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جامعة العلوم التطبيقية
APPLIED SCIENCE UNIVERSITY

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MESSAGE FROM THE PRESIDENT

Welcome to the 48th issue of the 3rd year of the President's News Digest.

In this issue of the News Digest, I will address the subject of “Human Resource Management in Higher Education”.



Human resource management is an important function in any organization. In the BQA institutional review framework, Human Resource Management is one of 8 high level standards. Developing a comprehensive and appropriate HR strategy is a fundamental responsibility in a very competitive and changing higher education sector. A university is only as good as the faculty who carry out its core functions of teaching and learning, research, administration, and community engagement. The rest of the workforce is ultimately there to enable and support these functions.

Faculty hiring is an important component of a comprehensive HR strategy. The attraction and retention of top talents is an issue for universities across the globe. Top academics are those who are well published in their own disciplines and can profess in their own subjects. In addition they have adopted a different approach to teaching and learning. They are great advocates of using technology to support pedagogical issues and they embrace innovation and creativity in their daily tasks. Those academics provide their students with memorable learning experiences as everything they do is driven by quality and high standards.

On the other hand, top administrators are those who understand academic issues and they are committed to facilitate and support the work of academics. Hiring them is as important as those of academics and they can be seen as the foundation that supports the core pillars of teaching and learning, research and community engagement.

As many universities are facing financial constraints, maximising the efficiency of administrative processes and support functions can make significant cost savings. By recruiting highly qualified and professional staff, we can focus on the strategic issues.

For an institution to become a talent magnet, it has to demonstrate its reputation and international outlook. Our University is working hard to attract the best talents and retain them and this will make a difference in the long run.

THE PRESIDENT RECEIVED REPRESENTATIVES FROM EDB IN HIS OFFICE

The President received Mr Isa Mubarak – Communications Manager and Mr Abdulelah Abdulla – Communications Advisor from EDB where they discussed ways of collaboration between the two parties.



THE PRESIDENT RECEIVED SHEIKH DR SAQER BIN SALMAN AL KHALIFA



The President received Sheikh Dr Saqer bin Salman Al Khalifa – Assistant Undersecretary of Youth Centers and Commissions at the Ministry of Youth and Sport Affairs,

where they discussed ways of collaboration between the two parties on how to support Bahraini Youth.

“STUDENTS ORIENTATION DAY” FIRST SEMESTER OF THE ACADEMIC YEAR 2018-2019

On 24th September 2018, the Deanship of Student Affairs organized “The Orientation Day” for the newly enrolled students for the first semester of the academic year 2018/2019.



The event covered two sessions; the first one was in Abdulla-Nass auditorium where welcoming speeches and presentations were delivered by various staff within the University in the presence and support from; Professor Ghassan Aouad, the President of the University; Dr Assem Al-Hajj, College Deans and Vice Deans, Academic and Administrative staff.

Professor Ghassan Aouad, the President of the University opened the orientation day by an inspirational talk in welcoming our new students and endorsing their right choice to come to ASU, he addressed the students as “my daughters and Sons”.

INTERVIEW OF THE WEEK

We would like to feature the interview this week with:



Name: Salem Khalaf Alateyyat

Position: Acting Assistant Director of Quality Assurance and Accreditation Centre

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

I was born in Jordan in 1986. During childhood, my parents encouraged me to get involved in all possible opportunities that can contribute to personality improvement such as summer camps and its cultural and sport activities.

I started to work since I was in college. In 2008, I graduated from the University of Jordan with a Bachelor's Degree in Public Administration, and in 2012, I earned my Master Degree in Business Administration from Yarmouk University. Later in 2012, I started my career in quality assurance in higher education, when I joined the Deanship of Quality Assurance and Academic Accreditation in King Faisal University in Saudi Arabia. During that period, I gained a lot of experience and knowledge in quality assurance which motivated me to broaden my knowledge in this attractive field so I earned some professional certificates in ISO and EFQM (European Foundation for Quality Management)

2. Tell us about your job at ASU

I joined ASU team in Feb 2018 to start working in Quality Assurance and Accreditation Centre (QAAC). In addition, I am a member of Academic staff in Business Administration

He explained the University's vision, mission, the University's organizational structure, he completed by reading one of his poems about the Kingdom of Bahrain.



Dr Assem Al-Hajj, the Vice President for Academic Affairs and Development introduced to the new students the four Colleges at ASU, their respective Deans, Head of Departments and the various offered programmes.

