

Munsif Sokiyna | PhD Candidate, Management Information Systems

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Research Interests

- Human–AI Interaction (Trust and reliance, Human-AI teaming, AI-generated feedback)
- Open-Source software (OSS)
- Developer Motivation and Participation Dynamics
- Online Toxicity

Education

Ph.D. (ABD)	Management information Systems	The University of Alabama	Spring 2026 (Expected)
M.S.	Electronic Business	Jadara University in Jordan	2016
B. S.	Management Information Systems	Jadara University in Jordan	2013

Dissertation Overview: Key Studies

Dissertation Topic: “*Detecting and Analyzing Toxic Behavior in OSS Communities*”

Expected Completion: Spring 2026

Dissertation Committee: Pratyush N. Sharma (Chair), Allen C. Johnston, Mikko Siponen, Yuanyuan Chen, Matt Germonprez (External)

Current Status: Proposal defense successfully completed (May 2025)

Key Studies:

1. **Study 1 - Detection and Typology of Toxicity in OSS:** Uses and benchmark OSS-specific NLP models and GPT-4 to detect and categorize toxicity types across large scale of GitHub data (2015–2024). Includes comparative evaluation and typological classification of toxic behaviors across project types and governance models.
2. **Study 2 - A longitudinal Analysis on Project Dynamics Impacts of Toxicity in OSS:** Employs large-scale longitudinal GitHub data to examine how toxic interactions affect open-source project dynamics over time.
3. **Study 3 - Motivation and Participation Effects of Toxicity on OSS Contributors:** Combines survey data and optional GitHub activity matching to investigate how perceived toxicity affects individual contributors’ motivation and participation decisions.

Peer-Reviewed Publications

Under Review & Working Papers

1. Sharma, P. N., Safadi, H., Karahanna, E., Hulland, J., & Sokiyna, M. (2025). *Multi-project involvement and volunteer developers’ continued contribution to open-source software projects*. **Journal of Strategic Information Systems**. Third Round Review.
2. Sharma, P. N., Wright, L., Herfurth, A., & Sokiyna, M. (2025). *Mitigating licensing risks in AI-generated code*, **MIT Sloan Management Review**. In Review.
3. Sokiyna, M., Herfurth, A., & Sharma, P. N. (2025). *Stack Overflow users’ responses to toxicity*, **Behavior and Information Technology**. In Review.

4. **Sokiyna, M.**, Herfurth, A., Das, S., & Sharma, P. N. (2025). *When AI writes the code: Trust and community cohesion in OSS development*. Manuscript submitted for presentation to the **International Conference on Information Systems (ICIS)**. **In Review**
5. **Sokiyna, M.**, & Sharma, P. N. (2025). *Toxicity in open source: Contextual detection and typology using OSS-specific models and large language models*, **Target: IEEE Transactions on Software Engineering**. **In preparation (Planned submission: September 2025)**.
6. Herfurth, A., **Sokiyna, M.**, & Sharma, P. N. (2024, May). *The impact of generative AI on open-source software developer motivations: An exploratory qualitative study*. Paper presented at the **OpenForum Academy Symposium**, Harvard University, Boston, MA. **Target Human-Computer Interaction**. **In preparation**.

