. Jayaweera, C. Gunawardena, & I. Edirisinghe (Eds.), *Beyond the glass ceiling: Participation in decision making in the public domain*. Colombo: CENWOR. (ISBN: 9789558610329).
- Kumar, S. & Jagacinski, C. M. (2003). *An investigation into students' commitment and achievement goals in determining students' performance in two English courses*. West Lafayette, IN: Purdue University.

- Kumar, S. & Reeder, G. D. (1999). *Report on Core Alcohol Survey: Illinois State University, Years 1991, 1993 and 1998*. Normal, IL: Illinois State University.
- Amarasuriya, K. & Kumar, S. (1996). *Evaluation in Sri Lanka of "Young People and Substance Use: A Manual Create, Use and Evaluate Educational Materials and Activities (WHO)"*. Colombo, Sri Lanka: ADIC.

Invited Presentations

- Kumar, S. (2022). Zero 2 Infinity: Webinar on promoting decent work and economic growth. University Ambassadors Consortium: United Nations Sustainable Development Goals. United Nations.
- Kumar, S. (2020). Framing Democracy for our times. *Rajini Thiranagama Memorial Discussion*. Jaffna People's Forum for Coexistence, Jaffna, Sri Lanka.
- Kumar, S. (2019). Study on ragging and sexual and gender-based violence in the university system. *Consultative Workshop series on "Creating Conducive Learning Environment in State Universities"*. Resource person to three workshops for University Council Members, Deans, and Senior Student Counsellors, Marshals, etc. University Grants Commission, Colombo, Sri Lanka.
- Kumar, S. (2014). *Margins of Education*. Address at *A More Just and Democratic Society*, the seminar to commemorate 25th death anniversary of the civil rights activist, Dr. Rajini Thiranagama. Jaffna, Sri Lanka.
- Kumar, S. (2014). *Politics of the Teacher-Learner Relationship and Shifts in Educational Policy in Sri Lanka*. Paper presented at the conference 'Educational Transformation and Transformative Education: Possibilities and Alternatives to the Educational Crisis' held at the South Asian University, Delhi, India.
- Kumar, S. (2014). Fostering strong program of research in organizational behavior in Sri Lanka: Reflections and observations. Keynote address, *Jaffna University International Research Conference*, Jaffna, Sri Lanka.
- Kumar, S. (2013). Education and militarization. *Ethical Futures: Dialogues on state, society and ethical existence*. International Centre for Ethnic Studies, Colombo, Sri Lanka.
- Kumar, S. (2013). Seeking unity in diversity: Conceptualizing the cultural differences in the adoption of achievement goals. Presentation and discussion at the Purdue University, brownbag seminar for the Industrial and Organizational Psychology program.
- Kumar, S. (2013). The Status of the study and practice of the area of organizational behavior in Sri Lanka: Reflections and observations. Paper presented at the conference titled 'Indian Culture, Psychology and Global Civilization: Emerging Perspectives' held at the University of Delhi, Delhi, India.
- Kumar, S. (2012). *The Faculty Board*. Invited by the Open University Teacher's Association (OUTA) to address their members, August, 2012.
- Kumar, S. (2011). *The challenges to studying psychological processes in Sri Lanka*. Address at the workshop organized by the Psychology Association of Sri Lanka titled *Psychology in contemporary Sri Lanka: theory and practice*, Peradeniya, Sri Lanka.
- Sivamohan, S., Karunanayake, D., & Kumar, S. (2011). *Higher education: What are we waiting for?* Address at the University of Colombo, seminar on higher education in Sri Lanka.
- Kumar, S. (2009). Keynote Address at the Sri Lanka Foundation Institute's for the Inaugural session of the Diploma Course in Counseling in 2008 at the Sri Lanka Foundation Institute.
- Kumar, S. (2005). *When goals change: Impact of difficulty of the change in performance goals*. Invited to speak at the Solomon Asch Center, University of Pennsylvania, Philadelphia, PA.

Conference Presentations and Publications of Proceedings

- Sasanka*, U. B. E. and Kumar S. (2022) Unhealthy snack consumption and sedentary lifestyle of university students engaged in remote learning during the COVID 19 pandemic: A study of students of the university of Peradeniya, Sri Lanka. *International conference on clinical nutrition and dietary lifestyle, 2022*.
- First author received best presenter award.

