

Balashankar (Bala) Mulloth

Frank Batten School of Leadership and Public Policy, University of Virginia

mulloth@virginia.edu; 434-989-3355

LinkedIn: <http://www.linkedin.com/in/bmulloth>

Professor Spotlight: <https://batten.virginia.edu/about/news/professor-spotlight-bala-mulloth>

January 2023

Balashankar Mulloth is a globally oriented educator who has lived and worked in Asia, Europe and North America. His focus areas are innovation and social entrepreneurship, and he is currently an Assistant Professor of Public Policy at the University of Virginia's Frank Batten School of Leadership and Public Policy. He is also the Co-Founder of Hava, a materials science venture that creates advanced fabrics that help people breathe clean air. He was formerly an Assistant Professor of Entrepreneurship and Innovation Management at Central European University (CEU) in Budapest, Hungary and the Program Director of CEU's experiential New York City MBA program; a Visiting Faculty Fellow at the National Defense University; and the Senior Manager of New York University Tandon School of Engineering's Office of Innovation Development, Technology Transfer and Entrepreneurship. He holds a PhD in Technology Management from New York University Tandon School of Engineering.

Assistant Professor of Public Policy

Frank Batten School of Leadership and Public Policy, University of Virginia

August 2015 – Present

Research Areas

Social entrepreneurship, innovation and strategic processes within new ventures, innovation ecosystems, and sustainable business models

Courses Designed and Taught

- Introduction to Social Entrepreneurship
- Innovation and Social Impact
- Social Innovation in Emerging Markets: India and South East Asia
- Developing a New Social Venture
- Global Field Experience - Social Entrepreneurship in India

Co-Founder and CEO

Hava, Inc.

September 2018 – Present

Hava, Inc¹². is a University of Virginia backed materials science venture that creates advanced fabrics that help people breathe clean air.

Research Fellow

U.S. Army Research, Development and Engineering Command, Army Research Laboratory

¹ <https://batten.virginia.edu/school/news/breathe-smart-batten-affiliated-startup-launches-crowd-funding-campaign>

² <https://news.virginia.edu/content/dream-team-uva-professors-unite-produce-revolutionary-air-filters>

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January 2019 – January 2021

Focus Areas

- Military Innovation and competitiveness.
- 4IR (Fourth Industrial Revolution) technologies and their implications for national security
- Human-centered implications of innovation in the DoD

Visiting Faculty Fellow

Center for Technology and National Security Policy, Institute for National Strategic Studies (INSS), National Defense University (NDU)

Fort McNair, Washington, DC, June 2016 – December 2017

Focus Areas

- Research the development of academic programs, training, and networks that support the emergence of an innovation ecosystem aligned with DoD;
- Develop metrics related to outputs and outcomes of NSTA education programs; and
- Support curriculum design related to national security innovation, entrepreneurship, and change management.

Assistant Professor of Entrepreneurship and Innovation Management

Central European University (CEU) Business School

Budapest, Hungary, June 2011- July 2015

Courses Designed and Taught

- Developing a New Venture
- Social Entrepreneurship and Innovation
- Sustainability in Business
- Emerging Regions: India and South East Asia
- Business in a Global City: New York City (a month-long MBA course CEU runs in NYC)

Faculty Director, CEU InnovationsLab Central European University Business School

Budapest, Hungary, March 2012 – July 2015

Key Responsibilities

- Managed the George Soros funded Lab to spur innovation and entrepreneurial thinking among students at Central European University.
- Created policy and governance structure for management of the Lab.

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- Reviewed venture performance on a periodic basis as per projected task plans.
- Helped engage University faculty and students in incubator events and activities.
- Built relationships with other universities and entrepreneurship centers in Europe, Asia and North America.

Education:

NYU Tandon School of Engineering Doctor of Philosophy, Technology Management

Brooklyn, New York, January 2011

Dissertation: *Diversity in Contemporary Entrepreneurship: The evolution of two representative Clean Technology companies in New York City as cases in point.*

NYU Tandon School of Engineering Master of Science, Technology Management

Brooklyn, New York, June 2007

NYU Tandon School of Engineering Master of Science, Telecommunication Networks

Brooklyn, New York, June 2004

University of Bombay Bachelor of Science, Electrical Engineering

Mumbai, India, June 2002

Research:

Publications

Mulloth, B., & Rumi, S. (2022). Challenges to measuring social value creation through social impact assessments: the case of RVA Works. ***Journal of Small Business and Enterprise Development***, 29(4), 528-549.

