

Call for Papers
Faculty of Economics, University of Belgrade
Euro-Asia Forum in Politics, Economics and Business
July 21-22, 2016
Belgrade, Serbia

On behalf of the organizing committee, we would like to invite you to participate in our annual forum which will host well-known academics, journalists, consultants, and practitioners. We aim to become one of the hubs in the Euro-Asia region where participants present research in all major fields and subfields of economics, business, social and political sciences focusing specifically on the Euro-Asia region.

Euro-Asia Forum in Politics, Economics and Business - 2016 will take place on July 21 and 22, 2016 at the Faculty of Economics - University of Belgrade (FoE) in Belgrade, Serbia with the support of Eurasia Business and Economics Society and the Institute of Economics, Ural Branch of Russian Academy of Sciences.

All the accepted abstracts will be published in the Forum Program and the Abstract Book (with an ISBN number). In addition, forum participants will have the opportunity to publish their papers in one of the following journals without publication fee: Eurasian Journal of Economics and Finance (EJEF), Eurasian Journal of Business and Management (EJBM), and Eurasian Journal of Social Sciences (EJSS). The papers will go through a fast blind peer-review process after the forum. All submitted full papers should follow the journals' guidelines. Also, selected papers will be published in Economic Annals Journal.

Abstract submission is open until **April 30, 2016** and the registration deadline is **June 8, 2016**. Acceptance/rejection notifications will be sent to all submitters by **May 8, 2016**. Please send your abstracts or full papers via email.

Call for Abstracts

International Association for Management Development in Dynamic Societies

My Solution to Educational Challenges in the Digital World

September 28-30, 2016

Tallinn, Estonia

CEEMAN invites faculty members and researchers to participate in a pre-conference poster session to showcase their work related to the overall theme of the 24th CEEMAN Annual Conference: “Management Education for a Digital World”.

The aims of this new conference outlet are:

- (a) to raise the visibility of new, emerging or proven, successful pedagogical innovations of faculty members at CEEMAN member and partner institutions
- (b) to promote the exchange of new research findings and tools
- (c) to foster networking among faculty members and researchers
- (d) to create a new platform for publishing and disseminating research findings, teaching materials and solutions

Sub-tracks:

We encourage you to submit your proposal for a poster presentation in one or several of the following areas (sub-tracks):

1. **Your teaching case study**, which you have developed yourself and already use in your teaching practice;
2. **Your research work**, which may be a fundamental or an applied research project, or maybe your concrete, new research findings and but also has a clear reference to its application in management/business teaching;
3. **Your teaching tool & technique**, which you have developed or adopted with success on your course/program
4. **Your other experience**, which you would like to present, and has – like all the above - a relevance to the conference theme.

The potential contributors need to:

1. Submit their poster presentation description **abstract by May 31, 2016** to Prof. Zoltan Buzady, buzadyz@business.ceu.edu. Your submission should indicate the sub-track of your poster, what is your poster presentation topic, what aspects you plan to present and how it relates to the conference theme. All submissions will be reviewed by a selection board for possible inclusion in the conference poster session. **Notification of decision will be by June 30, 2016.**

2. Prepare one paper poster or any other brief visual presentation (sized A1) about their pedagogical/research work, which will remain posted throughout the conference (Sept 28-30).
3. Present their ideas and proposal in an open session to other participants of the conference in about 20 mins on 28 September, 2016 (exact schedule to be provided closer to the conference).
4. Submit for publication a high-quality photo of their poster work and a final write up of their presentation (max two A4 pages; by October 14, 2016).

We recommend that each poster should include the following element:

- A clear statement informing by-walkers on 'What is this poster about?'
- An outline of the related topics or elements
- A recommendation where and how the proposal object can be used in teaching/management education
- Your name, affiliation and contact

Please note that many tips and tricks on preparing a poster presentation are on the internet.

Conditions of participation:

The cost of participation in the poster session only (without attending the 24th CEEMAN Annual Conference) is free of charge.

All poster presenters are entitled to a 10% discount for attending the 24th CEEMAN Annual Conference (the fee covers attendance of all conference events, conference materials, coffee breaks, lunches and dinners, transportation between the venues as specified in the conference program. The fee does NOT cover travel, airport shuttle, accommodation, participation of accompanying persons, or sightseeing tour). For more information about the conference program, logistics and conditions, please visit: www.ceeman.org/conference.

