



پوهنتون کاردان  
KARDAN UNIVERSITY

# INSPIRE

The Monthly Employee Newsletter

July 2020



Team Spotlight

The Art of Giving Feedback

Sustainable Development  
Champion

## Employee Of The Month

**Muzhda Habib**

Communications Officer

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# Birthday Wishes

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



**Amena Issa**

August 5



**Mohammad Naim Dahee**

August 6



**Matiuallah Aryanpor**

August 8



**Faridullah Ahmadzai**

August 10



**Fawad Sediqi**

August 11



**Fariha Haidary**

August 12



**Mohammad Amin Hakimi**

August 17



**Murtaza Masud Niazi**

August 23



**Sadeq Zazai**

August 24

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# Congratulations!



Ms. Muska Telyar welcomes a baby son Mohammad Yaseen to her family on July 3, 2020. We offer our best wishes to Muska and her family on this happy occasion. Congratulations!

Azra Semra, daughter of Marwa Asheeq, is crawling and playing. Best wishes!



# Kardan University's All Staff & Faculty Virtual Meeting

Kardan University's leadership briefed staff and faculty via second virtual meeting on July 18 on the University's key achievements and progress across different units and departments.

## Office of Vice Chancellor Academics

### Key Achievements

- The delivery of 8000+ live online teaching sessions by Kardan University's faculty
- Accreditation of the MBA Program by the International Accreditation Council for Business Education (IACBE)
- Deliver 50+ online student professional development programs, virtual moot court, and IT and engineering lab sessions
- Publication of two research journals including a special issue dedicated to the COVID-19
- Organizing virtual thesis defense program
- Online professional development programs of faculty
- Internal Quality Assurance Review of three faculties
- Launch of newly revamped Learning Management System (LMS) in support of our online education

## Office of Chief Operating Officer

### Key Achievements

- First virtual job Fair and Online 40 Under 40 Events to recognize Kardan University's students and alumni with leadership potential and impact in the community
- Employee Handbook
- University-wide quality assessment and improvement programs to deliver superior administrative and information technology services to the university community
- Administrative, IT and logistical support to Kardan University's online education
- Fall 2020 campus reopening strategies and plans and development of policies and procedures
- Establishing the Office of Sustainability aimed at positioning Kardan University among the world's leading universities
- Fall 2020 enrollment and designing innovative student engagement programs
- Supporting Kardan University's Strategic Planning Process (2021-2025) is one of the most important priorities for the Chief Operating Officer



# KARDAN UNIVERSITY

SCHOOL OF GRADUATE STUDIES



## Office of Chief Strategy and Growth Officer

### Key Achievements

- Progress on Kardan University's own campus development
- The launch of Kardan University's optimization Initiative, which is an assessment of the existing resources and infrastructure to generate additional value through investment in our people, system, and enhanced services to our stakeholders
- Kardan University's Center of Excellence is the third important strategic priority of this office that will build on the University's existing resources and excellence to advance higher education development across the country

## Office of Registrar

### Key Achievements

- Enhanced relations with Ministry of Higher Education and award of 4000 degrees to Kardan University's students
- Completion of 150 credentials for graduate and undergraduate program
- 50+ online query solution and launch of two new academic programs
- The Office of Registrar will focus on developing an online application system for credentials and a complete student query tracking system through Kardan University's Management Information System

## Office of Chief Finance Officer

### Key Achievements

- Closing of the financial year 2019
- Completion of internal and external audits and submission of Izhar Nama
- Renewal of Kardan license
- Availing overdraft facility from Azizi Bank
- Processing TIN for all staff and faculty, payment of salaries through bank
- Budgeting and financial analysis in support of the University's most important projects including the online education

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# Employee of the Month

**We are pleased to announce Ms. Muzhda Habib, as our Employee of the Month for July 2020.**

Muzhda is a hardworking and dedicated employee of the Communications Department of Kardan University.

Muzhda joined Kardan University as an intern and has been recently promoted as Communications Officer. As a student of Journalism and Communications at Kardan University, she is a true ambassador for our student community.

Working closely with the team, she is involved in content development, video production and Kardan University student blog management.

“Ms. Muzhda is a passionate, energetic and hardworking employee in our team. Her ideas and suggestions have been valuable to our work”, **said Jebrael Amin, Communications & Marketing Specialist.**

We congratulate her on this achievement and wish her the best of luck on future endeavors.



