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Florida State University
Jim Moran College of Entrepreneurship
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EDUCATION

- 2013** Ph.D.
ISCTE-IUL Business School, Instituto Universitário de Lisboa, Portugal.
Major: Human Resources Management and Organizational Behavior
Thesis title: *Early stages in the entrepreneurship nexus: Business opportunities and individual characteristics. Approved unanimously and with distinction.*
Supervisors: António Caetano, Full Professor, and Luís Curral, Associate Professor
- 2008** Advanced Studies in Psychology (54 credits ECTS)
ISCTE-IUL Instituto Universitário de Lisboa, Portugal
- 2006** Bachelor of Science Degree in Work and Organizational Psychology
University of Lisbon, Faculty of Psychology

ACADEMIC POSITIONS

- January 2024 – present
Tenured Associate Professor in Entrepreneurship, Florida State University, Jim Moran College of Entrepreneurship
- September 2022 – December 2023
Tenured Associate Professor in Entrepreneurship, School of Innovation and Entrepreneurship, William G. Rohrer College of Business, Rowan University
- September 2018 – September 2022
Tenure-Track Assistant Professor in Entrepreneurship, School of Innovation and Entrepreneurship, William G. Rohrer College of Business, Rowan University
- September 2021 – December 2023
Associate Director of the Rowan Center for Innovation and Entrepreneurship, School of Innovation and Entrepreneurship, William G. Rohrer College of Business, Rowan University
- January 2020 – July 2021
Co-Director of the Rowan Center for Responsible Leadership, William G. Rohrer College of Business, Rowan University
- August 2015 – August 2018
Postdoctoral Research Fellow, Entrepreneurship and Innovation Center, Warrington College of Business, University of Florida
- December 2013 - August 2015
Researcher, Business Research Unit (BRU-IUL), ISCTE-IUL Business School, Instituto Universitário de Lisboa, Portugal

TRAINING

- 2020 Nottingham Business School – **Carbon Literacy Certification**, by Carbon Literacy Project
- 2019 PRICE – **Babson Symposium for Entrepreneurship Educators**, Boston, 6-10 January
- 2015 **Experiential Classroom XVI**, University of Florida, Gainesville, 17-20 September
- 2012 **Helpful methodological tools to get a PhD in Entrepreneurship**. University of Southern Denmark, Kolding (6 ECTS), August 2012.

2011 **Helpful methodological tools to get a PhD in Entrepreneurship**. University of Seville, Spain (6 ECTS), September 2011.

2010 **Technology Management and Entrepreneurship** - Brown International Advanced Research Institute - Brown University, Rhode Island, United States, 13-26 June.

RESEARCH ACTIVITY

Journal Articles

- Costa, S. M., Tegtmeier, S., **Santos, S. C.**, Schenkel, M. T. (2024). Special Issue guest editorial: The challenges of experimental designs in entrepreneurship education research – an interview with Thomas D. Cook. *Entrepreneurship Education and Pedagogy*, 7(1), 3-21. <https://doi.org/10.1177/25151274231207726>
- Junça-Silva, A., Duarte, H., & **Santos, S. C.** (2024). Personal initiative, risk-taking, creativity and opportunity discovery among students. *Journal of Enterprising Communities: People and Places in the Global Economy*, 18(1), 49-71. <https://doi.org/10.1108/JEC-10-2022-0150>
- Morris, M. H., & **Santos, S. C.** (2023). Editor's note: Faith and the poverty entrepreneur. *Journal of Developmental Entrepreneurship*, <https://doi.org/10.1142/S1084946723010033>
- Santos, S. C.** (2023). Editor's note: Poverty, entrepreneurship and opportunity horizons. *Journal of Developmental Entrepreneurship*, 28 (3), <https://doi.org/10.1142/S1084946723010021>
- Santos, S. C.**, Caetano, A., & Brochado, A. (2023). Why am I so successful? Self-presentation and deliberative attributions of success in entrepreneurship. *Journal of Business Venturing Insights*, 19, <https://doi.org/10.1016/j.jbvi.2023.e00396>
- Morris, M. H., Kuratko, D. F., **Santos, S. C.**, & Soleimanof, S. (2023). Fear and the poverty entrepreneur: The paradox of failure and success. *Business Horizons*, 67(1), 41-54. <https://doi.org/10.1016/j.bushor.2023.07.002>
- Santos, S. C.**, Liguori, E. W., & Garvey, E. (2023). How digitalization reinvented entrepreneurial resilience during COVID-19. *Technological Forecasting & Social Change*, <https://doi.org/10.1016/j.techfore.2023.122398>
- Santos, S. C.** & Neumeyer, X. (2023). The technologization of entrepreneurial processes: A poverty perspective *IEEE Transactions on Engineering Management*, 70(3), 1174-1185. <https://doi.org/10.1109/TEM.2022.3195485>
- Rodrigues, A. C., Carvalho, H., Caetano, A., & **Santos, S. C.** (2022). Micro-firms way to succeed: How owners manage people. *Journal of Business Research*, 150, 237-248. <https://doi.org/10.1016/j.jbusres.2022.05.062>
- Santos, S. C.**, Costa, S., & Morris, M. H. (2022). Entrepreneurship as a pathway into and out of poverty: A configuration perspective, *Entrepreneurship & Regional Development*, 34 (1-2), 82-109. <https://doi.org/10.1080/08985626.2022.2030413>
- Morris, M. H., Kuratko, D. F., Audretsch, D. B., & **Santos, S. C.** (2022). Overcoming the liability of poorness: Disadvantage, fragility and the poverty entrepreneur. *Small Business Economics*, 58, 41-55. <https://doi.org/10.1007/s11187-020-00409-w>
- Santos, S. C.**, & Neumeyer, X. (2021). Gender, poverty and entrepreneurship: A systematic literature review and future research agenda. *Journal of Developmental Entrepreneurship*, 26(3), 2150018-1 - 2150018-31. <https://doi.org/10.1142/S1084946721500187>

