

**Daphne Halkias, PhD**  
Clinical and Consulting Psychologist  
Professor, Behavioral Sciences

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To whom it may concern:

It is my pleasure to recommend Dr. Khaled Zayed for a teaching position at your institution. I have known Khaled Zayed since the beginning of 2015 when he took a PhD level course which I teach: [Case Study Development & Application - This course is both an overview of case study methods and a laboratory for applying course content to research topics/projects of interest to students, analyzing business case studies and using writing as a form of inquiry]

As his professor, I have had an opportunity to observe Khaled's participation and to evaluate his knowledge of the subject matter. I would rate Khaled's overall performance in these subjects as excellent. This is evidenced by his grades **A**. Khaled wrote outstanding assignments with very good flow in a well-organized narrative on the introduction of the topic [information security awareness, threats, management strategies and security policy understandings and issues introduced by BYOD (Bring Your Own Device)].

The topic was both interesting and timely for the field of human resource management and was a good foundation for a PhD Dissertation proposal. As part of his grade in Case Study Development & Application, Khaled was required to prepare multiple papers. The papers were designed to measure the student's ability to research, to analyze the results of the research, and to write. The papers submitted by Khaled Zayed indicated that he had very strong skills and ability in researching and, analyzing the results of the research. Based upon this, I rate Khaled's skills as very high. Khaled Zayed has strong skills in business research and information technology research, especially in IT security. Based upon the student's academic performance and my understanding of the position for which the student is applying, I believe the candidate would perform exceptionally well. If you would like to discuss this further, please feel free to contact me.

Khaled successfully completed the teaching seminar on Information Systems for Managers. His dissertation was accepted and part of it was chosen to be published at one of the journals which I manage. Please contact me if you would like additional information regarding Khaled Zayed,

Sincerely Yours,



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