<https://www.emerald.com/insight/content/doi/10.1108/JSBED-06-2021-0219/full/html>

Mulloth, B., & Rumi, S. (2023). Diffusion of innovations. In ***SAGE Business Foundations***. SAGE Publications, Inc. <https://dx.doi.org/10.4135/9781071905067>

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Mulloth, B. (2023). Rebecca's Natural Food: Sparking Small Business and Local Community Involvement in Charlottesville. In **SAGE Business Cases**. SAGE Publications, Ltd., [DOI Forthcoming]

Mulloth, B., & Watt, A., (2023). Takeout 25: a community-driven entrepreneurial initiative in oak park, illinois. In **SAGE Business Cases**. SAGE Publications, Ltd., <https://dx.doi.org/10.4135/9781529617085>

Mulloth, Bala, and Stefano Rumi (2021), "Structuring Social Network-Based Interventions to Address Chronic Unemployment: Evidence from the Field", **18th Annual Social Entrepreneurship Conference**, University of Southern California, Conference Proceedings, November 5, 2021

Mulloth, B., & Brinson, A., (2021), "Culinary concepts AB and the employment crisis in food and beverage in Charlottesville," In **SAGE Business Cases**. SAGE Publications, Ltd., <https://www.doi.org/10.4135/9781529767902>

Mulloth, B., Carden, W., & Carden, E., (2021), "ReadWrite Digital: Improving student outcomes through educational innovation," In **SAGE Business Cases**. SAGE Publications, Ltd., <https://www.doi.org/10.4135/9781529744156>

Mulloth, B., & Fickett, D., (2021), "RVA works: Empowering entrepreneurs for big change," In **SAGE Business Cases**. SAGE Publications, Ltd., <https://www.doi.org/10.4135/9781529752465>

Mulloth, B. (2020), "Exploring social business pathways: Green map system as a case in point", **Journal of Contemporary Administration**, 25(3), e190351. <https://doi.org/10.1590/1982-7849rac2021190351.en>

Rao, Bharat, Bala Mulloth and Adam Jay Harrison (2019), "Integrating AI Capabilities into Existing Technology Platforms: Drones as a Case in Point" In 2019 **Portland International Conference on Management of Engineering and Technology** (PICMET), pp. 1-6. IEEE, 2019

Mulloth, Bala and Stefano Rumi (2019), "Charlottesville Works: Harnessing Social Networks to Promote Employment and Fight Poverty", **SAGE Business Cases**, January 2019. 10.4135/9781526464316. Online ISBN: 9781526464316

Mulloth, Bala, and Bharat Rao (2018), "Revitalizing the Yamuna River: Social Entrepreneurship Approaches." In 2018 **Portland International Conference on Management of Engineering and Technology** (PICMET), pp. 1-9. IEEE, 2018

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Harrison, Adam Jay, Bharat Rao, and Bala Mulloth (2018), "Innovation Tradecraft: Sustaining Technological Advantage in the Future Army." *Parameters* 48, no. 4 (2018): 45-52.

Mulloth, Bala and Susan Rivers (2018), "iThrive Games: Championing Responsible Innovation and Social Entrepreneurship in Games," *Darden Business Publishing* Case No. ENT-0223, September 26, 2018

Mulloth, Bala and Stefano Rumi (2018), "The University of Virginia Pay-for-Success Lab: Jumpstarting University-Based Pay-for-Success Research Labs," *Darden Business Publishing* Case No. UVA-ENT-0222 Sept. 4, 2018

Mulloth, Bala, Robert Patterson, and John Whitworth (2018), "Diogenes-FG: Heralding Responsible Innovation in Fiduciary Services for Retirement and Nonprofit Trustees," *Darden Business Publishing* Case No. UVA-ENT-0221, May 8, 2018

Mulloth, Bala and Matthew Ericson (2018), "Habitat for Humanity and the Mixed Income Housing Market in Charlottesville," *SAGE Business Cases*, January 2018. 10.4135/9781526445391. Online ISBN: 9781526445391

Mulloth, Bala, Ellington, A. Jefferson and Taft, Art (2017), "The Concentric DPC Health Relationship Platform: Catalyzing Social Entrepreneurship in Health Care Services," *Darden Business Publishing* Case No. UVA-ENT-0219, November 3, 2017.