**Muzhda Habib**  
Communications Officer

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## Team Spotlight

Kardan University recognizes the dedication, hard work, and contribution of our Communications Team, who worked across the University's campuses to support and promote the University's programs and services in the most critical time.

Our Communications Team's creativity and innovation in design, production, and content have significantly improved the quality of

communications services and has helped increase student engagement on social media, student blog, and websites.

Generating quality content on the website, promoting academic seminars, photography, video and documentary production, enrollment promotion, and managing social media platforms are some of the major tasks the team executes on a regular basis.

**Our Communications Team design and deliver creative content and stories to our national and international audience.**





# Sayed Gheyasuddin Saadat Awarded as Sustainable Development Champion

We are proud to share that Sayed Gheyasuddin Saadat, our lecturer for MBA Program, has been awarded the Afghanistan Sustainable Development Champion Medal by the United Nations Institute for Training and Research (UNITAR) for his efforts as Humanitarian Affairs Peace Advocate.

The United Nations Sustainable Development Goals (SDGs) represent a 2030 global plan of action which aims to eradicate poverty in all its forms and

drives sustainable development in its three main dimensions – economic, social and environmental.

Sustainable Development Champion Awards are given to individuals from all walks of life who put sustainable development at the center of their activities and significantly contribute to Sustainable Development Goals of United Nations.

We wish him all the best in his future endeavors!



# Inspiration through Continuous Learning

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



"I took two courses through the LinkedIn video learning program last month: 1. Quality Standards in Customer Service 2. Communication Tips Quality Standards in Customer Services. Through these courses, I have learned how to motivate and engage my team, improve the customer service skills of the IT team, and communicate effectively in a professional environment. I think LinkedIn is a great learning platform for our teams"—**Mirwais Jalil, Information Technology Manager**



"Learning and innovation go hand in hand. The arrogance of success is to think that what you did yesterday will be sufficient for tomorrow. I took a LinkedIn course on time management, which helped me learn new techniques and skills to stay on top of my tasks and get more work done. It was a beneficial course, and I recommend it to my other colleagues. Thanks to Kardan University for investing in our professional development."—**Tamim Yaqoubi, IT Assistant**



"Learning is more important today than ever before. LinkedIn video learning courses at Kardan University is a unique opportunity for me to enhance my skills—and find resilience in the middle of unprecedented change. I had the opportunity to take online procurements courses during the past few months on procurement foundations, including contract types, procurement research, procurement solicitation, negotiation, award management, and filing. I enjoyed these courses."—**Laila Naseh, Procurement Specialist**

# Research Excellence



"I am pleased to share with you my recent paper that has been published in a SCOPUS Indexed Q3 journal. My research is on Teaching in a Student-Centered World published in Vol. 12, Issue-06, 2020 of Journal of Advanced Research in Dynamical and Control System (JARDCS)."

<https://www.scopus.com/sourceid/20500195215>

**-Dr. Sayed Abdul Moiz, Dean Faculty of Economics**



"I am proud to share that my recent research paper on "Analysis of the Objectives of the Prophetic Hijrah" has been evaluated and accepted by the Symposium Scientific Committee. It has accepted for presentation at UDEF 6th International Symposium, which will be held at Sakarya University (Turkey) between September 16-17, 2020."

**—Zahid Jalaly, Academic Administrator and Lecturer for Political Science and International Relations**



"My article on "Export Competitiveness of Afghanistan with Pakistan: An Economic Evaluation" with co-author Dr. Nassir Ul Haq Wani has been published in the Kardan Journal of Economics & Management Sciences (KJEMS). You can find my paper through the following links."

[https://kardan.edu.af/Research/kardan\\_journal\\_of\\_social\\_science\\_and\\_humanities.aspx](https://kardan.edu.af/Research/kardan_journal_of_social_science_and_humanities.aspx)

**—Elyas Naseri, Assistant to Coordinator of Research & Development**



"I am pleased to share that my research paper titled,"Electoral Systems in a Divided Society: The Case of Afghanistan", has been published in Kardan Journal of Social Sciences and Humanities. I am happy to be part of the team where learning never stops."