- Sasanka*, U. B. E. and Kumar S. (2022). Unhealthy snacking behavior and perceived stress: Evidences from Sri Lankan remote learning university students during the COVID 19 pandemic. *The 4th International Conference on Food, Nutrition, Health and Lifestyle*.
- Pitawala*, L.M.D.D.M. and Kumar, S. (2022). COVID-19 and its Long-Term Impacts to the Quality of Life of Women Garment Workers: A Study of the Biyagama Export Processing Zone, Sri Lanka. *Long-term Social Impacts of the Covid-19 Pandemic*. National Academy of Sciences, Sri Lanka.
- Leeza*, A. & Kumar, S. (2021). Nature of Workplace Bullying in the Maldives Tourist Resorts. *Peradeniya University International Management Research Sessions*. Peradeniya: University of Peradeniya.
- Pitawala*, L.M.D.D.M. & Kumar, S. (2021). Impact of COVID-19 on the Quality of Life of Women Garment Workers: A Study of the Biyagama Export Processing Zone, Sri Lanka. *Happiness and Age conference of the International Centre for Economic Analysis* (held online).
- Shafna, A. M., Kodithuwakku, K. A. S. S., & Kumar S. (2020). Social entrepreneurial orientation of non-governmental nonprofit organizations: A study in Ampara District of Sri Lanka. *The 4th International Conference on Economic and Development* (held online).
- De Zoysa, P., Kumar, S., Amarasuriya, S., & Mendis, N. (2020). An assessment of authenticity in Sri Lankan undergraduates. *Colombo Medical Congress*. Colombo: University of Colombo.
- Hapuhinne*, H. K. D. W. M. S. K. H. & Kumar, S. (2019). The Impact of Physical Work Environment on Job Satisfaction: The Perceptions of the Clerical Staff at the University of Kelaniya. *The 5th National Research Conference on Applied Social Statistics*. Kelaniya: University of Kelaniya,
- Leeza*, A. & Kumar, S. (2019). Workplace Bullying: A Study of Tourism Industry in the Maldives. *Theveli: Third International Conference on Multidisciplinary Research*. Maldives: Maldivian National University.
- Herath*, R. & Kumar, S. (2018). Factors effect on individuals' behavioral intention to adopt online utility bill payment systems. *Conference on Electric Power Supply Industry conference of the Association of the Electricity Supply Industry of East Asia and the Western Pacific*, Kuala Lumpur, Malaysia.
- Kumar, S. (2018). Employability and Exploring Women's Employment: A Review of Literature. *National Symposium on Gender in Higher Education*. Centre for Gender Equity and Equality, University Grants Commission, Colombo, Sri Lanka.
- Priyadarshanie*, M. G. & Kumar, S. (2017). Impact of customer attire on price of goods and the service quality in small and medium scale business context. *Sri Lanka Association for the Advancement of Science, Colombo, Sri Lanka*.
First author received best presenter award.
- Mudiyanselage, A. S., Kumar, S., & Jayakody, J. A. S. K. (2017). Where Do Leaders Come From? Contextual Differences in Determining Paths to Leader Emergence. *International Studying Leadership Conference, Richmond, USA*.
- Manodara*, D. K. & Kumar, S. (2017). Students' confidence regarding online and offline career exploration methods for successful outcomes: An experimental study based on management undergraduates of a state university in Sri Lanka. *Asia Pacific Institute of Advanced Research: Nurturing knowledge without boundaries, Melbourne, Australia*.
- Kumar, S. (2016). Alternative Constructions of the Self for Sri Lankan Contexts. *31st International congress of Psychology, Yokohama, Japan*.
- Kumar, S. (2015). The politics of the teacher-learner relationship in psychology. *Resistance and Renewal: International Society for Theoretical Psychology, Coventry, UK*.
- Deepthi*, U. G. T. & Kumar, S. (2014). Effects of adaptation to climate change on yield based on market versus production orientation. *Faculty of Agriculture Undergraduate Research Symposium, Peradeniya, Sri Lanka*.
- Karthiga*, K. & Kumar, S. (2014). Motivational goals regarding English language and the impact of English language performance on academic achievement: The case of final year students of the Faculty of Agriculture, University of Peradeniya. *Faculty of Agriculture Undergraduate Research Symposium, Peradeniya, Sri Lanka*.
- Muthukumarana*, L. N. & Kumar, S. (2014). A comparison of dual and single manager households' work-family conflict and business performance. *Faculty of Agriculture Undergraduate Research Symposium, Peradeniya, Sri Lanka*.

