

CARLOS DENNER DOS SANTOS

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RESEARCH INTERESTS

LLM security and prompt injection defense, affective AI and human–LLM interaction, sentiment analysis and algorithmic feelings, AI governance and ethical AI systems, retrieval-augmented generation (RAG) and hallucination mitigation, digital innovation theory and reversible control, AI-driven digital inclusion, open-source software ecosystems, IT governance and digital transformation.

EDUCATION

University of Nottingham, England PostDoc in Computer Science Supervisor: George Kuk	<i>December 2010 - December 2011</i>
University of São Paulo, Brazil PostDoc in Computer Science Supervisor: Fabio Kon	<i>August 2009 - July 2011</i>
Southern Illinois University, United States PhD in Information Systems Supervisor: John Pearson	<i>August 2005 - July 2009</i>
Federal University of Minas Gerais, Brazil MSc in Management	<i>February 2003 - February 2005</i>
State University of Minas Gerais, Montes Claros BSc in Business	<i>February 1999 - December 2002</i>
Technical School of Montes Claros, Brazil Technical Degree in Data Processing	<i>February 1997 - December 1999</i>

PROFESSIONAL EXPERIENCE (1999–2025)

AI Expert Videns AI	<i>July 2025 - Present</i> Montreal, Canada
Data Scientist Consultant Bell Canada	<i>November 2021 - January 2025</i> Montreal, Canada
Research Associate École de Technologie Supérieure	<i>May 2021 - April 2023</i> Montreal, Canada
Co-Investigator Jooay App , McGill University	<i>February 2020 - Present</i> Montreal, Canada
Assistant Researcher CHU Sainte-Justine Research Center	<i>November 2019 - February 2020</i> Montreal, Canada
Research Associate Université du Québec à Montréal (UQAM)	<i>June 2019 - May 2021</i> Montreal, Canada
Board Member FINATEC (Foundation for Technological Projects)	<i>June 2017 - December 2018</i> Brasília, Brazil

Consultant	<i>November 2016 - February 2017</i>
Tribunal de Contas da União (Federal Court of Accounts)	Brasília, Brazil
Adjunct Director	<i>June 2016 - December 2020</i>
PhD Program in Management, University of Brasília	Brasília, Brazil
Associate Director	<i>January 2016 - December 2017</i>
Center for Technology Development (CDT), University of Brasília	Brasília, Brazil
Consultant (Open Source Software Governance)	<i>February 2014 - June 2016</i>
Ministry of Planning, Government of Brazil	Brazil
Consultant	<i>November 2013 - February 2014</i>
Ministry of Planning, Government of Brazil	Brazil
Founder & Manager	<i>January 2013 - December 2023</i>
Socie-Dados Research Lab, University of Brasília	Brasília, Brazil
Associate Professor	<i>December 2011 - December 2023</i>
University of Brasília	Brasília, Brazil
Postdoctoral Researcher	<i>December 2010 - December 2011</i>
University of Nottingham	Nottingham, UK
Collaborating Professor	<i>August 2010 - January 2011</i>
University of São Paulo	São Paulo, Brazil
Postdoctoral Researcher	<i>August 2009 - August 2011</i>
University of São Paulo	São Paulo, Brazil
Project Advisor (SoftwarePublico.gov.br)	<i>July 2009 - December 2010</i>
CTI Renato Archer	Campinas, Brazil
Graduate Instructor	<i>January 2008 - May 2008</i>
Southern Illinois University Carbondale	Carbondale, IL, USA
Instructor (Professional Training)	<i>June 2005</i>
FAPEMIG, Minas Gerais Research Foundation	Brazil
Part-Time Lecturer	<i>August 2004 - July 2005</i>
Universidade FUMEC	Belo Horizonte, Brazil
Consultant (IT)	<i>May 2004 - December 2004</i>
Bioquímica e Química do Brasil Ltda.	Belo Horizonte, Brazil
Substitute Professor	<i>March 2004 - August 2005</i>
Federal University of Minas Gerais	Belo Horizonte, Brazil
Computer Programmer	<i>August 2002 - February 2003</i>
Universidade Estadual de Montes Claros	Montes Claros, Brazil
Professor	<i>August 2001 - February 2003</i>
Fundação Educacional Montes Claros	Montes Claros, Brazil
Network Administrator / Computer Programmer	<i>March 1999 - January 2003</i>
Unimed Montes Claros	Montes Claros, Brazil

