



President's Message

Rosalie L. Tung
 AIB President

Dear Worldwide Members of the Academy,

This is my second and last newsletter to you as President of the Academy of International Business. I am greatly honored to serve in this capacity over the past year as it allows me to give back to an organization that has been an integral part of my professional life over many decades.

Over the past twelve months I have learned much about the opportunities and challenges that lie ahead of us as an organization. The AIB Board has worked hard on a number of new initiatives as well as bringing to fruition several projects that were first started by my predecessors. These are summarized below:

Diversity Survey

In my previous column in the *AIB Newsletter* (21.3), I wrote about my passion to celebrate the commonalities yet differences that bind us together as members of this incredible organization. AIB, by its very nature, is perhaps one of the most diverse academic associations characterized by many differences among our members, including but not limited to functional disciplines, gender, countries of origin and/or domicile, ethnicity, economies at different stages of economic/technological development, stages of career development, and sexual orientation.

In late 2015, AIB embarked on a diversity survey, the first for this association. Some of the write-in responses also indicated that a survey of this nature was long overdue. A summary of the results of the diversity survey is contained in the column written by Eddy Ng of Dalhousie University in this *Newsletter*. I thank Eddy for analyzing the data and writing the summary report. As can be expected, the perceptions/responses of our members ran the full gamut from over one-quarter (27.5%) of the respondents indicating that they “never felt excluded” to 8.1% who said that they “never felt included” (for details, please see Eddy’s column). The means on various aspects of *exclusion* ranged from 1.60 to 2.80 (5=to a great extent). In a Townhall meeting that I will co-host at the New Orleans conference, I will discuss the findings of this survey and, more importantly, seek your feedback and suggestions on how to engender greater inclusivity in our organization. Another key finding of our survey is that the respondents who identified more closely with AIB Chapters as opposed to AIB, the organization, “reported higher degrees of inclusion at the Chapter level.”

While we can pat ourselves on the back that in the write-in responses, some members perceive that AIB, as a whole, has done a better job in terms of inclusiveness than other academic associations that they participate in, nonetheless the results

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of the survey reveal that we, as an organization, can definitely make improvements to reduce perceptions of exclusion.

Some of the initiatives that the Board has undertaken in the past year that can help address some of these concerns include: one, the introduction of Townhall meetings, a new feature in the 2016 Annual Program—the Townhall meeting that I alluded to earlier will be one of several Townhall sessions. I encourage you to attend the Townhall meeting that appeals to you most to promote dialogue and exchange. Inclusion is, after all, a two-way street. Two, enhancing the roles of our Chapters through the introduction of a whole-day Chapters' Leadership Workshop to provide greater opportunities for Chapter Chairs and their successors to share best practices. The roles of the three Vice Presidents, Administration (Jeremy Clegg, Maria Alejandra Gonzalez-Perez, and Sumit Kundu) have been formalized to better liaise with our many Chapters around the world. Three, the institutionalization of Special Interest Groups (SIGs), a member-based initiative, to better address their needs. Four, the broadening of publication outlets for research by our members. The latter two issues are discussed later in this column.

Special Interest Groups (SIGs)

Jeremy Clegg, one of the three Vice Presidents, Administration, has spearheaded the development of principles and procedures for the formation of SIGs. The principles will be voted upon at the June

2016 Board meeting. As currently envisioned, a SIG “should not be partisan to any branch of research or discipline of knowledge, or subdivision of a subject, and should be clearly available to all members.” The first SIG to be approved will be on Research Methods—this area cuts across all different functional disciplines of our members. Once approved, the general principles governing the formation of SIGs and guidance on how to complete a SIG proposal pro forma will be available on our website.

Publication Outlets

In addition to *JIBS*, the premier outlet for international business research, we have added to our publication portfolio. As I reported in my 21.3 *AIB Newsletter* column, the Board has approved a second journal in the policy area last June (the title has yet to be finalized). Previous boards have mulled over the introduction of a second journal. After broad consultations, particularly in the form of a survey undertaken by a 2012 Board Task Force, the suggestions from the members included the development of distinct journals based on theory, practice, public policy, and emerging markets, respectively. Subsequent boards vetted each of these proposals and concluded that AIB cannot compete successfully with established practitioner-oriented journals in this area. A theory journal was shelved on the basis that there could be too much overlap with *JIBS*. The notion of an emerging markets journal was also rejected as there are already many competing journals in this area.