Mulloth, Bala and Jessica Foley (2017), "Focused Ultrasound Foundation: Paving the Way for Responsible Innovation and Social Entrepreneurship in Healthcare Services," *Darden Business Publishing* Case No. UVA-ENT-0212, May 15, 2017

Mulloth, Bala and Bharat Rao (2017), "Growth Strategies for an Indian IT Brand in Europe: The Case of Tata Consultancy Services - Hungary." *Technology Management for an Interconnected World*, Portland International Center for Management of Engineering and Technology (978-1-890843-36-6), July 2017

Harrison, Jay, Bharat Rao and Bala Mulloth (2017), "Developing an Innovation-Based Ecosystem at the U.S. Department of Defense: Challenges and Opportunities," *Defense Horizons 81*, April 2017, Institute for National Strategic Studies, National Defense University

Mulloth, Bala and Bharat Rao (2017), "The Role of Universities in Encouraging Growth of Technology-Based New Ventures." *International Journal of Innovation and Technology Management* (January, 2017): 1750014

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Mulloth, Bala, Jill R. Kickul, and Lisa K. Gundry (2016). "Driving Technology Innovation through Social Entrepreneurship at Prezi." ***Journal of Small Business and Enterprise Development*** 23.3 (2016): 753-767.

Mulloth, Bala, Mel Horwitch and Erin Newton (2014), "Short-Term Faculty-Led Study Abroad Programs—Lessons from the CEU Business School New York City Program," ***Academy of International Business (AIB) Insights***, 14(4), 5-9.

Mulloth, Bala and Andreas Antonopoulos (2014), "Developing Central and Eastern Europe as a Hub for Global Entrepreneurship: Budapest and Prague as Cases in Point," ***Studia i Materiały***, 2014 (17): 7– 18, ISSN 1733-9758, © Wydział Zarządzania UW, DOI 10.7172/1733-9758.2014.17.1

Mulloth, Bala and Peter Hardi (2013), "Using Strategic CSR to Achieve the Hybrid Middle Ground in Social Entrepreneurship: The Case of Telenor Hungary," World Academy of Science, Engineering and Technology, International Science Index 82, ***International Journal of Social, Management, Economics and Business Engineering***, 7(10), 404 - 410.

Kiryushin, Peter, Bala Mulloth and Tatiana Iakovleva (2013), "Developing cross-border regional innovation systems with clean technology entrepreneurship: the case of Øresund," ***International Journal of Innovation and Regional Development***, Vol. 5, No. 2, pp.179 –195.

Kickul, Jill and Bala Mulloth (2013), "Educating the Next Generation of Social Entrepreneurs: A Blended Value Approach," ***Impact Business Review***, May - June Volume 2, pp. 117-120.

Mulloth, Bala, Mark Griffiths and Jill Kickul (2012). Verdant Power: A Case of Ethical Leadership. ***Journal of Business Ethics Education***, Volume 9, pp. 447-468.

Mulloth, Bala and Mel Horwitch (2010), "The interlinking of entrepreneurs, grassroots movements, public policy and hubs of innovation: The rise of Cleantech in New York City," ***Journal of High Technology Management Research*** 21 (2010) 23–30.

Mulloth, Bala, Bharat Rao and Bojan Angelov (2008), "The Branding Imperative in Experience-Based, Services- Intensive Economies- The Case of Virgin Galactic," ***International Association of the Management of Technology (IAMOT) 2008 Conference Proceedings***, April 6-10, Dubai, UAE.

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Rao, Bharat and Bala Mulloth (2007), "Building a Global Brand: The Case of Wipro," **Portland International Conference on Management of Technology (PICMET) 2007 Proceedings**, August 5-9, Portland, Oregon.

Ziv, Nina and Bala Mulloth (2006), "An Exploration on Mobile Social Networking: Dodgeball as a Case in Point," **IEEE Conference Proceedings, MBusiness 2006 Conference**, June 27-28, Copenhagen, Denmark.

Book and Book Chapters

Mulloth, B. (Ed.). (2020–). Immigrant Entrepreneurs Case Series. **SAGE Publishing** <https://sk.sagepub.com/cases/series/immigrant-entrepreneurs>

Rao, B., Harrison, A. J., & Mulloth, B. (2020). Defense Technological Innovation: Issues and Challenges in an Era of Converging Technologies. **Edward Elgar Publishing** (May 29, 2020)

Mulloth, Bala and Michael D. Williams (2019), "University of Virginia Health System's MyChart: Supporting Patient Care and Research", in **Responsible Innovation in Digital Health: Empowering the Patient**, Tatiana Iakovleva, Elin Merethe Oftedal, John Bessant, eds. Edward Elgar Publishing, July 26, 2019.