- Siyambalapitiya^{*}, J. & Kumar, S. (2014). *Perceptions of Communication, Job Performance and Productivity in RPC's Tea Plantations in Sri Lanka*. Annual London Business Research Conference, Imperial College, London.
- Tennakoon^{*}, W. D. N. S. M. & Kumar, S. (2014). The type of task and method of training as determinants of self-efficacy: A test of Social Learning Theory. Paper presented at the Peradeniya University International Research Sessions held at Peradeniya University, Peradeniya, Sri Lanka.
- Tharshini^{*}, U. & Kumar, S. (2014). *Barriers to women's public sector career advancement at the managerial level in Jaffna District*. Paper presented at the Peradeniya University International Research Sessions held at Peradeniya University, Peradeniya, Sri Lanka.
- Weerasinghe^{*}, C. A. K. & Kumar, S. (2014). University students' intention to pursue overseas jobs: A Case of the University of Peradeniya. Paper presented at the Congress of the Postgraduate Institute of Agriculture, Peradeniya, Sri Lanka.
- Wickramasingha^{*}, D. M. D. S. & Kumar, S. (2014). *Achievement goals towards English language learning: The case of first year students of the Faculty of Agriculture, University of Peradeniya*. Paper presented at the Peradeniya University International Research Sessions held at Peradeniya University, Peradeniya, Sri Lanka.
- Wijesinghe^{*}, P. M. K. M. & Kumar, S. (2014). The relationship of agricultural business operators' entrepreneurial motives and subjective well-being with business start-up and success. *Faculty of Agriculture Undergraduate Research Symposium, Peradeniya, Sri Lanka*.
- Kumar, S. (2013). *Ideological congruence as a source of military-university collaborations: An examination of the public higher educational system in Sri Lanka*. Paper presented at the International Seminar on Why Peace Accords and Peace Processes Falter? Resolving Ethno-Nationalist Conflicts and the Challenge for Democracy & Equality held at the Indian Institute of Advanced Study, Shimla, India.
- Rauf^{*}, F. H. A. & Kumar, S. (2012). *Organizational citizenship behavior: Measurement and validation in the context of Sri Lankan Universities*. Paper presented at the 2nd International Symposium of the South Eastern University of Sri Lanka.
- Rauf^{*}, F. H. A. & Kumar, S. (2011). *Dimensions of organisational citizenship behaviour: Emic, etic, or both?* Paper presented at the International Conference on Social Sciences and Humanities held at the University of Peradeniya, Sri Lanka.
- Rambodagedara^{*}, S. & Kumar, S. (2010). Leisure Activities in Ragala: What Role Does Gender Play? Paper presented at the *Twelfth National Conference on Women's Studies*, Colombo, Sri Lanka.
- Fernando^{*}, M.A.C. & Kumar, S. (2009) Characteristics that contribute to university adjustment: First-year Agriculture undergraduate students of the University of Peradeniya. Paper presented at the *Peradeniya University Research Sessions, Peradeniya, Sri Lanka*.
- Gunawardana^{*}, D.K.H.H. & Kumar, S. (2008). Sales performance and goal orientations for task and social achievement. Paper presented at the *International Conference on Social Science*, Kelaniya, Sri Lanka.
- De Mel^{*}, W. L. I. & Kumar, S. (2008). What makes teams work? Leader-member relationship quality and employee performance and job attitudes. Paper presented at the *International Conference on Social Science*, Kelaniya, Sri Lanka.
- Jagacinski, C. M., Kumar, S. Lam, H., & Lustenberger, D. E. (2008). An Exploratory Study of Work Avoidance in the College Classroom, paper presented at the annual meeting of the American Educational Research Association, New York.
- Jayasooriya^{*}, K.A.S.P. & Kumar, S. (2007). Creating brand loyalty through understanding affective and cognitive responses of consumer behavior. Paper presented at the *International Conference on Business Management, Sri Jayewardene, Sri Lanka*.
- Jagacinski, C. M., Kumar, S., Lam, H., & Bonaccio, S. (2007). Work Avoidance and Goal Orientations in Work and Academic Domains, paper presented at the Society of Industrial/Organizational Psychology, New York.
- Kumar, S., Jagacinski, C. M., Lam, H. & Lustenberger, D. E. (2007). Goal orientation in the prediction of citizenship and performance, paper to be presented at the American Educational Research Association, Chicago.