<https://kardan.edu.af/Research/journal.aspx?j=KJSSH&id=1099>**—Eqbal Nahzat, Student Involvement and Events Officer**

# Faculty Perspectives



"I feel happy to have helped our students with practical work through the Engineering Lab of Kardan University. During COVID-19, we managed to have four practical work sessions at Kardan University while considering the health and safety measures. We helped students visit the Engineering Lab in separate small groups.

Students learned surveying techniques, the science of determining the terrestrial or three-dimensional position of points, distances, and angles between them.

I am proud to be part of the team who never stops teaching and go through many odds to ensure student learning."

**Dr. Rustam Hafizyar, Lecturer for Civil Engineering**



"As the University decided to move online, there was a widespread perception among our faculty and student community that engineering can not be taught online. At the outset, we faced resistance and complaints against our online education. With the hard work, dedication and commitment, we proved that the Department of Civil Engineering, like other programs of Kardan University, can deliver quality education.

We provided online education through digital platforms, including Kardan LMS, Zoom, video links, reference books, practical work opportunities for our students. The Faculty of Engineering Department has received very positive and encouraging feedback from our students."

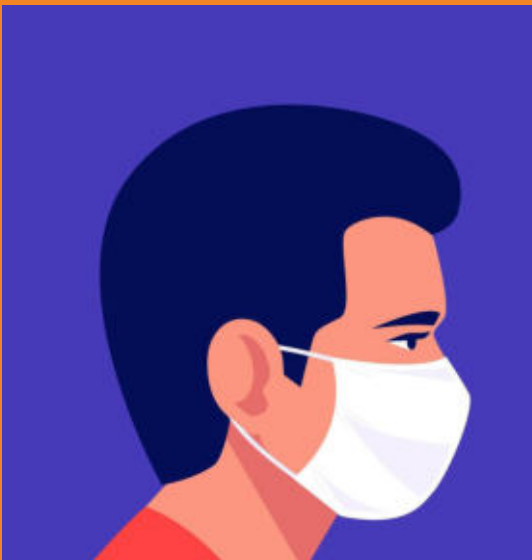
**Gul Rahman Abdulrahimzai, Academic Administrator for Bachelor's of Civil Engineering**

# Back to Work

As the countdown to campus reopening begins, and we start thinking of returning to work after an extended period of teleworking, many of us share the feeling of excitement about their teams and the work environment. Your safety and health is our number one priority, and we as a community will make every effort to take care of each other.

Here are our operating guidelines:

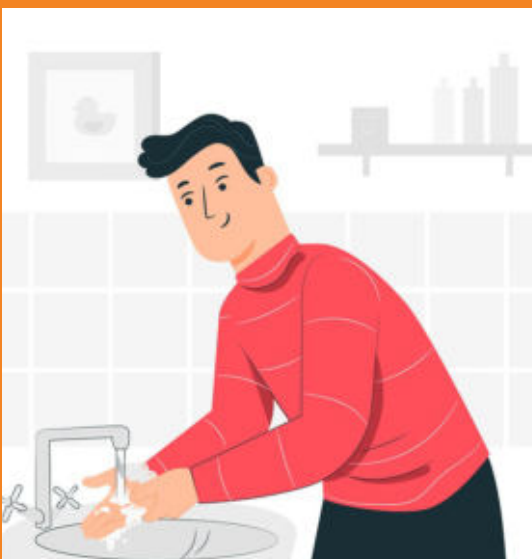
We mandate wearing facemasks on the campus



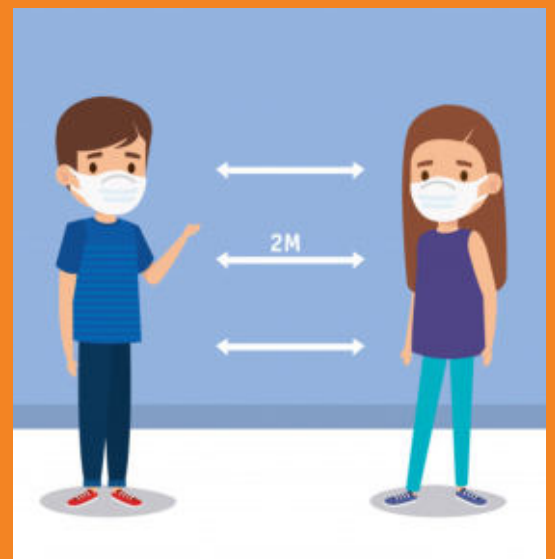
We check employees' temperatures upon arriving at work



We advise handwashing hands at the entrances



We require maintaining physical distancing of a minimum 1 meter at work



We discourage handshaking at work



We find alternative ways of meeting to reduce person-to-person contact



We regularly disinfect our facilities and offices



# IT Department and BCS Faculty Review Kardan University's IT System & Facilities

Kardan University's Information Technology Department is conducting a systematic assessment of the IT services across the university's campuses. The purpose of the assessment is to help identify key challenges, gaps, and opportunities for improving our IT services.



