

# Munsif Sokiyna

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## Academic Profile

Munsif Sokiyna is a Ph.D. candidate in Management Information Systems at the University of Alabama. His research explores toxic behavior and participation dynamics in open-source software (OSS) communities, with a focus on how generative AI reshapes collaboration, motivation, and governance. His dissertation uses a sequential mixed-methods design combining NLP-based toxicity detection, survey analysis, and longitudinal modeling. He is on the 2025–2026 academic job market.

## EDUCATION

Ph.D. in Management Information Systems, ABD, Department of Information Systems, Statistics, and Management Science, Culverhouse College of Business, University of Alabama, Tuscaloosa, AL, USA. (expected Spring 2026)

- M.S Electronic Business/Business informatics (2016), Jadara University, Jordan.
- B.S Management information systems (2013), Jadara University, Jordan.

## Dissertation

**Title:** *Detecting and Analyzing Toxic Behavior in Open-Source Communities: A Sequential Framework Leveraging Large Language Models to Understand Developer Motivations and Participation Dynamics*

**Advisor:** Dr. Pratyush Sharma

**Committee:** Dr. Mikko Siponen, Dr. Allen Johnston, Dr. Yuanyuan Chen, Dr. Matt Germonprez

## EXPERIENCE

### 2024 – Present

#### *Instructor*

*Culverhouse College of Business, University of Alabama*

- Taught MIS 200: Fundamentals of Management Information systems, (Excel-focused), UA.

### 2022 – 2024

#### *Teaching Assistant (TA)*

*Culverhouse College of Business, University of Alabama*

- MIS 221 Introduction to Programming (C#)
- MIS 430/520 System Analysis & Design
- GBA 246 Professional Development
- MIS 200 Fundamentals of Management Information Systems, (Excel Included)

## **2024 – Present**

### ***Research Assistant (RA)***

*Culverhouse College of Business, University of Alabama*

*GRAIDE AI Business Lab At [Institute of Data Analytics](#).*

## **2009 – 2017**

### ***1st Assistant Manager, McDonald's, Irbid, Jordan***

- Oversaw operations, team scheduling, and compliance with food safety and service guidelines
- Led IT support for POS systems, ERP, and delivery platform (MC Delivery System)
- Managed profit/loss statements, inventory, shift operations, and staff training
- Acted as assistant store manager; evaluated and maintained branch technology systems

## **2014 – 2019**

### ***Freelance Frontend Developer & IT Support Specialist***

- 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

## **Technical & Analytical Skills**

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

## **Research Grants, Funding, 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.

## **Peer-Reviewed Journal Articles**

1. **M. Sokiyna, M. Aqel,** "The role of e-business applications software in driving operational excellence: Impact of departments collaboration using sustainable software," Sustainable Computing: Informatics and Systems, vol. 28, pp. 100445, 2020. [Link] Q1, SCIE IF 4.5

2. Aljawarneh, N.M., **Sokiyna, M.**, Obeidat, A.M., Alomari, K.A.K., Alradaideh, A.T., et al. (2020). *The Role of CRM fog computing on innovation and customer service quality: An empirical study*. **Sumy State University**.
3. **M. Sokiyna**, M.J. Aqel, O.A. Naqshbandi, " Cloud computing technology algorithms capabilities in managing and processing big data in business organizations: Mapreduce, hadoop, parallel programming," Journal of Information Technology Management, vol. 12, no. 3, pp. 100-113, 2020.
4. M. Aqel, O. Naqshbandi, **M. Sokiyna**, P. Valentyn, " Messaging System Design Based on Using Servers and Encoding System," International Association of Online Engineering. [Link]
5. Aqel, Musbah, and **M. Sokiyna**. "Human Activity Recognition Based on Multi-Sensors In A Smart Home Using Deep Learning." THE ISC INTERNATIONAL JOURNAL OF INFORMATION SECURITY"" (2021): 69-78.[Link]
6. Khalaf, O.I., **Sokiyna, M.**, Alotaibi, Y., Alsufyani, A., Alghamdi, S. (2021). *Web attack detection using the input validation method: DPDA theory*. **Computers, Materials & Continua**, 68(3)
7. Al-Bourini, F.A., Aljawarneh, N.M., Almaaitah, M.F., Altahat, S., Alomari, Z.S., et al. "The role of E-Word of mouth in the relationship between online destination image, E-satisfaction, E-Trust & E-Service quality for international tourists' perception." Journal of Information Technology Management.(2021): 92-110.

## Conferences

1. Herfurth, A., **Sokiyna, M.**, and Sharma, P.N. "Impact of Generative AI on Open-Source Software Developer Motivations," OpenForum Academy Symposium, Harvard University, Boston (2024).
2. **Sokiyna, M.** Herfurth, A., and Sharma, P.N. "Stack Overflow Users Responses to Toxicity: An Exploratory Study," Proceedings of the Americas Conference on Information Systems (AMCIS), Salt Lake City, UT, (2024).
3. **Sokiyna, M.** and Sharma, P.N. "Aggressive, Disrespectful, Uncivil: An Immersive Examination of Toxic Communications as an Obstacle for Participation in Open-Source Software Communities," Proceedings of the Americas Conference on Information Systems (AMCIS), Salt Lake City, UT, (2024).

## Working Papers

1. **Sokiyna, M.** and Sharma, P.N. , "Toxicity in Open Source: Contextual Detection and Typology Using OSS-Specific Models and Large Language Models." [In preparation]
2. Sharma, P.N, Safadi, H, Karahanna, E, Hulland, J, **Sokiyna, M** "Multi-Project Involvement and Volunteer Developers' Continued Contribution to Open Source Software Projects," Journal of Strategic Information Systems. [R4].
3. **Sokiyna, M.** Herfurth, A., Das, S., and Sharma, P.N. "When AI Writes the Code: Trust and Community Cohesion in OSS Development," International Conference on Information Systems (ICIS), Nashville, TN, USA, (2025). [Under Review]