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Under the presidency of Rob Grosse, Jeremy Clegg and Ram Mudambi entered into negotiations with an external entity to breathe new life into one of the latter's journal on international business policy. When that initiative failed, the Board decided to proceed with an independent journal in this area. A sub-committee that has worked on this effort has recommended Sarianna Lundan as the launch editor of this new journal. We plan to host a launch conference for the new journal after the 2017 Annual Meetings in Dubai with the aim of developing papers for the first two issues of the new journal. Stay tuned for the exciting launch conference of AIB's second journal in public policy!

In addition, under the Editorship of Daniel Rottig (with John Mezas as Associate Editor), *AIB Insights* will be strengthened as an alternative outlet for international business/management research. Both Rottig and Mezas are currently developing their vision on how *Insights* can complement the existing and future publication portfolio of the organization. This will be presented to the Board for vetting in their June meetings.

In addition, as I reported on in my 21.3 newsletter column, I am heading a Future Journals Strategy Committee that will outline the criteria, procedures and guidelines for further expansion of the organization's publication portfolio. We will share those guidelines once they have been vetted at the Board level. With the establishment of guidelines and principles, AIB's venture into a third or possibly fourth journal can proceed more efficiently and expeditiously. Please send your suggestions to the AIB Board.

Community Engagement in New Orleans

Charles Dhanaraj, 2016 Program Chair, has created a wonderful program for the upcoming New Orleans meetings. Congratulations and thanks to Charles and the members of his team!

Aside from the traditional academic program, the Board has formalized our engagement with the local community as an integral part of our Annual Meetings. Community Engagement (previously referred to as Social Responsibilities Project in 2015 Bengaluru) presents excellent opportunities for us to give back and/or engage with the host community.

From a variety of projects, the AIB 2016 Community Engagement Committee has selected the following three activities: One, an inspirational early morning seminar given by Lt. General Russel L. Honore, who has been credited as the principal architect of post-Katrina reconstruction efforts in New Orleans. Two, visit to the Port of New Orleans,

the sixth largest port in the U.S. based on cargo volume handled on an annual basis. Three, visit to Propeller, a non-profit social entrepreneurship incubator and accelerator in New Orleans. For details of these three events, please see: <https://aib.msu.edu/events/2016/CommunityEngagement.asp>. For people who would like to visit the Port of New Orleans and Propeller, please note that space is very limited and operates on a pre-registration basis. A special thanks to the three Co-Chairs of this Committee: Len Trevino (Loyola University of New Orleans), Mazhar Islam (Tulane University, New Orleans), and Stewart Miller (University of Texas, San Antonio), as well as to the members of that Committee (Nakiye Boyacigiller, Susan Mudambi, Tunga Kiyak, Charles Dhanaraj, and myself).

In closing, I am grateful to all members who have supported me in my work in the past year, particularly to the wonderful members of the Board and Tunga Kiyak. Tunga Kiyak often does not get sufficient credit for his dedication and hard work to make the organization flow as a seamless whole. He is the institutional memory of our Association and dispenses sage advice on how to make the organization run more efficiently. Thanks a million, Tunga!

In the past year, I have also participated in two Chapter meetings—the inaugural conference of the US-West Chapter held in Seattle, Washington, and the US-Southeast Chapter annual conference in Savannah, Georgia. In addition, in December 2014, I attended the Southeast Asia Chapter meetings in Macau. These Chapter conferences provided me with wonderful opportunities to, one, observe first-hand how dedicated the leadership of our Chapters are in bringing value to our members; and, two, meet with our members who do not regularly attend our Annual Meetings. I strongly encourage all of you to engage with your local chapters and, where possible, attend their annual regional conferences.

I look forward to seeing and welcoming many of you to our Annual Meetings in New Orleans. More importantly, I look forward to thanking you in person for your membership in this incredible organization.

Warm wishes,
Rosalie L. Tung
President

Summary of Diversity Survey Results

Eddy Ng
Dahousie University

The Academy of International Business (AIB) is comprised of over 3,000 members from 85 countries. AIB members are scholars, researchers and practitioners from developing countries, newly developed countries, and advanced developed countries. AIB seeks to create and disseminate knowledge about international business and policy issues, which transcends national boundaries and academic disciplines. However, barriers may exist that hinder full interaction and participation of all members in a global and diverse organization. To that end, Rosalie L. Tung, the current AIB President, worked with Eddy Ng, Past Chair of the Diversity and Inclusion Theme Committee of the Academy of Management, to conduct a survey of inclusion among AIB members. The focal aim of the survey is to gauge the extent to which AIB members feel included in AIB, the organization, and/or AIB Chapters to which they belong; their perception of barriers to full participation and contribution to the organization or Chapters; and suggestions for improvement.

