

## RANDALL K. MINAS, JR., Ph.D.

Associate Professor | Hon Kau and Alice Lee Distinguished Associate Professor  
Information Technology Management Department  
Shidler College of Business, University of Hawai'i at Mānoa  
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### EDUCATION

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INDIANA UNIVERSITY, KELLEY SCHOOL OF BUSINESS, BLOOMINGTON, IN

**Ph.D. in Information Systems**

2014

Minor in Cognitive Neuroscience

**Dissertation:** Designing for the Subconscious: A NeuroIS Study of Priming and Idea Generation in Electronic Brainstorming, Chair, Alan R. Dennis

INDIANA STATE UNIVERSITY, SCOTT COLLEGE OF BUSINESS, TERRE HAUTE, IN

**Master of Business Administration**

2010

Concentration in Finance

VANDERBILT UNIVERSITY, NASHVILLE, TN

**Bachelor of Science in Psychology**

2005

Concentration in Neuroscience

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### RESEARCH INTERESTS

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**Information Systems**

- Cognitive Neuroscience, Cognitive Biases, Fake News, Virtual Teams, Collaboration, Cybersecurity, Social Media, Human-Computer Interaction

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### HONORS, AWARDS AND GRANTS

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- Shirley M. Lee Research Award, *University of Hawai'i*, Honolulu, HI 2016, 2019, 2020
- Chancellor's Citation for Meritorious Teaching, *University of Hawai'i*, Honolulu, HI 2018
- Dennis Ching Teaching Award, Shidler College of Business, *University of Hawai'i*, Honolulu, HI 2018
- Undergraduate Research Opportunities Program Grant – Mentor, Honolulu, HI 2017
- Best Paper in the Augmented Cognition Track at the HCI International 2016, Toronto, Canada 2016
- Professor of the Semester Award for BBA Electives, *University of Hawai'i*, Honolulu, HI 2015, 2016
- University Research Council Travel Grant, *University of Hawai'i*, Honolulu, HI 2014
- Doctoral Consortium at the *International Conference on Information Systems*, Milan, Italy 2013
- Best Paper in the Collaboration Systems and Technology Track at the *45th Hawaii International Conference on System Sciences*, Maui, HI 2012
- Outstanding Graduate Assistant Award, *Indiana State University*, Terre Haute, IN 2010
- Graduate Student Research Grant, *Indiana State University*, Terre Haute, IN 2010
- Honors Society of Phi Kappa Phi, *Indiana State University*, Terre Haute, IN 2010
- McDonald Award for exerting the greatest influence on campus cultural life, *Culver Academies*, Culver, IN 2001

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### PUBLICATIONS

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Moravec, P., Minas, R.K., & Dennis, A.R. (2019). Fake News on Social Media: People Believe What They Want to Believe When it Makes No Sense at All. *MIS Quarterly* 43(4), 1343-1360.

Minas, R.K., Randolph, A., Dennis, A.R., Dimoka, A., Lee, A., Turel, O., & Panko, R. (2019). HICSS Panel Report on Cognitive Foreshadowing: Next Steps in Applying Neuroscience and Cognitive Science to Information System Research, *Communications of the Association for Information Systems* 44, 907-917.

Dennis, A.R. & Minas, R.K. (2019). Visual Background Music: Creativity Support Systems with Priming. *Journal of Management Information Systems* 36(1), 230-258.