ACADEMIC SUPERVISIONS

Postdoctoral Supervisions

Pedro Jacome de Moura Junior

2023

Universidade de Brasília

Almir Oliveira Junior

2018

Instituto de Pesquisa Econômica Aplicada (IPEA), Universidade de Brasília

Fabio Buiati

2017

Centro de Apoio ao Desenvolvimento Tecnológico, Universidade de Brasília

PhD Supervisions

Anna Carolina Ribeiro

2022

Risk management in public administration · Universidade de Brasília

Claudia Tolentino Santos

2021

Pension governance and financial performance · Universidade de Brasília

Pablo Péron

2021

Organizational survival post-incubation (AI-driven analysis) · Universidade de Brasília

Gustavo Alves

2021

IT governance in the public sector · Universidade de Brasília

Patrícia Almeida

2019–2024

AI governance and digital government · Universidade de Brasília

Deise Goulart

2021–Present

NGO and public sector efficiency · Universidade de Brasília

Isabela Ferraz

2019

Virtual community governance · Universidade de Brasília

Silvia Satiko Onoyama

2018

Mechanisms for effective IT governance · Universidade de Brasília

Paulo Meirelles (co-supervisor)

2013

Open-source software metrics monitoring · Universidade de São Paulo

MSc Supervisions

Leonel Cerqueira Santos

2016

Non-operational mechanisms in IT governance effectiveness · Universidade de Brasília

Daniel Shim de Sousa Esashika

2016

Influence of sponsors on open-source community structures · Universidade de Brasília

Isadora Vergara

2015

Adaptive management vs. environmental determinism in blogs · Universidade de Brasília

Leonardo Oliveira

2015

Consequences of innovation adoption · Universidade de Brasília

Juliana Miranda

2015

Environmental and organizational variables in startup performance · Universidade de Brasília

Luiz Fernando Silva Pinto

2015

Factors influencing effort and contributions on Wikipedia · Universidade de Brasília

Selected Undergraduate Research Supervisions

2020–2021: Thiago Lopes, Sara Andrade, Rayssa Lorrane, Rafael Azevedo Lima, Eduardo Martins, Edilson Niehues Rodrigues Lima

2018–2019: Valesca Scarlat C. da Fonseca, Raissa Paiva Pires, Vitor Gabriel G. da Silva, Saulo Barros de Melo, Ateldy Brasil Filho

2012–2014: Leonardo Alves dos Santos, André S. R. de Souza Marques, Wilton da Silva Rodrigues, Thiago F. Figueiredo, Lucas B. Cusinato Rodrigues

2009–2010: Rafael S. Suguiura (USP), Marcos Bonci (USP)

Selected Specialization/MBA & Undergraduate Final Projects

2021: Luiz Felipe Pimenta de Araujo (Serious games in teaching business strategy)