Survey Sample Profile

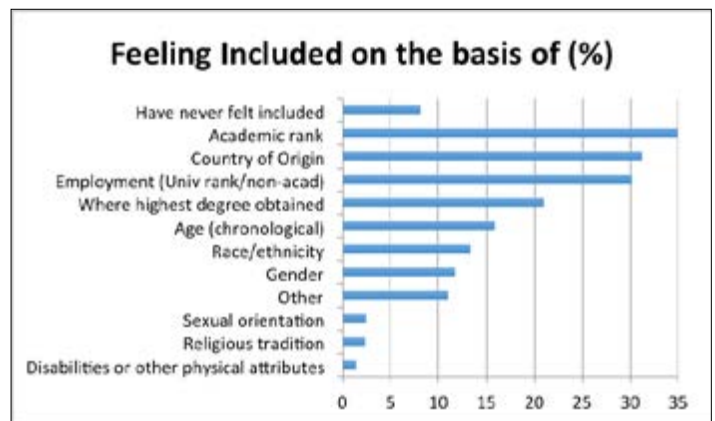
A total of 1,139 members responded to the survey (20.9 % response rate). 48.5% of the respondents attended an AIB conference over the past 3 years; 28.5% also attended a Chapter meeting during the same period. Among those who responded, 56.3% indicated they felt a stronger affiliation with AIB, the organization, while 43.7% felt a closer connection with their Chapter. The top 3 Chapters (in terms of most Chapter meetings attended) are UK and Ireland (5.8%), US Southeast (4.3%), and Latin America (3.4%).

A majority of the respondents (88.5%) are academics; the rest are in business and consulting (5.6%) and the public sector (1.1%). Students made up 12.3% of the sample. The average length of membership is 3.4 years among the respondents. 10.2% of the respondents have also served in a leadership capacity at AIB, the organization or with a Chapter.

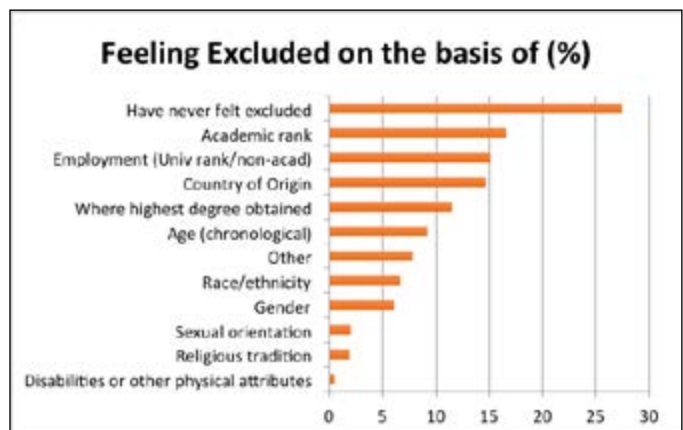
Perceived Inclusion and Exclusion

From the survey, 27.5% of the respondents indicated they have never felt excluded, while 8.1% indicated they have never felt included. Contrary to

research pertaining to workplace findings, personal demographic characteristics (e.g., gender, race/ethnicity, age, religious tradition, sexual orientation) were not identified as key sources of inclusion or exclusion among the AIB membership. Members were most likely to say they felt included because of their academic rank, country of origin, employment (as academic or non-academic) and the institution where they received their degrees.

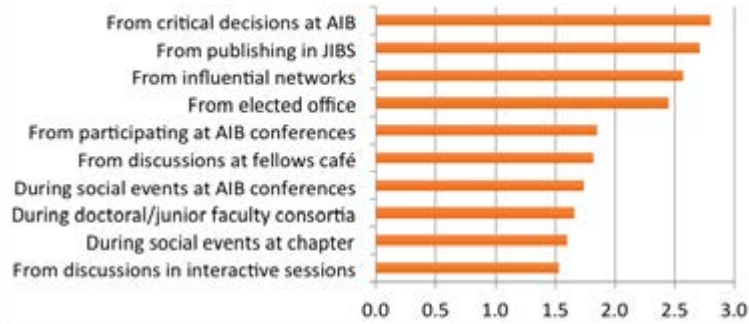


Likewise, members reportedly felt excluded on the basis of academic rank, employment (academic or not), country of origin, and where they obtained their degrees.



