

PRESIDENT'S NEWS DIGEST

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ASU
جامعة العلوم التطبيقية
APPLIED SCIENCE UNIVERSITY

IN THIS ISSUE

- Message from the President
- Major Achievement in Academic and Employer Reputations
- Applied Science University Celebrates 11th Graduation Ceremony
- ASUrise Scheme Launches with a Week of Workshops
- BUMUN 2018 (Bahrain Universities Model United Nations)
- Introductory Meeting of the Newly Elected Student Council Members To ASU's Senior Management Team
- ASU' Student as Youth Ambassador for Sustainable Development Goals in the Kingdom of Bahrain
- Alumni Club at the Graduation Ceremony
- Student Council Members constitution for its 12th Cycle The Community Engagement Activities
- ASU' Student as Youth Ambassador for Sustainable Development Goals in the Kingdom of Bahrain
- My Fellowship Story: Dr. Ahmed Arbab, FHEA SFHEA
- Interview of the Week
 - Ms. Suad Abbas A. Aziz
- Interview with Alumnus
- The Community Engagement Activities
- Quote of the Week



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MESSAGE FROM THE PRESIDENT

Welcome to the 1st issue of the 4th year of the President's News Digest.

Last week, we celebrated the 3rd anniversary of the News Digest under the patronage of the Chairman of the Board of Trustees, Professor Waheeb Al-Khaja.



It was a fantastic event full of joy and a real sense of achievement. The 3 volumes of the News Digest (156 issues in total) that have been produced so far could be considered as the best archives of the University's events, activities, functions, and development that took place over the last 3 years.



In this issue of the News Digest, I will address the subject of "Leadership in Higher Education".

Leadership in higher education has been a hot topic for the last 40 years. According to Crainer (1995) there are over 400 definitions of leadership. Here are some examples:

- Leadership is a matter of making a difference. In higher education, academic and administrative staff are seen as role models through the difference they can make to their students.
- Leadership is a relationship through which one person influences the behaviour or actions of other people. In higher education, leadership skills are developed through practice in the classrooms and beyond in order to influence the behaviour of students in particular.

Leading by example is vital in higher education considering that we want our students and graduates to develop strong leadership skills becoming future leaders of their organisations and countries.

Everyone in our University can play a leading role. Academic staff should provide leadership to their classes by ensuring that time management is observed, content and delivery of lectures are of the highest quality and the smooth running of classes is achieved. On the other hand, administrative staff can provide leadership through innovation, professional running of their departments and making sure the quality of their work is of the highest standard.

A leader should have the following traits:

- Tough on principles/fair on people
- Drive
- Charisma
- Dedication
- Strong networking and political awareness
- A good photographic memory

Two quotes below summarize what leadership is all about:

1. The key to successful leadership today is influence, not authority (Blanchard)
2. Leadership, like swimming, cannot be learned by reading about it (Mintzberg)

There are various theories of leadership, some are explained below:

1. Great Man Theory, which assumes that leaders are born, not made. According to this theory, you're either a natural born leader or you're not. The term "Great Man" was used because, at the time, leadership was thought of primarily as a male quality, especially in terms of military leadership and mainly within a western context. This approach assumes that leaders are born and not made. Leadership consists of certain inherited characteristics, or personality traits, which distinguish leaders from their followers: the so-called Great Person theory of leadership. These traits include:

- Physical attributes
- Personality characteristics
- Social skills and speech fluency
- Intelligence and scholarship
- Cooperativeness
- Insight

2. The functional approach. The emphasis is on the functions of leadership not the personality of the leader. This approach believes that the skills of leadership can be learned and developed (leaders are made). One example of this approach is Action-centred Leadership, which focuses on what leaders actually do.

INTERVIEW OF THE WEEK

We would like to feature the interview this week with:



Name: Ms. Suad Abbas A. Aziz

Position: Office Manager (Dean of College of Administrative Sciences)

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

I was raised in Manama, then moved and lived in Zinj. I am married with three girls. I graduated from Hooraa School, commercial section. I then obtained a Certificate in Secretarial Studies from Gulf Polytechnic College. After that, I worked at University of Bahrain.