Published Refereed Journal Articles

1. **Sokiyna, M.**, & Aqel, M. (2020). The role of e-business applications software in driving operational excellence: Impact of departmental collaboration using sustainable software. *Sustainable Computing: Informatics and Systems*, 28, 100445. <https://doi.org/10.1016/j.suscom.2020.100445>
2. **Sokiyna, M.**, Aqel, M., & Naqshbandi, O. A. (2020). Cloud-computing technology algorithm capabilities in managing and processing big data in business organizations: MapReduce, Hadoop, parallel programming. *Journal of Information Technology Management*, 12(3), 100–113. <https://doi.org/10.22059/jitm.2020.76298>
3. Aljawarneh, N. M., **Sokiyna, M.**, Obeidat, A. M., Alomari, K. A. K., Alradaideh, A. T., & Alomari, Z. S. (2020). The role of CRM fog computing on innovation and customer service quality: An empirical study. *Sumy State University Working Paper Series*. <https://essuir.sumdu.edu.ua/handle/123456789/78429>
4. Aqel, M., Naqshbandi, O., **Sokiyna, M.**, & Valentyn, P. (2020). Messaging-system design based on using servers and encoding system. *International Association of Online Engineering Technical Report*. <https://doi.org/10.3991/ijim.v14i10.15189>
5. Khalaf, O., **Sokiyna, M.**, Alotaibi, Y., Alsufyani, A., & Alghamdi, S. (2021). Web-attack detection using the input-validation method: DPDA theory. *Computers, Materials & Continua*, 68(3), 3167–3184. <https://doi.org/10.32604/cmc.2021.016099>

Published Refereed Conference Proceedings

1. **Sokiyna, M.**, & Sharma, P. N. (2024, August). Aggressive, disrespectful, uncivil: An immersive examination of toxic communications as an obstacle for participation in open-source software communities. In *Proceedings of the 2024 Americas Conference on Information Systems* (Paper No. 9). Association for Information Systems. <https://aisel.aisnet.org/amcis2024/vcc/vcc/9>
2. **Sokiyna, M.**, Herfurth, A., & Sharma, P. N. (2024, August). Stack Overflow users' responses to toxicity: An exploratory study. In *Proceedings of the 2024 Americas Conference on Information Systems* (Paper No. 8). Association for Information Systems. <https://aisel.aisnet.org/amcis2024/vcc/vcc/8>

Teaching and Research Related Experience

Teaching

Instructor: Fundamentals of Management Information Systems & Excel Lab

Taught Fundamentals of MIS as a primary instructor in the Fall 2024 and Spring 2025 including Excel labs every week, exam preparation, and final grades calculations.

Fall 2024 evaluation: **4.32/5**; Spring 2025 evaluation: **4.12/5**

Teaching Assistant

Business Programming I (Fall 2022), Systems Analysis and Design (Fall 2022), Professional Development (Spring 2023), MIS for MBA (Spring 2023), Fundamentals of MIS (Fall 2023, Spring 2024).

Research Assistant

GRAIDE AI Business Lab At [Institute of Data Analytics](#) (Spring 2024-Present).

Multiple Information systems research projects (Spring 2023- Present).

Professional Experience

Acting Store Manager / IT Operations Lead, McDonald's, Jordan (2010–2017)

- Led branch-level IT operations for POS, delivery platforms, and system upgrades.
- Oversaw operations, team scheduling, and compliance with food safety and service guidelines
- Managed profit/loss statements, inventory, shift operations, and staff training

Co-Founder Inspire Solution Co. (Frontend Developer & IT Support Specialist (2014-2019))

- Built mobile/web applications and performed website maintenance and upgrades
- Used HTML, CSS, JavaScript, and backend tools to create dynamic client solutions
- Provided technical support to small businesses: hardware/software maintenance, network setup, and remote troubleshooting

Skills & Others

- **Languages/Tools:** Python, JavaScript, HTML, CSS, SQL, Git
- **Data Analysis:** R, Stata, SPSS, SmartPLS, AMOS
- **Certifications:** MCSA (Windows Server 2016), CCNA (R&S), Databricks GenAI Certification.
- **Platforms:** Windows Server, Trello, Jira, Google Suite

Research Grants and Awards

- **SEiR Summer Grant**, (2023): Awarded by the Culverhouse College of Business, University of Alabama. Supported research on open-source software toxicity in GitHub.
- **Outstanding Teaching Award** (2025): Received the Doctoral Student Teaching Award in Management Information Systems.

Additional Information

Citizenship: Jordan

Visa: F-1

Languages: Arabic & English

References

Dr. Pratyush Nidhi Sharma:

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