When asked, respondents indicated that they felt excluded from critical decisions at AIB, being able to publish in *JIBS*, participation in influential networks, and running in elected offices. These bases of exclu-

Basis for Feeling Excluded at AIB (1-5)

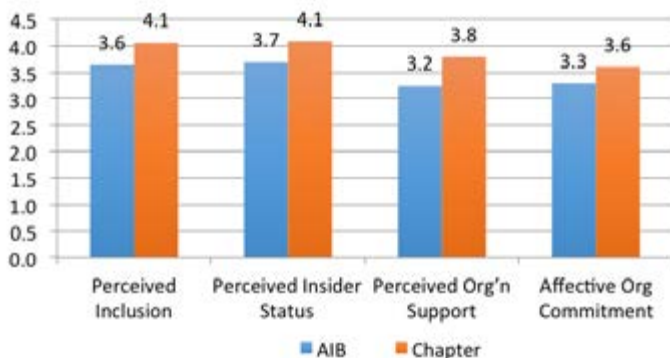


sion are presented are assessed on a five-point scale, where 5 means the respondents “most strongly agree” with that dimension as the contributing factor.

AIB, the Organization, vs. Chapter Responses

Although the respondents indicated greater affinity with the organization, overall, they reported higher degrees of inclusion at the Chapter level on four perceptual measures – perceived inclusion, perceived insider status, perceived organizational support, and affective organizational commitment.

AIB vs. Chapter Responses (1-5)



Respondent Recommendations

Many of the respondents offered suggestions to remove the barriers to inclusion. These include:

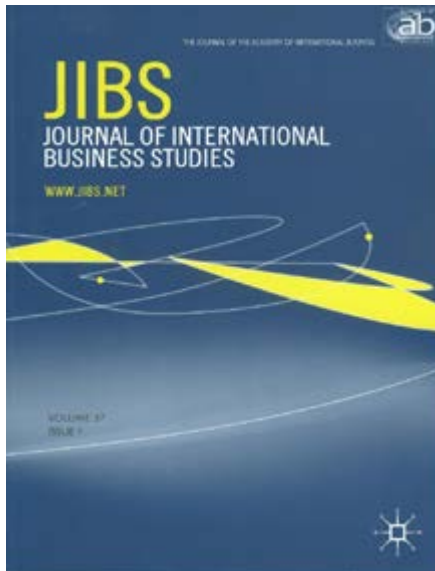
- Offering of organized mentoring
- Creation of online communities
- Provision of greater resources for young, non-US academics
- Greater initiative for well-established scholars to interact with newcomers
- Periodic and better communication from AIB Board on decisions and new initiatives
- Provision of more information on how to get involved
- This survey is a good start
- Provision of more streams on diversity, not just gender
- Greater diversity in panels



We look forward to seeing you in New Orleans, June 27-30!

See the conference website for registration information and full program details.

<https://aib.msu.edu/events/2016/>



New *JIBS* Editorial Team

Alain Verbeke, *JIBS* Editor-in-Chief Elect, and his new team of Editors will start processing new manuscripts for the journal starting June 16, 2016. The new team is composed as follows:

Editor-in-Chief: **Alain Verbeke**, University of Calgary (Canada), also affiliated with the University of Reading (UK) and the University of Brussels (VUB, Belgium)

Managing Editor: **Anne Hoekman** (Academy of International Business)

Senior Editor: **Mary Ann Von Glinow** (Florida International University, USA)

Senior Editor: **Yadong Luo** (University of Miami, USA)

Reviewing Editor: **Sjoerd Beugelsdijk** (University of Groningen, The Netherlands)

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Wayne Cascio (University of Colorado, Denver, USA)

Tailan Chi (University of Kansas, USA)

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Constantine S. Katsikeas (University of Leeds, UK)

JT Li (Hong Kong University of Science and Technology, Hong Kong)

Peter Liesch (University of Queensland, Australia)

Marjorie Lyles (Indiana University, USA)

Klaus Meyer (CEIBS, Shanghai, China)

Rajneesh Narula (University of Reading, UK)

Mark Peterson (Maastricht University, The Netherlands)

Becky Reuber (University of Toronto, Canada)

John Roberts (Stanford University, USA)

Saeed Samiee (University of Tulsa, USA)

Lemma Senbet (University of Maryland, USA)

Mary Teagarden (Arizona State University, USA)

Arjen Van Witteloostuijn (Tilburg University, The Netherlands)

Ilan Vertinsky (University of British Columbia, Canada)

More extensive postings with specialty areas for each Editor will be posted soon on the *JIBS* website (www.jibs.net).