Review of IT System and Infrastructure



Discussions of IT Department with Computer Science faculty to identify key issues and develop solutions



# Key Initiatives and Events at Kardan Residence

Mr. Omid Khaksar, Administrative and Security Supervisor and the team continues to renovate Kardan residence and facilities for our faculty and staff.



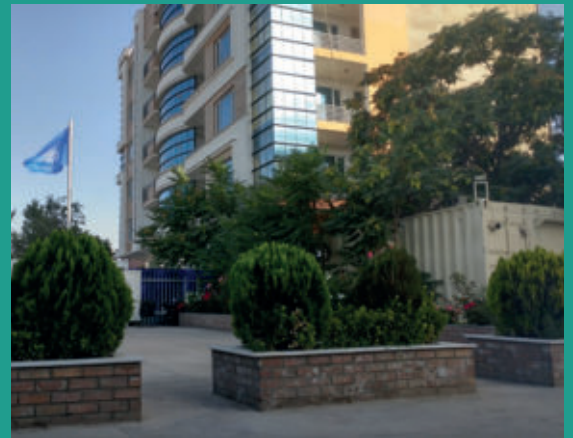
Residence hallway decorated with flowers and greenery



Gym facility renovated with new equipment



Entrance of the residence redesigned and new security cameras installed



Kardan flag flies high giving us a message of resilience and steadfastness even in the most difficult times

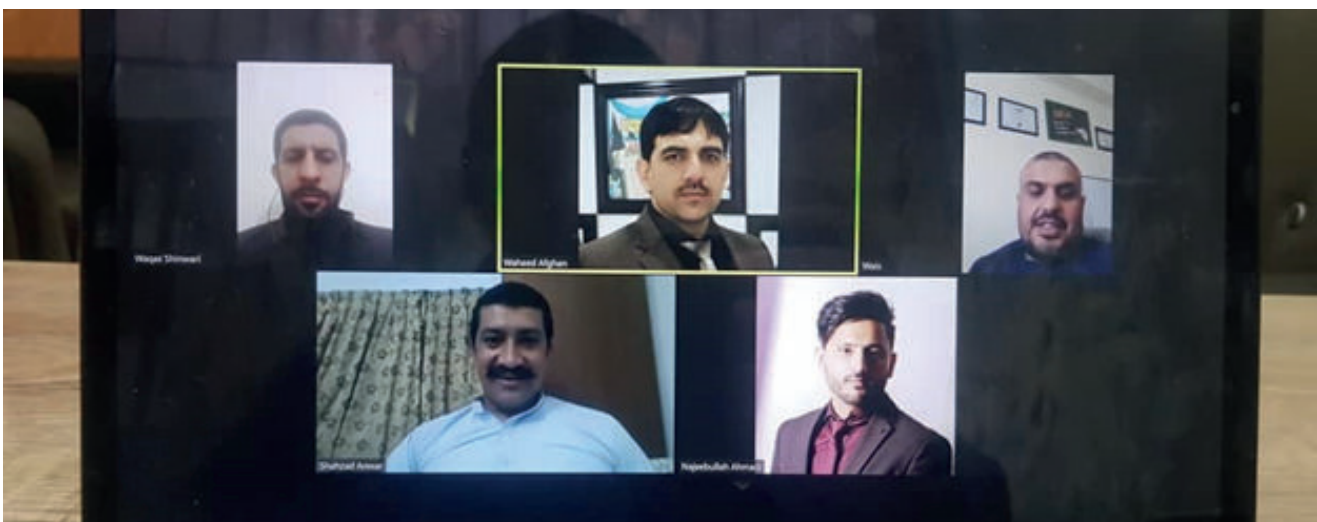
# Virtual Meetings to Achieve Quality Assurance Standards

Our Quality Assurance and Accreditation Coordinator, Waheedullah Afghan continues to push quality assurance agenda through a virtual meeting with Deans and Faculty Administrators at Kardan University.



