

15TH ISSUE

INSPIRE

The Monthly Employee Newsletter

JUNE 2020



Mohibullah Shaghasy
Facilitator,
Kardan Moot Court

Management Insights

Inspiration through
Continuous Learning

Most Popular Afghan Foods



پوهنتون کاردان
KARDAN UNIVERSITY

Birthday Wishes

Kardan University wishes a happy birthday to all of our employees who celebrate their birthdays in July.

Amjad Khan, Academic Administrator BCS	July 1
Idrees Jabarkhail, Lecturer for BBA	July 3
Riaz Ahmad, Lecturer for BCS	July 4
Mir Rafi Ahmad Ansari, Program Officer for BBA	July 5
Omid Khaksar, Administrative & Security Supervisor	July 6
Maryam Shakir, Lecturer for BBA	July 12
Abdullah Habibi, Assistant to Diploma Coordinator	July 13
Sajida Mohammad Tayyeb, Lecturer for BBA	July 15
Dr. Khyber Khyshki, Lecturer for MBA	July 16
Samander Bawar, Faculty Development Coordinator	July 17
Abdul Basir Basirat, Lecturer for LLB	July 21
Samiullah Bekin Ramaki, Lecturer for BPS	July 23
Abdul Tawfiq Poya, Lecturer for BCE	July 24
Wais Wahab, Academic Administrator MBA	July 29



Employee of the Month

We are pleased to announce **Mr. Mohibullah Shaghasy** as our Employee for **June 2020**. Mr. Shaghasy is an inspiring, committed, and dedicated employee of Kardan University.

Mr. Shaghasy is a graduate of the Law program of Kardan University and leads the Moot Court Affairs of Kardan University in collaboration with the Faculty of Law. Over the past few months, Mr. Shaghasy has demonstrated outstanding performance by arranging various co-and-extra-curricular programs. He has actively engaged students of Law Faculty with legal institutions to practice Law and participate in multiple activities. He also invited several credible legal experts as guest speakers to facilitate law programs.

He cooperated with the faculty in the VIS Moot nomination process of Law, resulting in Kardan University's students' nomination for VIS competitions.

He has played a significant role in supporting and strengthening the Kardan University's VIS Moot Club and works together with Law Faculty to develop student professional development



programs. Kardan University's leadership sincerely appreciates and recognizes his efforts and contribution.

We congratulate him on this achievement and wish him the best of luck in his future endeavors.

Team Spotlight

Kardan University recognizes the dedication, hard work, and exceptional contribution of our Team of Cashiers who stayed at the campus in the most challenging time to support our students and resolve their issues during examinations.

Our cashiers are incredible individuals who actively listen to our students and

resolve their issues with patience and professionalism.

They are the true ambassadors of Kardan University and an inspiration to our student community.



Management Insights

"Like everything else, the coronavirus outbreak has significantly disrupted our university's academic affairs. As a result, we have adopted new and innovative ways of achieving our objectives.

Moving the education online was a challenging task and required a lot of communication, collaboration, and engagement. During this transition, we provided every possible support and guidance to our staff and faculty to keep them informed, motivated, focused on our future directions. Proactive and timely communication was our strategy to manage this change effectively.

The journey to the online education was a new path for everyone and it required university wide collaboration and team spirit. Our objective was to bring everyone together through digital platforms to learn from each other and collectively respond to this uncertainty. Kardan University's

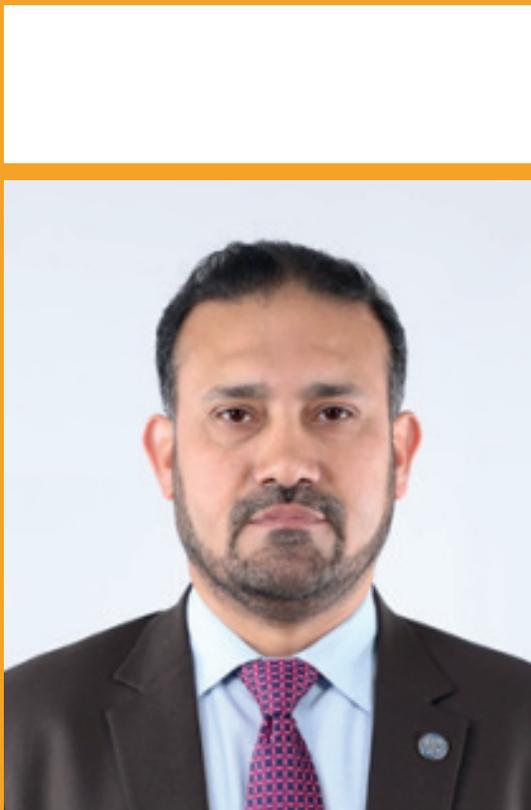


support and the team work and dedication of every member of this family who worked beyond their defined responsibilities resulted in our collective achievement and success."—**Meena Rahmani, the Vice Chancellor for Academic Affairs**



“During last three months, my team was working on a specific schedule to deliver essential services in support of the university’s academic continuity and education. I have developed a culture of accountability in my department which keeps everyone motivated. I encourage a friendly environment and encourage everyone to reach out to me when they face any issues.

