

# Kaushik Gala

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Ivy College of Business, Iowa State University (ISU)  
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Google Scholar: <https://scholar.google.com/citations?user=jrq86vsAAAAJ>

## EDUCATION

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- Ph.D. Iowa State University, Ames, IA *expected: 2025*  
Ivy College of Business, Department of Management and Entrepreneurship  
*Doctor of Philosophy in Business Administration (Entrepreneurship)*
- Dissertation Committee  
Dr. Andreas Schwab (*co-chair*), Dr. Brandon A. Mueller (*co-chair*), Dr. Annaleena Parhankangas, Dr. Scott G. Johnson, Dr. Manjot Bhussar
- M.B.A. The University of Texas, Austin, TX 2003  
McCombs College of Business  
*Master of Business Administration*
- M.S. The University of Minnesota, Minneapolis, MN 1998  
Department of Electrical and Computer Engineering  
*Master of Science (Major: Electrical Engineering, Minor: Computer Science)*
- B.E. The University of Pune, Pune, India 1997  
Government College of Engineering, Department of Instrumentation & Control  
*Bachelor of Engineering (Instrumentation)*

## RESEARCH INTERESTS

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Entrepreneurial performance distributions and outliers, star entrepreneurs, digital platforms, entrepreneurial cognition, unconventional datasets and research methods.

## PEER-REVIEWED PUBLICATIONS

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**Gala, K.**, Schwab, A., & Mueller, B. A. (2024). Star entrepreneurs on digital platforms: Heavy-tailed performance distributions and their generative mechanisms. *Journal of Business Venturing*, 39(1), 106347. <https://doi.org/10.1016/j.jbusvent.2023.106347>.

**Gala, K.**, & Mueller, B. A. (2024). Acquihires by SMEs as a strategic response to industry digitalization. *Journal of Small Business Management*, 1-39. <https://doi.org/10.1080/00472778.2022.2140161>.

**Gala, K.** (2024). Digital Davids, global Goliaths, and the Web3 sling. *Business Horizons*, 67(1), 5-17. <https://doi.org/10.1016/j.bushor.2023.06.002>.

**Gala, K., & Mueller, B. A.** (2024). Religion and entrepreneurial exits: Divine attributions and eternal time-frames. *Journal of Management, Spirituality & Religion*, 21(2), 156-183.  
<https://doi.org/10.51327/ZDIN5682>.

**Gala, K., Valladares, C., & Mueller, B. A.** (2023). Students' assumptions of entrepreneurs' performance: The paradox of excess entry and missed opportunity. *Journal of Business Venturing Insights*, 20, e00425.  
<https://doi.org/10.1016/j.jbvi.2023.e00425>.

## **CONFERENCE PAPERS**

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Park, H. D., **Gala, K.**, & Howard, M. D. (August 2023). Social and knowledge brokerage by venture capitalists and co-patenting by portfolio startups. 83<sup>rd</sup> Annual AOM Meeting, Boston, USA.  
<https://journals.aom.org/doi/abs/10.5465/AMPROC.2023.13538abstract>.

**Gala, K.** & Mueller, B. A. (August 2023). The influence of religion on entrepreneurial exits. 83<sup>rd</sup> Annual AOM Meeting, Boston, USA. <https://journals.aom.org/doi/abs/10.5465/AMPROC.2023.10043abstract>.

**Gala, K.**, Schwab, A., & Mueller, B. A. (June 2023). Star entrepreneurs: Non-normal performance outcomes in the digital economy. Babson College Entrepreneurship Research Conference (BCERC), University of Tennessee, Knoxville, USA.

Schwab, A., **Gala, K.**, Sutter, M., & Starbuck, W. (September 2022). How replications can strengthen doctoral-student education. Strategic Management Society (SMS) Conference. London, UK.  
<https://www.strategicmanagement.net/london/tools/session-details?sessionId=2470>.