- Minas, R.K., Dennis, A.R., Potter, R.F., & Kamhawi, R. (2018). Triggering Insight: Using Neuroscience to Understand How Priming Changes Individual Cognition during Electronic Brainstorming. *Decision Sciences* 49(5), 788-826.
- Dennis, A.R. & Minas, R.K. (2018). Security on Autopilot: Why Current Security Theories Hijack our Thinking and Lead Us Astray. *The DATA BASE for Advances in Information Systems* 49(1), 15-38. **\*Paper of the Year 2018 in DATA BASE**
- Minas, R.K., Poor, M., Dennis, A.R., & Bartelt, V.L. (2016). A Prime a Day Keeps Calories Away: The Effects of Supraliminal Priming on Food Consumption and the Moderating Role of Gender and Eating Restraint. *Appetite* 105, 494-499.
- Dennis, A.R., Minas, R.K., & Lockwood, N.S. (2016). Mapping the Corporate Blogosphere: Linking Audience and Content to Blog Success. *Journal of the Association for Information Systems* 17(3), 162-193.
- Minas, R.K., Potter, R.F., Dennis, A.R., Bartelt, V., & Bae, S. (2014). Putting on the Thinking Cap: Using NeuroIS to Understand Information Processing in Virtual Teams. *Journal of Management Information Systems* 30(4), 49-82.
- Massey, A.P., Khatri, V., & Minas, R.K. (2013). The Influence of Psychographic Beliefs on Website Usability Requirements. *AIS Transactions on Human-Computer Interaction* 5(4), 157-174.
- Dennis, A.R., Minas, R.K., & Bhagwatwar, A. (2013). Sparking Creativity: Improving Electronic Brainstorming with Individual Cognitive Priming. *Journal of Management Information Systems* 29(4), 195-216.
- Dennis, A.R., Bhagwatwar, A., & Minas, R.K. (2013). Play for Performance: Using Computer Word Games to Improve Test-taking Performance. *Journal of Information Systems Education* 24(3), 223-233.
- Minas, R.K., & Park, S. (2007). Attentional Window in Schizophrenia and Schizotypal Personality: Insight from Negative Priming Studies. *Journal of Applied and Preventive Psychology* 12(3), 140-148.

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#### BOOK CHAPTERS

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- Dennis, A.R., Minas, R.K., Williams, M.L. (2019). Creativity in Computer-Mediated Virtual Groups. In P.B. Paulus & B.A. Nijstad (Eds.), *The Oxford Handbook of Group Creativity: Innovation through Collaboration*. Oxford University Press.

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#### ARTICLES UNDER REVIEW AND IN PROGRESS

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- Dennis, A.R. & Minas, R.K. (Under Review). Designing for the Subconscious: Creating System 1 Theories in Information Systems. Target *MIS Quarterly*.
- Minas, R.K., Dennis, A.R., & Potter, R.F. (Under Review). Nonconscious Creativity: A Cognitive Neuroscience Study of Concurrent Priming in Electronic Brainstorming. *MIS Quarterly*.
- Menard, P., Johnston, A.J., Warkentin, M., Dennis A.R., & Minas, R.K. (Writing). Priming to Elicit Protection Motivated Behaviors. Target *MIS Quarterly*.
- Moravec, P., Kim, A., Dennis, A.R., & Minas, R.K. (Writing). Do You Really Know If It's True? How Asking Users to Rate Stories Affect Belief in Fake News on Social Media. Target *MIS Quarterly*.
- Minas, R.K., Dennis, A.R., & Massey, A.P. (In Revision). Thinking Naturally: Attention Restoration and the Design of Virtual Environments. Target *Journal of the Association for Information Science and Technology*.
- Minas, R.K., Dennis, A.R., & Davis, F. (Writing). Sensor Envy: Creating Space for Low-Density EEG Arrays in Information Systems Research. Target *Communications of the Association for Information Systems*.
- Minas, R.K., Mogire, N., Brumback, H., Crosby, M., & Quiroga, L. (Under Revision). Can We Still Question Questionable News? Neurophysiological responses during human-information interaction. Target *Journal of the Association of Information Systems*.
- Khatri, V., Minas, R.K., Samuel, B., & Yuan, L. (Under Revision). Exploring the Iterative Process of SQL Debugging: An Eye

Tracking Study. Target *Information Systems Journal*.

Minas, R.K., Bui, V. & Crosby, M. (Data Collection). Overloaded and Biased? Using Augmented Cognition to Understand the Interaction between Information Overload and Cognitive Biases. Target *MIS Quarterly*.

Minas, R.K., Kazman, R., Tempero, E. (Data Collection). Neurophysiological Impact of Software Design Processes on Software Developers. Target *IEEE Transactions on Software Engineering*.

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SYMPOSIA, CONFERENCE PROCEEDINGS, AND ABSTRACTS

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Moravec, P., Kim, A., Dennis, A.R., & Minas, R.K. (2019). Do You Really Know If It's True? How Asking Users to Rate Stories Affect Belief in Fake News on Social Media. *52<sup>nd</sup> Hawaii International Conference on System Sciences*. Maui, Hawaii.

