

Shalini Kapali Kurumathur

Address: School of Management AA 313, State University of New York at Binghamton, Binghamton, NY, 13902-6000

Contact information: Email: skuruma1@binghamton.edu phone: (612) 406-7239

LinkedIn Profile: <https://www.linkedin.com/in/shalini-k-6323437/>

Education

2022	Ph.D. student in Leadership and Organizational Science	Binghamton University, State University of New York. Expected May, 2022
2019	Advanced Graduate Certificate in Complex Systems Science and Engineering.	Binghamton University, State University of New York.
2006	Post Graduate Diploma in Business Administration (Equivalent to M.B.A.)	Institute for Technology and Management at Bangalore, India Major: Human Resources Management
2003	Bachelor of Engineering (B.E.)	Visvesvaraya Technological University, Malnad College of Engineering at Hassan, India Major: Electronics and Communication Engineering

Research Interests

Turnover, Gender, Crisis, Networks

Leadership research interest: Executive leadership, Gender & leadership, Leader emergence

Near future, I would like to explore the possibility of integrating complex system and leadership through systems approach that may mitigate the effects of turnover or crisis. Someday, I would also like to explore if system dynamics approach that involves feedback loop (similar to spherical thinking in mathematics, water cycle, metamorphosis of butterfly) help to advance leadership research.

Accepted and invited academic conferences

- **Kurumathur, S.K** (August, 2019). "CEO turnover and organizational performance change", PDW: Improving Leadership Research: Mentoring to Develop Proposals into High Quality Publications at 79th Annual Meeting of the Academy of Management (AOM), Boston
- Choudhury, A., Kulkarni, A., **Kurumathur, S.K.**, Malampallayil, S., Pandey, S. (Alphabetical order). (April, 2019). "Leader Emergence and Collective Action during Crisis", Poster presented at the Northeast Regional Conference on Complex Systems (NERCCS), Binghamton, New York

Work in Progress

- **Kurumathur, S.K.**, Spangler, W.D. "Difference of leader's non-conscious power motivation". Status: Conceptualization
- **Kurumathur, S.K.**, Dionne, S.D. "Leader Emergence in Crisis: Network perspective". Status: Conceptualization
- Choudhury, A., **Kurumathur, S.K.**, Malampallayil, S. & Pandey, S. "How much do popular reviewers write? -An investigation using Yelp network". Status: Revising writing
- **Kurumathur, S.K.**, Eckardt, R., Dionne, S.D., Tsai, C.-Y. & Choudhury, A. "CEO turnover and organizational performance change". Status: Revising writing
- Choudhury, A., Kulkarni, A., **Kurumathur, S.K.**, Malampallayil, S. & Pandey, S. "Leader Emergence and Collective Action during Crisis". Status: Revising writing
- Spangler, W.D., Choudhury, A., **Kurumathur, S.K.**, Marshall, J. & Topaloglu, E. "Theorrhea and the Third Paradigm". Status: Revising writing

Teaching Experience

- Workplace Essentials at Minneapolis, February 2017
- Business Computer Application Specialist at Minneapolis, March-April 2017
- One to One Training at MN Workforce Center-Brooklyn Park, April 2017
- Workplace Essentials at MN Workforce Center Brooklyn Park, May -June 2017
- Staff Training, July 2017
- Business Computer Application Specialist at Minneapolis, August-September 2017
- Corporate Training at Parsons Electric LLC in MS Excel, September 2017
- One to One Training at MN Workforce Center-Brooklyn Park, September 2017
- Workplace Essentials at St. Paul, September-October 2017
- One to One Training at MN Workforce Center Brooklyn Park, November 2017
- Workplace Essentials at Minneapolis, November-December 2017
- Accelerated Workplace Essentials at Minneapolis, December 2017

Industry Experience

2017-2018	Social Media Content Advisor at the University of St. Thomas' Center for Ethical Organizations, Minneapolis, MN
2017-2018	Training Specialist at Avivo Institute of Career and Technical Education, Minneapolis, MN Experience working with adults with disabilities, immigrants/refugees, veterans and persons transitioning off of public assistance.
2009-2012	Senior HR Executive at South Asia FM Ltd., Chennai, India Responsible for leading HR initiatives including Pan-India recruitment, performance management, handbook development, job analysis, payroll and employee engagement.
2008-2009	Senior Recruiter at Curosys Solutions Inc., Charlotte, NC Managed full cycle recruitment and compliance management.
2006-2007	Executive HR at Mangalore Refinery and Petrochemicals Ltd. (MRPL), India Responsible for recruitment and performance appraisal of Management grade employees.

Service

2018-Present	Vice President at SKY club, Binghamton University to promote stress free campus.
2004-Present	Organize several stress-relief programs for working adults with 'The Art of Living Foundation'
2017	HR Services at 'Save The Water Inc.'

Affiliation

- Academy of Management
- Bernard M. and Ruth R. Bass Center for Leadership Studies, Binghamton University, State University of New York.
- Collective Dynamics of Complex System Research Group
- AOM-Network of Leadership Scholars and
- Part of informal group of women scholars in organizational research, 'Women in Research methods'

Skills

Language	English, Hindi, Malayalam, Kannada, Tamil
Computer	C/C++, MATLAB, VHDL, SAS, Python, Stata, R, Gephi