During the quarantine, I have maintained regular communication with my staff through different digital platforms including Zoom. I believe our staff now need more support and guidance than any other time.”—**Muhammad Imran, the Chief Finance Officer**



“During the Covid-19 outbreak, we realize the importance of alternative and innovative ways of reaching out to staff and faculty to keep them motivated and help them overcome this challenging time. We bring together our team members through digital platforms and encourage communication and cooperation to achieve our objectives. Every Tuesday, we organize a virtual Happy-Hour where all Academic Administrators, Faculty Members, Program Officers, and the Dean connect through ZOOM meeting, celebrate our achievements and enjoy our time together.

In addition, our faculty and staff members continuously participate in online professional development programs.”—**Sayed Abdul Moiz, Dean, Faculty of Economics**

“In the beginning, online education seemed very challenging with many obstacles in the way. However, with the support from the management and developing our IT infrastructure, the university successfully moved online. I feel proud to be part of the university that is pioneer in online education in the country while many others are still struggling with it. During this period of online education, I realize that our faculty and staff need more guidance and support. I listen to my staff, resolve their issues in a timely manner. I involve my staff in the faculty’s decision and value their feedback.

Although our online education is progressing quite well, there is always room for improvement. Realizing the strengths of our team, I believe we can face even greater challenges in the future.”

-Dr. Amirzada Ahmadzai, Dean, Faculty of Engineering & Technology

“Management is about building a friendly and conducive environment to achieve organizational objectives. It is not very much important where you are. What is important is that you create an environment where everyone can perform to their full potential. I empower my staff, give them the freedom to set their objectives and deliver the results without much supervision. This keeps my staff motivated.

Our faculty members are also proud that they are members of a prestigious organization that continues to support our student community despite the overwhelming challenges in the country.”— **Khwaja Jamshid Sediqi, Academic Administrator, LLB Program**



“Our faculty are happy that we making a meaningful contribution and are making an impact in the lives of our students. Online education offers a lot to learn for our individual faculty members and the university as a whole. Everyone is learning and experiencing new technology, new methods of teaching and engaging students. Our faculty are also motivated that they are part of the organization that is more resilient and supportive of their community.

In short, working for Kardan University means that you are the best in the country. We regularly seek ways to enhance communication with our faculty and keep them motivated. Happy Hour through Zoom meeting, for example, is one way to keep in touch with our staff and support them to overcome this challenging time.”

— **Qais Mohammadi, Academic Administrator - Economics Faculty**



“The online education is a wonderful initiative during the COVID-19 outbreak which has disrupted education system globally. Faculty members enjoy their online teaching services with close collaboration of the department.

I work with my team, value their inputs and involve them in key decisions related to teaching and learning. I believe communication is the key to effective management and team motivation.”—**Muhammad Anwar Asghari Diploma Program Coordinator**



"ما با بعد از بررسی سلاید ها، ویدیو ها و کار های خانگی محصلان به استادان خویش انگیزه می دهیم که کار های محصلان را به دقت بررسی کنند، کار های خانگی معیاری و مسلکی ارایه نمایند و تلاش کنند تا خلاقیت محصلان را بر انگیزند. از جانبی از استادانی که کار خویش را به گونه دقیق انجام می دهند در واتس اپ گروهها قدر دانی می نمایم و همیشه واتس اپ گروههای هر مضمون را در جریان تدریس همان روز بررسی می نمایم تا از رضایت محصلان مطمئن شویم و از کار انگیزشی استاد با خبر باشیم. پیگیری متواتر درس، نظارت از جریان تدریس، قدردانی از کارکرد های موثر استادان و تشویق استادان پر کار باعث می گردد که استادان ما بیشتر انگیزه یابند.

استادان و کارمندان دیپارتمنت ما در کار خودشان آزادند و مطابق برنامه ای که تنظیم شده است بدون دخالت های بی مورد به انجام امور مشغول اند، لذا احساس می کنند که دارای قدرت اداری، علمی و اصولی اند، زیرا ما به کار تیمی باورمند هستیم و مانند یک تیم قوی کار می کنیم.

اعضای هیات علمی یک احساس نیک، پیشرونده و همکار در روند تدریس آنلاین دارند و از هر حرکت مثبت و خلاق دیپارتمنت ها حمایت همه جانبه می نمایند که این احساس باعث می گردد روحیه کار در شرایط حساس و قرنطین در همکاران بالا باشد و همه به صورت آنلاین کار هایشان را به بهترین وجه انجام دهند، چنانچه شاهد هستیم که تا هنوز هیچ



گونه سکتگی در امور علمی مشاهده نشده است.