2014–2016: 15+ supervisions in business strategy and management topics

PUBLICATIONS

Journal Articles

- [1] P. G. R. d. Almeida and C. D. d. Santos. **Artificial intelligence governance: understanding how public organizations implement IT.** *Government Information Quarterly* **42**.1 (2025), pp. 102003–102003.
- [2] E. Mahmoudi, M. Movahed, A. Majnemer, C. D. d. Santos, G. Backlin, A. Siou, S. Glegg, L. Pritchard, J. McCabe, and K. Shikako-Thomas. **Gamification strategies that promote leisure participation in children and youth with disabilities.** *Disability and Rehabilitation Assistive Technology* (2025), pp. 1–21.
- [3] S. Mori, C. Santos, and I. Ferraz. **Efeitos dos mecanismos de governança na capacidade absorptiva de projetos de colaboração internacional: um estudo de caso na organização Embrapa.** *Revista Brasileira de Inovação* **24**, e (2025).
- [4] S. Mori, C. Santos, and I. Ferraz. **Effects of governance mechanisms on the absorptive capacity of international collaboration projects: a case study in the company Embrapa.** *Revista Brasileira de Inovação* **24**, e (2025).
- [5] L. F. P. d. Araújo, C. D. d. Santos, I. N. Ferraz, and P. P. d. Paula. **Ensinando estratégia empresarial usando jogos sérios na graduação: estado atual e potencialidades futuras.** *Gestão org* **21**.1 (2024). Open Access.
- [6] E. Mahmoudi, P. Y. Yoo, A. Chandra, R. Cardoso, C. D. d. Santos, A. Majnemer, and K. Shikako-Thomas. **Gamification in mobile apps for children with disabilities: scoping review.** *JMIR Serious Games* **12** (2024). Open Access, e49029–e49029.
- [7] P. J. d. Moura, C. D. d. Santos, C. G. P. Bellini, and J. J. L. Dias. **The Over-Concentration of innovation and Firm-Specific knowledge in the artificial intelligence industry.** *Journal of the Knowledge Economy* **15**.4 (2024), pp. 20547–20577.
- [8] P. P. d. Paula and C. D. d. Santos. **Vulnerabilidade INICIAL PÓS-INCUBAÇÃO: PREVENDO a SO-BREVIVÊNCIA ORGANIZACIONAL COM APRENDIZAGEM DE MÁQUINA.** *Revista Gestão e Desenvolvimento* **21**.1 (2024). Open Access, pp. 28–50.
- [9] D. A. d. Silva, C. D. d. Santos, and I. N. Ferraz. **Como promover a colaboração em plataformas de dados abertos?** *Revista de Ciências da Administração* **26**.66 (2024). Open Access, pp. 1–30.
- [10] E. Mahmoudi, P. Y. Yoo, A. Chandra, R. Cardoso, C. D. d. Santos, A. Majnemer, and K. Shikako-Thomas. **Gamification in mobile apps for children with disabilities: scoping review (Preprint)** (2023). Open Access.
- [11] P. P. d. Paula, C. D. d. Santos, and F. F. Couto. **Organizational survival of Technology-Based companies after incubation: a qualitative comparative explanation.** *Review of Business Management* **25**.4 (2023). Open Access, pp. 498–515.