- Jagacinski, C. M., Kumar, S., Lam, H., Lustenberger, D. E. (2007). Effects of Order of Problem Difficulty and Achievement Goals on Test Motivation, Performance, and Affective Outcomes, paper to be presented at the American Educational Research Association, Chicago.
- Jagacinski, C. M., Kumar, S., Bonaccio, S., Lam, H. (2006). A preliminary investigation of the work avoidance goal orientation construct. Paper presented at the annual meeting of the Society of Industrial/Organizational Psychology, Dallas.
- Jagacinski, C. M., Kumar, S., Bonaccio, S. (2006). Performance-approach versus performance-avoidance goals: Effects on performance and affect during cognitive testing. Paper presented at the annual meeting of the American Educational Research Association, San Diego.
- Kumar, S. & Jagacinski, C. M. (2005). *Meeting the challenge: Changes in achievement goals as a function of increasing task difficulty*. Paper presented at the annual meeting of the American Educational Research Association, Montreal, Canada.
- Jagacinski, C. M., Kumar, S., & Kokkinou, K. (2005). *The impact of goal orientations on challenge seeking*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles.
- Jagacinski, C. M., Kumar, S., & Bonaccio, S. (2005). *Investigating the Antecedents of Maladaptive Academic Behaviors Using Achievement Goal Theory*. Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago.
- Jagacinsk, C. M., Kumar, S., & Boe, L. J. (2004). *Predictive change: Variations in Achievement Goals during an Introductory College Course*. Paper presented at the annual meeting of the American Educational Research Association, San Diego, CA.
- Jagacinsk, C. M., Boe, L. J., Kumar, S., Lam, H., Bonaccio, S., & Kokkinou, I. (2004). *When goals matter: Changes in the predictive value of achievement goals*. Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago.
- Kumar, S. & Jagacinski, C. M. (2003). *Imposters have goals too: An examination of the imposter phenomenon and its relationship to achievement goal theory*. Poster presented at the annual meeting of the American Educational Research Association, Chicago.
- Jagacinski, C. M., Kumar, & S., Boe, L. J. (2003). *The 2x2 Structure of Achievement Goal Orientations: Applications in the college classroom*. Poster presented at the annual meeting of the American Educational Research Association, Chicago.
- Kumar, S., Reeder, G. D. & Hesson-McInnis, M. S. (2001). *Modeling Attributions of Morality for Aggression*. Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago.
- Kumar, S. & Reeder, G. D. (2000). *Attributions of morality for aggression: Motives make a difference*. Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago.
- Kumar, S., Reeder, G. D., Hesson-McInnis, M. S. & Gipson, K. (1999). *Attributions of morality for instrumental and reactive aggression*. Poster session at the annual meeting of the Midwestern Psychological Association, Chicago.
- Kumar, S. (1999). *Attributions of morality for instrumental aggression*. Paper presented at the Graduate Research Symposium of Illinois State University, Normal, IL.
- Kumar, S. & Teverbaugh, K. (1998). *Attribution of Aggression: Morality*. Poster session at the Graduate Research Symposium of Illinois State University, Normal, IL.
- Vandermaas-Peeler, M. & Kumar, S. (1998). *Occupational aspirations of preschoolers in the United States and Sri Lanka*. Poster session at the annual meeting of the International Association for Cross-Cultural Psychology Congress, Bellingham, WA.
- Vandermaas-Peeler, M., Woods, A. I., Benjamin, C., Kumar, S., Braden, S. J. & Dailey, J. M. (1995). *Perception of real versus imagined actions*, Poster session at the annual meeting of the South Eastern Psychological Association, Savanna, GA.
- Kumar, S. & Vandermaas-Peeler, M. *Sri Lankan pre-schoolers' career aspirations*. Poster session at the South Eastern Psychological Association (Committee on Equality of Professional Opportunity), Savanna, GA.
- Kumar, S. & Vandermaas-Peeler, M. (1995). *Gender differences in choice and description of best friends*. Poster session at the Scientific Sewanee, Sewanee, Tennessee.

TEACHING

Teaching experiences with diverse populations of students ranging from full-time undergraduates to mature part-time graduate students, in both psychology and business areas; receiving consistently high student evaluations (above 4, on a 5-point scale) and with extensive experience in curriculum development. I am heavily involved with internship coordination. I have coordinated two types of department internships: Those based in private and public formal organizations, and those that involve working with small and medium industries to solve a problem that these small organizations are facing. The latter type of internship was initiated and planned by me.