Mogire, N., Minas, R.K., & Crosby, M.E. (2018). Automatically Unaware: Using Data Analytics to Detect Physiological Markers of Cybercrime. In *International Conference on Augmented Cognition* (pp. 316-328). Springer, Cham.

Mogire N., Ogawa MB., Minas R.K., Auernheimer B., Crosby M.E. (2018). Forget the Password: Password Memory and Security Applications of Augmented Cognition. In: Schmorow D., Fidopiastis C. (eds) *Augmented Cognition: Users and Contexts. AC 2018*. Lecture Notes in Computer Science, vol 10916. Springer, Cham.

Minas R.K., Kazman R., Tempero E. (2017). Neurophysiological Impact of Software Design Processes on Software Developers. In: Schmorow D., Fidopiastis C. (eds) *Augmented Cognition. Enhancing Cognition and Behavior in Complex Human Environments. AC 2017*. Lecture Notes in Computer Science, vol 10285. Springer, Cham.

Minas, R.K. & Crosby, M. (2016). Overloaded and Biased? Using Augmented Cognition to Understand the Interaction between Information Overload and Cognitive Biases. *HCI International 2016*. Toronto, Canada. **\*Best Paper Award in the Augmented Cognition Track at HCI International 2016**

Han, J., Liao, W., Minas, R., Dennis, A., & Potter, R.F. (2016). *Relationships Between Neural Patterns During Picture Priming and Creative Thinking During Electronic Brainstorming*. Research presented at the International Communication Association annual conference in Fukuoka, Japan.

Stelovsky, J., Minas, R.K., Stelovska, U., & Wu, J. (2016). Applying Augmented Cognition to Flip-Flop Methodology. *HCI International 2016*. Toronto, Canada.

Minas, R.K., Panko, R., & Randolph, A. (2016). Symposium: Cognitive Foreshadowing: Next Steps in Applying Neuroscience and Cognitive Science (NCS) to Information Systems Research. *49<sup>th</sup> Hawaii International Conference on System Sciences*. Kauai, Hawaii.

Minas, R.K., Dennis, A.R., & Massey, A.P. (2016). Opening the Mind: Designing 3D Virtual Environments to Enhance Team Creativity. *49<sup>th</sup> Hawaii International Conference on System Sciences*. Kauai, Hawaii.

Nah, F.F., Siau, K., Minas, R.K., Twyman, N.W., Rollins, N.A., Wang, W., Wang, X. (2015) Understanding psychophysiological correlates of user experience using electroencephalogram (EEG). *14<sup>th</sup> Pre-ICIS SIG-HCI Workshop*. Fort-Worth, Texas.

Minas, R.K., Samuel, B., Yuan, L., & Khatri, V. (2014). Exploring the Iterative Nature of Corrective SQL Maintenance: An Eye Tracking Study. *Workshop on Information Technologies and Systems*. Auckland, New Zealand.

Minas, R.K., Potter, R.F., Dennis, A.R., Bartelt, V., & Bae, S. (2013). Overloaded or biased? Using EEG and NeuroIS to elucidate information processing in virtual teams. *3rd Annual Interdisciplinary Symposium on Decision Neuroscience*. Philadelphia, Pennsylvania.

Dennis, A.R., Minas, R.K., & Bhagwatwar, A. (2012). Sparking creativity: Improving group brainstorming with a supraliminal priming computer game. *45<sup>th</sup> Hawaii International Conference on System Sciences*. Maui, Hawaii. **\*Best Paper Award in the Collaboration Systems and Technology Track at HICSS 45**

Minas, R.K., Yuan, L., & Khatri, V. (2012). Top-down, bottom-up or just information foraging? Exploring the process of corrective SQL maintenance tasks. *11th Annual Symposium on Research in Systems Analysis and Design*. Vancouver, Canada.

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Dennis, A.R., Bhagwatwar, A., & Minas, R.K. (2012). Play for performance: Using computer word games to improve test-taking performance. *45<sup>th</sup> Hawaii International Conference on System Sciences*. Maui, Hawaii.