I took a career gap for years to take care and raise my children. I then decided to resume work and I looked for a job that is suitable for me and fits my qualification.

2. Tell us about your job at ASU

I carry out all administrative matters related to the Dean's Office. I coordinate the various matters between the Dean of the College and the internal bodies of the University and external bodies.

4. What do you enjoy most about your job?

I enjoy working closely with my colleagues to execute the task given to us.

Leader's function can be summarised as meeting the needs of three overlapping aspects:

- Task needs
- Team maintenance needs
- Individual needs

The second theory is more relevant and appropriate to the higher education sector.

There are different styles of leadership, they could be based around the autocratic, democratic, or laissez faire approaches. Alternatively, they could be described under the transactional, transformational or inspirational leadership styles.

A good leader should have the core following values:

- Clear vision: visionary leaders are considered as role models for students
- Strong believer in quality: quality should be at the heart of great leaders in academia
- Personality/Charisma: all sorts of behavioral issues
- Transparency
- Fairness
- Respect for people
- Innovation and creativity
- Integrity
- Strong principles
- Strong Promoter of Excellence
- Loyalty
- Faith in her/his own people irrespective of their color, gender, race, religion, social status, nationality, etc
- Sense of humor

It is evident from research that leaders could be born or made. Adopting an appropriate leadership style in higher education to fit the context and culture of the academic institution is vital. In addition, it is important for leaders to embrace change in a fast developing academic sector, especially when it comes to new academic programs and extra-curricular skills that respond to market needs. It is our duty as academic and administrative staff to act and behave like leaders in order to demonstrate to our students how to become good leaders.

Let's conclude with a quote by Aristotle "He who has never learned to obey cannot be a good commander". It is also worth noting that there is a big difference between leadership and management. Leaders mainly focus on vision and people whereas managers focus on operations and procedures.

5. Tell us about your hobbies

I like reading, cooking and listening to soft music.

6. Tell us about your favourite food

Fish Mashboos.

7. Tell us about the book you are reading now

"The Secret"
Author: Rhonda Byrne

8. Final words

I wish all the best to ASU.

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MAJOR ACHIEVEMENT IN ACADEMIC AND EMPLOYER REPUTATIONS

Last week the University celebrated being ranked at #45 in the QS Arab Region University Rankings released on 31 October 2018, which makes ASU the only private university in the Kingdom of Bahrain to be ranked in the Top 50.



This is the first time the University has applied to be ranked by QS, making its achievement even more notable. Achieving this ranking is a reflection of ASU’s quality, as evaluated by factors including employer and academic reputation, citations per faculty, and international faculty ratio.



Prof. Waheeb Al-Khaja, Chairman of Board of Trustees, thanked the University President, Prof. Ghassan Fouad Aouad and the members of academic and administrative staff for their hard work contributing to this outstanding achievement.

Prof. Aouad noted that this ranking was a result of team efforts across all academic and administrative departments and advances in all areas including research and innovation, in support of Bahrain’s Economic Vision 2030 launched by His Majesty King Hamad bin Isa Al Khalifa, the Government’s action plan and initiatives, and the directives of the Supreme Council for the Development of Education and Training. All of many activities culminate in providing quality education for students and the skills needed by the employment sector in the Kingdom of Bahrain.



In the past year, the University has enhanced its activities by introducing new international programmes from well-respected universities from the United Kingdom (London South Bank University and Cardiff Metropolitan University); by achieving the ISO Certification for Quality Management; and by hosting an International Conference on Sustainable Futures featuring 65 research papers from academics in 20 countries. In addition, during 2017/18 ASU staff published over 100 research papers and achieved a record number of fellowships and senior fellowships from the Higher Education Academy (UK) recognising their support of learning.



The QS Arab Region University Rankings is an annual exercise to identify the 1,000 leading universities in the Arab Region by measuring performance and accomplishments. The high ranking achieved by ASU is a clear demonstration that the University is fulfilling its objectives and mission.