Courses Taught

- Healthy Relationships & Interpersonal Dynamics (undergraduates)
- Research methods (undergraduate & graduate)
- Introduction to Psychology (undergraduate)
- Business Psychology (undergraduate)
- Industrial and Organizational Psychology (undergraduate)
- Human Resources Management (graduate)
- Proposal Formulation (undergraduate)
- Behavioral Sciences (undergraduate)
- Women and Management (graduate)

Supervising research

Doctoral level:

Rauf, F.A.H. (2014). Extending the nomological network on organizational citizenship behavior: the role of individual orientation and workload in the university context. University of Peradeniya.

Current supervisees:

- W. M. D. de Silva, Postgraduate Institute of Management – Employee engagement and human resource management practices
- Aishath Leeza, Postgraduate Institute of Agriculture, Board of Study in Business Administration - Workplace bullying

Master's level: Have supervised many (approximately 20) students completing their research component in partial fulfillment of the requirements for the degree Master of Business Administration (MBA), offered by the University of Peradeniya.

Undergraduate level: One student each year pursuing an undergraduate degree in psychology (2007-2013), and approximately three students each year pursuing undergraduate degrees in Agricultural Technology and Management with specializations in business and management (2007 onwards).

Teaching Business and Management

Resource person

- *Postgraduate Institute of Management, University of Sri Jayewardenepura, Sri Lanka (2016-2017).*

Taught research methods to current and prospective doctoral students.

Visiting Positions

- *Faculty of Science, University of Peradeniya, Sri Lanka (August-September, 2021)*
Healthy Relationships & Interpersonal Dynamics
- *Faculty of Graduate Studies, University of Colombo, Sri Lanka (March, 2021)*
Research Ethics in Psychology
- *Postgraduate Institute of Agriculture, University of Peradeniya, Sri Lanka (November, 2006 – present).*

Organizational behavior and research methods for the Master's in the Business Administration Program.

- *Postgraduate Institute of Management, University of Sri Jayewardenepura, Sri Lanka (2006).*
Taught gender issues in management.
- *Department of Management, Faculty of Arts, University of Peradeniya, Sri Lanka (May, 2006 – June, 2007)*
Organizational behavior and research methods for students in the Postgraduate Diploma Programs in Management and Accounting.

Teaching Psychology

Resource Person (2010 & 2013)

Staff Development Centre, University of Peradeniya, Sri Lanka.

Responsible for modules on learning and motivation for the staff induction program offered to all new faculty members who join the University.

Visiting Positions

- *Department of Philosophy and Psychology, University of Peradeniya, Sri Lanka (2008-present)*
Industrial and organizational psychology, research methods and statistics to psychology students. Presently responsible for student research supervision only.
- *School of Computing, University of Colombo, Sri Lanka (December, 2005 – July, 2006).*
Introductory course on psychology to students of the Bachelors of Information and Communication Technology program.
- *Aquinas College, Colombo, Sri Lanka (January - May, 1997).*
Psychology of communication to students in the diploma course in psychology.

Graduate Instructor and Teaching Assistant (August 2001 – August, 2005)

Purdue University, West Lafayette, Indiana.

Responsible for teaching, and grading in research methods and statistics, industrial and organizational psychology, and introduction to psychology.

Graduate Teaching Assistant (August 1997 – August, 1999)

Illinois State University, Normal, Illinois.

Responsible for components of teaching and grading for courses in social psychology.

Developing Curricula and Teaching Material

Panelist (2019).

Faculty of Graduate Studies, University of Colombo

Review By-Laws and develop course credits for MPhil Clinical Psychology Program.

Resource Person (October, 2014)

Organizational Psychology, Sri Lanka Foundation Institute, Colombo, Sri Lanka.

Responsible for evaluating the curriculum for the Sri Lank Foundation's Diploma program in Organizational Psychology, which is still in development.

Subject Matter Expert (May, 2006 to December, 2012)

Department of Management, Faculty of Arts, University of Peradeniya, Sri Lanka.

Responsibilities included the development and delivery of an online course on the behavioral sciences.

Leadership Practice, Curriculum Development Resource Person (November, 2009 – May, 2010)

Master of Development Practice, Department of Economics, Faculty of Arts, University of Peradeniya, Sri Lanka.

Responsible for developing the curriculum for the course *Principles of Leadership* developed for the Master of Development Practice offered through the Department of Economics and

Statistics, Faculty of Arts, University of Peradeniya in collaboration with the McArthur Foundation and the Earth Institute of Columbia University, New York.

Case study Developer (February 2008 – December, 2009)

SaciWATERS project through the Postgraduate Institute of Agriculture, University of Peradeniya, Sri Lanka.

Was responsible for developing a teaching case on social and psychological aspects of water resource management.