Mr. Wais Wahab holds virtual meeting with Quality Assurance Committee of MBA Program to review Quality Assurance Standards across the discipline in collaboration with Waheedullah Afghan, the Quality Assurance and Accreditation Coordinator.

Thanks to the Waqas Khan, Shahzad Anwar and Najeebullah Ahmadi for their continuing efforts and contribution.



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# Eid Celebration at Kardan University

Our international faculty celebrate Eid Ul Adha at Kardan University's residence alongside their wonderful colleagues. Best wishes!



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# The Art of Constructive Feedback

Unlocking the art of constructive feedback is the target of experts from diverse disciplines.

Organizations, large and small, endeavor to create the conditions where people from different backgrounds and levels of the organization are encouraged to be part of the feedback loop.

Development practitioners often give primacy to participatory approaches in their interventions, which is again based on soliciting and hearing from the recipients and beneficiaries of development interventions.

With the penetration of technology into our work, social, and personal domains, we experience being in the receiving end of feedback or find ourselves in the position of giving feedback with much more ease. How to leverage the ease of providing feedback to providing constructive feedback to your colleagues, friends, and family?

The issue of feedback strikes at the heart of how people interact with each other in different settings. In some ways, the essence of the modern 'social contract' is premised on people working amicably, especially during differences of opinion. While these interactions



**Roohullah Rahimi**

Chief Strategy & Growth Officer

have their unique contexts, these interactions result in a plethora of implications for our social and professional conduct.

Acquiring the skills to be part of a positive feedback loop becomes a critical success factor that directly impacts professional and personal performance for individuals and progress or regression for organizations.

One of the impressive features of Kardan University is the consistent maintenance of constructive feedback loops within the management of the University among staff and in our relationship with our student body.

I have been particularly impressed by the consensus-building processes at the University; the urge to solicit feedback and participation emanates not from any perceived shortcomings; it is the result of a deliberate and calculated management culture that places the right people in the right positions and then empowers them.

Activating and maintaining constructive feedback loops is an essential element of empowering employees.

It is an integral part of the duty of every one of us at Kardan University to participate in the feedback processes instituted at the University. Positive participation in such processes is vital to our continuous improvement ethos that

we would like to maintain at the University. I encourage colleagues to reflect on the feedback processes that you are part of, be it within our staff community, or be it in our interactions with our student community to see how you strengthen these processes by constructively contributing to them. Here are some tried and tested techniques for the next time you find yourself giving feedback or rebuttals:

1. First and foremost, treat the occasion and the people involved with respect before expressing your feedback;
2. If you find yourself in disagreement, one technique is to separate the person from the problem;
3. Listen carefully to understand their point of view, and articulate their position eloquently;
4. List the points on which you agree with, before expressing disagreements;
5. Most importantly, criticize with kindness, for instance, mention what you have learned during the process before offering a rebuttal.



# For Your Consideration

## **Stupa of Takht-e Rostam**

*Aybak, Afghanistan*

Highly unusual subterranean stupa and adjacent cave monastery.

The Stupa of Takht-e Rostam in Samangan Province is arguably Afghanistan's most impressive pre-Islamic site. Unlike other stupas, Takht-e Rostam has not been mounted above ground, but it has been carved into the ground, in a style that resembles the monolithic churches of Ethiopia.

At the top of the stupa is a stone-carved Harmika building, which once held relics of the Buddha. The trench surrounding the stupa is around eight meters deep. A path leads down to the bottom of the trench, where Buddhist monks once clockwise circumnavigated the stupa. Carved inside the outer walls of the trench is a Buddhist monastery with five individual caves and several monastic cells for meditation. Small holes in the roofs allow a little daylight to enter the caves, creating a peaceful



atmosphere of twilight. The cave monastery is lacking any decorative elements but is impressive for its sheer engineering feat.

The Afghan name Takht-e Rostam (Throne of Rostam) refers to a legendary figure in Persian culture. After the Islamization of Afghanistan, when the knowledge of the original purpose of the stupa became lost, the site became known as the place where Rostam supposedly married his bride Tahmina.