- Santos, S. C.**, Nikou, S., Brännback, M., & Liguori, E. (2021). Are social and traditional entrepreneurial intentions really that different? *International Journal of Entrepreneurial Behavior & Research*, <https://doi.org/10.1108/IJEBR-01-2021-0072>
- Neumeyer, X., & **Santos, S. C.** (2021). Educating the engineer-entrepreneur of the future: A team competency perspective. *IEEE Transactions on Engineering Management*. <https://doi.org/10.1109/TEM.2021.3086778>
- Coleman, M. C., **Santos, S. C.**, Cypher, J. M., Krummenacher, C., & Fleming, R. (2021). Lessons from the pandemic: Engaging wicked problems with transdisciplinary deliberation. *Journal of Communication Pedagogy*, 5, 164–171. <https://doi.org/10.31446/JCP.2021.2.17>
- Santos, S. C.**, Neumeyer, X., Caetano, A., & Liñan, F. (2021). Understanding how and when personal values foster entrepreneurial behavior: A humane perspective. *Journal of Small Business Management*, 59(3), 373-396. <https://doi.org/10.1080/00472778.2021.1888384>
- Pryor, C., **Santos, S. C.**, & Xie, J. (2021). The curvilinear relationships between top decision maker goal orientations and firm ambidexterity: Moderating effect of role experience. *Frontiers in Psychology*, 12, 1-15. <https://doi.org/10.3389/fpsyg.2021.621688>
- Santos, S. C.**, & Neumeyer, X. (2021). Cultural perceptions towards women in entrepreneurial teams: The effect on team processes and outcomes. *Small Business Economics*, 58, 1035–1050. <https://doi.org/10.1007/s11187-020-00432-x>
- Stephan, U., Tavares, S. M., Carvalho, H., Ramalho, J. J. S., **Santos, S. C.**, & van Veldhoven, M. (2020). Self-employment and eudaimonic well-being: Energized by meaning, enabled by Societal Legitimacy. *Journal of Business Venturing*, 35(6), 106047 <https://doi.org/10.1016/j.jbusvent.2020.106047>
- Santos, S. C.**, Caetano, A., Costa, S. F., Rueff-Lopes, R., Junça-Silva, A., & Neumeyer, X. (2020). Uncovering the affective turmoil during opportunity recognition and exploitation: A nonlinear approach. *Journal of Business Venturing Insights*, e00184. <https://doi.org/10.1016/j.jbvi.2020.e00184>
- Bandera, C., **Santos, S. C.**, & Liguori, E. (2020). The dark side of entrepreneurship education: A Delphi study on dangers and unintended consequences. *Entrepreneurship Education and Pedagogy*, 4(4), 609-636. <https://doi.org/10.1177/2515127420944592>
- Matherne III, C. F., Bendickson, J. S., **Santos, S. C.**, & Taylor, E. C. (2020). Making sense of entrepreneurial intent: A look at gender and entrepreneurial personal theory. *International Journal of Entrepreneurial Behavior and Research*, 26(5), 989-1009. <https://doi.org/10.1108/IJEBR-08-2019-0475>
- Neumeyer, X., **Santos, S. C.**, & Morris, M. (2020). Overcoming barriers of technology adoption in poverty entrepreneurship: The role of technology and digital literacy. *IEEE Transactions on Engineering Management*, 68(6), 1605-1618. <https://doi.org/10.1109/TEM.2020.2989740>
- Morris, M. H., **Santos, S. C.** & Kuratko, D. F. (2020). The great divides in social entrepreneurship and where they lead us. *Small Business Economics*, 57, 1089-1106. <https://doi.org/10.1007/s11187-020-00318-y>
- Morris, M., **Santos, S. C.**, & Neumeyer, X. (2020). Entrepreneurship as a solution to poverty in developed economies. *Business Horizons*, 63(3), 377-390. <https://doi.org/10.1016/j.bushor.2020.01.010>
- Neumeyer, X., & **Santos, S. C.** (2020). The effect of team conflict on teamwork performance: An engineering education perspective. *International Journal of Engineering Education*, 36,1(B), 502–509.