Resource person, Workshop Medical Curriculum Development (May, 2010)

Medical Faculty, University of Ruhuna, Karapitiya, Sri Lanka.

Was invited as a resource person for the workshop *Incorporating the Behavioral Sciences into the Medical Curriculum.*

Other

Resource Person (2022)

Indian Academy of Management Conference, Online

Conducted session on reviewing methods for quantitative research designs for the session titled *Acing the art of review: Rendezvous with the editorial team of the South Asian Journal of Human Resources Management*

Resource Person (2021)

Staff Development Centre, The Open University of Sri Lanka.

Conducted session titled *Education: Towards a Just Society*

Resource Person (January –December, 2008)

Centre for Women's Research Colombo, Sri Lanka.

Was responsible for co-teaching a module on gender and management as part of a series of 8 workshops held throughout the country for public sector administrators.

Software Instructor (January - August 1992)

Keells' Business Systems Ltd., Colombo, Sri Lanka.

Responsibilities included teaching individuals enrolled in certificate courses in word processing, desktop publishing, and database software and developing course handouts and other publications.

Training Received in Teaching Methodology

How to write an impactful Case Study (online mode, 2022)

One session course - FORE School of Management, New Delhi, in association with Emerald Emerging Markets Case Studies and Emerald Publishing

Staff Development Centre, University of Peradeniya (2008).

Six week course on teaching methodology.

Tata Institute of Social Sciences, Mumbai, India (2009).

One week workshop on case study methodology.

OUTREACH & SERVICE ACTIVITY

Involved in national level and university level committees on psychology, education, and business and management.

Management and Psychology:

Ceylon Medical College Council (CMCC) – Expert panel on Clinical Psychology (2022-present)

CMCC, Colombo, Sri Lanka

Developed criteria for licensure of clinical psychology.

Resource Person, Gender and Sexual and Gender-based Violence (SGBV): Paving the way to gender equitable and equal university community (2020)

University of Ruhuna

Workshop on awareness of issues surrounding SGBV and need and nature of a policy document on SGBV.

Panelist on Beyond Corporate Strategy Towards Sustainable Business (2019)

CSR Lanka, Colombo

Discussion on the implications of the April 21st, 2019, attacks of creating a pluralistic business environment.

Teaching panelist, Certificate Course in Empowering Women in Politics (2018-2019)

Gender Unit, Faculty of Agriculture, University of Peradeniya

Facilitated discussions on gender and leadership issues with women participants engaged or hoping to engage in politics in Sri Lanka.

Committee Member, Development of a promotional package on mental wellbeing at workplaces (2018 – present).

Mental Health Unit, Ministry of Health

Participated in workshops and engaged in field research and piloting.

Member, International Advisory Board (2018-present)

International Congress of Psychology, 2020.

Appointed by the Executive Committee of the Congress.

Reviewer

Emerging Psychologists Programme

Reviewed applications to grant fellowships to attend programme for doctoral and post-doctoral scholars in parallel with the International Congress in Psychology, 2016.

Delegate representing Sri Lanka (2014-2018)

International Union of Psychological Sciences.

Nominated by the *Psychology Association of Sri Lanka (SLPA)* to represent SLPA.

Participant (2016)

Asia Pacific Leadership Forum

Invited by the International Union of Psychological Sciences to attend series of meetings/seminars at Yokohama, Japan.

Member (2013-2016)

Scientific Program Committee, International Congress of Psychology, Yokohama.

Nominated by the *Psychology Association of Sri Lanka (SLPA)* to represent SLPA in the Scientific Research Committee of the 31st International Congress of Psychology, in Yokohama in 2016.

President, Interim Committee (November, 2016 to present)

The Sri Lanka Psychological Association (SLPA), Sri Lanka.

Responsible for SLPA functioning, under the direction of potential SLPA members and in collaboration with the SLPA executive committee.

Treasurer, Interim Committee (November, 2008 to November, 2016)

The Sri Lanka Psychological Association, Sri Lanka.

Responsible for securing and disbursing funds and for keeping records of transactions for the interim committee of the SLPA. The committee is responsible for developing a national body for psychologists in Sri Lanka. During my tenure, SLPA has become a member of the International Union of Psychology Sciences, an umbrella organization of national psychology associations. The association is at the final stages of being ratified through Act of Parliament.

Coordinating Member (November, 2011)

Workshop on Psychology, Peradeniya, Sri Lanka.

Was responsible for a workshop funded by the American Psychology Association, organized by the Sri Lanka Psychological Association, representing the executive committee of the Sri Lanka Psychological Association.

