Panagiotis Keramidis

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EDUCATION

Copenhagen Business School, Copenhagen, Denmark   12/2022 – 11/2026 (expected)
- PhD candidate in Digitalization
    - Project: DIREC PhD
    - Subject: Business transformation and organizational decision making based on AI

University of the Aegean, Samos, Greece   10/2020 - 02/2022
- MSc. in E-Government (90 ECTS) – Full Tuition Fellowship
    - Grade: 9.33/10 "Excellent" *(highest grade)*
- Thesis: *"Creation and dissemination of material and services for the Digital Governance Research Center"*
    - Thesis Grade: 10/10

University of the Aegean, Samos, Greece   09/2016 - 10/2020
- BSc & MEng. in Information and Communication Systems Engineering (5-year joint degree; 300 ECTS)
    - Grade: 7.73/10 "Very Good" *(highest grade)*
- Thesis: *"Digital Governance Science Base: Analysis and Visualization of Structure and Neighboring Domains"*
    - Thesis Grade: 10/10

PROFESSIONAL & RESEARCH EXPERIENCE

Visiting Researcher, University of Texas at Austin, Austin, Texas, USA   9/2024 – 12/2024

- Joined Department of Information, Risk, and Operations Management (IROM), McCombs School of Business.
- Pursued a three-month research stay, conducting research with Prof. Sirkka Jarvenpaa.

External Lecturer, Copenhagen Business School, Copenhagen, Denmark   8/2023 – present

- Work as an external lecturer at Copenhagen Business School.
- Supervising Master theses and projects. My supervision topics revolve around Artificial Intelligence (AI) in organizations and usually in operations.

PhD Researcher, DCR Solutions, Copenhagen, Denmark   12/2022 – 11/2025

- Enrolled as a PhD fellow at Copenhagen Business School, Department of Digitalization.
- Conducting research focusing on the business value of Artificial Intelligence and Information Systems in interorganizational settings. Following a single case of AI-driven tools in an interorganizational setting, I am conducting qualitative research to understand how the business value is perceived, communicated and negotiated among the different stakeholders.s

Research Associate, Information Systems Laboratory, University of the Aegean, Greece   10/2019 – 12/2021

- Member of the Information Systems Laboratory of the University of the Aegean, mainly interested in E-Government research projects and relevant academic tasks
- The employment included: Research Conduction, Academic and Non-Academic Events Organization, Grant Proposals Planning and Writing (Horizon 2020, Erasmus+, Nationally funded), Teaching Assistance, Administrative Assistance and Social Media Coordination

PUBLICATIONS
Book Chapters
- Lachana, Z., Charalabidis, Y. & Keramidis, P. (2022). On the Structure of the Digital Governance Domain. In: Charalabidis, Y., Flak, L.S., Viale Pereira, G. (Eds.) *Scientific Foundations of Digital Governance and Transformation – Concepts, Approaches and Challenges*, Springer Nature Switzerland AG. https://doi.org/10.1007/978-3-030-92945-9_4

Journal Papers

- Keramidis, P., & Shollo, A. (3rd round of revision). AJG 4 Journal.
- Alexopoulos, C., Karelis, C., Keramidis, P., Orfanou, A., Lekkas, D. F., & Charalabidis, Y. (2024). Analysing the Indicators and the Associated Recommendations of Household Emission Calculators. *Circular Economy and Sustainability*, 1-17. https://doi.org/10.1007/s43615-024-00401-6

Scientific Conference Papers

- Keramidis, P. (pending). A phenomenological account of Artificial Intelligence business value. In: *The 16th Scandinavian Conference on Information Systems Proceedings*.
- Keramidis, P. (2025). A relational view on Artificial Intelligence business value: A qualitative meta-analysis. In: *UKAIS Conference 2025 Proceedings*. https://aisel.aisnet.org/ukais2025/18/
- Keramidis, P., & Shollo, A. (2025). Communicating the Business Value of Artificial Intelligence through Dualities. In: *AMCIS 2025 Proceedings, 4*. https://aisel.aisnet.org/amcis2025/scuidt/scuidt/4/
- Keramidis, P., & Shollo, A. (2024). Perceptions of Artificial Intelligence Business Value across a Value Network. In: *ECIS 2024 Proceedings*. 13. https://aisel.aisnet.org/ecis2024/track03_ai/track03_ai/13
- Alexopoulos, C., Keramidis, P., Viale Pereira, G. & Charalabidis, Y. (2021). Towards Smart Cities 4.0: Digital Participation in Smart Cities Solutions and the use of Disruptive Technologies. In: *Information Systems: 18th European, Mediterranean, and Middle Eastern Conference, EMCIS 2021*. https://doi.org/10.1007/978-3-030-95947-0_18
- Keramidis, P., & Charalabidis, Y. (2021). Decisive Factors for Success or Failure of e-Democracy Initiatives in the Information Era. In: *Proceedings of Ongoing Research, Practitioners, Workshops, Posters, and Projects of the International Conference EGOV-CeDEM-ePart 2021. CEUR*. http://ceur-ws.org/Vol-3049/Paper1.pdf

