

# CARLOS DENNER DOS SANTOS

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## RESEARCH INTERESTS

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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

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

## PROFESSIONAL EXPERIENCE (1999–2025)

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

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

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## 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

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### 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 SOBREVIVÊNCIA 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] D. Esashika and C. D. d. Santos. **The influence of sponsors on organizational structure of free software communities.** *arXiv (Cornell University)* (2020). Open Access.
- [24] 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).
- [25] 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.
- [26] 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.
- [27] 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.
- [28] 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.
- [29] 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).

- [30] 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).
- [31] 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.
- [32] L. F. d. Oliveira and C. D. d. Santos. **Public value innovation** (2018), pp. 1–9.
- [33] 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.
- [34] L. F. S. Pinto and C. D. d. Santos. **Motivations of crowdsourcing contributors**. *Innovation & Management Review* 15.1 (2018). Open Access, pp. 58–72.
- [35] D. Esashika and C. D. d. Santos. **The influence of sponsors on organizational structure of free software communities** (2017), pp. 265–272.
- [36] 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.
- [37] 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.
- [38] 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).
- [39] 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.
- [40] 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.
- [41] 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.
- [42] 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.
- [43] J. S. Farias, S. Sanders, C. D. d. Santos, and K. Rozzett. **Aceitação de tecnologia em terminais de autosserviço aeroportuários: explorando os efeitos dos moderadores idade, experiência e gênero** (2014). Open Access, pp. 66–77.
- [44] 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).
- [45] 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.
- [46] 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).
- [47] C. d. S. Jr. **EDITOR’S SPACE Special issue: Free Software**. *Revista Eletrônica de Sistemas de Informação* 13 (2) (2014).
- [48] C. D. d. Santos. **Editorial**. *Revista Eletrônica de Sistemas de Informação* 13.2 (2014). Open Access.

- [49] 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.
- [50] 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.
- [51] 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 ...** *SSRN Electronic Journal* (2013).
- [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] 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.
- [54] 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.
- [55] 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.
- [56] 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.
- [57] C. D. d. Santos. **Understanding partnerships between corporations and the open source community: a research gap**. *IEEE Software* **25.6** (2008), pp. 96–97.
- [58] S. Brookhart, C. d. Flora, and C. D. d. Santos. **Bookshelf**. *IEEE Software* **24.1** (2007), pp. 92–94.
- [59] C. D. d. Santos and M. A. Gonçalves. **Análise da substituição de um software proprietário por um Software 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". *CLAIQ*. 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'12-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. Cavalcá, 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.
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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.
- [2] S. Barbalho, G. Ghesti, S. Carvalho, C. d. Santos, and . AR Martin. **Capítulo 2 A Gestão da Inovação na Universidade de Brasília**. *BOAS PRÁTICAS DE GESTÃO EM NÚCLEOS DE INOVAÇÃO TECNOLÓGICA: Experiências ...* 2019.
- [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.

## Open Peer Reviews

- [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

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**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**

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**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 &amp; 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**

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**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)***2013–2014*

Ministério do Planejamento, Brazil · IT workforce estimation and decision support

**PhD Defense Committee Member***2013–2023*

Multiple dissertation committees at Universidade de Brasília and other institutions

**Academic Hiring Committee Member***Various years*

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**

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**Association for Information Systems (AIS)***2015 - Present***Brazilian Academy of Management (ANPAD)***2010 - Present***Academy of Management (AOM)***2016 - Present*