Dennis, A.R., Minas, R.K., & Bhagwatwar, A. (2011). Sparking creativity: Improving group brainstorming with a supraliminal priming computer game. *Big 10 Information Systems Conference*. Cleveland, OH.

Minas, R.K. & Harper, J. (2010). Adoption and use of information technology by healthcare practitioners. *14<sup>th</sup> Annual Conference on Education*. Athens, Greece.

Minas, R.K., Cowan, R.L., & Park, S. (2008). Increased schizotypal traits and altered affect in young cannabis users. *The College on Problems of Drug Dependence*. San Juan, Puerto Rico.

Minas, R.K. & Park, S. (2007). Increased psychoticism and reduced negative affect in young cannabis users. *Proceedings of the 11<sup>th</sup> International Congress on Schizophrenia Research*. Colorado Springs, CO.

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## RESEARCH EXPERIENCE

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*UNIVERSITY OF HAWAII AT MĀNOA, HONOLULU, HI*

### **Director of the HINT Lab**

**2015 – Present**

- Created and manage the Hawaii Interdisciplinary Neurobehavioral and Technology (HINT) Lab with Martha Crosby
- Provide lab with capabilities to measure psychophysiology (EKG, skin conductance, facial electromyography, EEG, respiration and eye-tracking in computer interactions)
- Provide funding and research direction of the laboratory
- Support research of three Ph.D. students and undergraduate students currently working on projects in the lab

*INDIANA UNIVERSITY, BLOOMINGTON, IN*

### **Research Assistant**

**2010 – 2014**

- Conducted research with Alan Dennis on the intersection of information systems and cognition
- Administered study for Vijay Khatri on elicitation of usability requirements by systems analysts
- Fluent in SPSS, SAS, MATLAB, LISREL, Acqknowledge, and M-Plus for data analysis

*INDIANA STATE UNIVERSITY, TERRE HAUTE, IN*

### **Graduate Assistant**

**2009 – 2010**

- Completed a literature review of healthcare informatics under the supervision of Jeffrey Harper in order to launch a research project examining the implementation and adoption of healthcare information systems in various healthcare settings in the United States
- Collaborated with Jeffrey Harper and Jeff Edwards to determine the feasibility of a Healthcare Informatics Program at Indiana State University

*VANDERBILT UNIVERSITY, NASHVILLE, TN*

### **Research Analyst**

**2004 – 2008**

- Conducted research in the Clinical Neuroscience Laboratory under the supervision of Sohee Park to examine the effects of cannabis use on memory, attention, personality, and creativity using a National Institute on Drug Abuse grant
- Analyzed neuroimaging data including fMRI, NIRS, and PET using BrainVoyager
- Analyzed cognitive data including; priming, working memory, and biological motion in SPSS
- Created a multi-functional, relational database in FileMaker Pro 8.0 to streamline operations within the laboratory
- Managed day-to-day operations in the laboratory and assisted with other researchers
- Completed two hundred hours of clinical interviews for cannabis users, patients with schizophrenia, and patients with bipolar disorder to include:

- Intelligence estimation using the Wechsler Abbreviated Scale of Intelligence
- Symptoms ratings using the Brief Psychiatric Rating Scale, Social Functioning Scale, Scale for the Assessment of Positive Symptoms, and Scale for Assessment of Negative Symptoms

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## RELATED EXPERIENCE

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### *MIS QUARTERLY EXECUTIVE*

#### **Managing Editor**

**2011 – 2014**

- Managed day-to-day operations of *MIS Quarterly Executive* under the direction of Editor-in-Chief Carol V. Brown
- Managed the production cycle for quarterly issues of the journal, including typesetting articles, editing cycle, printing press and mailings, author correspondence, and interactions with Society for Information Management
- Created a new article layout under the direction of the Publisher and Editor-in-Chief
- Coordinated with Senior Editors and Editorial Board during review process
- Managed subscriptions, purchases, and website
- Served as coordinator for Pre-ICIS Academic Workshop
- Attended *MIS Quarterly Executive* board meetings

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## TEACHING EXPERIENCE

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### *UNIVERSITY OF HAWAII AT MĀNOA*