Call for Papers

2nd Paper Development Workshop for PhD Students and Early Career Scholars in Central and Eastern Europe (CEE)

Challenges in Managing and Organizing Processes of Change

October 27-28, 2016

Vilnius, Lithuania

Mentors:

- Mike Geppert, Vice-Chair of EGOS, Friedrich Schiller University of Jena, Germany
- Frank den Hond, Editor-in-Chief, Organization Studies (OS), Hanken, Finland
- Davide Ravasi, OMT Division Program Chair-Elect and Consulting editor, Journal of Management Studies (JMS), Cass Business School, UK
- Thomas Steger, Editor-in-Chief, Journal of East European Management Studies (JEEMS), University of Regensburg, Germany
- Silviya Svejenova, Chair of EGOS, Copenhagen Business School, Denmark
- Loreta Tauginiene, Mykolas Romeris University, Lithuania

This joint paper development workshop (PDW) of EGOS, OS, and OMT, seeks to provide developmental opportunities for late stage PhD students and early career scholars who are based in the Central and Eastern Europe and do research in the field of organizational and management studies. The PDW aims to help participants develop their academic writing. It also seeks to increase participants' awareness of the requirements, expectations, and procedures involved in the review processes at peer-reviewed academic journals through presentations and firsthand discussion with the editors of OS, JEEMS, and JMS.

In particular, we aim to support participants to develop their papers into conference papers to be submitted to the EGOS Colloquium in Copenhagen, July 6-8, 2017 or to the OMT Division of the Annual Meeting of the Academy of Management in Atlanta (Georgia), August 4-8, 2017. In addition, the best papers developed out of the workshop will have the opportunity to be considered for publication in the JEEMS, which "aims to promote the development, advancement and dissemination of knowledge about management issues in Central and East European countries".

The workshop is free of charge. Food and accommodation will be provided to all selected participants. A limited number of travel grants will be offered

depending on needs and funds' availability. Please indicate in your application if you would like to be considered for travel funding.

To be considered for the PDW, please submit a brief motivation letter explaining why you think you are a good candidate for the workshop, how you fit into overall aim and format of the planned PDW, in terms of stage of career and research. In your submission, please also include an extended abstract (of about 2.000 words) of a paper, which you would like to develop during the workshop. The abstract should include an explanation as to the purpose of the paper, the theoretical background and, for empirical papers, the methodological approach.

Applications should be sent by **July 15th, 2016** to Loreta Tauginiene (lotaugi@mruni.eu).

Submitters will be informed whether they have been accepted for participation in the PDW by **August 15th, 2016**.

All papers related to the broad conference theme are welcome. In addition, this year's conference particularly solicits papers with a focus on regional clusters and international linkages of outward investment from emerging economies. There are significant opportunities for improving our understanding of the processes that drive, for instance, EMNCs location decisions or how EMNCs engage with local environments, and thus to advance theories of the multinational enterprise. Consequently, we invite empirical and theoretical work addressing these complex relationships between various firm, industry and country level drivers and EMNCs behavior.



Call for Papers

**Copenhagen Business School - Department of
International Economics and Management**

***Emerging Multinationals: Outward Investment from
Emerging Economies***

October 27-28, 2016

Copenhagen, Denmark

Overview

This year's conference welcomes all papers related to the broad conference theme of outward investment from emerging economies. In addition, the conference particularly invites papers related to regional clusters and international linkages.

Multinational companies from emerging economies (EMNCs) have become major players in the globalized world economy and wield growing influence on economic dynamics in developed, emerging, and developing countries alike. Firms and governments in developed countries increasingly need to engage with the array of challenges and opportunities presented by emerging-economy multinationals seeking access to their markets and assets. Important impacts of outward direct investment from emerging economies (OFDI) will also be felt in developing host countries, where investments from emerging economies are becoming more and more significant. No less important will be the effects in the home countries of the outward investing firms themselves. The rise of outward investment from emerging and developing countries requires further scrutiny theoretically, empirically and methodologically.

All papers related to the broad conference theme are welcome. In addition, this year's conference particularly solicits papers with a focus on regional clusters and international linkages of outward investment from emerging economies. There are significant opportunities for improving our understanding of the processes that drive, for instance, EMNCs location decisions or how EMNCs engage with local environments, and thus to advance theories of the multinational enterprise. Consequently, we invite empirical and theoretical work addressing these complex relationships between various firm, industry and country level drivers and EMNCs behavior.