**Gala, K.** & Mueller, B. A. (August 2022). Entrepreneurial passion and entrepreneurial orientation: The role of regulatory focus. 82<sup>nd</sup> Annual AOM Meeting, Seattle, USA.  
<https://journals.aom.org/doi/abs/10.5465/AMBPP.2022.18105abstract>.

Mueller, B. A., **Gala, K.**, & Sapru, A. (June 2022). Examining the pathways of entrepreneurial passion: Exploring ties to entrepreneurial orientation. Babson College Entrepreneurship Research Conference (BCERC), Baylor University, Waco, USA.

## **TEACHING**

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*Ivy College of Business, Iowa State University, Ames, USA*

2024 (Spring) Sole instructor, Entrepreneurship & Innovation (ENTSP 310)  
68 students, in-person, 4.6/5.0 average rating with 69% response rate

2023 (Fall) Sole instructor, Entrepreneurship & Innovation (ENTSP 310)  
60 students, in-person, 4.3/5.0 average rating with 83% response rate

## **SERVICE**

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2024	Bridge reviewer, Academy of Management Review
2023	PhD representative, Consortium for the Advancement of Research Methods and Analysis
2022 ~ 2024	Ad hoc reviewer, Annual Meeting of Academy of Management, ENT and STR divisions
2022, 2024	Ad hoc reviewer, Southern Management Association Conference, Entrepreneurship div.
2022, 2023	Venture mentor, Pappajohn Center for Entrepreneurship, ISU
2022	Ad hoc reviewer, Journal of Small Business Management
2021 ~ 2024	Webmaster, Advancement of Replications Initiative in Management, <a href="https://arimweb.org">https://arimweb.org</a>

## **PROFESSIONAL DEVELOPMENT**

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Selected participant. (May 2024). AoM STR Division - STRonger Together PhD Networkshop.

Selected participant. (August 2023). Entrepreneurship (ENT) division Doctoral Consortium, 83<sup>rd</sup> Annual AOM Meeting, Boston, USA.

Selected participant. (June 2023). Virtual CARMA short course – Theory, methods, and analysis for research with dyads.

Selected participant. (May 2023). Virtual Summer Seminar in Entrepreneurship Research (VSSER), The University of Alabama, Tuscaloosa.

Selected participant. (February 2023). Virtual workshop for early-career scholars on conducting experiments in entrepreneurship research, European Council for Small Business and Entrepreneurship.

Selected participant. (August 2022). PDW on bridging organizational behavior and entrepreneurship, 82<sup>nd</sup> Annual AOM Meeting, Seattle, USA.

## **AWARDS AND GRANTS (Ivy College of Business, ISU)**

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2024	PhD Student Summer Research Award (\$5,000) for progress toward Ivy Elite publication
2023	PhD Student Summer Research Award (\$5,000) for progress toward Ivy Elite publication
2023	Research Mini-Grant (\$750) for survey-based data collection for research project
2021 ~ 2024	Gerdin Grant (\$5,000 per year)

## **DATA COLLECTION AND METHODS SKILLS**

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Programming languages: R, Python

Databases: Refinitiv Workspace, USPTO

Data collection: Web scraping, HTML parsing, Shinyapps, Qualtrics

Data analysis: Distribution pitting, quantile regression, social network analysis, growth modeling

Tools: Scite.AI, Zotero

## **AFFILIATIONS**

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2022 ~ 2024 Charter student member, Sigma Nu Tau Entrepreneurship Honor Society, ISU Chapter

2021 ~ 2024 Member, Academy of Management

## **INDUSTRY EXPERIENCE**

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2005 ~ 2021 (India)            B2B Business Development Consultant  
Chief Business Officer, *FlytBase*  
Manager – IP Commercialization, *Tata Consultancy Services*  
Chief Business Officer, *CSIR-Tech*  
Business Development Principal, *AcceleratorIndia*  
Business Development Head, *Entrepreneurship Development Center*  
Co-founder, *Moneyoga Financial Services*  
1999 ~ 2005 (USA)            Manager – Intellectual Property Operations, *IPVALUE Management*  
Patent Portfolio Manager, *Freescale Semiconductor (Motorola SPS)*  
Program Manager, *Motorola Semiconductor Products Sector*  
Staff Engineer, *Motorola Semiconductor Products Sector*

## **TECHNICAL CONFERENCE PAPERS & PUBLICATIONS**

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Su, H., **Gala, K. H.**, & Sapatnekar, S. S. (2003). Analysis and optimization of structured power/ground networks. *IEEE Transactions on Computer-Aided Design of Integrated Circuits and Systems*, 22(11), 1533-1544.

