



- Message from the President
- Programme With Limited Confidence
- Performance Appraisal Workshop
- Bahrain International Investment Park (BIIP)
- CE Office Organised “Breast Cancer Awareness” Event
- Early Registration and Online Academic Advising to Start Next Sunday 20 November 2016
- 3rd National Conference for Bahraini Women
- Tamkeen and Universities’ Annual Meeting
- Reminder of the Week
- Quote of the Week



MESSAGE FROM THE PRESIDENT

Welcome to the 2nd issue of the 2nd year of the President's News Digest.

I would like to start this edition by congratulating all staff and students for the signing of the Memorandum of Cooperation with LSBU and the launching of the new College of Engineering.



The high attendance by staff and some students during the ceremony have made a big difference. We should all be very proud of this achievement which wouldn't have happened without

Prof Waheeb Alkhaja's vision and leadership. It is one of our flagships and that the speeches given by our VIPs have all emphasised the importance of such collaboration as it paves the way towards achieving HEC vision. Our dream is becoming a reality because of all your hard work.

The signing ceremony under the patronage of Dr Mona AlBalooshi, Acting Secretary General of the HEC was an event to be remembered for a long time. The presence of HE the British Ambassador was much appreciated by all attendees. Many thanks to Prof Zedan



for all his hard work and the great support from the VPs, Deans, advisors, Directors of Units, etc. Tania Kashou as event coordinator has planned all activities with precision. Ruqaya Mohsin as an MC and together with her team, they work so hard to project something exceptional during the ceremony. I know for sure that they were working very late the night before the ceremony. The design produced by Asma Al Mutawa is one of the most creative I have ever seen. All our academic colleagues and admin have made serious contributions and I am grateful to all of you. Many thanks go to Mohammed Najjar and Thaer Ramini for involving the students in the ceremony. Prof David Phoenix and Prof Paul Ivey of LSBU were full of praises of our colleagues and students.

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On the evening of 10 November, the Chairman of the Board of Trustees attended an exhibition (showcasing trade and educational links between UK and Bahrain) and a reception organized by the British Embassy in Bahrain in honour of HRH, the Prince of Wales who was visiting the Kingdom. Prof Waheeb Alkhaja and Ms Ruqaya

Mohsin welcomed HRH to our stand at the exhibition and the Chairman presented him with a crystal prototype of our Academic Building. This is yet another fantastic achievement of our University and our collaboration with British Universities have already put us on the international map.



From 10 to 12 November, the President, Mr Mohamed Alkhaja, Mr Abdulla Alkhaja, Edyta, and our student Maryam took part in "This is Bahrain Rome". This was a fantastic opportunity to support and unite behind His Majesty the King's vision that Bahrain is the land of peace, co-existence, and

tolerance. HH Sheikh Nasser Bin Hamed AlKhalifa visited our stand at the exhibition in Rome.

I am delighted to inform you that Dr Assem Al-Hajj's application for senior fellow of the Higher Education Academy has been successful. This is fantastic news as we now have two senior fellows, Dr Assem Al-Hajj and Ms Yvonne Johnson. Many congratulations to Dr Assem! We are still waiting to hear about two other colleagues' applications for senior fellows of HEA.

Finally, I am pleased to let you know that we have started a new scheme, employee of the semester award which is managed by Dr Mohammed Yousif and Mr Abdulla Alkhaja and colleagues in HR, based on defined criteria. I am pleased to inform you that Mutaleb has been selected as the winner of the first award of this scheme. Well done Mutaleb and congratulations!



PROGRAMME WITH LIMITED CONFIDENCE

As you are aware we are around two months away from the review for the limited confidence programmes which is a relatively short timescale. We need a plan to show how things will be managed before the visit which will include:

1. Readiness of course portfolios
2. Quality assurance auditing and activities



3. How the improvement plan is evidenced in some activities
4. Mock visit for our colleagues in preparing them for the review
5. The roles and visits of our external consultants as part of the preparation for the review
6. Scrutiny of mid term exams
7. Class observations
8. Any external reviews needed before the visit
9. Availability of Programmes Handbooks
10. Issues of plagiarism and Turnitin
11. Clear mapping of course and programme learning outcomes
12. Evidence of meetings of programmes advisory boards

PERFORMANCE APPRAISAL WORKSHOP

Randall S. Schuler, "Performance appraisal is a formal, structured system of measuring and evaluating an employee's job, related behavior and outcomes to discover how and why the employee is presently performing on the job and how the employee can perform more effectively in the future so that the employee, organization, and society all benefit."

ASU has decided to put in place a systemic process to appraise their employees, either academic or administrative.