APPLIED SCIENCE UNIVERSITY CELEBRATES 11TH GRADUATION CEREMONY



The atmosphere filled with joy as the eleventh group of students celebrated their graduation from the University. The ceremony was held at the Gulf Hotel Convention Center under the patronage of Mr. Sameer bin Abdulla Nass the Chairman of the Board of Directors, represented by Mr Ghazi Nass, and in the presence of Chairman of the Board of Trustees, Professor Waheeb Al-Khaja, and the University President, Prof. Ghassan Fouad Aouad. The ceremony was attended by a large number of dignitaries, parliamentarians, ambassadors, university presidents, professors, and administrators.

Mr. Ghazi bin Abdullah Nass, a member of Board of Trustees, expressed his happiness in a speech on behalf of Mr Sameer Bin Abdulla Nass at the graduation of the students who completed their studies and worked hard to achieve academic excellence. He also praised the University Board of Trustees and the members of ASU's academic and administrative staff for their unlimited dedication to progress towards achieving educational quality and innovative research, in a distinctive environment to produces skilled graduates for the future job market and thereby advance the University's mission and goals.



Professor Waheeb Al-Khaja, stated the University has worked hard to provide its students with knowledge, support their talents and abilities, and develop their innovative and leadership skills. The Board of Trustees is keen to prepare an educated new generation for society and to meet HEC's educational standards through the academic programmes offered by the University.

He also highlighted in his speech the forthcoming projects that will enhance students' university experience during their educational journey, including establishing a multi-level car-park, a fully equipped modern gym, sports pitches and other facilities that meet the needs of students and help them to practise various athletic activities.

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Prof. Aouad stated in his speech that the last academic year was full of achievements and successes at various levels, in the following areas; obtaining the ISO Certification for Quality Management for ASU's administration, hosting an International Conference on Sustainable Futures with 65 research papers from 20 countries around the world, succeeded in publishing more than 100 research papers in one year for the first time since the founding of the university and reaching a record number of fellowships and senior fellowships of the Higher Education Academy (UK). Finally, he also expressed his pride in the ASU graduates, praising them for proving their excellence and representing the University across a broader range of educational, sporting, religious and social activities and competitions.

During the ceremony two touching moments were the motivational speeches delivered by students Jihad Al-Murbati (in Arabic) and Safa Nema (in English), who shared their educational experience and their excitement on graduating. This year the "Abdulla Nass Award" was given to students Aysha Khairi (Master's student) and Aber Al-Kooheji (Bachelor's student) for excellence in their studies, and in addition another 12 students were awarded a certificate and a trophy for their outstanding scores in their major.



The graduates and their families together with our staff enjoyed an evening to remember. The most satisfying experience for staff is to see their graduating students walking on stage to receive their degrees. It was truly a fantastic graduation ceremony.



BUMUN 2018 (BAHRAIN UNIVERSITIES MODEL UNITED NATIONS)

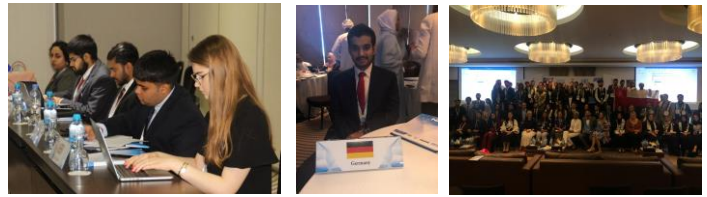
ASU students participated once again in the BUMUN (Bahrain Universities Model United Nations) for its 14th year in Bahrain. Held on 21 and 22 October 2018, the event was under the Patronage of H.H. Shaikh Nasser Bin Hamad Al Khalifa, in the Ramee Grand Hotel, Bahrain. BUMUN is an annual program in the Kingdom of Bahrain and the Ministry of Youth and Sport Affairs organizes it for local and international universities.



This year's conference highlighted topics including the impact of climate change on sustainable population growth for Vision 2030, misuse of ICTs that generate cybercrime, economic empowerment of women, global drug control and assessment of the impact on the international community to protect the safety of world population, the consequences of climate change for energy with

the rising demand for it, biological terrorism which is based on the use of chemical, biological, radiological, nuclear and explosive materials, etc.

ASU's delegation of 8 students attended training sessions as part of the preparation for the BUMUN program. Two of our students won a diplomatic award during the conference: Aliona Alessam and Abdullah Qudair. Our students have done extremely well and learned a lot. This type of event always make us proud of our students who worked very hard and shined while representing ASU.