New *JIBS* Call for Papers

JIBS has issued a call for papers for a new special issue on “Making Connections: Social Networks in International Business,” with a submission deadline of October 10, 2016, edited by Ilya Cuypers, Gokhan Ertug, Martin Kilduff, Aks Zaheer, and John Cantwell. This issue encourages authors to explore the application and extension of social networks mechanisms and methods to IB theories, topics and questions. Please see the full call for papers at www.jibs.net for more information.

Announcement of the New *AIB Insights* Editorial Team

The new editorial team for *AIB Insights* has recently been announced.

Daniel Rottig (Editor) is an Associate Professor of International Business and Strategic Management in the Lutgert College of Business at Florida Gulf Coast University. He holds a Ph.D. in Management with emphasis on Global Strategy and International Business. His scholarly work has received several awards and award nominations from leading academic institutions, including AIB's Richard Farmer Best Dissertation Award, two consecutive William Ziegler Best Paper Awards of AIB's Southeast USA chapter, and nominations for the Academy of Management's International Management Division Barry Richman Best Dissertation Award, SKOLKOVO Best Division Paper Award, SERI Best Paper in Strategy/ International Business Theory Award, Douglas Nigh Best Paper Award, and Best Paper in OB/HRM/OT Award. He has published in such journals as *Management International Review*, *Thunderbird International Business Review*, *Decision Sciences Journal*, the *Academy of Management Learning and Education* and other respected outlets.

Dr. Rottig teaches in the Lutgert College of Business at Florida Gulf Coast University and in the Executive MBA program at Florida Atlantic University. He has also been a visiting faculty at the Indian Institute of Management (IIM) and served as an external dissertation advisor at Abu Dhabi University, U.A.E. He is a Fellow of AIB's Southeast USA Chapter, for which he served on the executive board in various roles, including chapter chair and conference chair, from 2009-2014. Prior to being selected as the new Editor of *AIB Insights*, he served as Associate Editor from 2013-15.

John M. Mezas (Associate Editor) is an Associate Professor at the University of Miami's School of Business Administration. He received his Ph.D. from New York University's Stern School of Business. His research was nominated for several awards, and he won the Best Paper award from the Academy of Management's International Management Division. He has published in such scholarly journals as the



Daniel Rottig,
Editor



John Mezas,
Associate Editor

Strategic Management Journal, Journal of International Business Studies, Harvard Business Review, Organization Science, Journal of Management, Long Range Planning, British Journal of Management, Journal of International Management, Asia Pacific Journal of Management, and Journal of Organizational Behavior. He has long served on the Editorial Boards of the *Strategic Management Journal* and the *Journal of International Business Studies*. Dr. Mezas was also Chair of the Academy of Management's International Management Division during 2013-2014.

Dr. Mezas is the PhD Coordinator for the Strategy and International Business Program at the University of Miami's School of Business Administration, where he also teaches Executive MBAs, MBAs, and Custom Executive Programs. He has also taught in the Executive Programs of London Business School, INSEAD, New York University, and Seoul National University. His teaching awards include three *Excellence in Teaching* awards from the University of Miami's School of Business Administration and the *Most Popular Professor* award from BusinessWeek Magazine's Survey of University of Miami MBAs.

The new editorial team will continue publishing interesting, topical, current and thought provoking articles that discuss theoretical, empirical, practical or pedagogical issues in international business, and specifically focus on further developing *AIB Insights* by increasing its impact and making it more interactive. For more information about *AIB Insights* and the current issue, see <https://aib.msu.edu/publications/insights>.



AIB Special Interest Conference on Value Chains

Jeremy Clegg
AIB Vice President of Administration

The first Special Interest Conference organized under AIB's new scheme to support smaller, regionally based meetings organized "bottom up" by the membership to address specific themes, geographic areas, or industries was held in October 2015 at Bocconi University in Milan, Italy. With its thematic title "Breaking up the Global Value Chain: Possibilities and Consequences," it was focused on what we know, what we don't know, and future research directions. A five-person organizing committee spread across Bocconi and the Politecnico di Milano (Arnaldo Camuffo, Stefano Elia, Torben Pedersen, Lucia Piscitello, and Filippo Albertoni) produced an exemplary conference, which AIB hopes will be taken up as a model for the future by members with interesting proposals around the globe.

Two keynote addresses to convey the "big picture"—one on the first day by John Cantwell, providing an original updating to John Dunning's Eclectic Paradigm for the information age, and on the second day by Juan Alcacer replete with information and ideas overviewing the field using excerpts of existing studies—framed a conference consisting of up to four parallel sessions running over a day and a half. There were 63 presentations, which made for an intense and rewarding experience. The participants

were treated to a wealth of empirical work on the topic, using a diverse range of data, both quantitative and qualitative.