Dr Faiza Zitouni, Dean of Student Affairs welcomed the new students and explained to them all the support offered at the Deanship including the help during this initial phase of their education at ASU to ensure a smooth transition from their previous educational institutions to our University.



She encouraged the students to take part in extra-curricular activities offered by the university either within or outside the University in order to develop their full potential in becoming responsible graduates and valuable members within the community and beyond as per our graduate attributes.



Mr Mohammed Najjar, the Students Services Manager highlighted the support offered by the deanship throughout their educational journey and the importance of taking part in the activities organized by the University, and in joining the existing 6 clubs (including; women club, sport club, cultural club, media club, volunteers club and talent club). He added that the support within the deanship falls under the umbrella of the 3 offices including; the Office of Students Services, the Office of Counseling, the Office of Career Development and Alumni Affairs.



Dr Isa Al-Khayyat, Dean of Admissions and Registration provided a welcoming speech with Mr Siddiq Babkir, Assistant Dean of Admission and Registration, who explained some imperative aspect about the Deanship and the importance in complying with the University by-laws policies and procedures.



I enjoy working in QAAC where I can see the fruits of quality assurance concepts in a way that help in improving the performance, and as an academic staff it helps me to apply all my knowledge in modern teaching strategies while delivering courses in Business topics.

3. Tell us about your aspirations for the University

I am looking to implement all knowledge and skills that I have in quality assurance and to transfer them to actions, and to keep improving myself in this field, and to provide QAAC with the latest and best practices in quality assurance to keep ASU on the top of higher education institutes in the region

4. What do you enjoy most about your job?

I enjoy practicing my work in quality with full support by senior management which turns quality concepts to real actions.

5. Tell us about your hobbies

I love bicycle riding, Scuba Diving, Swimming and Freediving!

6. Tell us about your favourite food

I like all healthy food like sea food and some fat foods on weekends like Lamp Meat Mandi

7. Tell us about the book you are reading now

I am reading 'Chicken Soup for the Soul'

8. Final words

Thank you and good luck to ASU, and looking forward to see excellent achievements in this academic year

Ms Ruqaya the Director of Marketing and Public affairs welcomed the new students with great positive inspiring speech and was the MC of the entire event.



and processes.

Mr Mohammed Najjar and Ms Hadeel Bucheerei organized with the great help of all members of the student council a successful tour around the University. The students visited first their Colleges where all Deans, Vice Deans, Head of Departments and academic staff embraced their presence and explained the Colleges' and departments' important aspects, policies, regulations, support systems

All students also visited the directorate of Administration and Finance, Library facilities, IT and support systems, the Deanship of Admission & Registration, Deanship of Student Affairs and others facilities including the cafeteria, praying rooms, female student room, games room etc.



The event was enjoyable and a great success, the new students were very happy, many thanks to all staff at the Deanship of Student Affairs, especially Mr Mohamed Najjar, Ms Hadeel Bucheerei and all members of the students' council for all their exceptional work.

STUDENT SUPPORT FUND SUB-COMMITTEE MEETINGS



The Student Support Fund Sub-Committee met on 15/09/2018, 16/09/2018, 17/09/2018 and 30/09/2018 for more than 10 hours in order to interview all students applying for the student support fund. The total number of students applying for the fund reached 74. All students were interviewed individually and were given the opportunity to explain their situations and the reasons behind putting forwards their applications. The role of the committee is to look into all applications and give recommendations to the prime Student Fund Committee.

A special thanks to all sub-committee members namely; Professor Murad Al-Junabi, Dr. Faiza Zitouni, Mr. Mohammed Najjar, Mr. Arafat Husain and Mr. Taher Mustafa who worked hard and provided equal opportunity to all applicants. The initial filtration was based over a set of criteria and requirements as dictated in the Student Support fund policy.

WORK SESSION ON INSTITUTIONAL RESEARCH AND EFFECTIVENESS

On Thursday, 27 September 2018, ASU held a work session at its Technology Building about putting in place an Institutional Research Information System (IRIS) and the steps needed to do it effectively. The session was attended by key staff of the University including the top management.



This comes at a very opportune timing as ASU is at the pinnacle of institutional self-awareness after a well-conducted institutional accreditation exercise. Indeed, setting an Institutional research & effectiveness strategy is the best way to retain and institutionalize the staggering amount of information, measurements and evidences gathered during the preparation for the accreditation.