ما در قسمت راه اندازی فعالیت های خارج نصاب به برخی مشکل ها مواجه هستیم. از جمله وقتی بخواهیم یک کنفرانس صنفی یا علمی راه اندازی کنیم و مهمان ویژه ای داشته باشیم کمتر افرادی حاضر استند در این کنفرانس آنلاین سهم گیرند. اما راه حل این است که ما تعداد زیادی از افراد توانمند را جستجو کنیم و با آنها ارتباط برقرار کنیم تا بتوانیم به این مشکل نیز فایق ایمیم. "—میرمحمد صدیق زلیق، امر دیپارتمنت ژورنالزم و ارتباطات

Congratulations!

Kardan University congratulates three faculty members of the Economics Faculty on completing their Ph.D. course work. Mr. Irfanullah Khan completed his Ph.D. course work in Software Engineering from the Virtual University of Pakistan.

Mr. Shams Ul Hayat completed his Ph.D. course work in Human Resource Management from

Comsat University Islamabad and Mr. Mohammad Yousuf Alkozai in Islamic Studies (Hadith) from the Islamic International Islamabad. We wish them the best of luck on their doctoral dissertations.

Our Faculty of Economics had organized a virtual meeting in celebration of their achievements.



Irfanullah Khan



Shams Ul Hayat



Mohammad Yousuf Alkozay

Inspiration Through Continuous Learning

Professional growth of our staff is an integral part of our culture. Our staff share their learning experiences in the following way:

“Every day life brings us a chance to learn and improve our skills by facing new challenges and converting them into potential opportunities. For me, working from home during quarantine days was somehow challenging in the beginning, for I was new and did not have the experience to promote Kardan University’s Student blog.

It is a pleasure that I took a course on how to use Wordpress for advancing blogs through the LinkedIn Learning platform. This online course helped me learn new techniques and skills and do exciting things. I think it is great to take advantage of this opportunity by improving our knowledge and professional skills.”—**Muzhda Habib, Communication Staff**





“I have completed a course on Empathy Tips for Human Resource Professionals, which was very useful for me as an HR professional. I learned how empathizing makes people stronger and its benefits at the workplace.

I would like to thank Kardan University’s management for providing such a great learning platform for our employees.”

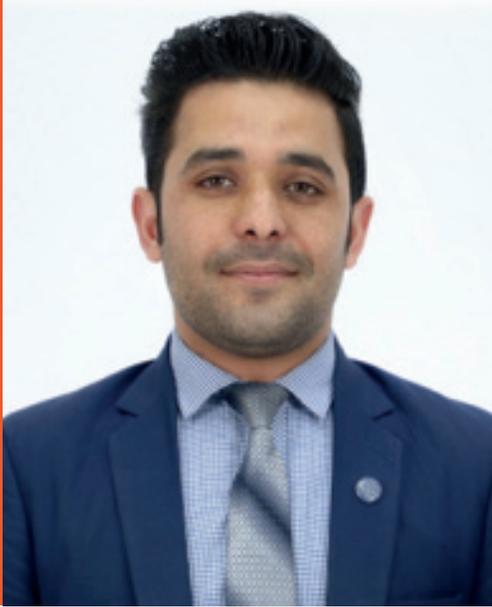
—Mohammad Ayaz Azimi, Human Resources Officer

“The COVID-19 outbreak presented a great opportunity to take online courses. First, I would like to thank Kardan University for providing such a learning platform. LinkedIn is one of the easiest and best ways to improve our professional skills and more.

I have taken many management and customer services courses, which helped on how to manage all administrative and academic activities professionally. I suggest my colleagues get the maximum advantage of this platform.”

**—Najibullah Ahmadi,
Program Officer, MBA**





“I took a course in Communication Foundations. I learned how to communicate better in a variety of professional situations, including meetings, email messages, and presentations. I learned to focus on people, messages, context, and effectively listening while communicating.

I recommend the same course to my colleagues at Kardan University.”—**Himatullah Masoudi, Executive Assistant to Registrar**

“I took a course on Cisco ASA Firewall this month. I learned how to configure ASA firewall (CLI) (ASDM), how to enable telnet and SSH on the ASA firewall security, failover, mode, and firewall policy.

It was a beneficial course. I am happy that LinkedIn offers technical courses, as well. Thanks to Kardan University!”—**Rokhan Ahmadzai, Information Technology Officer**



On-campus Training

Kardan University's Admission Information Office conducted a three-day comprehensive orientation program for the Admission Officers starting from 20 - 22 June 2020, which covered a range of essential topics aimed at preparing the admission team for the Fall 2020 Semester enrollment process.