Juan Alcacer presents a keynote on the second day of the conference.



Attendees listen to a presentation by John Cantwell and conference organizers.

The parallel sessions very effectively mixed experienced and new researchers—and early stage and advanced stage research—both within the presentations themselves, and within the audience. Senior scholars were naturally distributed between the parallel sessions. The organisers also did an excellent job of streaming the presentations by topic. As science proceeds through painstaking research to build up a coherent picture, it would be impossible to pick out any particular contribution to this special (often referred to as a "mini") conference—which was at its heart, a symposium to discuss a particular specialist subject in detail in its various aspects. However, a selection of the parallel session sub-themes conveys the richness of the coverage—all in connection with the GVC: backshoring and reshoring, reconfiguration, building offshoring capabilities, R&D offshoring, services and global value chains, interdependencies and hidden costs of offshoring, learning, local networks, firms' upgrading, economic effects & employment effects, MNC organizational architecture, ownership and control, supply chain

management, emerging markets, and the location of foreign activities.

Anyone interested in taking up the opportunity to propose further special interest conferences would be well advised to look at the precedent of this outstanding first such conference, and to consult

the ongoing call for new proposals. Using this new and exciting model through which members can take the initiative to both advance the state of knowledge and to stimulate their regional academic community, AIB is hoping for further original proposals from all corners of the Academy.

Request for Proposals for Special Conferences

In addition to the annual international conference held in the summer, the Academy of International Business is launching the introduction of smaller, regionally based meetings addressing specific themes, geographic areas or industries. These special conferences are designed to attract new members and to provide additional opportunities for members to participate in AIB conferences.

Ideally these special conferences should be designed to provide opportunities for new AIB members and junior scholars to interact with experienced AIB members as well as senior schol-

ars. The organizers of a special conference should be a group of committed AIB members. The organizing committee should include oversight by some members of the AIB leadership such as senior scholars who are current or past AIB Board members or AIB Fellows. Conferences should attract a minimum of 150 attendees.

Proposals are evaluated at AIB Executive Board meetings and should be submitted no later than June 10, 2016, for consideration at the next meeting. Please see <http://aib.msu.edu/events/specialinterest.asp> for further instructions.

Upcoming Events

AIB Canada Chapter Meeting

June 4-6, 2016
Edmonton, Alberta, Canada

AIB 2016 Annual Meeting

June 27-30, 2016
New Orleans, Louisiana, USA

AIB Sub-Saharan Africa Chapter Conference

August 17-19, 2016
Lagos, Nigeria, Africa

AIB Central and Eastern Europe Chapter Conference

September 29-October, 1, 2016
Prague, Czech Republic

AIB US-Northeast Chapter Meeting

October 26-29, 2016
Philadelphia, PA, USA

AIB US-Southeast Annual Conference

November 10-14, 2016
Cruise: Tampa, Florida, USA to Cozumel, Mexico

AIB Southeast Asia Chapter Conference

December 2-4, 2016
Guangzhou, China

AIB Australia and New Zealand Chapter Meeting

November 11-12, 2016
Sydney, Australia

AIB Executive Board Election Results

The following members were recently elected to join the AIB Executive Board and serve from August 1, 2016–July 31, 2019. For complete biographies, see <http://aib.msu.edu/executiveboard2016-17.asp>



President-Elect
Lorraine Eden
(Texas A&M University)



Vice-President Administration
Hadi Alhorr
(Saint Louis University)



**Vice-President Program-Elect
(2018 Program Chair)**
JT Li
(Hong Kong University of
Science and Technology)

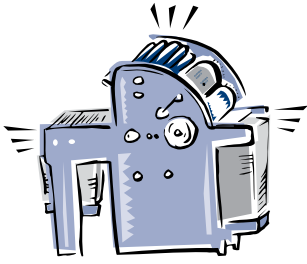
Celebrating 15 Years of WAIB in New Orleans



Women in the Academy of International Business (WAIB) is a special interest group within AIB that promotes networking among AIB members and supports global female talent through discussion and research; it is gearing up for an exciting celebration of its 15th anniversary at the AIB conference in New Orleans. WAIB encourages AIB members join the celebration by attending one of the three WAIB panels, participating in WAIB receptions and networking events, and submitting papers and nominations for WAIB awards. WAIB panels at AIB 2016 will include “AIB Women Fellows,”

moderated by Amanda Bullough, “Gender in International Business Research: Addressing the Importance and Overcoming the Obstacles,” moderated by Amanda Budde-Sung and Eve Misati, and “Women in Business: Evidence from around the World,” moderated by Janet Y. Murray and Malika Richards. This year’s WAIB awards will include the introduction of the new WAIB Woman of the Year award.