Mulloth, Bala, Peter Kiryushin, Tatiana Iakovleva and, Nataliya Ivashchenko (2016), "The Role of Triple-Helix Collaboration in the Development of Cleantech Entrepreneurship: Lessons Learned from the Øresund and Moscow Regions" in **Multiple Helix Ecosystems for Sustainable Competitiveness**, Peris-Ortiz, M., Ferreira, J.J., Farinha, L., Fernandes, N.O, eds. Springer International Publishing, May 27, 2016.

Mulloth, Bala and Jill Kickul (2015), "New York University: Nurturing Entrepreneurship in New York City," in **The Entrepreneurial University: Context and Institutional Change**, Foss, Lene, and David V. Gibson, eds. Routledge, May 22, 2015.

Mulloth, Bala (2014), "The Rise of Social Entrepreneurship," in **Free Markets in its Twenties: Modern Business Decision Making**, Kisilowski, M, ed. with foreword by George Soros, Central European University Press, 2014.

Rao, Bharat and Bala Mulloth (2006), "How Outsourcing IT Providers are Moving up the Value Chain," **British American Business Newsletter**, New York and London, Summer 2006, pp.6.

Works Under Review

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Mulloth, B. and Rumi, S. (2021), "The Weakness of Strong Ties: Re-examining Challenges and Assumptions of Ex-Offenders' Social Networks," *Journal of Social Entrepreneurship*, under review (revised and submitted on December 9, 2022)

Grant Funded Projects:

Rapid Production of Metal Organic Framework - Fabrics for Air Filtration

Status: **Awarded**

Total Funding: **\$259,484.00**

Role on Project: **Co-PI**

Source: **National Institutes of Health (NIH)**

Grant Number: 1 R43 OH012425-01A1

Funding Period: September 2022 through August 2023

Ivy Foundation COVID-19 Translational Research Fund

Total Funding: **\$110,000**

Role on Project: **Co-PI**

Source: **IVY Foundation**

Funding Period: **August 2020 onwards**

Guiding Student Research to Solve Global Problems in Air Pollution

Status: **Awarded**

Total Funding: **\$100,000**

Role on Project: **Co-PI**

Source of Funds: **Jefferson Trust**

Funding Period: **June 2020 onwards**

Cost-Effective Air Filters for Developing Countries and Studying Population Response to Air Pollution

Status: **Awarded**

Total Funding: **\$30,000**

Role on Project: **Co-PI**

Source of Funds: **UVA Environmental Resilience Institute**

Funding Period: **June 2019 – June 2021**

Developing Cost Effective Air Filters for Developing Countries

Status: **Completed**

Total Funding: **\$100,000**

Global Program of Distinction Grant competition winner at UVA

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Role on Project: **Co-PI**

Source of Funds: **UVA Center for Global Inquiry + Innovation**

Funding Period: **January 2018 – August 2019**

Digitalize or Die – Dynamic Drivers of Responsible Research and Innovation in Health and Welfare services (Norwegian Research Council funded project no. 247716/O70).

Status: **Completed**

Total current funding allocated for UVA: **250,000 NOK (about \$30,000)**

Role on Project: **Batten/UVA research consortium PI**

Source of Funds: **Norwegian Research Council funded project no. 247716/O70**

Project Sponsor: **The University of Stavanger, Norway**

Funding Period: **2016-2019**

Phoenix-Aid (proposal #15274-16) for the VentureWell Entrepreneur-Team Program in the Fall 2016 grant cycle - Stage 1 Funding

Status: **Completed**

Total funding allocated for Team: **\$5000**

Role on Project: **Batten/UVA Principal Investigator and lead faculty advisor** for Phoenix Aid, a student social venture aimed at developing a safe, cost-effective and comprehensive wound care dressing to prevent infections and accelerate the healing of chronic wounds.