- [12] G. d. F. Alves and C. D. d. Santos. **The diffusion of innovations under normative induction in Brazil.** *RAUSP Management Journal* **57**.2 (2022). Open Access, pp. 149–164.
- [13] A. Etkkali, P.-N. Placide, and C. D. d. Santos. **Ict governance performance implications in higher education: a systematic review of the literature** (2022), pp. 102–107.
- [14] I. N. Ferraz and C. D. d. Santos. **Transformation OF FREE AND OPEN SOURCE SOFTWARE DEVELOPMENT PROJECTS: GOVERNANCE BETWEEN THE CATHEDRAL AND BAZAAR.** *Revista de Administração de Empresas* **62**.1 (2022). Open Access.
- [15] L. F. S. Pinto, C. D. d. Santos, and S. S. Onoyama. **Individual factors that influence effort and contributions on Wikipedia.** *arXiv (Cornell University)* (2022). Open Access.
- [16] C. D. d. Santos and J. Alves. **Home advantage in the Brazilian elite football: verifying managers' capacity to outperform their disadvantage.** *arXiv (Cornell University)* (2022). Open Access.
- [17] C. D. d. Santos, I. Castro, G. Kuk, S. S. Onoyama, and M. F. Moreira. **Bucking the trend: an agentive perspective of managerial influence on blogs attractiveness.** *arXiv (Cornell University)* (2022). Open Access.
- [18] C. D. d. Santos, M. Moreira, A. Panis, and D. Alves. **Crowdfunding for entrepreneurial education.** *International Journal of Information and Communication Technology Education* **18**.1 (2022). Open Access, pp. 1–13.
- [19] P. G. R. d. Almeida, C. D. d. Santos, and J. S. Farias. **Artificial intelligence regulation: a framework for governance.** *Ethics and Information Technology* **23**.3 (2021), pp. 505–525.
- [20] I. N. Ferraz and C. D. d. Santos. **Organization of free and open source software projects: in-between the community and traditional governance.** *Brazilian Business Review* **18**.3 (2021). Open Access, pp. 334–352.
- [21] D. A. d. Silva, J. A. D. SILVA, G. d. F. Alves, and C. D. d. Santos. **Gestão de riscos no setor público: revisão bibliométrica e proposta de agenda de pesquisa.** *Revista do Serviço Público* **72**.4 (2021). Open Access, pp. 824–854.
- [22] P. Y. Yoo, M. Movahed, I. Rue, C. D. d. Santos, A. Majnemer, and K. Shikako-Thomas. **Changes in use of a leisure activity mobile app for children with disabilities during the COVID-19 pandemic: retrospective study.** *JMIR Pediatrics and Parenting* **5**.1 (2021). Open Access, e32274–e32274.
- [23] C. BAZAR. **TRANSFORMAÇÃO DE PROJETOS DE DESENVOLVIMENTO DE SOFTWARE LIVRE: UMA GOVERNANÇA ENTRE A.** *Revista de Administração de Empresas* **62** (1), e (2020).
- [24] D. Esashika and C. D. d. Santos. **The influence of sponsors on organizational structure of free software communities.** *arXiv (Cornell University)* (2020). Open Access.
- [25] I. Ferraz and C. Santos. **Transformação de projetos de desenvolvimento de software livre: Uma governança entre a catedral e o bazar.** *Revista de Administração de Empresas* **62**, e (2020).
- [26] A. C. M. L. Ribeiro and C. D. d. Santos. **Isso não é uma pirâmide: revisando o modelo clássico de dado, informação, conhecimento e sabedoria.** *Ciência da Informação* **49**.2 (2020). Open Access.
- [27] A. C. M. L. Ribeiro and C. D. d. Santos. **This is not a pyramid: revising the data, information, knowledge and wisdom classical model** (2020). Open Access.
- [28] C. R. L. Kohler, C. D. d. Santos, and M. Bursztyn. **Understanding environmental terrorism in times of climate change: implications for asylum seekers in germany.** *Research in Globalization* **1** (2019). Open Access, pp. 100006–100006.
- [29] L. F. d. Oliveira and C. D. d. Santos. **Intended AND UNINTENDED CONSEQUENCES OF INNOVATION ADOPTION: OPEN GOVERNMENT DATA ADOPTION BY THE FEDERAL DISTRICT OF BRAZIL.** *REAd Revista Eletrônica de Administração (Porto Alegre)* **25**.1 (2019). Open Access, pp. 1–25.