- Neumeyer, X., & **Santos, S. C.** (2020). Makerspaces as learning sites at the intersection of engineering and entrepreneurship education. *International Journal of Engineering Education*, 36(4), 1-7.
- Santos, S. C.** & Cardon, M. (2019). What's love got to do with it? How team entrepreneurial passion influences performance in new venture teams. *Entrepreneurship Theory and Practice*, 43(3), 475-504. doi.org/10.1177/1042258718812185
- Santos, S. C.**, & Liguori, E. (2019). Entrepreneurial self-efficacy and intentions: Outcome expectations as a mediator and subjective norms as a moderator. *International Journal of Entrepreneurial Behavior and Research*, 26(3), 400-415. <https://doi.org/10.1108/IJEER-07-2019-0436>
- Neumeyer, X., & **Santos, S. C.** (2019). A lot of different flowers make a bouquet: The effect of gender composition on technology-based entrepreneurship teams. *International Entrepreneurship and Management Journal*, 16, 93-114. <https://doi.org/10.1007/s11365-019-00603-7>
- Santos, S. C.**, & Liguori, E. W. (2019). How and when is self-efficacy related to entrepreneurial intentions: Exploiting the role of entrepreneurial outcome expectations and subjective norms. *Revista de Estudios Empresariales. Segunda Epoca*, 2019(1), 6-21. [open access journal]
- Santos, S. C.**, Morris, M., Caetano, A., Costa, S. F. & Neumeyer, X. (2019). Team entrepreneurial competence: Multilevel effects on individual cognitive strategies. *International Journal of Entrepreneurial Behavior and Research*, 25(6), 1259-1282. doi.org/10.1108/IJEER-03-2018-0126
- Riviezzo, A., **Santos, S. C.**, Liñán, F., Napolitano, M. R., & Fusco, F. (2019). European universities seeking entrepreneurial paths: The moderating effect of contextual variables on the entrepreneurial orientation-performance relationship. *Technological Forecasting and Social Change*, 141(2019), 232-248. <https://doi.org/10.1016/j.techfore.2018.10.011>
- Neumeyer, X., **Santos, S. C.**, & Morris, M. H. (2019). Who is left out: Exploring social boundaries in entrepreneurial ecosystems. *Journal of Technology Transfer*, 44(2), 462-484. <https://doi.org/10.1007/s10961-018-9694-0>
- Santos, S. C.**, Neumeyer, X., & Morris, M. H. (2019). Entrepreneurship education in a poverty context: An empowerment perspective. *Journal of Small Business Management* 57(S1), 6-36. <https://doi.org/10.1111/jsbm.12485>
- Neumeyer, X., **Santos, S. C.**, Caetano, A. & Kalbfleisch, P. (2018). Entrepreneurship ecosystems and women entrepreneurs: A social capital and network approach. *Small Business Economics*, 53(2), 475-489. <https://doi.org/10.1007/s11187-018-9996-5>
- Neumeyer, X. & **Santos, S. C.** (2018). Sustainable business models, venture typologies, and entrepreneurial ecosystems: A social network perspective. *Journal of Cleaner Production*, 172(20), 4565-4579. doi.org/10.1016/j.jclepro.2017.08.216
- Costa, S. F., **Santos, S. C.**, Wach, D. & Caetano, A. (2017). Recognizing opportunities across campus: The effects of cognitive training and entrepreneurial passion on the business opportunity prototype. *Journal of Small Business Management*, 56(1), 51-75. <https://doi.org/10.1111/jsbm.12348>
- Santos, S. C.**, Caetano, A., Spagnoli, P., Costa, S. F., & Neumeyer, X. (2017). Predictors of entrepreneurial activity before and during the European crisis. *International Entrepreneurship and Management Journal*, 13(4), 1263-1288. <https://doi.org/10.1007/s11365-017-0453-8>
- Spagnoli, P., **Santos, S. C.**, & Caetano, A. (2017). Adaptation of the Attitude Toward Enterprise Test in the Italian high school and university contexts. *Journal of Developmental Entrepreneurship*, 22(1), <http://dx.doi.org/10.1142/S1084946717500054>

- Costa, S. F., Ehrenhard, M. L., Caetano, A. & **Santos, S. C.** (2016). The role of different opportunities in the activation and use of the business opportunity prototype. *Creativity and Innovation Management*, 25(1), 58-72. <https://doi.org/10.1111/caim.12160>
- Spagnoli, P., **Santos, S. C.** & Caetano, A. (2016). A contribution toward the adaptation and validation of the entrepreneurial self-efficacy scale in Italy and Portugal. *Journal of Career Assessment*, 25(4), 670-687. <https://doi.org/10.1177/1069072716664302>
- Spagnoli, P., **Santos, S. C.**, Caetano, A. & Presti, A. (2016). A contribution to the validation of the Italian version of the Entrepreneurial Potential Assessment Inventory. *Applied Psychology Bulletin*, LXIV(1), 37-49.
- Costa, S. F., Caetano, A. & **Santos, S. C.** (2016). Entrepreneurship as career option: Do temporary workers have the competencies, intentions and willingness to become entrepreneurs? *Journal of Entrepreneurship*, 25(2), 1-26. doi.org/10.1177/0971355716650363
- Santos, S. C.**, Caetano, A., Baron, R. A. & Curral, L. (2015). Prototype models of opportunity recognition and the decision to launch a new venture: Identifying the basic dimensions. *International Journal of Entrepreneurial Behaviour & Research*, 21(4), 510-538. <https://doi.org/10.1108/IJEBR-04-2014-0058>
- Spagnoli, P., Caetano, A. & **Santos, S. C.** (2015). Entrepreneurial self-efficacy in Italy: an empirical study from a gender perspective. *Testing, Psychometrics, Methodology in Applied Psychology*, 22(4), 485-506.
- Santos, S. C.** & Caetano, A. (2014). Entrepreneur selection methodology for entrepreneurship promotion programmes. *Journal of Entrepreneurship*, 23(2), 201-230. doi.org/10.1177/0971355714535306
- Santos, S. C.**, Caetano, A. & Curral, L. (2013). Psychosocial aspects of entrepreneurial potential. *Journal of Small Business and Entrepreneurship*, 26(6), 661-685. doi.org/10.1080/08276331.2014.892313
- Costa, S. F., **Santos, S. C.** & Caetano, A. (2013). Prototypical dimensions of business opportunity in early stages of the entrepreneurial process. *Revista Psicologia: Organizações e Trabalho*, 13(3), 265-278.
- Spagnoli, P., Caetano, A. & **Santos, S. C.** (2011). Satisfaction with job aspects: do patterns change over time? *Journal of Business Research*, 65(5), 609-616. doi.org/10.1016/j.jbusres.2011.02.048
- Santos, S. C.**, Curral, L. & Caetano, A. (2010). Cognitive maps in early entrepreneurship stages: From motivation to implementation. *International Journal of Entrepreneurship and Innovation*, 11(1), 29-44. doi.org/10.5367/000000010790772403

Edited Books

- Matthews, C., & **Santos, S. C.** (2022). *Annals of entrepreneurship education and pedagogy - 2023* Vol. 5 [Editors]. Edward Elgar Publishing.
- Santos, S. C.**, Costa, S., & Junça-Silva, A. (2022). O que ainda se aprende com um Mestre: Tributo a António Caetano [Orgs.]. Publicação de autor.
- Santos, S. C.**, Caetano, A., Mitchell, C., Landström, H. & Fayolle, A. (2017). *The emergence of entrepreneurial behavior: Intention, education and orientation* (Editors). Edward Elgar Publishing.