Source of Funds: **The National Collegiate Inventors & Innovators Alliance (NCIAA), d/b/a VentureWell**

Funding Period: **December 1, 2016 - August 31, 2017**

Phoenix-Aid (proposal #15274-16) for the VentureWell Entrepreneur-Team Program in the Winter 2017 grant cycle - Stage 2 Funding

Status: **Completed**

Total funding allocated for Team: **\$19,935.00**

Role on Project: **Batten/UVA Principal Investigator and lead faculty advisor for Phoenix Aid**

Source of Funds: **The National Collegiate Inventors & Innovators Alliance (NCIAA), d/b/a VentureWell**

Funding Period: **December 1, 2016 - August 31, 2018**

Social Entrepreneurship and Innovation in the Yamuna River Plain

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Status: **Completed**

Total Funding: **\$10,000**

Role on Project: **Batten/UVA research consortium participant**

Source of Funds: **UVA Center for Global Inquiry + Innovation**

Funding Period: **Summer 2017**

Academic Entrepreneurship: From University Research to Implementation and Commercialization of Innovations - A Comparative Study (FORFI)

Status: **Completed**

Total Funding: **250,000 NOK (about \$30,000)**

Role on Project: **Central European University research consortium PI**

Source of Funds: **UiT The Arctic University of Norway**

Funding Period: **2011-2015**

Related Experience:

Research Fellow and Adjunct Professor, Department of Technology Management and Innovation, New York University

Brooklyn, New York, August 2004–May 2011

Courses Taught

- Introduction to E-Business
- Foundations of Management
- Management Science
- Enterprise Data Systems

Senior Manager, Office of Innovation Development, Technology Transfer and Entrepreneurship New York University

New York, New York, April 2007-May 2011

Key Responsibilities

- Recruited start-ups to the NYU business incubators.
- Worked with the Incubator Director in evaluating tenant activities as per their projected task plans and budgets for renewal decisions.
- Continually identified, reviewed, and selected support services (legal, marketing, sales, capital investment, etc.).
- Communicated with the advisory board and helped recruit new technical and business professionals for membership to the board.
- Coordinated incubator activities with the University's overall vision and mission of Invention, Innovation, and Entrepreneurship (I²E).
- Helped engage University faculty and students in incubator events and activities.

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Events and Panels:

Presented paper on "Structuring Social Network-Based Interventions to Address Chronic Unemployment: Evidence from the Field"

18th Annual Social Entrepreneurship Conference, University of Southern California

November 5, 2021

Invited Panelist: Strengthening public policies for decent work in Francophone Africa in the context of the COVID-19 pandemic

Presented in webinar format for the **International Development Research Centre (IDRC)**

October 12, 2021

Invited Speaker: Experiential Social Entrepreneurship: Courses and Cases

Presented in webinar format for the **Association to Advance Collegiate Schools of Business (AACSB)**

October 13, 2021

Invited Speaker: The Power of Social Entrepreneurship

Presented in webinar format for the **World Federation of Youth Clubs (WFYC)**

July 29, 2021

Invited Speaker: Social Entrepreneurship - In Theory and in Practice

Presented at the **Presidential Precinct's 2019 Global Leadership Forum.**

Charlottesville, Virginia

October 15, 2019

Invited Speaker: Communicating the Impact of your Social Venture

Presented at the **Presidential Precinct's 2018 Global Leadership Forum.**

Charlottesville, Virginia

October 30, 2018

Invited Speaker: Social entrepreneurship - Can you do well by doing good?

Presented as part of the seminar series: **Eat, Think & Innovate arranged by iPark Stavanger together with Valdé (TTO for the University of Stavanger)**

Stavanger, Norway

June 12, 2018

Invited Speaker: An Exploration of Social Entrepreneurship and

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Innovation in the Yamuna River Plain

Presented at **UVA Yamuna River Project Symposium: Challenges in Equitable Development**

Charlottesville, Virginia

April 14, 2017

Invited Speaker: Social Entrepreneurship - In Theory and in Practice

Lecture, discussion, and group exercise on social entrepreneurship for **Presidential Precinct "Mexico Meet America"** student group from University of Guadalajara, Mexico

Charlottesville, Virginia,

December 9, 2016

Instructor: Sustainable Business Through Social Entrepreneurship and Innovation European Institute of Innovation and Technology, Climate-KIC Central Hungary

Balaton, Hungary

December 2013 and December 2014

Workshop Leader: Social Entrepreneurship: A Mechanism for Turning Around Companies

Cluj-Napoca, Romania

November 2013

Session Instructor: New Trends in Social Innovation

Central European Conference

Eger, Hungary

March 2013

Jury Member

Kairos - Hungary Student New Venture Competition

Budapest, Hungary

November 2012

Panelist: Start Your Business

The First Entrepreneurship Summit in Hungary

Budapest, Hungary

October 2012

Panelist: Entrepreneurship and Start-up Centers in Hungary and Beyond

Central and Eastern European Innovation Tech Show

Budapest, Hungary

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June 2012

Panelist: Train the Trainer Entrepreneurship Boot Camp for EU Funded InnoCreative Program