- [30] L. Oliveira and C. Santos. **CONSECUENCIAS PREVISTAS Y NO PREVISTAS DE LA ADOPCIÓN DE INNOVACIÓN: ADOPCIÓN DE DATOS ABIERTOS POR PARTE DEL GOBIERNO DE DISTRITO FEDERAL DE BRASIL.** *REAd. Revista Eletrônica de Administração (Porto Alegre)* 25, 1-25 (2019).
- [31] L. Oliveira and C. Santos. **CONSEQUÊNCIAS PRETENDIDAS E NÃO PRETENDIDAS DA ADOÇÃO DE INOVAÇÕES: A ADOÇÃO DE DADOS ABERTOS PELO GOVERNO DO DISTRITO FEDERAL DO BRASIL.** *REAd. Revista Eletrônica de Administração (Porto Alegre)* 25, 1-25 (2019).
- [32] T. L. Gelenske, J. S. Farias, and C. D. d. Santos. **The PERCEIVED RISK AND TRUST IN THE BANK'S BRAND ON THE MOBILE BANKING USER VISION.** *Reuna* 23.2 (2018). Open Access, pp. 1-22.
- [33] L. F. d. Oliveira and C. D. d. Santos. **Public value innovation** (2018), pp. 1-9.
- [34] P. P. d. Paula, J. S. Farias, and C. D. d. Santos. **Uma ANÁLISE SOBRE STARTUPS DE BASE TECNOLÓGICA a PARTIR DA LITERATURA DO PERÍODO 2008-2017.** *Anais do ... EGEPE* (2018). Open Access.
- [35] L. F. S. Pinto and C. D. d. Santos. **Motivations of crowdsourcing contributors.** *Innovation & Management Review* 15.1 (2018). Open Access, pp. 58-72.
- [36] D. Esashika and C. D. d. Santos. **The influence of sponsors on organizational structure of free software communities** (2017), pp. 265-272.
- [37] L. F. S. Pinto, S. S. O. Mori, and C. D. d. Santos. **Inovação na contramão: uma bibliometria dos artigos relativos aos usuários que inventam.** *Revista de Administração* 15.3 (2017). Open Access, pp. 74-94.
- [38] C. D. d. Santos. **Changes in free and open source software licenses: managerial interventions and variations on project attractiveness.** *Journal of Internet Services and Applications* 8.1 (2017). Open Access.
- [39] L. Santos and C. S. Jr. **Um estudo sobre o impacto dos mecanismos não operacionais na efetividade da governança detecnologia da informação pública.** *Revista de Administração (São Paulo)* 52 (3), 256-267 (2017).
- [40] L. C. Santos and C. D. d. Santos. **A study on the impact of non-operational mechanisms on the effectiveness of public information technology governance.** *Revista de Administração* 52.3 (2017). Open Access, pp. 256-267.
- [41] J. Q. Miranda, C. D. d. Santos, and A. T. Dias. **A INFLUÊNCIA DAS VARIÁVEIS AMBIENTAIS e ORGANIZACIONAIS NO DESEMPENHO DE STARTUPS.** *REGEPE Entrepreneurship and Small Business Journal* 5.1 (2016). Open Access, pp. 28-65.
- [42] I. V. Castro and C. D. d. Santos. **"o que gerencio e de quem dependo?": determinantes da ação de blogueiros.** *Revista de Administração Contemporânea* 19.4 (2015). Open Access, pp. 486-507.
- [43] L. Carletti, T. Coughlan, J. Christensen, E. M. Gerber, G. Giannachi, S. Schutt, R. Sinker, and C. D. d. Santos. **Structures for knowledge co-creation between organisations and the public** (2014), pp. 309-312.
- [44] J. S. Farias, S. Sanders, C. D. d. Santos, and K. Rozzett. **Aceitação de tecnologia em terminais de autoserviço aeroportuários: explorando os efeitos dos moderadores idade, experiência e gênero** (2014). Open Access, pp. 66-77.