Authored Books

- Morris, M., **Santos, S. C.**, & Neumeyer, X. (2018). *Poverty and entrepreneurship in developed countries*. Edward Elgar Publishing. ISBN: 978 1 78811 153 9

Book Chapters

- Venesaar, U., Antonelli, G., Dorożyński, T., Duarte, H., Kallaste, M., Riviezzo, A., Räisänen, M., & **Santos, S. C.** (2022). *Entrepreneurship competence among students and employees: a comparative study in five European countries*. In Matthews, C. H., & Santos, S. C. (Eds.), *Annals of Entrepreneurship Education and Pedagogy – 2023 - Vol. 5*. Edward Elgar Publishing.
- Matthews, C. H., & **Santos, S. C.** (2022). *Preface: Entrepreneurship education: Challenges and possibilities*. In Matthews, C. H., & Santos, S. C. (Eds.), *Annals of Entrepreneurship Education and Pedagogy – 2023 - Vol. 5*. Edward Elgar Publishing.
- Matthews, C. H., Liguori, E. W., & **Santos, S. C.** (2021). *Preface: Entrepreneurship education: What is it we need to know?*. In Matthews, C. H., & Liguori, E. W. (Eds.), *Annals of Entrepreneurship Education and Pedagogy – 2020 - Vol. 4*. Edward Elgar Publishing.
- Santos, S. C.**, & Caetano, A. (2020). Perspectives in multilevel research in entrepreneurship. In W. Gartner & B. Teague (Eds.), *Research Handbook of Entrepreneurial Behavior, Practice and Process* (pp. 242-261). Edward Elgar Publishing.
- Østergaard, A., **Santos, S. C.**, & Costa, S. F. (2018). Psychological perspective on entrepreneurship. In R. V Turcan & N. M. Fraser (Eds.), *The Palgrave Handbook of Multidisciplinary Perspectives on Entrepreneurship* (pp. 17-41). Cham: Springer International Publishing. http://doi.org/10.1007/978-3-319-91611-8_2
- Morris, M. H., **Santos, S. C.**, Neumeyer, X. & Pryor, C. (2018). The nature of entrepreneurial exit. In Robert Blackburn, Dirk De Castro, Jarna Heinon (Eds.) *The SAGE Handbook for Entrepreneurship and Small Business*. London: Sage Publications (pp. 242-258).
- Caetano A., & **Santos S. C.** (2017). The gap between research and professional practice in work and organizational psychology: Tensions, beliefs, and options. In Neiva E., Torres C., & Mendonça H. (Eds.). *Organizational Psychology and Evidence-Based Management*. Springer, Cham (pp. 1-22).
- Neumeyer, X., **Santos, S. C.**, & Poncela-Casasnovas, J. (2017). Assessing the relational embeddedness of women entrepreneurs in entrepreneurial ecosystems: A social network perspective. In Manolova, T. S., Brush, C. G., Edelman, L., Robb, A., & Welter, F. (Eds.). *Entrepreneurial Ecosystems and Growth of Women's Entrepreneurship: A Comparative Analysis* (pp. 98-119). Edward Elgar Publishing.
- Santos, S. C.**, Mitchell, C., Landström, H., Fayolle, A. & Caetano, A. (2017). Contributions on entrepreneurial behaviour research. In Santos, S. C., Caetano, A. Mitchell, C., Landström, H., & Fayolle, A. (Eds.). *The Emergence of Entrepreneurial Behaviour: Intention, Education and Orientation* (pp. 1-14). Edward Elgar Publishing.
- Santos, S. C.**, Caetano, A., Costa, S. F. & Neumeyer, X. (2017). Entrepreneurial potential among individual with different entrepreneurial experience. In Santos, S. C., Caetano, A. Mitchell, C., Landström, H., & Fayolle, A. (Eds.). *The Emergence of Entrepreneurial Behaviour: Intention, Education and Orientation* (pp. 44-65). Edward Elgar Publishing.
- Costa, S. F., Caetano, A., Frederiks & **Santos, S. C.** (2017). Connecting the literature dots: A literature review on prototypes in entrepreneurship research. In Santos, S. C., Caetano, A. Mitchell, C., Landström, H. & Fayolle, A. (Eds.). *The Emergence of Entrepreneurial Behaviour: Intention, Education and Orientation* (pp. 15-43). Edward Elgar Publishing.
- Santos, S. C.**, Costa, S. F., Neumeyer, X. & Caetano, A. (2016). Bridging entrepreneurial cognition research and entrepreneurship education: What and how. In Michael Morris & Eric Liguori (Ed.) *Annals of Entrepreneurship Education and Pedagogy – 2016* (pp. 83-108). Edward Elgar Publishing.

Santos, S. C., Caetano, A. & Costa, S. (2015). Socio-psychological characteristics of entrepreneurial teams: Profiling the entrepreneurial potential. In A. Fayolle, P. Kyro & F. Liñan (Eds.). *Developing, Shaping and Growing Entrepreneurship*. Cheltenham: Edward Elgar. ISBN: 978 1 78471 3577.

Presentations at Academic Conferences

Morris, M. H., & **Santos, S. C.** (2024). *Exploring the reciprocal relationship between poverty engagement and entrepreneurship research*. USASBE 2024, Birmingham, Alabama.

Neumeyer, X., & **Santos, S. C.** (2022). *The entrepreneurial mindset in the digital context: a conceptualization and research framework*. Academy of Management Conference. Seattle: Washington. United States.

Rodrigues, A., C., Caetano, A., Carvalho, H., & **Santos, S. C.** (2022). *Managing people in micro-firms: the more, the merrier?* Academy of Management Conference. Seattle: Washington. United States.