Topics

The emergence of MNCs from emerging economies raises a wide range of challenges for theorists, business strategists, and policymakers alike. This year's conference promotes 'regional clusters and international linkages' as a special but not exclusive theme.

- How do upper-regional, national and subnational differences determine the concentration and diffusion of investment from emerging market multinationals within and across localities?
- What are the dynamics of motives with which EMNCs invest abroad, which strategies do they pursue and which challenges do they face?
- Can other factors beyond conventional distance provide explanatory power regarding the location of emerging market multinationals and geographic diversification?
- Are location patterns and strategies of EMNCs qualitatively different from what we know from extant theories?
- How do EMNCs interact with local environments and how do these engagements differ from those of developed country MNCs?
- Which HRM strategies do EMNCs deploy to engage with local labor forces?

- How do industrial relations systems interact with EMNC strategies and strategy implementation?
- How do subnational, national, regional and global industry effects interact to affect the behavior and performance of emerging market multinationals?
- How do EMNCs impact on different types of host economies? How are costs and benefits distributed? How are benefits captured? Which new policy challenges do they introduce?
- Do EMNCs differ from developed-country MNCs in terms of corporate governance and corporate social responsibility?
- What distinguishes international investment strategies by state-owned and privately owned EMNCs? Is government ownership enabler or liability in internationalization?
- Which are the roles of sovereign wealth funds?
 - How does EMNC behavior vary between different industries and why?
 - How does the rise of EMNCs influence global competition in different industries?

Important dates

Submission of paper deadline:	15 June
Paper acceptance/rejection:	30 June
Registration & submission of final paper:	30 September
Conference:	27-28 October

Submission & publication

Please email your paper to bh.int@cbs.dk as an MS Word or PDF document. Accepted papers will be uploaded to an electronic proceedings on the conference website.

As part of the conference, post-conference publication opportunities of submitted papers will be explored. We are currently negotiating with the International Journal of Emerging Markets building a special issue around the theme of the conference.

The previous conferences have produced special issues of Journal of International Management, International Journal of Technology Management, European Journal of Management, International Journal of Emerging Markets, International Journal of Technological Learning, Innovation and Development, and Asia Pacific Journal of Management.

Conference fee

The conference fee is EUR 250. The fee covers meals, refreshments and conference materials. The concluding dinner is an optional extra.

Organizing Committee

- Bersant Hobdari, Department of International Economics and Management
- Peter Gammeltoft, Department of International Economics and Management

Confirmed Keynote Speakers

- Alvaro Cuervo-Cazurra, Professor of International Business and Strategy, Robert Morrison Fellow, Northeastern University.
- Grazia Santangelo, Jean Monnet Chair International Business for European Union, University of Catania.
- Ilan Alon, University of Agder and Rollins College.
- Rajneesh Narula, The John H. Dunning Chair of International Business, HenleyBusiness School, University of Reading.
- Ravi Ramamurti, Distinguished Professor of International Business and Strategy Director, Center for Emerging Markets, Northeastern University.

Further information

For further information contact:

Bersant Hobdari

Department of International Economics and Management

Email: bh.int@cbs.dk

Web: www.cbs.dk/int



Call for Papers

Institute of East-Central Europe

Yearbook of the Institute of East-Central Europe

Submission deadline: June 30, 2016

20 years following Poland's membership in OECD, OECD and its influence on the exact shape and pace of economic transition and transformation in Poland remain under-researched, whereas the role of OECD in influencing regulatory processes in the EU and beyond remain rarely discussed. OECD represents a unique form of international cooperation, operating in line with a logic best described as 'noblesse oblige' and therefore underpinned by processes of socialization, well-founded advice, constructive discussion, enhanced analysis and peer-pressure. OECD denotes soft ways of best-practice sharing with regard to the design of regulatory frameworks necessary for improving the prospects of socio-economic growth and development in its member-states and beyond. To this end, OECD runs a variety of programs that offer its members the opportunity to exploit their unique areas of expertise and experience in line with

their strategic priorities. Given the multitude of problems and challenges that the broadly defined area of East-Central Europe faces today, the frequently neglected potential inherent in OECD needs to be explored. The 20th anniversary of Poland's membership in OECD presents itself as a unique opportunity to do so.

