

PRESIDENT'S NEWS DIGEST

3 FEBRUARY 2019 – VOLUME 4 - ISSUE 14



ASU
جامعة العلوم التطبيقية
APPLIED SCIENCE UNIVERSITY

IN THIS ISSUE

- Message from the President
- ASU awarded best decorated building
- 5th annual camp for staff and students
- The Community Engagement Office Activities
- Interview of the Week
 - Dr. Ammar Esam Abdulrahman
- Interview with Alumnus
- Quote of the Week

Contact Us

Office No: (+973) 16036161

Email: tania.kashou@asu.edu.bh

MESSAGE FROM THE PRESIDENT

Welcome to the 14th issue of the 4th year of the President's News Digest. In this issue of the News Digest, I will address the subject of “hiring qualified academic staff”.



According to the (US) Society for College and University Planning (SCUP), a strategic plan for a higher education institution is a continuous process that aims to achieve a full engagement culture inside the organization that would lead it to excellence.

The strength of any academic institution depends on the quality of its academic staff and their commitment to the highest standards of excellence. Hiring academic staff is in part art and in part science. The art is related to the personality, charisma, and emotional intelligence of the candidate for a job. The science is related to the content of the CV, experience, quality of publications, good interviewing, strong references, and Google search amongst many others.

The steps involved in the hiring process include: brainstorming of the position to match HR requirements, advertisements, interviewing, and the final hiring decision. The final hiring recommendation should be based on a clear process of qualitative and quantitative written documentation.

The hiring of academic staff is the backbone of developing excellent academic programs and a major contributor to the success and achievement of students. Hiring good staff will raise the University's reputation and helps attract students of good quality. The recruitment of good academic staff should be part of the University's overall Human Resource Strategy and should be done in line with the University's mission, vision and values.

Retaining academic staff is of equal importance to recruiting them. Retention of academic staff depends on the working environment, opportunities to progress within the institution, and a supportive culture where excellence is recognized.

<https://www.facultyfocus.com/articles/teaching-careers/the-faculty-hiring-process-steps-to-finding-the-right-candidate/>

ASU AWARDED BEST DECORATED BUILDING



Applied Science Univeristy has been awarded the first place in the competition of best decorated buildings, government and private institutions, in the educational sector for the 4th year in a row. The competition was held in conjunction with the Kingdom's celebrations of the National Day and His Majesty the King's Accession to the Throne.

Dr. Mohammed Youssif, the Vice President for Administration, Finance and Community Engagement and Acting VP for Academic Affairs and Development, received the award during the ceremony which was held by the Capital Governorate under th epatronage of HE Sheikh Hisham bin Abdul Rahman Al Khalifa, the Capital Governor.

On the occasion, Dr. Mohammed Youssif expressed his pleasure for this achievement by the Univeristy. He pointed out that the University, as part of its role as a Bahraini educational institution, is proud to celebrate the Kingdom's national days, noting that the University is sparing no effort to spread the cultural vision of the Kingdom and raise the flag of Bahrain high among nations and civilizations.



He also thanked the Capital Governorate for their efforts in organizing such competitions and all the departments that contributed to this achievement to reach this honourable result.

Ms Ruqaya Mohsin, Director of Marketing and PR, and Ms Tania Kashou, Director of the President's Office attended the event.

5TH ANNUAL CAMP FOR STAFF AND STUDENTS

On Friday 25 January 2019, the Directorate of Marketing and Public Relations organized an entertainment camp in the Sakhir area for its staff and students in the presence of the Chairman of the Board of



Trustees Professor Waheb AlKhaja, the President of the University, Professor Ghassan Aouad, including the academic and administrative members with their families.

INTERVIEW OF THE WEEK

We would like to feature the interview this week with:



Name: Dr. Ammar Esam Abdulrahman

Position: Staff Academy

1. Tell us about yourself: (Your childhood, academic background)

I was born in Baghdad, and my childhood was wonderful with a small family.

I completed my Bachelor, Master and PhD degrees at the University of Baghdad, and was ranked first amongst my fellows. I was employed as an academic staff at the same university. After I moved to Bahrain, I worked at the Gulf University for 7 years as Vice Dean of the College of Administrative & Financial Sciences, and a faculty member at the Accounting Department. In 2013, I joined Applied Science University as Vice Dean of the College of Administrative Sciences until September 2015.