Santos, S. C., Costa, S., & Morris, M. H. (2022). *entrepreneurship as pathway into and out of poverty? Evidence from spain*. Academy of Management Conference. Seattle: Washington. United States.

Santos, S. C., Liguori, E., & Gibbs, S. (2022). *The many role identities among African-American entrepreneurs*. USASBE 2022 Hybrid Conference.

Santos, S. C., Costa, S. F. & Morris, M. (2022). *Entrepreneurship as a Pathway into and out of Poverty: A Configuration Perspective*. USASBE 2022 Hybrid Conference.

Santos, S. C., Neumeyer, X., Caetano, A., & Liñan, F. (2021). *Collectivistic personal values, entrepreneurial intention, motivation and behavior*. Academy of Management Conference. Virtual Conference.

Neumeyer, X., & **Santos, S. C.** (2021). *If you build it, will they come? Makerspaces as learning sites for new venture teams*. USASBE 2021 Virtual Conference.

Brännback, M., **Santos, S. C.,** Nikou, S., & Liguori, E. (2020). *Are social and traditional entrepreneurial intentions really that different? A gendered perspective*. RENT Conference. Virtual Conference.

Santos, S. C., Neumeyer, X. & Mirchandani, D. (2020). *Responsible entrepreneurship education: A framework to realize the sustainable development goals*. 7th Responsible Management Education Research Conference. Virtual Conference.

Costa, S. C., Frederiks, A., & **Santos, S. C.** (2020). *Mental representation of social and commercial entrepreneurial opportunities*. Academy of Management Conference. Virtual Conference.

Shafi, K., **Santos, S. C.** & Neumeyer, X., (2020). *More tweets, more money? Gender differences in harnessing social media for crowdfunding campaigns*. Academy of Management Conference. Virtual Conference.

Santos, S. C., & Neumeyer, X. (2020). *National culture and its impact on entrepreneurial teams: A gendered perspective*. Academy of Management Conference. Virtual Conference.

Santos, S. C., & Neumeyer, X. (2020). *The effect of culture on team processes and outcomes: A gendered perspective*. 2020 Babson College Entrepreneurship Research Conference (BCERC). Knoxville, TN: United States. *Conference canceled due to Coronavirus*.

Neumeyer, X., **Santos, S. C.** & Morris, M. H. (2020). *Latent and emergent entrepreneurship in a poverty context: The role of external enablers in promoting digital literacy*. USASBE Annual Conference. New Orleans, LA: United States.

Shafi, K., **Santos, S. C.** & Neumeyer, X., (2020). *More tweets, more money? Gender differences in harnessing social media for crowdfunding*. USASBE Annual Conference. New Orleans, LA: United States.

- Sanchez-Ruiz, P., Maldonado-Bautista, I., **Santos, S. C.** & Liguori, E. (2020). *A typology of physical maker spaces: An investigation of organizational identity and strategic logics*. USASBE Annual Conference. New Orleans, LA: United States.
- Neumeyer, X., & **Santos, S. C.** (2019). *Entrepreneurial team performance: The effects of gender composition and team dynamics*. Academy of Management Conference. Boston, Massachusetts: United States. ***Kauffman Award for the Best Paper in Gender and Diversity in Entrepreneurship***
- Neumeyer, X., & **Santos, S. C.** (2019). *Makerspaces and entrepreneurship: The effect of team dynamics and prototyping efficacy on entrepreneurial performance*, IEEE Technology and Engineering Management Society, TEMSCON Conference. Atlanta, Georgia: United States.
- Santos, S. C.**, & Liguori, E. (2019). *How and when is self-efficacy related to entrepreneurial intentions: Exploring the role of entrepreneurial outcome expectations and subjective norms*, INEKA 2019 Conference. Verona: Italy.
- Neumeyer, X., & **Santos, S. C.** (2019). *The impact of gender diversity on the performance of technology-based entrepreneurial teams*. USASBE Annual Conference. St Pete, Florida: United States.
- Neumeyer, X., & **Santos, S. C.** (2019). *The challenge of interdisciplinary student teams: Creating a portfolio of team entrepreneurial competencies*. USASBE Annual Conference. St Pete, Florida: United States.
- Morris, M., **Santos, S. C.** & Neumeyer, X. (2018). *Entrepreneurship as a solution to poverty in developed economies*. Academy of Management Conference. Chicago, Illinois: United States.
- Neumeyer, X., **Santos, S. C.** & Morris, M. (2018). *Poverty entrepreneurs and technology*, IEEE Technology and Engineering Management Society, TEMSCON Conference. Chicago, Illinois: United States.
- Santos, S. C.** & Neumeyer, X. (2018). *Team based entrepreneurship education*, USASBE Annual Conference. Los Angeles, California: United States.
- Santos, S. C.**, Morris, M. H., & Neumeyer, X. (2018). *Working with the poor as a way to teach entrepreneurship: An empowerment-based program*, USASBE Annual Conference. Los Angeles: United States.
- Riviezzo, A., Liñán, F., Napolitano, M. R., **Santos, S. C.**, & Fusco, F. (2017). *Entrepreneurial orientation of European University departments: An investigation in Italy, Spain, UK and Portugal*, ESU Annual Conference. Leuphan University: Germany.
- Costa, S. F., **Santos, S. C.**, Silva, A. J., Lopes, R. R., & Caetano. A. (2017). *The interplay between affective states on opportunity recognition and exploitation: A non-linear approach*, ESU Annual Conference. Leuphan University: Germany.
- Santos, S. C.** & Morris, M. H. (2017). *Resource-based theory and types of entrepreneurial firms*, Academy of Management Conference. Atlanta, Georgia: United States.
- Neumeyer, X. & **Santos, S. C.** (2017). *Developing gender-inclusive entrepreneurial ecosystems: A social network perspective*, Academy of Management Conference. Atlanta, Georgia: United States.
- Cardon, M. & **Santos, S. C.** (2017). *Empirical exploration of the nature and influence of team entrepreneurial passion (TEP)*, 2017 Babson College Entrepreneurship Research Conference (BCERC). Norman, Oklahoma: United States.
- Neumeyer, X., **Santos, S. C.** & Shan, H. (2017). *The social organization of entrepreneurial ecosystems*. IEEE Technology and Engineering Management Society, TEMSCON 2017 Conference. Silicon Valley, California: United States.