- [45] G. Heindrickson and C. S. Jr. **Governança de ti em organizações públicas: como a efetividade percebida se relaciona com três mecanismos clássicos.** *JISTEM-Journal of Information Systems and Technology Management* 11 (2), 297-326 (2014).
- [46] G. Heindrickson and C. D. d. Santos. **Information technology governance in public organizations: how perceived effectiveness relates to three classical mechanisms.** *Journal of Information Systems and Technology Management* 11.2 (2014). Open Access, pp. 297-326.
- [47] C. d. S. Jr. **Edição temática: Software Livre/EDITOR's SPACE: Special issue: Free Software.** *Revista Eletrônica de Sistemas de Informação* 13 (2), 1 (2014).

- [48] C. d. S. Jr. **EDITOR's SPACE Special issue: Free Software**. *Revista Eletrônica de Sistemas de Informação* 13 (2) (2014).
- [49] C. D. d. Santos. **Editorial**. *Revista Eletrônica de Sistemas de Informação* 13.2 (2014). Open Access.
- [50] N. Williams. **Global entrepreneurship: case studies of entrepreneurial firms operating around the world**. *International Journal of Entrepreneurial Behaviour & Research* 21.4 (2014), pp. 642–643.
- [51] I. T. V. M. N. Castro and C. D. d. Santos. **Popularidade em blogs: composição, causas e consequências**. *Revista Brasileira de Administração Científica* 4.2 (2013). Open Access, pp. 185–198.
- [52] L. Franco and C. Denner. **Adoção de Práticas de Gestão de Segurança da Informação na Administração Pública Federal (Adoption of Information Security Management Practices in the Federal Public Administration)**. *SSRN Electronic Journal* (2013).
- [53] L. Franco and C. Denner. **Adoção de Práticas de Gestão de Segurança da Informação na Administração Pública Federal (Adoption of Information Security Management Practices in the Federal Public Administration)**. *SSRN Electronic Journal* (2013).
- [54] C. D. d. Santos, G. Kuk, F. Kon, and J. Pearson. **The attraction of contributors in free and open source software projects**. *The Journal of Strategic Information Systems* 22.1 (2012). Open Access, pp. 26–45.
- [55] V. A. d. Santos, A. Goldman, and C. D. d. Santos. **Uncovering steady advances for an extreme programming course**. *CLEI electronic journal* 15.1 (2012). Open Access.
- [56] P. Meirelles, C. D. d. Santos, J. M. d. Miranda, F. Kon, A. Terceiro, and C. Chávez. **A study of the relationships between source code metrics and attractiveness in free software projects** (2010), pp. 11–20.
- [57] C. D. d. Santos and K. M. Nelson. **Motivation TO CREATE FREE AND OPEN SOURCE PROJECTS AND HOW DECISIONS IMPACT SUCCESS**. *Revista Eletrônica de Sistemas de Informação* 9.2 (2010), pp. 4–4.
- [58] C. D. d. Santos. **Understanding partnerships between corporations and the open source community: a research gap**. *IEEE Software* 25.6 (2008), pp. 96–97.
- [59] S. Brookhart, C. d. Flora, and C. D. d. Santos. **Bookshelf**. *IEEE Software* 24.1 (2007), pp. 92–94.
- [60] C. D. d. Santos and M. A. Gonçalves. **Análise da substituição de um software proprietário por umSoftware livre sob a ótica do custo total de Propriedade:Estudo de caso do setor de peças automobilísticas**. *DOAJ (DOAJ: Directory of Open Access Journals)* (2006). Open Access.