Mr. Mohammad Mustafa Ayube, Admission Manager, delivered the training with a focus on enrollment processes, strategic enrollment approaches, target

achievement, future directions and active engagement with the audience over the phone and face-to-face communications.

The registration process for the fall 2020 Semester is now open. Interested applicants can register online or visit our Admission Office in Taimani and Parwan-e- Du campuses.



For Your Consideration

Most Popular Afghan Foods



Bolani (Perakai, Poraki,)

The Afghan bolani is a stuffed, pan-fried flatbread made with unleavened dough that is typically filled with a mixture of potato mash and various other ingredients such as spinach, spring onions, pumpkin, or even green or red lentils. In Afghanistan, bolani is not only a popular street snack, but it is also often prepared at home and usually served as a side dish.

It is traditionally enjoyed warm, accompanied by coriander chutney and a creamy, mint-flavored Afghan yogurt dip called chakkah.



Borani Banjan

This delicious Afghan vegetable dish is made with slices of fried eggplant that are simmered in an aromatic tomato sauce and served topped with a thick yogurt that is heavily seasoned with garlic and mint.

Even though Borani Banjan is often enjoyed on its own, when it is accompanied by Afghan naan flatbread, it also makes the perfect side dish to Kabuli lamb pilaf.



Mastawa

This traditional Afghan winter dish is made with chickpeas, short-grained rice, and salted, sun-dried mutton called lahndi, all simmered together in an aromatic broth flavored with onions, garlic, turmeric, coriander, and mint. Narenj or bitter orange peel and hot peppers are added towards the end of cooking, which makes this sticky rice dish particularly fragrant and quite spicy.

Mastawa can also be prepared with other types of dried meat like the Afghan gosht-e-qaqh, whereas the final touch comes from adding quroot, a type of Afghan cheese made from strained, salted, and dried yogurt - the one ingredient for which there are no proper substitutes.



Borani kadoo

The main ingredient in this Afghan dish are chunks of pumpkin or squash that are slowly braised in a flavorful combination of onions, garlic, coriander, ginger, turmeric, chili peppers, and tomatoes. Borani kadoo can be enjoyed as the main course or a side dish.

It is typically served garnished with garlic-spiked yogurt and naan bread on the side. The meal is usually consumed by scooping a mouthful with Afghan flatbreads, or it can be poured over white rice called challow.



Gosh-e-Fil

Gosh-e fil is an Afghan fried sweet pastry that is popularly nicknamed elephant's ear due to its shape. The main ingredients in the dough are flour, sugar, eggs, and milk, which, once it's kneaded and rested, is thinly rolled and only shortly fried in oil, about a few seconds on both sides.

An additional element of flavor and texture is added by sprinkling these crunchy pastries with icing sugar, powdered cardamom, and crushed pistachios, as well as the optional rose petals.



Haft Mewa

This Afghan dried fruit soup is traditionally prepared the evening before Naw Roz; the Afghan New Year celebrated on the first day of spring.

Haft Mewa literally translates to seven fruits and is made with green and red raisins, almonds, pistachios, walnuts, dried apricots, and oleaster berries, all soaked in either water or sweetened rosewater. In Afghanistan, to start off the New Year on a fresh and sweet note, the flavorful haft mewa is traditionally enjoyed for breakfast.

Reading Time

The Obstacle in Our Path (Opportunity)



In ancient times, a King had a boulder placed on a roadway. He then hid himself and watched to see if anyone would move the boulder out of the way. Some of the king's wealthiest merchants and courtiers came by and simply walked around it.

Many people loudly blamed the King for not keeping the roads clear, but none of them did anything about getting the stone out of the way.

A peasant then came along carrying a load of vegetables. Upon approaching the boulder, the peasant laid down his burden and tried to push the stone out of the road. After much pushing and straining, he finally succeeded. After the peasant went back to pick up his vegetables, he noticed a purse lying in the road where the boulder had been.

The purse contained many gold coins and a note from the King explaining that the gold was for the person who removed the boulder from the roadway.

Moral:

Every obstacle we come across in life gives us an opportunity to improve our circumstances, and whilst the lazy complain, the others are creating opportunities through their kind hearts, generosity, and willingness to get things done.



Reflections

“Kardan is another family for me in Afghanistan. It has been six years of my career with Kardan University and I feel fresh and energetic every day.

Organizational environment, University Leadership, Cross-cultural respect and many more things are unique here, which makes Kardan an astonishing organization in the country. I have many great experiences here.

The day I joined I was welcomed with open arms and open hearts. It was an unforgettable experience. This is a great and an amazing place to work for and give your talent, time and efforts. Brining

diversified people together and integrating them into the team is one of the greatest strengths of Kardan University. As part of this family, one always feels special and important.

And special thanks to the management for going above and beyond to motivate their faculty and staff!”

Dr. Pramod Matolia

Assistant Professor, School of Graduate Studies



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