

## Kaushik Gala

PhD Candidate, Department of Management and Entrepreneurship  
Ivy College of Business, Iowa State University, 3219 Gerdin, 2167 Union Dr., Ames, IA 50011  
Email: [kgala@iastate.edu](mailto:kgala@iastate.edu) | Website: <https://kaushikgala.com> | Cell: (515) 708-8207

### EDUCATION

---

- Ph.D. Iowa State University, Ames, IA *expected: May 2025*  
Ivy College of Business, *Doctor of Philosophy (Major: Entrepreneurship)*
- Dissertation (proposal defended on June 17, 2024)  
Studies of Star Performance in Organizational Contexts with a Focus on Digital Platform Entrepreneurship
- 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  
College of Science and Engineering, *Master of Science (Electrical Engineering)*
- B.E. The University of Pune, Pune, India 1997  
Government College of Engineering, *Bachelor of Engineering (Instrumentation)*

### RESEARCH INTERESTS

---

Primary: 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). 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>.

## **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 44<sup>th</sup> Strategic Management Society (SMS) Conference. Istanbul, Turkey.

**Gala, K.** & Schwab, A. (August 2024). A distributional perspective of exceptional entrepreneurial performance. Accepted for the 84<sup>th</sup> 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. 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. 43<sup>rd</sup> 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.

## **RESEARCH 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 Outstanding reviewer, AOM ENT division (*in top 3% of 1,100+ reviewers*)  
2024 Ad hoc reviewer, Business Horizons (*reviewed 1 paper*)  
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 AOM Meeting, ENT and STR divisions (*reviewed 20 papers across 3 years*)  
2022, 2024 Ad hoc reviewer, Southern Management Association Conference, Entrepreneurship division (*reviewed 6 papers across 2 years*)  
2022, 2023 Venture mentor, Pappajohn Center for Entrepreneurship, Iowa State University (*mentored founders of two software startups on business development*)  
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)*