Organizing Committee/Chief Organizer (November, 2008)

University of Peradeniya, Peradeniya, Sri Lanka.

Member of organizing committee for a conference funded by the American Psychological Association titled *What is Psychology: A Multiperspective Exploration of Psychology in the Sri Lankan Context*. Played a leading role in organizing the conference and was responsible for securing a Rs. 600,000.00 grant from the American Psychological Association (APA), which made the conference possible.

Session Chairperson, Business Leaders' Summit 2010. Re-imagine and Recreate, (July, 2010)

Chartered Institute of Management Accountants, Colombo, Sri Lanka.

Education

Member, Kuppi Collective (2019 onwards)

<https://kuppicollective.lk/>, *Sri Lanka*

A founding member of the Collective, a group of academics and scholars representing different disciplines from a cross the university system in Sri Lanka with a focus on the democratization of higher education, which is committed to free education and challenges nationalist ideologies, and misogyny and gendered educational spaces.

Convener of the Steering Committee on Education (2013-2015)

Sri Lanka.

Responsible for coordinating among teacher and student trade unions and non-governmental organizations engaged in concerns related to national policy on education. Currently, the committee is organizing a national campaign to inform the public on the national policy on education and to discuss public concerns on education. Debates and press events have been organized.

Assistant Secretary, Federation of University Teachers' Associations (2015)

Colombo, Sri Lanka.

Member of the ten member executive committee of the association, which it a federation of all teacher associations in the national university system.

Convener, Committee on National Education Budget Priorities (2015)

Federation of University Teachers' Associations, Colombo, Sri Lanka.

Assigned, by the Federation, to convene the committee to develop a proposal to highlight priorities to be addressed through the national budget on education. The proposal was developed upon the request of the Prime Minister of Sri Lanka.

General Secretary, Peradeniya Agriculture Teachers' Association (2015)

Peradeniya, Sri Lanka.

Responsible for the implementation of decisions made by the membership of the association.

Discussant, Session of Education (2014)

Centre for Policy Analysis, Colombo, Sri Lanka.

Invited as a discussant to the Forum on Education as part of the 13th Annual CEPA Symposium.

Administration

Activity Coordinator – ELSA-ELTA, Accelerating Higher Education Expansion and Development (AHEAD) Project Administration (2019-present)

University of Peradeniya

Activity involves the development of a student interface to support students as they transition into and out of university.

Member, Council Sub-Committee on Sexual and Gender-Based Violence (2015-2016)

University of Peradeniya

Committee mandated to develop a policy on sexual and gender based violence for the University of Peradeniya.

Member, Board of Management (January 2014-present)

Centre for Human Rights, University of Peradeniya, Sri Lanka.

Board members are responsible for the executive functioning of the Centre.

Member, Board of Management (January 2013 to 2016)

Postgraduate Institute of Agriculture (PGIA), University of Peradeniya, Sri Lanka.

The Board of Management is the principal authority of the institute and bears the relevant responsibilities.

Coordinator, Master of Business Administration (MBA) Program (2011-2016)

Postgraduate Institute of Agriculture, University of Peradeniya, Sri Lanka.

Responsible for coordinating academic activities of the MBA program of the Postgraduate Institute of Agriculture. The program supports over 200 students.

Boards of Study

University of Peradeniya, Sri Lanka

- Secretary, Business Administration, Postgraduate Institute of Agriculture (January, 2009 – 2011 & 2013-present),
- Member, Bachelors in Business Administration, Center for Distance and Continuing Education (2007 – 2011).
- Member, Applied Economics, Postgraduate Institute of Agriculture (2010-present).

Student Service

Coordinator, Soft Skills Program (January, 2012 – 2014).

Faculty of Agriculture, University of Peradeniya, Sri Lanka.

Responsible for implementing the soft skills component for the Faculty of Agriculture, of the Higher Education for the Twenty-First Century (HETC) project, funded by the World Bank, through the Ministry of Higher Education, Sri Lanka.

Senior Student Counselor (January 2011-present).

Faculty of Agriculture, University of Peradeniya, Sri Lanka.

Responsible for addressing the welfare needs of students, particularly in the Faculty of Agriculture.

Consultant, Improving Relevance and Quality of Undergraduate Education (IRQUE, 2009)

Faculty of Arts, University of Peradeniya, Sri Lanka.

Responsible for program evaluation of IRQUE, Activity C, which helped students use different media for self expression.

Lecturer in Charge of International Students (March 2007 – October, 2009)

University of Peradeniya, Sri Lanka.