The session started with a general definition of the discipline of institutional research. In fact, it is defined as the activity carried out in colleges and universities to collect and analyze data concerning students, faculty, staff, and other educational facilities. The primary purpose of institutional research is to promote institutional effectiveness (Education Encyclopedia). It helps with institutional planning, policy formation and implementation, decision-making, and providing evidence for assessment exercises (program reviews, institutional effectiveness reviews, accreditation exercises, other of regulatory compliance).

The session then dived deeper into the detailed tasks to be performed in the context of Institutional Research and the functions of a typical Institutional Research and Effectiveness (IRE) office or unit. Furthermore, the attendees brainstormed about how to capture all the gathered information into an Institutional Research Information System (IRIS) that reflects the University's performance in its various areas of academic delivery and administrative provision both accurately and effectively. The ICT&KM Directorate at ASU will play a major role in this regard.

As the session progressed, it became clear that this is a very ambitious project that will help the University have a documented organization of all its institutional effectiveness related data and ensure better communication and transparency about institutional data internally and externally. As a result, this will help immensely with the expected BQA Institutional Review.

At the end, the participants agreed on a tentative timeline for the IRIS development, the steps required to do so, and set a date for a next session which should be in mid-November 2018. areas covered and timing of each event.

THE DEANSHIP OF STUDENT AFFAIRS MET WITH INJAZ BAHRAIN

The Deanship of Student Affairs received today, 30 October 2018 Mr. Talal Al Ansari from Injaz Bahrain in the presence of Dr. Faiza Zitouni, Mr. Mohamed Najjar and Ms. Noora Musalam to discuss the upcoming programs for the year 2018-2019 that are organized and delivered by InJazz in order to promote our student activities and prospects.



The main potential programs that were discussed are namely; “Head Start”, “Innovation Camp” and “The Company”. A follow up meeting will take place after some internal considerations

FARES BAHRAINI YOUTH AWARD 2016

Khalidya Youth Society launched its “3rd Fares Bahraini Youth Award 2016 “ to celebrate the Bahraini youth achievements. In 2015, “Fares Award was given to his Highness Sheikh Nasser Bin Hamad Al Khalifa for his achievements in Youth and Sports and the “Fares Youth Knowledge Award” was given to his Highness Sheikh Mohamed Bin Salman Al Khalifa for his knowledge excellence.



On 19 December 2016, Ms Noora Musalem, Manager of the Career Development and Alumni Affairs Office at the Deanship of Student Affairs, Lecturer in the College of Law and a member in the Community Engagement Office was selected as vice president of the award judges committee.

The closing ceremony took place yesterday, 29 September 2018 to announce the winners of “3rd Fares Bahraini Youth Award 2016” and honor the judges committee which Ms Noora Musalam was a member in.

THE COMMUNITY ENGAGEMENT OFFICE ACTIVITIES

The Community Engagement Office Visited AlKhaldia Youth Society Visit

On 22 September 2018, Dr. Mohammad Alaa Al-Hamami, Manager of the Community Engagement Office and Mr. Thaer Mustafa AlRamini, member of the Community Engagement Office and Student Care, visited AlKhaldia Youth Society and met with Mr. Ibrahim Rashed, Vice President of the Society. During the meeting, they discussed opportunities of cooperation between the two parties.



The Community Engagement Office Participated in the Students Induction Day

The Community engagement Office participated in the students’ induction day that was organized by the Deanship of Students Affairs on 24 September 2018 by having a stand in the Academic building hall, explaining to the new students how the office supports the community. They displayed videos about the office events, and distributed brochures about the value of volunteering and engaging with the community which can providing ideas and opportunities for students to participate in the community engagement activities,



A number of academic and administrative staff and current students participated in explaining the CE Office objectives and its role to the new students.

The Community Engagement Office Visited the Directorate of Non-Government Organization Support

On 25 September 2018, the Community Engagement Office represented by Dr. Mohammad Alaa Al-Hamami Manager of CE Office and Mr. Thaer Mustafa AlRamini member of CE Office and Student Care, visited the Directorate of Non-Government Organization Support at the Ministry of Labour and Social Development and met Ms. Najwa Abdullatif Janahi, Director of Non-Government Organization Support, Mr. Salman Mohmed AlSindi General, Coordinator of Volunteering Development Center at the Directorate of Non-Government Organization Support, and Mr. Hussain AbdulQader Janahi, Supervisor of Volunteering Development Center. During the meeting, they discussed opportunities of cooperation between the two parties.



QUOTE OF THE WEEK

“Striving for success without hard work is like trying to harvest where you haven't planted.”

David Bly

 *Happy Reading!* 