Conference Papers

- [1] “Estudos de Aston e a Teoria Formal da Diferenciação Estrutural Revisitados: Os Resultados Ainda se Aplicam?” 2025.
- [2] A. C. M. L. Ribeiro, G. Demo, and C. D. d. Santos. “Grupo FOCAL: APLICAÇÕES NA PESQUISA NACIONAL EM ADMINISTRAÇÃO”. *Dialnet (Universidad de la Rioja)*. 2021.
- [3] C. D. d. Santos, M. A. R. Dantas, R. A. d. Carvalho, H. L. C. Júnior, and L. A. Amaral. “Tecnologias e dados abertos para inovação em governo”. 2021.
- [4] C. D. d. Santos, I. d. Castro, S. S. Onoyama, and M. F. Moreira. “Bucking the trend: an agentive perspective of managerial influence on Blog'S attractiveness”. *Proceedings of the ... Annual Hawaii International Conference on System Sciences/Proceedings of the Annual Hawaii International Conference on System Sciences*. Open Access. 2020.
- [5] A. Panis, C. D. d. Santos, and J. B. S. Silva. “Crowdfunding in higher education: a classroom exercise for knowledge application and transfer”. *AIS Electronic Library (AISel) (Association for Information Systems)*. 2019.

- [6] D. A. Silva and C. D. d. Santos. "Open government data: from transparency to social participation". *AIS Electronic Library (AISeL) (Association for Information Systems)*. 2019.
- [7] G. d. F. Alves and C. D. d. Santos. "The day after adoption: managerial innovation abandonment and recycling". *AIS Electronic Library (AISeL) (Association for Information Systems)*. Open Access. 2018.
- [8] C. d. Santos. "Whose Stake in Open Source Software Projects." *AMCIS*. 2018.
- [9] B. Henrique and C. d. S. Júnior. "As consequências organizacionais das escolhas estratégicas das coalizões dominantes". *Diálogos Interdisciplinares* 6 (1), 86-101. 2017.
- [10] L. F. d. Oliveira and C. D. d. Santos. "Inovações no setor público : uma abordagem teórica sobre os impactos de sua adoção". 2017.
- [11] L. OLIVIERA. "SANTOS JÚNIOR, Carlos Denner". *Inovações no setor público: uma abordagem teórica sobre os impactos de sua ...* 2017.
- [12] L. Santos and C. D. Santos. "Un estudio acerca de la influencia de los mecanismos no operacionales en la efectividad de la gobernanza de tecnología de la información pública". *Sao Paulo: Scielo*. Obtenido de <http://www.scielo.br/scielo.php>. 2017.
- [13] L. F. d. Oliveira and C. D. d. Santos. "The two sides of the innovation coin". *Americas Conference on Information Systems*. 2016.
- [14] T. Gelenske, J. Farias, and C. D. S. Junior. "A Relação entre o risco percebido e a confiança na marca do banco na ótica de usuários de mobile banking". *Seminários de Administração* 27, 1-17. 2015.
- [15] D. Hastenreiter and C. D. d. Santos. "Impactos da escolha da licença na dinâmica de desenvolvimento de software livre". *Americas Conference on Information Systems*. 2015.
- [16] L. F. S. Pinto and C. D. d. Santos. "Motivações dos contribuidores de crowdsourcing full paper". 2015.
- [17] C. D. d. Santos and L. F. S. Pinto. "Motivações dos contribuidores de crowdsourcing". *Americas Conference on Information Systems*. 2015.
- [18] I. Castro, J. Farias, and C. Júnior. "Redes Sociais Virtuais-Uma investigação de abordagens metodológicas de pesquisa". *CIAIQ*. 2014.
- [19] N. Santos, C. d. Sousa, C. d. Santos, and R. Santos. "Business Incubation and the Pipeway Business Case in Brazil". *Global Entrepreneurship*, 1-10. 2014.
- [20] C. Chavez, A. Terceiro, P. Meirelles, C. S. Jr, and F. Kon. "Free/libre/open source software development in software engineering education: Opportunities and experiences". *Fórum de Educação em Engenharia de Software (CBSOFT'11-SBES-FEES)*. 2011.
- [21] C. S. Jr, G. Kuk, F. Kon, and R. Suguiura. "The Inextricable Role of Organizational Sponsorship for Open Source Sustainability". *Proceedings of SOS*. 2011.
- [22] P. Meirelles, F. Kon, and C. S. Jr. "Semi-Automatic Evaluation of Free Software Projects: A Source Code Perspective". *Salvador, Brazil*, 42. 2011.
- [23] C. D. d. Santos, M. B. Cavalca, F. Kon, J. M. Singer, V. Ritter, D. Regina, and T. Tsujimoto. "Intellectual property policy and attractiveness". *Conference on Computer Supported Cooperative Work*. 2011.
- [24] C. Melo, C. Jr, G. Ferreira, and F. Kon. "Um estudo exploratório dos fatores associados ao estímulo do aprendizado em times ágeis na indústria". *Experimental Software Engineering Latin American Workshop* 7, 80-98. 2010.
- [25] C. D. d. Santos. "Atratividade de projetos de software livre: importância teórica e estratégias para administração". *Sociedad (University of Buenos Aires)*. Open Access. 2010.
- [26] C. D. d. Santos, F. Kon, and J. Pearson. "Attractiveness of free and open source software projects". *AIS Electronic Library (AISeL) (Association for Information Systems)*. 2010, p. 105.

- [27] C. S. Jr. "Open source software projects' attractiveness, activeness, and efficiency as a path to software quality: an empirical evaluation of their relationships and causes". *Southern Illinois University at Carbondale*. 2009.
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Book Chapters

- [1] A. C. M. L. Ribeiro, P. C. Ferreira, and C. D. d. Santos. **Automação e mercado de trabalho: análise da literatura e evidências empíricas**. IPEA eBooks. Open Access. 2024, pp. 217–253.
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- [3] L. F. d. Oliveira and C. D. d. Santos. **Open innovation in the public sector**. Springer proceedings in complexity. 2018, pp. 458–466.
- [4] C. D. d. Santos, M. A. Gonçalves, and F. Kon. **Apache sustained competitive advantage in the web server industry**. IGI Global eBooks. Open Access. 2011, pp. 259–273.

Datasets

- [1] P. P. d. Paula, C. D. d. Santos, and F. F. Couto. **Supplementary data - organizational survival of Technology-Based enterprises after incubation: a qualitative comparative explanation**. Harvard Dataverse. Research Dataset. 2023.
- [2] I. V. Castro and C. D. d. Santos. **"what do i manage and on whom do i depend": determinants of bloggers' actions**. Research Dataset. 2022.
- [3] L. C. Santos and C. D. d. Santos. **A study on the impact of non-operational mechanisms on the effectiveness of public information technology governance**. Research Dataset. 2021.

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- [1] C. D. d. Santos. **Review of: "Artificial intelligence and organizational change"** (2023). Open Access.