Responsible for the wellbeing of international students at the University of Peradeniya, under the Directorate for Research and International Affairs, University of Peradeniya

Senior Treasurer/Student Association Senior Treasurer/Advisor

University of Peradeniya, Sri Lanka

- Agriculture and Management Society (2009-present).
- Roteract Club (January 2008 – present).

Coordinator, Leadership and Team Development Orientation Program (November 2006 – 2014).

University of Peradeniya, Sri Lanka

Responsible for the delivery of the four-day residential program for 200 first year students of the Faculty of Agriculture each year. Responsible for program development and implementation.

Faculty Service Committees

Faculty of Agriculture, University of Peradeniya, Sri Lanka

- Library Committee (2020-2021).
- Internal Quality Assurance Cell, Postgraduate Institute of Agriculture (2021).
- Committee on compiling material for the Self-Evaluation Report (for Quality Assurance purposes, 2019)
- E-learning and Computer Unit Management Committee (2019)
- Curriculum Development Committee, 2019-2021
- Secretary & Member, Computer Unit Management Committee (2008 - 2009, respectively).
- Chairperson, Secretary, and Member, Committee for English Language Training Unit (2014-2016, 2013, 2008 – 2012, respectively).
- E-Learning Committee, University of Peradeniya (August 2009 – 2012, 2018).
- Student Advisory and Welfare Committee (January, 2011 to 2016).
- Time-tabling Committee – 2018-2019
- Committee to formulate Self Evaluation Report for the Faculty of Agriculture (2019)

GRANTS

Member, AHEAD ELTA/ELSA Grant Writers Team, Faculty of Agriculture (2018, LKR 1,000.000.00).

Winning grant to address teaching and learning gaps in the faculty.

American Psychological Association (2017, USD 1,000.00)

Grant proposal written on behalf of the Sri Lanka Psychological Association to hold its annual general meeting in 2018.

University of Colombo (2017, LKR 113,500.00)

Impostor Syndrome in Sri Lanka titled research awarded to P. Kailasapathy (Principal Investigator) and S. Kumar (Rs. 113,500.00).

Member, HETC QIG Grant Writers' Team, Faculty of Agriculture, December 2012

Team responsible for successfully writing two grant proposals under the *Higher Education in the Twenty First Century* World Bank funded projects.

- (1) For the improvement of the Agricultural Technology and Management undergraduate degree program (Approx. USD 250,000.00)
- (2) To develop the Agribusiness Centre of the Faculty of Agriculture (Approx. USD 100,000.00).

International Research Centre (2013, USD \$800).

Research grant to complete project on student motivation and performance.

American Psychological Association (2010, USD \$2,000.00).

Co-recipient along with other academic psychologists (2010, USD \$ 2,000). Project initiator and grant writer.

American Psychological Association (2007, USD \$ 6,000).

Co-recipient along with other academic psychologists (2007, USD \$ 6,000). Project initiator and grant writer.

American Institute of Lankan Studies (2006, Approx. USD \$6,600.00)

Grant awarded to Kumar & Gunaratne for undergraduate research to be disbursed through a small grants program.

Purdue Research Foundation Grant (2002-2004, USD 26,403.00)

Awarded to Jagacinski and Kumar to complete research including dissertation research.

Summer Purdue Research Foundation Grant (2002, USD 2,184.00).

Awarded to me to conduct research on motivation and performance during the summer of 2002.

Other

Grants-in-Aid (1998). Illinois State University, Illinois (USD 120).

Travel Grant, American Educational Research Association (2005), Montreal, Canada (USD 100).

FELLOWSHIPS AND AWARDS

Certificate of Excellence in Peer Review, South Asian Journal of Human Resources Management, Sage (2014).

Fulbright Scholar, Council of International Exchange of Scholars (2013). Completed a three month fellowship at Purdue University titled Achievement goal theory and the achievement context: An investigation into cultural boundaries and the avoidance of work -

Lela Winegarner Fellowship (1998). Illinois State University, IL (\$500).

International Scholarship (January 1993 to May 1996). University of the South, TN (Tuition, room & board, and expenses).

Chancellor's List, Gold Medal Award (1992). University of Mississippi, MS.

LANGUAGES

Fluent in English and Sinhalese.

TECHNICAL SKILLS

Statistical software

MPLUS, SPSS, HLM, LISREL, SAS, EQS, AMOS,

Programming

Medialab and HTML. Trained in Fortran

Online Course Development Programmes

Moodle, WebCT