NEWLY-ELECTED STUDENT COUNCIL MEMBERS HAVE INTRODUCTORY MEETING WITH ASU'S SENIOR MANAGEMENT TEAM

On 23 October 2018 the newly-elected members of the Student Council for its 12th cycle had a first official meeting with Professor Prof. Waheeb Alkhaja, Chairman of the Board of Trustees, Professor Ghassan Aouad, the University President and the Senior Management Team.



The meeting was to introduce officially the Members of the Students Council, their vision, goals and aspirations towards their pivotal role in representing the voice of their fellow students at Applied Science University.

ASUrise SCHEME LAUNCHES WITH A WEEK OF WORKSHOPS

The Higher Education Academy in the UK (now renamed Advance HE) runs a fellowship scheme leading to professional recognition of staff teaching or supporting learning. ASU has had a collaboration with HEA since 2015 and since that time, HEA staff have delivered several workshops for ASU staff as part of our development programme for those wishing to apply for HEA fellowship. As a result of this activity, 36 ASU staff have achieved HEA fellowship: 9 Senior Fellows and 27 Fellows.

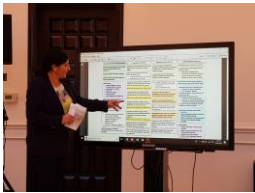


Over the course of last academic year, a small team consisting of Dr Faiza Zitouni (Assistant Vice President, Academic Affairs & Development and Dean of Student Affairs), Dr Adel Alsamman (Head of Academic Staff Development Unit) and Ms Catherine Hogan (Manager of International Partnerships Office) worked with Dr Fiona Smart, a member of the HEA team, to develop ASU's own scheme – named ASUrise – through which ASU staff can submit for recognition with an HEA fellowship (either Senior Fellow, Fellow or Associate Fellow).

The ASUrise scheme is being offered from 2018/19. Almost 50 staff attended the Introductory Workshop held on Monday 29 October and around 30 submitted applications to join the two 2018/19 cohorts, who will be supported during their journey to submit for fellowship recognition by HEA.



After considering the applications against a defined set of criteria, 8 applicants were selected for the first cohort starting in October 2018 and a further 12 were selected for the second cohort which will start in March 2019.



The ASUrise first cohort has now started work, with Opening Workshops being held over three days (30 Oct to 1 Nov), in which First Cohort participants received guidance on the process and requirements while the mentors and reviewers received training on process and methodology.

ASU's current total of 36 Fellows/Senior Fellows is already the highest of any private university in Bahrain. The work done with HEA since 2015 and the development of our own ASUrise fellowship scheme are strategic investments in staff development to enhance ASU's provision, because HEA recognition is a visible acknowledgment of the quality of teaching and supporting student learning. ASU's activities demonstrate clearly our strong commitment to fulfilling our mission to provide a high-quality student learning experience and producing the well-qualified graduates our society needs.



THE PRESIDENT RECEIVED THE DEPUTY PRESIDENT OF AL EKER CHARITABLE SOCIETY

Mr Ahmed Hassan, Deputy President of Al Eker Charitable Society, visited the President in his office and congratulated him for the significant achievement of ASU being ranked 45 in the QS University Rankings (Arab Region) 2019.



ALUMNI CLUB AT THE GRADUATION CEREMONY



For the first time, the President of the Alumni Club has given a speech during the 11th graduation ceremony with the aim of encouraging newly graduated students to join the Alumni Club. Abdulla Al Noaimi, the Club President, thanked the University for its continuous support and keeping in touch with the alumni members and encouraging other graduates to be loyal members to the Club.

ASU STUDENT IS YOUTH AMBASSADOR FOR SUSTAINABLE DEVELOPMENT GOALS IN THE KINGDOM OF BAHRAIN

The Ministry of Youth and Sports selected ASU student Ms Alanood Darwish, a past Student Council member, as a Youth Ambassador for Sustainable Development Goals in the area of Good Education in Bahrain. Ms Alanood Darwish being a University student, a supporter to education and a charity worker showed her enthusiasm in her speech on the selected topic.