**Band-e Amir Lakes**  
*Yakawlang, Afghanistan*

The lakes of Band-e Amir are an incredibly stunning sight. Six deep blue lakes suddenly appear like sparkling jewels in the middle of the barren grey wasteland of Central Afghanistan that stretches as far the eye can see. The lakes' waters are composed of a high mineral content, which is responsible for the deep blue colour of the lakes.

Travertine walls between and around the lakes have created natural dams that store the rainwater, which flows from the cracks and fissures of the surrounding rocks. Around the shore of the lake Band-e Haibat the travertine walls reach a height of twelve meters, creating an otherworldly effect of some sort of natural infinity pool. The overspilling water of the lake creates small waterfalls along the outer rim of the travertine walls.

According to local legend, the lakes were formed as the result of a series of miracles performed by Ali, son-in-law of the Prophet Mohammed, which left the local king so amazed that he immediately decided to convert to Islam. A shrine to honor Ali's miraculous works stands on the shore of one of the lakes.

If one day the tourism industry in Afghanistan gets going, the Band-e Amir lakes are likely to become the country's prime tourist attraction. Even today, the lakes are a favorite destination for day trips, and they exude an often joyful and almost festive atmosphere.

This atmosphere at the lakes is a unique reminder of the days when Afghanistan was firmly placed on the tourist map, as the country was part of the famous Hippie Trail from Istanbul to Northern India.

## Site of the Bamiyan Buddhas

*Bamiyan, Afghanistan*

### Monumental statues of Gautama Buddha.

Statues of Gautama Buddha carved into the side of a cliff in the Bamiyan valley in the Hazarajat region of central Afghanistan, 230 kilometres (140 mi) northwest of Kabul.

Since their creation in the 6th century, the Bamiyan Buddhas have been the largest Buddha statues west of China, and rose majestically out of the otherwise featureless plains of Central Afghanistan.

There were two main statues, 53 and 35 meters high respectively, that portrayed a Vairocana Buddha and a Shakyamuni Buddha.

A number of smaller Buddha statues adorned the surrounding area. Surrounding the statues



were also several undecorated monastic cells, which had been, just as the Giant Buddhas, hewn into the cliffs.

The statues were blown up and destroyed in March 2001 by the Taliban, on orders from their leader Mullah Mohammed Omar, International and local opinion strongly condemned the destruction of the Buddhas.

The 300-meter-long Buddha was mentioned by a Chinese monk in the 7th century, and given his detailed description of the two standing Buddhas, historians did not entirely dismiss his remarks on the third.

If this statue truly existed and was rediscovered, it would be by far the largest Buddha statue in the world.



## Blue Mosque

*Mazari Sharif, Afghanistan*

### Magnificent blue mosque in Mazar-i-Sharif is surrounded by thousands of white doves

The Blue Mosque has been described as an oasis for peace, and it really does seem like it, considering the thousands of white doves surrounding the mosque.

The doves flock on the trees, the roof, and the sidewalks. Legend has it the mosque is so sacred that any dove with a speck of color on its feathers will instantly become pure white after entering the mosque's vicinity.

Sultan Husayn Mizra rebuilt the Shrine of Ali in an even grander fashion, in the form of a giant blue mosque which still exists to this day.