- ITM 353: Information Systems Analysis and Design **Fall 2014 – Present**
  - Teaching Evaluations: "Overall how would you rate this instructor?" Mean, 4.6/5.0
- ITM 431: Networking and Cybersecurity **Fall 2016 – Present**
  - Teaching Evaluations: "Overall how would you rate this instructor?" Mean, 4.5/5.0
- ITM 699: Directed Research **Spring 2017, Fall 2017**
- ITM 399: Directed Reading and Research **Fall 2015, Spring 2016, Fall 2017**

### *INDIANA UNIVERSITY, BLOOMINGTON, IN*

#### **Associate Instructor**

- BUS-S 400 Integration of Systems and the Business/Accounting Information Systems **Spring 2013**
  - Teaching Evaluations: Mean, 5.73/7 Median, 5.88/7
- BUS-K 201 The Computer in Business **Spring 2014**
  - Teaching Evaluations: Mean, 6.12/7

#### **Graduate Assistant**

- BUS-G 202 Business, Government, and Society **Fall 2012 – Spring 2014**

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## SERVICE

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### *UNIVERSITY OF HAWAII AT MĀNOA*

- Organizer for MIS Splash Event to recruit and retain more MIS student majors **2017, 2018**
- Shidler Global Leaders Scholarship Search Committee **2018**
- Mānoa Honors Program Mentor for Lauren Kirkwood **2018**
- Mānoa Faculty Senator: Committee on Administration and Budget and Academic Policy and Planning **2017 - 2019**
- Information Technology Management Association, Faculty Advisor **2014 - Present**

### *INDIANA UNIVERSITY, BLOOMINGTON, IN*

- Co-Chair for the Doctoral Student Association **2011 – 2014**
- Doctoral Student Representative for Kelley School of Business Dean Search Committee **2013**
- Business School Representative for the Indiana University Graduate and Professional Organization **2013**

### *INDIANA STATE UNIVERSITY, TERRE HAUTE, IN*

- Executive Committee, President's Council on Diversity **2008 – 2010**
- Graduate Student Representative, Student Success Council **2009 – 2010**
  - Council to determine how to strategically increase student retention by ensuring academic success and integration into Indiana State University

### *VANDERBILT UNIVERSITY, NASHVILLE, TN*

- Co-Chair of Stepping Out Support Group **2005 – 2008**
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- Created and facilitated a support group for individuals struggling with sexuality and gender identity
- Opinion Columnist for the Vanderbilt student newspaper the *Vanderbilt Hustler*

**2005**

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#### EDITORIAL ACTIVITIES, CONFERENCE TRACKS AND MINI-TRACKS

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Program Committee Member of *The NeuroIS Retreat*, 2019  
Mini-Track Chair, Cognitive Neuroscience and Psychophysiology in the Digital Economy, HICSS-52, 2019  
Mini-Track Co-Chair, Truth and Lies: Deception and Cognition on the Internet, HICSS-52, 2019  
Co-Chair, Applications of Augmented Cognition, Augmented Cognition Track, HCI International, 2018  
Mini-Track Co-Chair, Truth and Lies: Deception and Cognition on the Internet, HICSS-51, 2018  
Associate Editor, HCI, Design Issues and Design Science Research, *International Conference on System Sciences*, 2017  
Co-Chair, Augmented Cognition in Training and Education, Augmented Cognition Track, *HCI International*, 2017  
Program Board Member, HCI in Business, Government and Organizations Track, *HCI International*, 2017  
Associate Editor, Social and Ethical Implications of ICT Use, *European Conference on Information Systems*, 2017  
Associate Editor, IT Implementation, Adoption and Use Track, *International Conference on System Sciences*, 2015  
Program Committee, NeuroIR 2015: Neuro-physiological methods in IR Research – A SIGIR Workshop, 2015

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#### REVIEWING ACTIVITIES

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MIS Quarterly  
Information Systems Research  
Journal of Management Information Systems  
Journal of AIS  
The Journal of the Association for Information Science and Technology  
Cognitive Neurodynamics  
Information and Management  
The DATABASE for Advances in Information Systems  
International Journal of Electronic Commerce  
International Conference on Information Systems  
Hawaii International Conference on System Sciences  
Americas Conference on Information Systems  
Pacific Asia Conference on Information Systems