- Santos, S. C.**, Caetano, A., Spagnoli, P., Costa, S. F. & Neumeyer, X. (2017). *Individual and cultural predictors of early-stage entrepreneurial activity before and after the economic crisis: A comparative analysis between Southern and Nordic European Regions*, USASBE 2017. Philadelphia, Pennsylvania: United States.
- Santos, S. C.** & Morris, M. (2016). *Team entrepreneurial alertness: Initial testing of an emergent model*, Academy of Management Conference 2016. Anaheim, California: United States.
- Santos, S. C.**, Morris, M., Caetano, A. & Costa, S. F. (2016). *Team entrepreneurial potential: Construct definition and multilevel interactions*, USASBE 2016. San Diego, California: United States.
- Costa, S. F., Wash, D., **Santos, S. C.** & Caetano, A. (2016). *Recognizing opportunities across campus: The effect of cognitive training and entrepreneurial passion on the business opportunity prototype*. USASBE 2016. San Diego, California: United States.
- Costa, S. F., Frederiks, A. J. & **Santos, S. C.** (2015). *Is there a prototype for social entrepreneurship opportunities? A theoretical overview and suggestions for future research*, 12th Social Entrepreneurship Conference. New York University, New York: United States.
- Costa, S. F., Wach, D., Caetano, A. & **Santos, S. C.** (2015). *The effect of cognitive training and entrepreneurial passion on the business opportunity prototype*, Academy of Management Conference 2015. Vancouver: Canada.
- Costa, S. F., Dej, D., **Santos, S. C.** & Caetano, A. (2014). *Entrepreneurial cognition across cultures: The underlying structure for opportunity identification*, Academy of Management Conference 2014. Philadelphia, Pennsylvania: United States.
- Santos, S. C.** & Caetano, A. (2010). Psychosocial processes of entrepreneurship: the theoretical gap between personnel selection and entrepreneurship. *Brown International Advanced Research Institute: Technology Management and Entrepreneurship*. Brown University, Providence, Rhode Island: United States.
- Santos, S. C.**, Caetano, A., Cural, L. & Spagnoli, P. (2010). *How to assess the entrepreneurial potential*. International Council for Small Business Conference - ICSB 2010. Cincinnati, Ohio: United States.

Referred Conference Proceedings

- Neumeyer, X., & **Santos, S. C.** (2019). Entrepreneurial team performance: The effects of gender composition and team dynamics. *Academy of Management Proceedings*, doi: 10.5465/AMBPP.2019.15919abstract
- Morris, M. H., **Santos, S. C.** & Neumeyer, X. (2018). Entrepreneurship as a solution to poverty in developed economies. *Academy of Management Proceedings*, doi: 10.5465/AMBPP.2018.17927abstract
- Cardon, M. & **Santos, S. C.** (2017). Empirical exploration of the nature and influence of team entrepreneurial passion (TEP). *Frontiers of Entrepreneurship Research BCERC Proceedings*.
- Santos, S. C.**, & Morris, M. (2016). Team entrepreneurial alertness: Initial testing of an emergent model. *Academy of Management Proceedings*, 2016(1), 16510, doi: 10.5465/AMBPP.2016.16510abstract.
- Santos, S. C.**, Morris, M., Caetano, A. & Costa, S. F. (2016). Team entrepreneurial potential: Construct definition and multilevel interactions. *United States Association for Small Business and Entrepreneurship. Conference Proceedings*. San Diego, California, United States.
- Costa, S. F., Wach, D., Caetano, A., & **Santos, S. C.** (2015). The effect of cognitive training and entrepreneurial passion on the business opportunity prototype. *Academy of Management Proceedings*, 2015(1), 18186, doi: 10.5465/AMBPP.2015.18186abstract

PUBLICATIONS IN THE MEDIA

- 2022 "[Racial Identity and the Entrepreneurial Journey](#)", together with Eric Liguori, Founding Head and Rohrer Chair, School of Innovation and Entrepreneurship, Rohrer College of Business, Rowan University and SherRhonda Gibbs, Dean, Monfort College of Business, University of Northern Colorado. **AACSB Insights**, April, 2022.
- 2019 "Building an "A-Team" Takes your Small Business to the Next Level." **USA Today Small Business**, December 2019.
- 2019 Featured in Entrepreneur.com article "[Women Veterans Are Starting More and More STEM Businesses: Here Are the Resources They Need](#)" refers Neumeyer et al., 2019