Congratulations to Ms Alanood for this achievement and best wishes for future endeavors.

STUDENT COUNCIL CONSTITUTED FOR ITS 12TH CYCLE

The Deanship of Student Affairs organized a meeting with the newly elected members to agree the constitution of the Student Council for its 12th cycle. The meeting was held on 18 October 2018, the day after the Students Council Members Elections.

The photo to the right is the constitution of the Student Council Members for its 12th Cycle:



MY FELLOWSHIP STORY DR. AHMED ARBAB, FHEA SFHEA

I heard about the UK Professional Standards Framework (UKPSF) for teaching and supporting learning in higher education in 2014. At that time, all that I knew about the UKPSF was that it is the basis for the fellowships awarded by the Higher Education Academy and that fellowships are a professional recognition.

I decided that this HEA fellowship recognition was a useful goal for me and since 2014 I have achieved Fellowship (FHEA) and Senior Fellowship (SFHEA).

I was so pleased that the ASU put on the intensive workshops which I attended, because it demonstrated the institutional commitment to the scheme. I believe, like others, that ASU staff recognition status would be valued by colleagues, and by ASU management and HE in kingdom of Bahrain. I also believe that staff recognition status has a part to play in a changed higher education landscape. I also think the recognition status that we now have is a powerful message for the ASU to use.

Through the process of attending staff development activities over this time and then achieving FHEA and SFHEA, three lessons became clear to me:

1. Academic staff should develop their teaching styles to be more engaging, interactive and use technology to make the subject more simple and interesting.
2. Developing an active learning style is a teaching skill, which needs to be taught and developed over time.
3. The HEA is not just to give you a recognition but will support you in your work and help you to build on and learn from your experience.

Working towards HEA recognition had many impacts on my practice:

4. I made many changes to my teaching practice.
5. I made changes in the way (s) I support learning as a result of the application process.
6. I used the opportunity to reflect on my approaches as a result of the process.
7. I feel that I have to live up to my professional status so have done more training and read more articles about pedagogy since I applied.
8. I made changes in the way I talk about feedback with students and the emphasis I place on it.
9. I became more conscious of what I do and the techniques I used.
10. It gave me a focus of conscious reflection.
11. I have learned to be more analytical about what I do and question the approaches I take with a view to doing things better.
12. I am more inclined to consult with colleagues.

In conclusion, I feel that working towards HEA recognition has been a wholly positive experience. It made me reflect on the way I already teach; it made me reflective about my practice; and it made me keen to continue learning how to be a better teacher.

My thanks are due to Professor Waheeb AlKhaja and Professor Ghassan Aouad, for their kind support and encouragement; to Dr. Faiza Zitouni and Adel Al-Samman for their kind coordination and running the programme; and to Dr. Fiona Smart and Dr. Adrian from the Higher Education Academy.

INTERVIEW WITH ALUMNUS



Name	Abdulla Ebrahim Alheddi
Workplace	Bahrain Chamber of Commerce and Industry
Academic Degree	Bachelor
Academic Major	Political Science
Do you intend to pursue further Higher Education? What Major?	Yes, Business Administration
Tell us about your Experience at ASU in terms of learning environment and teaching methods.	The student life is indeed a great life, studying at ASU for three and a half years sure has been a phenomenal experience, not only the theoretical and practical part of the degree, but also important life lessons as well. I was elected in the academic year 2015-2016 as the president of the student's council for its 16th cycle.
What did you enjoy the most about your experience at ASU?	My experience with student council is one that will never be forgotten.
In your opinion, What are the improvement areas you would like to see at ASU in the future?	Nothing, everything is perfect
Final words	Proud to be an ASU alumnus and proud to be a previous president of the students' council.

COMMUNITY ENGAGEMENT OFFICE MEETS BAHRAINI TALENT & CREATIVITY SOCIETY

On Thursday 1 November 2018, the Community Engagement Office at Applied Science University received a delegation from Bahraini Talent and Creativity Society, where they discussed the execution plan of the coming activities that were previously agreed upon between the two sides.



QUOTE OF THE WEEK

If a window of opportunity appears, don't pull down the shade.

Tom Peters

Happy Reading!