The Editors of the Special Issue of the Yearbook of the Institute of East-Central Europe welcome paper proposals that address any of the issues highlighted above and in particular:

- The role of OECD in defining the path of Poland's transition and transformation
- The relationship between the OECD and the EU in the fields of regulatory processes in the EU, including (but not limited to) such issues as corporate social responsibility, bribery and corruption, liberalization, competition policy etc.
- “Daily-life” in OECD: socialization, groups, committees, interests and preference formation
- OECD, G20 and global governance
- Peer pressure and OECD's effectiveness: limits and opportunities
- OECD and the design of economic policy strategies in the EU member-states Other

Prospective Authors are kindly asked to submit their paper proposals (300 words), including the Author's name & affiliation, to the Editors of the Special Issue at: komentarze@iesw.lublin.pl until **April 30, 2016**. Selected Authors will be invited to submit the final drafts of their papers (6000 words including bibliography) until **June 30, 2016**. Please, contact the Editors in case of any questions.

Call for Papers

Human Relations

Politicization and political contests in contemporary multinational corporations

Submission deadline: September 30, 2016

Guest Editors:

- 1) Stewart Clegg (UTS, Sydney, Australia)
- 2) Mike Geppert (Friedrich Schiller University Jena, Germany)
- 3) Graham Hollinshead (University of Hertfordshire, UK)

Submission deadline: 30 September 2016. Papers should not be submitted before 01 September 2016.

Objective

It is perplexing that mainstream studies, particularly in the domains of international business and economics, have either neglected to discuss issues of power and politics in multinational corporations (MNCs) or have addressed them in a rather one dimensional and rationalistic fashion, narrowly focusing on managerial, functional or transactional ideas.

There is now, however, a growing and welcome recognition of the observations made by more critical scholars that MNCs constitute inherently political institutional entities. Socio-political studies of MNCs draw long-overdue attention to the conceptual primacy of a concern with the interests, ideologies, identities and careers of key actors entangled within the social fabric of the politicized corporation's power relations, and also outside its formal boundedness (Geppert and Dörrenbächer, 2014). Recent theoretical departures in the field are casting incisive light on the micro-political determinants of the social construction of the MNC (Morgan and Kristensen, 2006; Becker-Ritterspach et al., 2015) and in particular show that the power relations and constitution of interests on the part of the actors concerned have a fundamental impact on the transfer of employment practices within MNCs (Ferner et al., 2012). Other studies point to the crucial role of increased competition and its impact both on organizational politics (Becker-Ritterspach and Dörrenbächer, 2011) and conflicts within the MNC (Blazejewski and Becker-Ritterspach, 2011), demonstrating that the MNC constitutes a fundamentally contested terrain (Edwards and Bélanger, 2009).

Accordingly, this special issue intends to deepen the above discussions by capturing new developments within contemporary MNCs, based on macro-level challenges, including issues such as financialization, global production networks (GPNs) and the emergence of new types of MNCs originating from emerging market economies. Moreover, we are interested in contributions that apply new

conceptual and methodological approaches that will illuminate everyday processes within contemporary MNCs, researching political contestation and politicization, utilizing approaches such as critical realism, discourse and ethnomethodological analysis, actor network and structuration theory as well as critical institutionalist approaches. In seeking to unravel the dynamics of power relations in the contemporary MNC (Andersson and Holm, 2010), we are particularly interested in extending critical institutionalist theory building (Munir, 2015) focused primarily on actors in order to place power and politics centre-stage. In particular, we suggest that there are fruitful encounters for critical approaches that analyse the social construction and deconstruction of structures and institutions of the MNC as a site of socio-political contestation.

Scope, aims and themed questions

The special issue aims to bring to the fore the ubiquity of power relations in modern MNC organizations. Previous scholarly contributions in the field of international business and related areas have tended to regard power as being stored in external institutional, or internal organizational structures. By contrast, the point of departure of the current call regards power in the MNC as being primarily relational, manifested as a product of continuously socially constructed relationships between key actors, flowing through different circuits (Clegg 1989; Clegg et al., 2006). The premise that MNC organization and management are fundamentally politicized is of considerable significance from a scholarly perspective, as it serves to breach the disciplinary shackles that have obscured meaningful insight into MNC praxis.