Short Papers and TREO Papers

- Keramidis, P., Hettich, A., Descazeaux, I. G., & Wang, S. M. (2024). The Future Of Disruptive Technologies In Organisations: Findings From A World Café Workshop. In: *ECIS 2024 TREOS*. 56. https://aisel.aisnet.org/treos_ecis2024/56

INDICATIVE WORKSHOP PARTICIPATIONS

- Participation in the CTO Paper Development Workshop at the Annual Meeting of the Academy of Management 2025.
- Participation in the Management Information Systems Quarterly Author Workshop 2025.
- Participation in the Management Information Systems Quarterly Reviewer Workshop 2025.
- Presentation "The Role of Perceptions in Artificial Intelligence Research" at the 15th Organizations, Artifacts & Practices Workshop 2025.
- Presentation "Navigating Industry Standards: A Longitudinal Study of Strategic Shifts and Value Creation in IT Innovation" at the 7th Nordic Workshop on Digital Foundations of Business, Operations, Strategy, and Innovation (DBOSI'25)
- Paper Development Workshop "Communicating the Business Value of Artificial Intelligence through Dualities" Paper Development Workshop of Special Interest Group on Digital Innovation, Transformation, and Entrepreneurship at the International Conference on Information Systems 2024.
- Presentation "Understanding the Values of Artificial Intelligence: Business Value" at the 14th Organizations, Artifacts & Practices Workshop 2024.
- Presentation "Business Value Negotiation in Artificial Intelligence Multihoming Ecosystems" at the 6th Nordic Workshop on Digital Foundations of Business, Operations, Strategy, and Innovation (DBOSI'24)
- Interactive Workshop Organization "The Future of Disruptive Technologies in Organizations: A World Café Workshop" at the 1st Danish Digitalization, Data Science and AI (D3A) conference
- Panel discussion coordination "Leadership Facilitation Through AI: A Multistakeholder Panel" at the 21st International Studying Leadership Conference 2023

DOCTORAL CONSORTIA

- Participation in the 2024 International Conference on Information Systems Doctoral Consortium
- Participation in the 2024 UKAIS Conference Doctoral Consortium

REVIEWING EXPERIENCE

Journal Reviews
- European Journal of Information Systems (2024)
- The Journal of Strategic Information Systems (2025)
- Electronic Markets (2024, 2025)
- Business and Information Systems Engineering (2023)

Conference Reviews
- Annual Meeting of the Academy of Management (2025)
- International Conference on Information Systems (2024, 2025)
- European Conference on Information Systems (2024, 2025)
- America's Conference on Information Systems (2025)
- Pacific Asia Conference on Information Systems (2025)
- Hawaii International Conference on System Sciences (2024, 2025, 2026)
- UK Academy for Information Systems Conference (2025)

WORKSHOPS ORGANIZATION

- Innov8BPM-2025: Managing Process Innovation in the Era of Digital Transformation. In conjunction with the 23rd International Conference on Business Process Management - BPM 2025 in Seville, Spain, September 1-5, 2025. https://sites.google.com/view/innov8bpm
- Innov8BPM4Value-2024: Managing Process Innovation and Value Creation in the Era of Digital Transformation Organizing Committee Member. In conjunction with the 22nd International Conference on Business Process Management - BPM 2024 in Krakow, Poland, September 1-6, 2024. https://sites.google.com/view/innov8bpm