Agarwal, A., Blaauw, D., Zolotov, V., Sundareswaran, S., Zhao, M., **Gala, K.**, & Panda, R. (2003, January). Statistical delay computation considering spatial correlations. In *Proceedings of the ASP-DAC Asia and South Pacific Design Automation Conference, 2003*. (pp. 271-276). IEEE.

Hu, H., Blaauw, D. T., Zolotov, V., **Gala, K.**, Zhao, M., Panda, R., & Sapatnekar, S. S. (2003). Fast on-chip inductance simulation using a precorrected-FFT method. *IEEE Transactions on Computer-Aided Design of Integrated Circuits and Systems*, 22(1), 49-66.

Hu, H., Blaauw, D. T., Zolotov, V., **Gala, K.**, Zhao, M., Panda, R., & Sapatnekar, S. S. (2003, May). Table look-up based compact modeling for on-chip interconnect timing and noise analysis. In *Proceedings of the 2003 International Symposium on Circuits and Systems, 2003. ISCAS'03*. (Vol. 4, pp. IV-IV). IEEE.

**Gala, K.**, Blaauw, D., Zolotov, V., Vaidya, P. M., & Joshi, A. (2002). Inductance model and analysis methodology for high-speed on-chip interconnect. *IEEE transactions on very large-scale integration (VLSI) systems*, 10(6), 730-745.

Hu, H., Blaauw, D. T., Zolotov, V., **Gala, K.**, Zhao, M., Panda, R., & Sapatnekar, S. S. (2002, November). A precorrected-FFT method for simulating on-chip inductance. In *Proceedings of the 2002 IEEE/ACM international conference on Computer-aided design* (pp. 221-227).

Zhao, M., **Gala, K.**, Zolotov, V., Fu, Y., Panda, R., Ramkumar, R., & Agrawal, B. (2002, December). Worst case clock skew under power supply variations. In *Proceedings of the 8th ACM/IEEE international workshop on Timing issues in the specification and synthesis of digital systems* (pp. 22-28).

Agarwal, A., Blaauw, D., Zolotov, V., Sundareswaran, S., Zhao, M., **Gala, K.**, & Panda, R. (2002, December). Path-based statistical timing analysis considering inter-and intra-die correlations. In Proc. TAU (pp. 16-21).

Blaauw, D., & **Gala, K.** (2002, February). Inductance: implications and solutions for high-speed digital circuits-inductance extraction and modeling. In 2002 IEEE International Solid-State Circuits Conference. Digest of Technical Papers (Cat. No. 02CH37315) (Vol. 2, pp. 548-553). IEEE.

Su, H., **Gala, K. H.**, & Sapatnekar, S. S. (2000, November). Fast analysis and optimization of power/ground networks. In IEEE/ACM International Conference on Computer Aided Design. ICCAD-2000. IEEE/ACM Digest of Technical Papers (Cat. No. 00CH37140) (pp. 477-480). IEEE.

**Gala, K.**, Zolotov, V., Panda, R., Young, B., Wang, J., & Blaauw, D. (2000, June). On-chip inductance modeling and analysis. In Proceedings of the 37th Annual Design Automation Conference (pp. 63-68).

Blaauw, D., **Gala, K.**, Zolotov, V., Panda, R., & Wang, J. (2000, March). On-chip inductance modeling. In Proceedings of the 10th Great Lakes symposium on VLSI (pp. 75-80).