For more information, please see posted announcements on the WAIB page (<http://aib.msu.edu/waib/>) and the AIB conference program.



Just off the Press

⇒ ***Handbook of Contemporary Research on Emerging Markets*** (Edward Elgar Publishing, ISBN: 978-1782546351), edited by **Hemant Merchant**, University of South Florida, USA, brings together leading scholars in international business as well as other disciplines to contribute state-of-the-art thinking on emerging markets. The volume extends theoretical and conceptual thinking, looks at operational practices and their implications and provides a research agenda to move the field forward. The *Handbook* offers a multi-faceted, in-depth look at specific geographies and functional areas to enrich our understanding of emerging markets. This energetic and varied look at a burgeoning field will be an invaluable resource for academics and MBA as well as PhD students.

⇒ ***The Base of the Pyramid Promise: Building Businesses with Impact and Scale*** (Stanford University Press, ISBN: 978-0804791489) by **Ted London**, University of Michigan, USA, explores how as economic growth slows in the developed world, the base of the pyramid (BoP) represents perhaps the last great, untapped market. Of the world's 7 billion inhabitants, around 4 billion live in low-income markets in the developing world. These 4 billion people deserve—and, increasingly, are demanding—better lives. At the same time, the business community seeks new opportunities for growth, and the development community is striving to increase its impact. With these forces converging, the potential for mutual value creation is tremendous. This book provides a roadmap for realizing that potential. Drawing on over 25 years of experience across some eighty countries, Ted London offers concrete guidelines for how to build better enterprises while simultaneously alleviating poverty.

⇒ ***Global Marketing: Contemporary Theory, Practice and Cases, 2nd Edition*** (Routledge, 978-1138807884), by **Ilan Alon**, University of Agder, Norway, Eugene D. Jaffe, Bar-Ilan University, Israel, Christiane Prange, Tongji University, China, and

Donata Vianelli, University of Trieste, Italy, provides students with a truly international treatment of the key principles that every marketing manager should grasp. International markets present different challenges that require a marketer to think strategically and apply tools and techniques creatively, and Alon et al. provide students with everything they need to rise to the challenge, including chapters on social media, innovation and technology; new material on sustainability, ethics, and corporate social responsibility; short cases and examples showing how these principles and techniques are applied in the real world; longer cases providing instructors and students with rich content for deeper analysis and discussion. A companion website features an instructor's manual with test questions, as well as additional exercises and examples for in-class use.

⇒ ***Handbook of Measures for International Entrepreneurship Research: Multi-Item Scales Crossing Disciplines and Contexts*** (Edward Elgar Publishing, ISBN: 978-1-78471-139-9) is the recently released title edited by **Nicole Coviello**, Wilfrid Laurier University, Canada, and **Helena Yli-Renko**, University of Southern California, USA. This *Handbook* includes 212 reliable and valid multi-item, self-report scales for research in International Entrepreneurship and areas related to it: international business, entrepreneurship, marketing, strategy and innovation. The compilation was selected from over 820 possible measures using rigorous criteria. The scales fall into in eight categories: individual-level influences; firm and team-level influences; external environmental influences; relationships, networks and social capital; organizational learning; capabilities; orientations and strategy; performance and innovation outcomes. Each scale includes a summary to enable ease of use: construct definition, description, source, development or adaptation procedures, sample, validity, scores, references and scale items. This standout *Handbook* also explores best practices in development, adaptation, use and reporting of multi-item measures.

New Members of the AIB Community



Welcome to the following 219 new members who joined the AIB between January 1, 2016, and March 31, 2016.