The study of politicization and political contests in contemporary MNCs raises questions about the role of identities and ideologies of primary stakeholders as well as the dominant external social and economic relations that contribute to the formation of normative and structural orders within international corporations. Accordingly, we look for papers that shed light on the emergence of a transnational capital class which shares a common set of elite interests and is engaged in a regime of global capital accumulation (see e.g. Carroll, 2010; Murray and Scott, 2012). Similarly we wish to attract studies that consider the patterns of domination resulting from post- or neo-colonialism and the pervasive financialization of capitalist societies pertinent to comprehending the shaping of power relationships between HQs and subsidiaries.

Related to the former, our special issue aims to address questions that include the power of MNCs in relation to the host countries in which their subsidiaries are based, relations that are often described as asymmetrical (Clark and Geppert, 2006) or hegemonic (Levy 2008), notably in the context of emerging economies. Within newly emerging transnational social spaces (Morgan, 2001) power relations are being constructed through the relational interplay of various transnational actors, elites, devices and discourses. We wish to explore the role of key actors, their conflicting perceptions and sensemaking, the powerful boundaries that they construct to constrain social and economic relations,

manage resistances to change, channel the powers of knowledge flows and innovation and deploy dominant ideologies. In addition, the national and transnational institutions operating to constitute power and political behaviour in MNCs require consideration.

The special issue will place emphasis on various forms of contemporary MNCs in both service and manufacturing sectors. Here we are in particular interested in new empirical studies focusing on the impact of GPNs (Kaplinsky, 2000) through which MNCs project systems of governance to co-ordinate and control networks of production across socially embedded and regionally dispersed organizational units. In accord with Levy (2008) we believe that GPNs are reflective of an era of transnational development in which not only that which is produced and consumed has become commodified through neo-liberal discourses but also the organizations engaged in these processes and relations. We would therefore encourage submissions that concentrate on new evolutions in the socially constructed international division of labour as well scholarly reflections on how GPNs and contemporary MNC constructions have served to perpetuate hegemonic and neo-colonial tendencies.

Additionally, this special issue should attract contributions that concentrate on newly emerging political contests (Edwards and Bélanger, 2009); for instance, those between the groups of actors occupying various social spaces manifesting the politicization of MNCs at local, national and international levels (Ferner et al., 2012). Submissions that study MNCs headquartered in emerging economies are particularly welcome. Papers might concentrate on pressing issues such as how multi-layered dominance effects between headquarters and subsidiaries are played out across unchartered institutional and geographical spaces and whether qualitatively different forms of resistance are encountered when the subsidiaries are embedded in a more robust and mature institutional environment than the parent.

Finally, another vital line of inquiry for submissions would relate to the question of how contemporary MNCs are divided and politicized on the basis of discursive orientations adopted by constituent groups according to differential linguistic capabilities (Riad, 2005; Vaara et al., 2005). Papers might draw on recent discursive departures in the study of MNCs but also cast some new and more radical theoretical light on MNC organization, placing social actors at the centre of debate, drawing upon a full range of social science disciplines to engender critical insight and empirically informed discussion.

Given these considerations, we seek submissions from a wide range of social science disciplines for potential contributions, e.g. from sociology, political economy, social psychology, economic geography, organization theory, organizational behaviour, international management, human resource management and industrial relations.

We welcome conceptual and empirical contributions that critically explore, but are not limited to, any of the following themed questions:

- What are the meanings of power, politics and politicization within different contemporary and historical contexts of MNCs?
- How does the existence of a transnational business elite have an impact on the normative frames available to contemporary MNCs?
- What is the impact of financialization on power and political processes in contemporary MNCs?
- What are the micro-political consequences of global standardized management approaches in local plants?
- What is the nature of micro-political game playing across the contemporary MNC? Do we find new games played in MNCs originating from emerging economies?
- How do global production networks (GPNs) and similar modern MNC constructions, manifest asymmetry/unequal power relations across constituent elements?
- Can western conceptual constructs be generalised across non-western societies? If not, what changes in theorising and methods for the study of the politicised MNC are needed?