IESE Business School, Barcelona, Spain

May 2012

Featured Speaker "Scientist to Entrepreneur"; Session Leader: "Business Plan: Inception to Fruition" The New York Academy of Sciences

New York, New York

December 2011

Honors and Awards:

Invited research collaborator for the **International Development Research Centre (IDRC)** project "**Strengthening public policies for decent work in Francophone Africa in the context of the COVID-19 pandemic**"

Invited to be Lead Panelist for **Association to Advance Collegiate Schools of Business (AACSB)** webinar on "**Enriching the Business and Management Classroom by Partnering with Socially Innovative Enterprises**"

Invited to author a chapter on **Diffusion of Innovations** for the upcoming **Sage Business Core** book on Entrepreneurship

Recipient of the **Ivy Foundation COVID-19 Translational Research Fund** for proposal titled, "Technology Driven Entrepreneurial Solutions to Address Healthcare Worker Protection Needs"

Recipient of the **2020 Jefferson Trust Award** for proposal titled, "Guiding Student Research to Solve Global Problems in Air Pollution"

Profiled in **Sydney Morning Herald** as one of nine design teams commissioned to provide the public with a glimpse into the future of home furnishings and objects for a show titled Hybrid at the Powerhouse Museum in Sydney, Australia.

Invited to be the **Series Editor for the inaugural Immigrant Entrepreneurs series for Sage Business Cases**. I was offered (and accepted) to perform the same role for a second series on Immigrant Entrepreneurs.

University-affiliated venture, Hava, was elected for the **Catalyst Accelerator program** by the Batten Institute.

Strategic Advisor, **The Spill Teem** (March 2019 – Present)

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Board of Directors at the **Charlottesville Ballet** (January 2019 – June 2020)

Strategic Advisor, **YCenter** (June 2016 – Present)

Mentor, **Computers4Kids** (January 2018- December 2018)

Visiting Faculty Fellow at the Center for Technology and National Security Policy (CTNSP), **Institute for National Strategic Studies (INSS)** at the National Defense University, Fort McNair, Washington, DC (June 2016 – December 2017)

Faculty mentor of Phoenix-Aid, an award-winning student social venture. In addition to receiving two rounds of the **VentureWell grant funding** the venture won:

- First Place in the 2017 **BMEidea competition held in New York City** on June 13, 2017. The prize included 25,000 USD as well as a BMEidea trophy to be held by UVA for one year (joining other prestigious universities such as Johns Hopkins, MIT and Stanford).
- Bronze at the prestigious **National Collegiate Inventors Competition** hosted by the U.S. Patent and Trademark Office on November 3, 2017. The prize also entailed a cash award of 2,500 USD.
- The venture's success and the student-faculty partnership was written up in several local and regional news outlets such as the **The Cavalier Daily**³, **Charlottesville Tomorrow**⁴, **CBS19 News**⁵ and the Batten School Website⁶

Expert Review Panel and Advisory Board Member, **Stewart Satter Program in Social Entrepreneurship NYU Stern School of Business**, Berkley Center for Entrepreneurship & Innovation, New York, New York (November 2008-Present)

Invited Reviewer: Journal of Small Business and Enterprise Development, Journal of Business Ethics, SAGE Business Cases, International Journal of Innovation and Technology Management.

Scholarly Memberships: The Annual Social Entrepreneurship Conference, Academy of Management, Sigma Xi Scientific Research Society, Portland International Center for Management of Engineering and Technology.

³ <http://www.cavalierdaily.com/article/2017/10/u-va-team-to-compete-as-finalist-in-collegiate-inventors-competition>

⁴ <http://www.cvilletomorrow.org/news/article/29112-local-wound-care-startup-continues-to-impress/>

⁵ <http://www.newsplex.com/content/news/UVA-students-work-on-innovative-bandage-heading-to-national-competition-450461383.html>

⁶ <http://batten.virginia.edu/school/news/batten-sponsored-social-entrepreneurship-startup-poised-global-impact>

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mulloth@virginia.edu; 434-989-3355

LinkedIn: <http://www.linkedin.com/in/bmulloth>

Professor Spotlight: <https://batten.virginia.edu/about/news/professor-spotlight-bala-mulloth>

Recent Press:

Teaching DEI Through Case Studies | AACSB:

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