Under Review In Preparation

Denner, C. D. (et al.). Building an LLM Firewall: A Multi-Phase Defense Against Prompt Injection – From Patent Landscape to Deployable Input-Side Guardrails. *Communications of the ACM* – Under review.

Denner, C. D. (et al.). Reversible Control as a Digital Innovation Theory: Changing the Control–Learning Relationship through Knowledge Deployment Capability. *MISQ Theory & Review track* – Manuscript in preparation.

Denner, C. D. LLMs, Sentiment Analysis, and Algorithmic Feelings: Toward a Theory of Affective Loops in Human–LLM Interaction. *Academy of Management Review* – Manuscript in preparation.

Denner, C. D. (et al.). The AI Recommendation System of Jooay.com: Enhancing Digital Inclusion for Children and Youth with Disabilities. Manuscript in preparation.

Denner, C. D. (et al.). Evaluating and Mitigating Hallucinations in Retrieval-Augmented Generation (RAG): An Experimental Framework. Manuscript in preparation.

RESEARCH GRANTS

FAP-DF Demanda Espontânea

2016–2021

Principal Investigator

Research Support Foundation of Distrito Federal

CAPES Pesquisador Júnior

2018

Principal Investigator

Young Investigator Grant, Coord. for Improvement of Higher Education Personnel

CNPq Edital Universal

2013–2015

Principal Investigator

Universal Research Grant, National Council for Scientific and Technological Development

AWARDS & HONORS

Horizon Institute Postdoctoral Fellowship

2011–2012

Horizon Digital Economy Research Institute, UK · University of Nottingham

FAPESP Postdoctoral Fellowship

2009–2010

São Paulo Research Foundation, Brazil · University of São Paulo

Pontikes Research Center Fellowship

2007

Southern Illinois University · Open-source community partnership study

John M. Fohr Memorial Scholarship

2007

Southern Illinois University Foundation · Excellence in Management studies

Fulbright/CAPES PhD Fellowship

2005–2009

Fulbright Commission & CAPES, Brazil · Full fellowship for PhD studies in the USA

CNPq MSc Fellowship

2003–2005

CNPq, Brazil · Graduate scholarship for M.Sc. studies in Management

Honorable Mentions

2013, 2015

Two research papers received honorable mention at EnANPAD (Brazilian national conference)

PROFESSIONAL SERVICE

Editorial Board Member

2015–2025

Journal of Global Information Technology Management

Ad-hoc Reviewer (Funding Agencies)

2015–Present

Research grant proposals for CAPES (2015) and FAP-DF (2015–Present)

Board Member

2017–2018

Foundation for Technological Projects (FINATEC), Brasília · University-industry partnerships

Consultant (Data Analytics)

2016–2017

Tribunal de Contas da União (Federal Audit Court), Brazil · Education data analysis

Consultant (Open Source Governance)

2014–2016

Ministério do Planejamento – softwarepublico.gov.br · Platform governance and licensing

Consultant (IT Management)	<i>2013–2014</i>
Ministério do Planejamento, Brazil · IT workforce estimation and decision support	
PhD Defense Committee Member	<i>2013–2023</i>
Multiple dissertation committees at Universidade de Brasília and other institutions	
Academic Hiring Committee Member	<i>Various years</i>
University faculty hiring panels and graduate scholarship selection committees	
Peer Reviewer (14 reviews, 2021–2025)	
· Future Business Journal (2025)	
· Heliyon – Cell Press (2024)	
· Public Management Review (2023, 2 reviews)	
· Journal of Global Information Technology Management (2022, 2023, 3 reviews)	
· Journal of Open Innovation: Technology, Market, and Complexity (2023)	
· Journal of Forensic Psychology Research and Practice (2023)	
· IEEE Access (2022, 2 reviews)	
· ACM Transactions on Software Engineering and Methodology (TOSEM) (2022)	
· Revista de Administração Contemporânea (2022)	

Conference Reviewer

AMCIS, ECIS, ICIS, AoM, ANPAD (EnANPAD), and other information systems and management conferences

PROFESSIONAL MEMBERSHIPS

Association for Information Systems (AIS)	<i>2015 - Present</i>
Brazilian Academy of Management (ANPAD)	<i>2010 - Present</i>
Academy of Management (AOM)	<i>2016 - Present</i>