TEACHING AND SUPERVISION ACTIVITIES

- Visit Lecture "Dynamic Capabilities". Data Platforms and Digitalization course. MSc in Business Administration and Data Science program at Copenhagen Business School. Spring 2025.
- Master Thesis Supervision. Copenhagen Business School. Spring 2025.
- Master Project (E-Business Project) Supervision. MSc in Business Administration and Digital Business at Copenhagen Business School. Spring 2024.
- Visit Lecture "From Data to Process Insight – Lessons from an Empirical Case". Data Economics course. MSc in Business Administration and Data Science program at Copenhagen Business School. Spring 2024.
- Master Project (E-Business Project) Supervision. MSc in Business Administration and Digital Business at Copenhagen Business School. Fall 2023.
- Visit Lecture "Algorithmic Decision Making". Decision Making for Strategy Execution course. Study Board for cand.merc. and GMA (CM) program at Copenhagen Business School. Fall 2023.
- Visit Lecture "AI in Organizations". Executive MBA program at Copenhagen Business School. Spring 2023.
- Visit Lecture "AI-driven BPM and Dynamic Capabilities". Data Economics course. MSc in Business Administration and Data Science program at Copenhagen Business School. Spring 2023.

HONORS & AWARDS

- **Job Market Year Fellowship,** offered by the Department of Digitalization, Copenhagen Business School as a one-year extension of my PhD program.
- **Best Reviewer Award,** International Conference on Information Systems 2024, Track: Digital Technologies and the Future of Work.
- **Full Tuition Fellowship,** University of the Aegean, for being admitted 1st of the class in the graduate program "MSc in E-Government", 2020-2021.
- **Scholarship**, Information and Communication Systems Engineering Department, University of the Aegean, Fall graduation of the undergraduate program, for highest grade (valedictorian), 2020.
- **2020 iGOvDIGITAL Awards**, 2020, 3rd place, Participation with the idea "Astrid" in the Competition - part of the Government 3.0 project, 2020.

- **Copernicus Hackathon Leicester 2019**, 2nd place, Copernicus European Union's Earth observation programme contest – "Cassava" team member, 2019.

SKILLS

- **Research Skills**: Case Study Research, Grounded Theory, Thematic Analysis, Discourse Analysis, Temporal Bracketing, Literature Review, Qualitative Meta-Analysis
- **Teaching Skills**: Education Material Preparation (presentations, interactive activities, teaching cases), Mater Thesis Supervision, Master Project Supervision, Exams Supervision (oral, written)
- **Grant Proposals Planning and Writing Skills**: European Union-funded Proposals Research and Writing (Erasmus Mundus Joint Masters, Erasmus+ Key Action 2, Erasmus+ Jean Monnet Centres of Excellence), Grant Proposal Budget Tables Formation, Grant Proposal Partners Coordination
- **Academic Administrative Skills**: Conferences, Workshops and Contests Coordination (physical & virtual), University Procurement Supervision Assistance, Reports Creation, Proposals Indexing and Analysis
- **Programming Languages, Frameworks and Software Products**: Python, R, Java, C, C++, SQL, MATLAB, SPSS, Git, Protégé, Office
- **Software Engineering Skills and Methodologies**: UML, BPMN, DCR Graphs, SSADM, RUP, Agile, Prototyping, Requirements Specification
- **Soft Skills**: Community Experience, Advocacy (topics: Free and Open-Source Software, Privacy and Data Protection), Non-formal Education Experience, Public Speaking, Project Management, Communication, Leadership

INDICATIVE VOLUNTEERING EXPERIENCE

- Association for Information Systems Doctoral Student College Regional Coordinator – Region 2 (Europe & Africa), 2025
- PhD Representative at the Department of Digitalization – Copenhagen Business School, 2025
- PhD Day Organizing Team – Copenhagen Business School, 2024, 2025
- Volunteering in the Review Coordination Team (Format Checking Team) at the 32nd European Conference on Information Systems, 2024
- "Internet Governance Forum Greece" Organizing Committee Member, 2021-2/2023
- Participation in Free and Open-Source Software Projects (Wikipedia, Moodle, Mozilla Firefox), 2017-2021

SOCIETIES & AFFILIATIONS

- **Association for Information Systems**, Member, 2022-present
- **Free and Open-Source Software Community** of the University of the Aegean, Community Leader, 2017-2021
- **Erasmus Student Network** of the University of the Aegean Member, 2017-2018

LANGUAGES

- **English** (fluent), **Greek** (native)