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#### PROFESSIONAL EXPERIENCE

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**Foundation Relations Coordinator, Indiana State University Foundation, Terre Haute, IN** **2008 – 2009**

- Served as Junior Executive for Sycamore Foundation Holdings, LLC, a newly chartered subsidiary of the Indiana State University Foundation
  - Evaluated feasibility of real estate opportunities in Terre Haute, IN
  - Organized Executive Board meetings
  - Managed financial statements
- Attended Investment Committee meetings
  - Reviewed meeting agendas and organized financial statements for Indiana State University Foundation's \$39 million endowment
  - Reviewed and executed the Investment Committee's investment decisions under the supervision of Kevin Hoolehan, Vice President of Finance and Operations
  - Assisted in the creation of a new Investment Policy
- Assisted in managing the Operations Department
  - Completed budget projections for 2009-2010 Fiscal Year

**Lab Manager, Clinical Neuroscience Laboratory, Vanderbilt University, Nashville, TN**

- Managed day-to-day operations in the laboratory, scheduled subjects, and assisted in directing undergraduate researchers
- Created a multi-functional, relational database in FileMaker Pro 8.0 to streamline operations within the laboratory

**2005 - 2008**

**General Office Assistant, Merrill Lynch, Merrillville, IN**

**2001 – 2002**

- General Office Assistant for Shawn Sabau in the Minas, Sabau, Haas Investment Group

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PANELS, FORMAL EDUCATIONAL PRESENTATIONS, AND WORKSHOPS

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*UNIVERSITY OF HAWAII AT MĀNOA*

- Keynote Address for Teaching Assistant Orientation for the Office of Faculty Development **2018**
- BUS 705: How to accept critical reviews and get published in top journals **2018**
- Establishing a Culturally Responsive Classroom: Teaching Practices for Mānoa Faculty **2017**
- Living Humanities Forum: A Brighter Future? Technology's Impact on Individuals and Society **2016**
- Faculty Orientation Panelist: Starting Out and Staying Balanced! A panel of experienced faculty **2015**
- ITM 704: Taught two doctoral seminars on collaboration and NeuroIS **2015**
- CIS PHD Seminar on research and success in Ph.D. programs **2015**
- BUS 705: Presented research and success in Ph.D. programs lecture to doctoral students **2014**

*MISSOURI UNIVERSITY OF SCIENCE AND TECHNOLOGY, ROLLA, MO*

- Invited to give a talk on NeuroIS and develop a research agenda with Fiona Nah and Keng Siu on Flow and Information Systems **2015**
- Lectured and conducted workshop "Applying neuroscience to the information sciences: A NeuroIS overview" for the faculty and students of the Business and Information Technology Department **2013**

*MISSISSIPPI STATE UNIVERSITY, STARKVILLE, MS*

- Ran workshop for Merrill Warkentin on using electroencephalography (EEG) for the doctoral students in the MIS Department **2013**

*INDIANA STATE UNIVERSITY, TERRE HAUTE, IN*

- Lectured on diversity titled "Hate Crimes In America" for Political Science course instructed by Carl Klarner **2009**

*VANDERBILT UNIVERSITY, NASHVILLE, TN*

- Lectured on diversity titled "Heart of the Matter" to Vanderbilt's LAMBDA Organization **2006**
- Panelist for "The Untold Story" Discussion of LGBT life at Vanderbilt University **2005**

*OASIS CENTER, NASHVILLE, TN*

- Lectured at various high schools and organizations in Nashville, TN on cultivating diversity and inclusiveness **2004 – 2005**

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COMMUNITY SERVICE

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- Society of Young Leaders, Aloha United Way **2018, 2019**
- Guest Lecture on the Impact of Technology on Society, Rotary Club Sunset Kapolei **2018**
- Treasurer of the Board of Directors at Makiki Manor Condominium Association **2015 - 2016**
- Hurricane Katrina Relief Trip **2005**
  - Assisted in relief efforts in Washington Parish, LA in October, 2005
- Quad Town Safety Village **1999 – 2007**
  - Fundraised for a project focused on teaching youth safety information about drugs, fires, guns, and other hazards