Umar Ahmed	Matina Dimitropoulou	Heejin Kim	Rafal Mrowka	Alandey Severo Leite da Silva
Sascha Albers	Mine Doyran	Jae-Yeon Kim	Shawn Mullett	Mayank Sewak
Omid Aliasghar	Gwyneth Edwards	Jihye Kim	Bryce Nakamori	Mihir Shah
Muad Al-Juhani	Teck Y. Eng	Trang Kim	Chinintorn Nakhata	Ekaterina Sharova
Nasser Alshareef	Franziska Engelhard	Takuma Kimura	Rose Narooz	Itiel Moraes Silva
Okechukwu Amah	Karen Esteves	Florian Klein	Sarayut Nathaphan	Amila Buddhika Sirisena
Muhammad Amin	Jihyun Eun	Edwin Knox	Andres Negro	Juliana Souza
Veneta Andonova	Andrés Feandeiro	Benno Koch	Alicia Nicholls	David Sprott
Iman A-Qader	Orlando Fernandes	Yukiko Konishi	Klaus Nielsen	Ute Stephan
Anil Yasin Ar	Marlon Fernandes	Igor Laine	Chao Niu	Mariana Sutter
Ramazan Arikani	Rodrigues Alves	Alan W.L. Lam	Soumia Nouari	Cheng Ling Tan
Enoch Asare	Sandra Figueira	Julian Lambin	Stanley Nwoji	Yuen Hoi Tham
Majed Asiri	Cléber Figueiredo	Olivier Lamotte	Ricardo O. de Oliveira	Do Thi Kieu Trang
Dan Ayebale	Ricardo Floriani	Curba Lampert	Umang Oberoi	David Thomas
Ana Claudia Azevedo	Clive Flynn	Henrik Larsen	Gary O'Brien	Silviu Horia Tierenan
Tareq Bafaqeeh	Cláudia Sofia Frias Pinto	Seong Bong Lee	Adeshola Agnes Ogunmuyiwa	Nguyen Ton Nu
Simone Barakat	Steven Gan	Shi Lei	Kenichi Ohkita	Felix Wing Lam Tse
Brittney Bauer	Mingzhai Geng	Yoke Kiau Leong	Luis Oliveira	Aki Ushida
Puneet Bhargava	Renata Giacomini	Cathy Miu Yee Leung	Aniruddha Pangarkar	Frederico Valladares
Ana Botella Andreu	Menezes	Chunyu Li	Ana Parente	Roland van Bommel
Maria Luiza C.A.Pinho	Martin Goetz	Wen Li	Tiwa Park	Carlos Vazquez
Jose Ednilson de Oliveira Cabral	Irina Gokh	Daomi Lin	Lylla Patello	Xuan Hoang Vo Sang
Carlos Caldeira	Igor Gondim	Su Liu	Claudia Pavani	Nigel Wadeson
Julia Callegari	Matheus Graciani dos Santos	Agnes W.Y. Lo	Camilo Perez	Lisa C. Wan
Chiara Cannavale	Daniel Gulanowski	Jose Satsumi Lopez Morales	Angela Pinilla-Urzola	Chen Wang
Adriano Carnauba	Irina Heim	Mariana Lorca	Nicholas Poggioli	Jui-Hsiang Wang
Kaira Carter	George Hiller	Dave Luvison	Paula Porto	Yi Wang
Lourdes Casanova	Shu Ham Ho	Rufei Ma	Henrique Prado	Yumei Wang
Paul Caussat	Andrew Hosakul	Rajdeepa Maity	Suntong Qi	Charles Wankel
Kleber Celadon	Yejing Huang	Danijela Majdenic	Linda Rademaker	Woraphon Wattanatorn
Min-Tzu Chen	Ayangeadoo Hur-yagba	Vincent Mangematin	Sharif Rasel	Milla Wirén
Pi-Chi Chen	Rabia Imran	Dimitrios Manolopoulos	Suparna Ray	Neesha Wolf
Yen-Yu Chen	Naunghathai Intakhantee	Lee Martin	Phil Renshaw	Wei-Lung Wu
Lisa Cherivtch	Aniz Ismail	Alka Maurya	Cláudia Romero	Jiayan Yan
Raina Chhajer	Anne Jacqueminet	Bruno Giovanni Mazzola	Douglas Roy	Chia-I Yang
Dawn Chow	Chuandi Jiang	Mowshine McChamp	Zake Sabbag	Ellen Pei-yi Yu
Douglas Chun	Juanyi Jiang	Harry McCollum	Taichiro Sahara	Xiaohui Yuan
Yuho Chung	Chuyue Jin	Vincent Meyer	Luiz Ojima Sakuda	Agnieszka Zablocki
Eric Cohen	Clark Johnson	Phyllis Mihalas	Mylene Sandoval	Jianhua Zhang
Nabil Daoudi	Kalvin Joshi	Courtney Sara Minard	Sheila Sasser	Minjie Zhang
Rommel de la Cruz	Andre Jun	Gustavo Miotti	Timo Oliver Schaefer	Shubo Zhang
Benoit Decretton	Young Hoon Jung	Marilia Miranda	Renata Schirrmeister	Jing Zhao
Alexandre Del Rey	Hirokazu Kano	Ali Naef Mohammad	Jurgita Sekliuckiene	Limin Zhu
Uros Delevic	Yi Ke	Leonardo Moreira	Takashi Sendo	
Irem Demirkan	Kay Keels	Ferreira		