

Kaushik Gala

PhD Candidate, Department of Management and Entrepreneurship

Ivy College of Business, Iowa State University (ISU)

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EDUCATION

Ph.D. Iowa State University, Ames, IA *expected: May 2025*
Ivy College of Business, Department of Management and Entrepreneurship
Doctor of Philosophy in Business Administration (Major: Entrepreneurship)

Dissertation (proposal defended on June 17, 2024)

Star Performance in Organizational Contexts

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*

B.E. The University of Pune, Pune, India 1997
Government College of Engineering, *Bachelor of Engg. (Major: Instrumentation)*

RESEARCH INTERESTS

Star performers, performance distributions, digital platform entrepreneurship

Additional: Entrepreneurial cognition, corporate venture capital.

PEER-REVIEWED PUBLICATIONS

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., 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>.

Gala, K., & Mueller, B. A. (2024). Acqui hires 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>.

CONFERENCE PAPERS

Gala, K. (October 2024). A distributional exploration of the growth and size of entrepreneurial ventures. Accepted for the 2024 Annual Meeting of the Southern Management Association, San Antonio, USA.

Park, H. D., **Gala, K., & Howard, M. D.** (October 2024). Social and knowledge brokerage by venture capitalists and co-patenting by portfolio startups. Accepted for the 44th Strategic Management Society (SMS) Conference. Istanbul, Turkey.

Gala, K. & Schwab, A. (August 2024). A distributional perspective of exceptional entrepreneurial performance. Accepted for the 84th Annual AOM Meeting, Chicago, USA.

Park, H. D., **Gala, K., & Howard, M. D.** (August 2023). Social and knowledge brokerage by venture capitalists and co-patenting by portfolio startups. 83rd 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. 83rd 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. 43rd 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. 82nd 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.

AWARDS AND GRANTS (Ivy College of Business, Iowa State University)

2024 PhD Student Summer Research Award (\$5,000)
2023 PhD Student Summer Research Award (\$5,000)
2023 Research Mini-Grant (\$750)

TEACHING (Ivy College of Business, Iowa State University)

2024 (Spring) Entrepreneurship & Innovation (ENTSP 310)
68 students, in-person, 4.6/5.0 average instructor rating with 69% response rate
2023 (Fall) Entrepreneurship & Innovation (ENTSP 310)
60 students, in-person, 4.3/5.0 average instructor rating with 83% response rate

SERVICE

2024 Bridge reviewer, Academy of Management Review (*shadow reviewed 1 paper*)
2023 PhD representative, Consortium for the Advancement of Research Methods and Analysis (*promoted CARMA events and resources among fellow PhD students*)
2022 - 2024 Ad hoc reviewer, Annual Meeting of Academy of Management, ENT and STR divisions (*reviewed 20 papers across 3 years*)
2022, 2024 Ad hoc reviewer, Southern Management Association Conference, Entrepreneurship div. (*reviewed 6 papers across 2 years*)
2022, 2023 Venture mentor, Pappajohn Center for Entrepreneurship, ISU (*mentored founders of two software startups for business development, marketing, and sales*)
2022 Ad hoc reviewer, Journal of Small Business Management (*reviewed 1 paper*)
2021 - 2024 Webmaster, Advancement of Replications Initiative in Management, <https://arimweb.org> (*designed, implemented, and maintained the website*)

RELATED INDUSTRY EXPERIENCE

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