AWARDS AND OTHER GRANTS

- 2023 Grant "Strengthening Humanistic Literacy in the Study of Sport: Developing a Minor and Certificate in Sports and Society" together with an interdisciplinary team of faculty from 7 departments at Rowan University awarded by the **National Endowment for the Humanities (NEH)** (\$35,000).
- 2023 Recipient of the **USASBE Social Entrepreneurship Excellence in Scholarship** – presented at the 2023 USASBE conference in Tallahassee, FL.
- 2023 Recipient of the **ICSB's Global Award for Excellence in Doctoral Student Support**
- 2022 Recipient of the **Bright Idea Award**– sponsored by the Stillman School of Business at Seton Hall University. Awarded by a panel of New Jersey deans who selected the paper "The Dark Side of Entrepreneurship Education: A Delphi Study on Dangers and Unintended Consequences "as having the greatest impact on business practice and/or advancing knowledge in the discipline.
- 2021 Recipient of the **ICSB's Ambassador Award** for their work in advancing entrepreneurship as a mechanism for personal empowerment, especially in uplifting marginalized populations. Together with Rob Pidduck, Old Dominion University, USA; Dan Clark, Ivey Business School, Canada; Susana Santos, Rowan University, USA; Xaver Neumeyer, UNC Wilmington, USA; Michael Morris, Notre Dame, USA.
- 2021 Recipient of the **Bright Idea Award**– sponsored by the Stillman School of Business at Seton Hall University. Awarded by a panel of New Jersey deans who selected the paper "Overcoming barriers of technology adoption in poverty entrepreneurship: The role of technology and digital literacy "as having the greatest impact on business practice and/or advancing knowledge in the discipline.
- 2021 Recipient of the **Excellence in Online Learning Award** – Rowan University
- 2021 Recipient of the **RCB Teaching Innovation Grant** – Rohrer College of Business – together with Dr. Jordan Howell; Project - Teaching Responsible Leadership through Dilemmas and Debates
- 2020 Recipient of the **Excellence in Online Learning Award** – Rowan University
- 2019 "How Human Affairs and Freedom can Foster Peace, Prosperity, and Social Harmony." **Hayek Fund for Scholars from the Institute for Humane Studies (IHS)**; Grant for the Rowan Center for Responsible Leadership, together with Eric W. Liguori.
- 2019 **Kauffman Foundation award for best paper in gender and diversity and entrepreneurship** –GDO Division of the Academy of Management, Boston.
- 2019 **Alumni Advisory Council Scholarly Achievement Award** – Rowan University, Rohrer College of Business.
- 2018 **USASBE Local Grant** – Awarded to host USASBE Local Rowan U at Rowan University, United States Association of Small Business and Entrepreneurship.
- 2018 **Outstanding Entrepreneurship Educator** - Entrepreneurship and Innovation Center, Warrington College of Business, University of Florida.

- 2015 **Excellence in the Entrepreneurship Classroom Award** -XVI Experiential Classroom, University of Florida.
- 2012 Scientific Publication Award - ISCTE-IUL Business School, Lisbon, Portugal. (also in 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022)
- 2011 **Alumni Grant**, Brown International Advanced Research Institute (BIARI), Brown University, Rhode Island, USA.

ACADEMIC MEMBERSHIP AND NETWORKS

Global Partnership for Poverty and Entrepreneurship (Founding Member) since 2020

PRME – Principles of Responsible Management Education since 2020

Academy of Management (ENT Division and OB Division) since 2015

USASBE (United States Association for Small Business and Entrepreneurship) since 2015

Entrepreneurship Summer University (ESU) network since 2013

European Association of Work and Organizational Psychology (EAWOP) 2009-2015

Member of the **Organizational Behavior and Human Resources Group** – Business Research Unit, Instituto Universitário de Lisboa, ISCTE-IUL since 2009

COURSES TAUGHT

2022 to 2023

ENT 06240. Honors Entrepreneurship and Innovation
Rowan University

2019 to 2023

ENT 06505. Entrepreneurship and Innovation: Graduate Level class - Summer Online Class
Rowan University

2018 to 2023

ENT 06240. Entrepreneurship and Innovation
Rowan University

2021

MGT 06.567 Responsible Leadership: Online Class, Course development
Rowan University

2020

HSC 08350. Comprehending COVID-19: Online Class
Course coordinator – Dr. Miles Coleman, co-teaching
Rowan University

2016 to 2018

ENT4934 ENT6930 Small and Family Business Management
(Undergraduate, Graduate and Graduate Online)
Warrington College of Business, University of Florida

2015

Seminar about Entrepreneurship in Human Resources and Organizational Behavior
Management Doctoral Program, Instituto Universitário de Lisboa, ISCTE-IUL

2014

Human Resources Management Practices II
Post-Graduation in Strategic Human Resources Management
CESPU Angola: Benguela, Angola.

2009-2013

The entrepreneurial process: Innovation in practice
Introduction to entrepreneurship and business opportunities
Critical thinking
Writing scientific and technical papers
Instituto Universitário de Lisboa, ISCTE-IUL

2009-2011

Entrepreneurship and Business Creation
MS in Human Resources Management
Management Department - ISCTE Business School

2009-2011

Psychosocial Processes in Entrepreneurship
Entrepreneurship and Venture Creation Masters Program
University of Craiova, Romania
Bolyai University, Cluj-Napoca, Romania
University Romano-Germano, Sibiu, Romania

2007-2011

Psychosocial Processes in Entrepreneurship
Specialization program in Entrepreneurship and Business Creation, ISCTE Business School.

INVITED TALKS

- 2023 XXIII Experiential Classroom: panel discussant in “Universities Working with Disadvantaged Entrepreneurs and in the Community” and workshop lead “Creative use of ‘How I Built This’ and other podcasts in the classroom”, University of Notre Dame, South Bend, IN, September 28 to October 1, 2023.
- 2023 Participation in a Panel discussion at the Jinju Korean Entrepreneurship Forum, Jinju, South Korea, July 9, 2023.
- 2023 *Symposium: Poverty, Social Entrepreneurship and the Need for a New Way of Thinking* – University of Notre Dame, South Bend, IN, April 13, 2023.
- 2021 *Opportunities and Challenges in Multilevel Research in Entrepreneurship* – Workshop, ESU 2021 Conference, Virtual, August 31, 2021.
- 2021 *Pathways to entrepreneurship in poverty contexts: Motives, values and intentions* – Inn-eaux-vate: Entrepreneurship Education, Research & Translation. Lafayette, May 12, 2021.
- 2021 Pathways to entrepreneurship in poverty contexts: motivations, values and intentions - Entrepreneurship Brown Bag Seminar. University of Groningen and Department of Organisation, Strategy, and Entrepreneurship, Maastricht University. The Netherlands.
- 2019 *Cultural perceptions towards women in entrepreneurial teams: The effect on team processes and outcomes* - Research Seminar at the University of Seville, Spain, June 17, 2019.
- 2019 Moderator of the panel “*Informing curricula through incubation*” featuring Jeff Cherry, Founder of SHIFT Ventures and Conscious Venture Lab, and Deborah Tillett, President and Executive Director at Emerging Technology Centers – USASBE Local event “A conference on entrepreneurship, civic engagement and innovative programming” at John Hopkins Carey Business School, Baltimore. February 23, 2019.
- 2018 *Developing a ‘makers’ mindset in students* - USASBE Local Rowan – 2nd Mastermind Summit, Rowan University.