Last September, I passed the International Exam and became a certified Shari'a Adviser & Auditor (CSAA.), and became AAOIFI- CSAA fellow member. This Certificate stands as an important international professional Certificate in the Islamic Banking Industry.

Now, I am at the final stage of completing the Higher Education Academy Application with the support of the University.

2. Tell us about your job at ASU

I joined Applied Science University in 2013, as Vice Dean of the College of Administrative Sciences for 2 years. I have been the Manager of Graduate Studies in the College and the Head of Exams Committee since I joined ASU, and a faculty member in the Accounting and Finance Department. My role is to help, support and engage students in learning during their life experience at the University.



The visitors enjoyed many activities such as: Bahraini Cuisine, kids games, competitions, art exhibits, sports, and other entertainment. The University Management aims at establishing these types of



events because of their impact on enhancing the family aspect of the employees, their sense of unity as a team, and the collective work that underlies the University's policy.



THE COMMUNITY ENGAGEMENT OFFICE ACTIVITIES

The Community Engagement Office Visited Information and e-Government Authority

On Tuesday, 22 January 2019, the Community Engagement Office at the University represented by Dr. Mohammad Alaa Al-Hamami, Manager of CE Office and Mr. Thaer Mustafa AlRamini, member of CE Office and Student Care, visited Information and eGovernment Authority and met with the concerned people in order to discuss methods of cooperation.



The Community Engagement Office at ASU Organized a Campaign to clean the coast of East AlEker



On Saturday, 26 January 2019, the Community Engagement Office at the University in collaboration with AlEker

Currently, I am a member in the Community Engagement at ASU; we work to achieve the mission and vision of our University to serve the community.

3. Tell us about your aspirations for the University

I want to see ASU become one of the top ranked universities in the region, and continue to build its strong reputation.

4. What do you enjoy most about your job?

I enjoy most when I can see students' educational levels have improved and see them in the higher ranks in the future careers.

5. Tell us about your hobbies

- Publish research about the newest topic about auditing and accounting.
- Participate in conferences and workshops related to Accounting and Auditing inside and outside Bahrain.

6. Tell us about your favourite food

Barbecued food

7. Tell us about the book you are reading now

-101 Activities for Teaching Creativity and Problem Solving, for Dr. Van Gundy.

-Designing Curriculum for Real-Word International Business Need, for Wolf, B. & Wright, and L.

8. Final words

I wish ASU more success.



Charitable Society, and with the participation of One Heart Media Team; organized a voluntary campaign to clean the coast of East AlEker. The aim of the campaign that is a part of a sequence of campaigns, aims to preserve the environment

and public coasts of the Kingdom of Bahrain, and raise the level of awareness and responsibility of the members of the University and the community.



The campaign included cleaning of the coast from plastic, paper, glass and other impurities in order to preserve wildlife in Ras AlEker, which includes the mangroves and migratory birds. The campaign volunteers included academic and administrative staff, students and graduates of ASU, volunteers from the village of AlEker, and participants from the local community.



INTERVIEW WITH ALUMNUS



Name:	Jawaher Mohammed Aljalahma
Workplace:	Freelance Interior Designer
Academic Degree	Bachelor
Academic Major	Interior Design
Do you intend to pursue further Higher Education? What Major?	Yes, Arts and Design.
Tell us about your Experience at ASU in terms of learning environment and teaching methods.	It was a great experience; I had the opportunity to engage deeply in my own learning, to practice the transfer or application of knowledge across contexts, to interact with other perspectives and voices and to receive frequent feedback about my performance.
What did you enjoy the most about your experience at ASU?	The College of Arts and design environment and faculty contributed in identifying my specialization that I am passionate about, which led to a more fulfilling, rewarding and fruitful career. There's no doubt that a career as an Interior Designer is fun and diverse.
Tell us a success story inspired by ASU.	The knowledge I gained from studying Interior Design at ASU transformed me into a confident Interior Designer. I develop better solutions through collaboration and innovation. I create, iterate, and re-create.
In your Opinion, What are the Improvement areas you would like to see at ASU in the future?	I suggest that the internship period to be longer than 2 months as it is not enough to get the proper on field training.
Final words	Thank You ASU

Interviewed By: Maheera Faisal, Alumni Affairs Committee Chair; ASU Alumni Club



QUOTE OF THE WEEK

“Nothing we do is more important than hiring and developing people. At the end of the day, you bet on people, not on strategies.”

Lawrence Bossidy, Former COO of General Electric

Happy Reading!