Université du Québec en Outaouais
Department of Administrative Sciences
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Date: October 11, 2026

To: Selection Committee for Faculty Position

From: Stéphane Gagnon, Ph.D., Full Professor, U. of Quebec, Canada

Re.: Recommendation Letter for Dr. Rafał Doniec for a Faculty Position

Dear Selection Committee,

I am honored to strongly recommend Dr. Rafał Doniec for a faculty position within your university.

He is presently full-time Tenured Professor with Habilitation (Hab.) in Health Informatics and Telemedicine, as well as Head of Department of Materials Science and Artificial Intelligence in Dental Medicine, within the Faculty of Medical Sciences in Zabrze, a school of the Medical University of Silesia in Poland.

I have known Rafał since 2018-2019 as we share research interests in Artificial Intelligence (AI) and Machine Learning (ML) applications in healthcare. I welcomed him as Visiting Professor at my university during February 10 to 16, 2019, and he presented his research to our labs in Ottawa and Montreal. We continue our collaboration, as he was in 2026 part of an international consortium of 47 colleagues from 25 countries, as we submitted a grant application to the international New Frontiers in Research Fund, run by Canada. He was part of a sub-team of 5 colleagues from several European countries, focused on studying disinformation in the healthcare sector. He also presented his research at our June 9, 2026, workshop in Paris, entitled Multimodal AI-driven Debate Graph and Attack Reasoner (MAIDGAR).

While he is trained in Computer Science, he was from 2013 to 2019 a full-time professor within a leading business school in his region in Poland, the University of Economics in Katowice. He has excellent pedagogical methods to teach AI and ML to both technical and non-technical students. In addition, he has several years of industry experience in large telecommunication companies and consulting. Consequently, he has developed a unique acumen for translating business-technology expertise and building effective interdisciplinary teams.

Given the rich and diversified career of Dr. Rafał Doniec, I believe he will be an excellent fit within your school's educational and research programs. I hope we may have the opportunity to discuss his candidacy to join your institution and would welcome please your request for further information.

Thank you for your kind attention to my recommendation, and looking forward to an update on his application.

Best Regards,



Stéphane Gagnon, Ph.D.
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