Contributors should note:

- This call is open and competitive, with the submitted papers being subject to double-blind review by experienced scholars in the field.
- Submitted papers must be based on original material not accepted for publication by, or under consideration for publication with, any other journal or publication outlet.
- For empirical papers based on data sets from which multiple papers have been generated, authors must provide the guest editors with copies of all other papers based on the same data to ensure a unique intellectual contribution is being made.
- The guest editors will select a limited number of papers to be included in the special issue. Other papers submitted to the special issue may be considered for publication in other issues of the journal at the discretion of the Editor-in-Chief. To be considered for this special issue, submissions must fit with the Aim and Scope of Human Relations (http://www.tavinstitute.org/humanrelations/about_journal/aims.html) as well as this call for papers. · Papers should also adhere to the submission requirements:

http://www.tavinstitute.org/humanrelations/submit_paper.html .
Papers should be submitted through the online system:
<http://mc.manuscriptcentral.com/hr>

- Please indicate in your covering letter that your article is intended for this special issue. Please direct questions about the submission process, or any administrative matter, to the Editorial Office: humanrelationsjournal@tavinstitute.org.



Call for Papers

International Journal of Emerging Markets (IJoEM) *Global Value Chains, International Trade, and Markets: The Role of Emerging Economies*

Submission deadline: February 15, 2017

Global supply chains are continually evolving and transforming the way, emerging world economies do business with their developed counterparts. Developing nations are joining forces with developed nations through these rapidly transforming global value chains (GVCs) without investing in building their own; thus saving time, money and gaining access to technological innovations. Today, developing countries are exerting greater influence globally, economically and politically, given the power of GVCs. Through international organizations, such as the World Bank, the World Trade Organization (WTO), the International Labor Organization (ILO), and the U.S. Agency for International Development (USAID), GVCs lead the way for shaping international trade, governance, production, employment, growth, development and competitiveness. Global economy is entering a "major inflection point", whereby GVCs are becoming increasingly predominant in both emerging and industrialized countries, and emerging economies have become a major engine of growth for global businesses and international trade.

In this special issue of the IJoEM, we invite submissions focused on supply chains as value chains in emerging (versus developed) economies, international trade, and interrelationships amongst logistics, supply chain management and global trade. We welcome submissions that offer important conceptual and empirical insights into the nature and processes of value chains, GVCs, GVC approaches and frameworks in different world economies, channel development and management, geographical collaborations, and global supply (value) chains. Of interest are papers that examine the impact of cross-cultural issues, characteristics, and challenges with regard to GVCs; institutional, political and regulatory factors on supply chain management issues; and the effects of institutional changes on IB discipline and supply chain processes with regard to emerging world economies.

Potential Topics of Interest (among others)

We welcome papers within the broadly defined subject theme area from all the major disciplines in business and management studies, including: strategy, international business, organizational behavior and cross-cultural management, marketing, operations and decision sciences, finance and accounting, international trade and business economics. Potential topics include, but are not limited to:

- Global supply (value) chains in developed vs emerging markets
- The role of institutions in promoting or constraining GVCs in emerging markets
- Factors impacting the geographic clustering of internationalization efforts for GVCs worldwide (developed as well as emerging economies)
- The impact of technology, innovation, institutions, industrialization, internationalization and governance on GVCs with regard to developing and developed economies
- The effect of internationalization on GVCs within a company, country or geographic region
- Cross-cultural collaboration and managerial mindset needed in GVC efforts
- Theoretical and Empirical contributions to the field of GVCs, institutions, international trade, and emerging markets

Deadlines, Submission Guidelines and Editors' Information

The special issue will feature the best papers from the Academy of International Business Southeast (AIB-SE) chapter meeting to be held in November 2016 (2016 AIB-SE Conference CFP: <http://www.aibse.org/wp-content/uploads/2016/04/2016-CfP-AIBSE-April-.pdf> and Conference Submission System:<http://meetings.aib.msu.edu/us-se/2016/>) as well as submissions in response to the general call for papers. Based on editorial review, top rated papers will be invited to go through additional peer review to be considered for publication. Manuscripts for the special issue should be submitted through the IJoEM website:<http://mc.manuscriptcentral.com/ijoem>.

The deadline for submissions is **February 15, 2017**.

For general submission guidelines, see:

http://www.emeraldinsight.com/products/journals/author_guidelines.htm?id=ijoem

For additional information on the 2016 AIB-SE Conference, see:

<http://www.aibse.org/2016-annual-conference>