Last Thursday, a workshop was held at Abdallah Nass Auditorium to present this process to the Academic Staff. All academic staff attended the workshop except those who had exams invigilation.

Employee Evaluation Policy and the new form of appraisal were presented and explained to the academic staff.

The main objectives of the new system are:

- To clarify the role and responsibilities of employees
- To clarify expectations and standards of performance
- To provide opportunity for two way communication and constructive feedback
- To raise awareness of strengths and areas for personal development
- To recognize achievement and develop a systemic process for promotions and incentive programs
- To reveal problems and inefficient work practices
- To provide opportunity to discuss and identify training needs





Performance evaluation ratings will subsequently be used to tie in the rewards/ incentives, compensation system and promotion criteria of the University.

The appraisal policy also defines a framework for employees who may wish to appeal against the final rating being assigned to them.

On top of this by implementing this policy and procedure, ASU will comply with the HEC Accreditation requirement (Indicator 4.12 “Management must monitor and review academic and administrative staff performance through a clearly documented and transparent appraisal system.”)

BAHRAIN INTERNATIONAL INVESTMENT PARK (BIIP)

Prof Saad Darwish, President's Advisor for Special Projects visited the Bahrain International Investment Park (BIIP) and discussed opportunities for internship for ASU students.

The Bahrain International Investment Park provides a unique opportunity for businesses looking to locate manufacturing and international services operations in the Middle East. The Park is positioned as a location for high quality foreign direct investment in Bahrain, offering a tax free location with full duty free access to Gulf Cooperation Council (GCC) markets. This exclusive Middle East business park, with its advanced facilities and special customs services, offers businesses an unsurpassed base with direct connectivity to the very heart of regional markets.



CE OFFICE ORGANISED “BREAST CANCER AWARENESS” EVENT



Under the patronage of Applied Science University, the Community Engagement Office with the collaboration of “For You” voluntary team organised an event called “لأنج عالية” in Enma Mall on Friday, 28 October 2016, on the occasion of Breast Cancer Awareness Month.



Dr. Mohammad Al-Hamami, the Director of Community Engagement Office said in his speech “ASU aim to achieve three main goals: to provide an academic education according to international standards, to encourage scientific research, and to strive for social responsibility and serve the local and regional community.”

Mr. Thaer Mustafa, Dr. Hooreya Aldeeb, Dr. Ahmed Hassan, and Ms. Noora Musalam represented the University Community Engagement Office. A number of ASU staff members and students along with participants from local community attended the event. An awareness lecture was delivered by Dr. Maryam Fida, in addition to various activities that took place during the event.



EARLY REGISTRATION AND ONLINE ACADEMIC ADVISING TO START NEXT SUNDAY 20 NOVEMBER 2016

The Deanship of Admissions and Registration has organised on 13 November the first meeting with all Heads of Departments from all three colleges to discuss the preparations for the forthcoming important activities including early registration and launching online academic advising on Sunday 20 November 2016.



3RD NATIONAL CONFERENCE FOR BAHRAINI WOMEN



Ms. Noora Musalam, Manager of Career Development and Alumni Affairs Office in the Deanship of Student Affairs and Evening Studies and a faculty member in the College of Law participated in the 3rd National Conference for the Bahraini Women that was under the Patronage of the Wife of His Majesty the King and Supreme Council for Women Chairwoman HRH Princess Sabeeka bint Ibrahim Al Khalifa. The conference was held in Sofitel Hotel from 1 - 3 November 2016 as part of the Bahraini Women's Day 2016, under the theme "Bahraini Women in the Legal and Judicial Field."



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TAMKEEN AND UNIVERSITIES' ANNUAL MEETING

Tamkeen recently held a networking session to the participants from universities in Bahrain and talked about Mashroo3i Youth Business Award Programme. Prof Saad Darwish, President's Advisor for Special Projects represented ASU in this event. Features of cooperation between Tamkeen and Bahrain Chamber of Commerce and Industry (BCCI) were discussed in addition to how to encourage students and youth to get involved in entrepreneurship.

Mashroo3i presents an equal opportunity for young Bahrainis to gain a practical experience in the world of business. The objective is to create a movement towards entrepreneurship in Bahrain.

REMINDER OF THE VISIT

Visit by the HEC to check the readiness of the MBA Programme to be re-opened for admissions on Monday, 14 November 2016

Early registration and the launch of online academic advising on Sunday 20 November 2016

QUOTE OF THE WEEK

"People that have trust issues only need to look in the mirror. There they will meet the one person that will betray them the most." **Shannon L. Alder**