LEADERSHIP AND SERVICE

Department, College, and University Service

Chair of the Search Committee, Open Rank Professor in Entrepreneurship, Rowan University (Spring 2023).

Member of the Task Force on Curriculum Development for Responsible Leadership at the Rohrer College of Business, Rowan University (Spring 2020 – Fall 2022).

Member of the Task Force on the Future of Research at Rowan University, representing the Rohrer College of Business at the Faculty Senate R1 Committee (Fall 2019 – Spring 2020).

Member of the Honors Curriculum Committee at Rowan University, representing the Rohrer College of Business (Spring 2020 - present).

Member of the Honors Faculty Advisory Board, representing the Rohrer College of Business at Rowan University (Fall 2019 – present).

Member of Search Committee, Assistant/Associate Professor in Entrepreneurship, Rowan University (Fall 2018) and Search Committee, Lecturer in Entrepreneurship, Rowan University (Spring 2021).

Thesis and Dissertation Committees

Doctoral Committee, External Examiner, University of Canterbury, New Zealand, 2023.

Doctoral Committee, External Examiner, ISPA – Instituto Universitário de Psicologia Aplicada, Portugal, 2021.

Doctoral Committee, External Examiner, Universidade São Francisco, Bragança Paulista, Brasil, 2019.

Professional Associations

Chair of the ISCB (International Small Business Council) Doctoral Consortium, 2022 World Congress (Washington D.C., USA) and 2023 World Congress (Gwangju, South Korea).

Director-at-Large, USASBE (United States Association of Small Business and Entrepreneurship) Board Member, 2020-2023.

Sr. VP. Conference Chair, USASBE (United States Association of Small Business and Entrepreneurship) Board Member, 2019-2020.

Founding member of the Global Partnership for Poverty and Entrepreneurship, housed at the University of Notre Dame

Co-Curricular Programming

Rowan Center for Innovation and Entrepreneurship (RCIE) co-curricular programming: Perfect your Pitch workshops, Coffee with an Entrepreneur, Spotlight Speaker Series, New Venture Expo and New Venture Competition, Idea Challenge, Catch up with a Startup, Making a Maker, Innovation Express workshops, Entrepreneurship Advisory Board, Rowan Entrepreneurship and Adversity Program, among others, Fall 2018 to December 2023.

Center for Innovation and Entrepreneurship at the University of Florida (CIE-UF) co-curricular programming: Women's Entrepreneurship Symposium, Experiential Classroom, Gator 100 (Celebrating the 100 fastest-growing Gator-owned companies in the world), Big Idea Business Plan Competition, Veterans Entrepreneurship Program, among others. Fall 2015 to August 2018.

Organizing team of the GCEC Conference 2015, at the University of Florida.

Instituto Universitário de Lisboa, ISCTE-IUL – organizing committee of several events from 2009 to 2015.

EDITORIAL ROLES

Co-Editor of the *Journal of Developmental Entrepreneurship* (September 2022 – present).

Associate Editor of the *Journal of Small Business Management* (June 2020 – present).

Associate Editor of the *Journal of Small Business and Enterprise Development* (May 2021 – January 2022).

Co-Editor of the Annals of Entrepreneurship Education. Vol. 5 (2021 – 2023), and Vol. 6 (2023 – 2025).

Member of the Editorial Review Board of Academy of Management Perspectives; Entrepreneurship Theory and Practice; Entrepreneurship Education and Pedagogy; Journal of Developmental Entrepreneurship; and New England Journal of Entrepreneurship.

Reviewer

Journal of Business Venturing; Entrepreneurship Theory and Practice; Journal of Small Business Management; Small Business Economics; International Journal of Small Business; Entrepreneurship Education and Practice; International Journal of Entrepreneurial Behaviour & Research; International Entrepreneurship and Management Journal; Journal of Technology Transfer; Technological Forecasting and Social Change; Journal of Cleaner Production; The Spanish Journal of Psychology; Journal of Small Business and Enterprise Development

Academy of Management Conference 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2015 and 2014; USASBE Conference 2023, 2022, 2021, 2020, 2019, 2018, 2017 and 2016; Babson Conference 2015; RENT Conference 2017.

Reviewer Awards

2022 Outstanding Reviewer Award – New England Journal of Entrepreneurship, Emerald

2021 Outstanding Reviewer Award – Journal of Small Business and Enterprise Development, Emerald

2018 Certificate of Reviewing – Journal of Business Venturing, Elsevier

2018 Outstanding Contribution in Reviewing - Technological Forecasting and Social Change, Elsevier

2017 Best Reviewer Award - Entrepreneurship Division, Academy of Management Conference, Atlanta.

OTHER INFORMATION

Family business - Factory producing hand-painted typical Portuguese ceramics, exporting to the United States and Europe. Acquired in 2005.

Conservatory of Music (Portugal) - Instrument: Flute

Award Winner, Portuguese Youth Literature Competitions (Portugal)

Sailing License