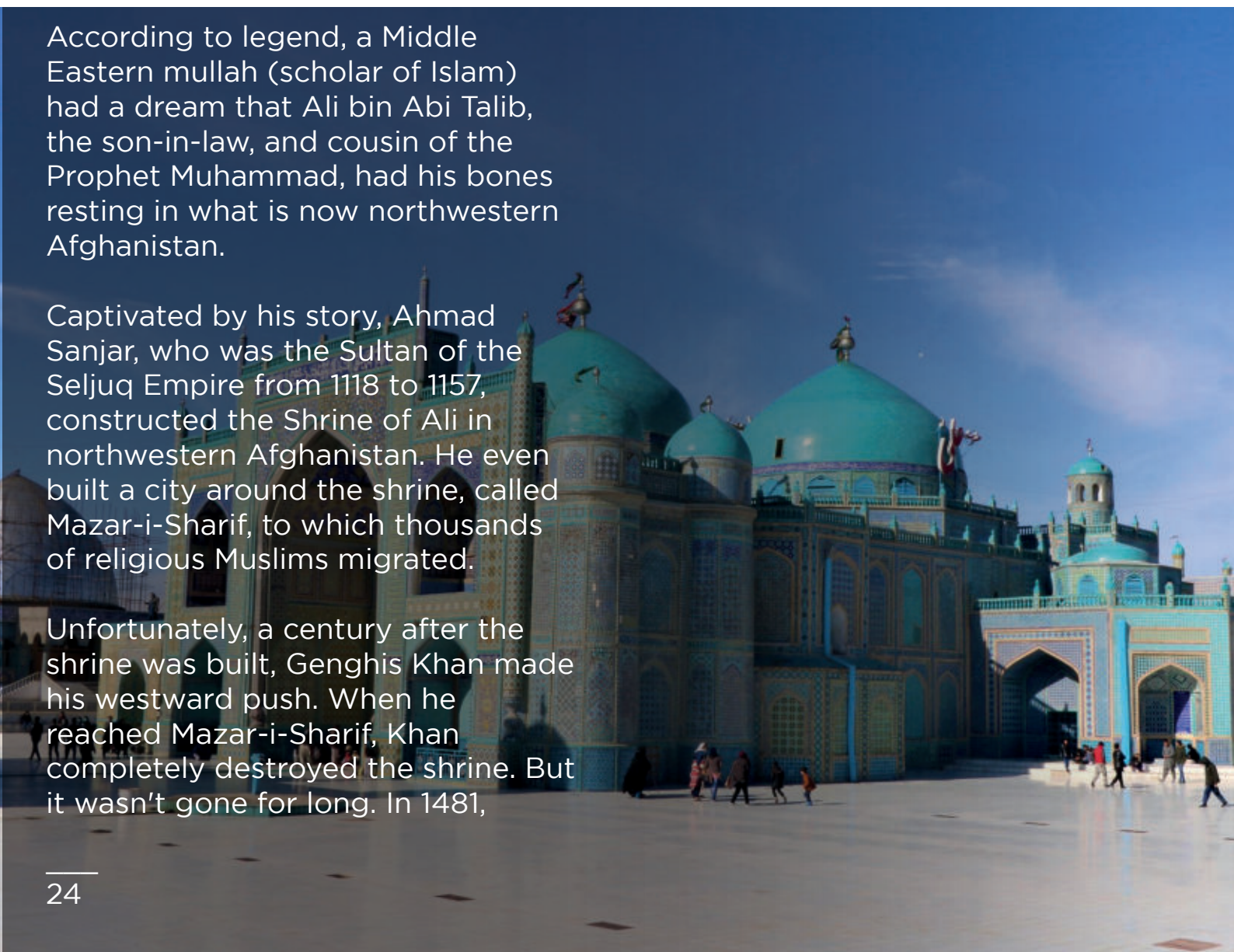
When you look at it, the structure appears to be floating, a trick of Islamic architecture, which uses intricately painted clay tiles. The tiles constantly need to be replaced — two square feet every day — from exposure to the natural elements and because pilgrims often steal the corners of certain tiles as religious mementos.

The Blue Mosque offers a tranquil escape from the hustle and bustle of Mazar-i-Sharif's streets and bazaars. It is consistently quiet, except for when the muezzin makes one of the daily calls for prayer.

According to legend, a Middle Eastern mullah (scholar of Islam) had a dream that Ali bin Abi Talib, the son-in-law, and cousin of the Prophet Muhammad, had his bones resting in what is now northwestern Afghanistan.

Captivated by his story, Ahmad Sanjar, who was the Sultan of the Seljuq Empire from 1118 to 1157, constructed the Shrine of Ali in northwestern Afghanistan. He even built a city around the shrine, called Mazar-i-Sharif, to which thousands of religious Muslims migrated.

Unfortunately, a century after the shrine was built, Genghis Khan made his westward push. When he reached Mazar-i-Sharif, Khan completely destroyed the shrine. But it wasn't gone for long. In 1481,



# The Wise Man

People have been coming to the wise man, complaining about the same problems every time. One day he told them a joke, and everyone roared in laughter.

After a couple of minutes, he told them the same joke, and only a few of them smiled.

When he told the same joke for the third time, no one laughed anymore.

**The wise man smiled and said:**

"You can't laugh at the same joke over and over. So why are you always crying about the same problem?"

**Moral of the story:**

Worrying won't solve your problems; it'll just waste your time and energy.



## Reflections



“Kardan University has developed a congenial environment for teaching, learning and working where everyone flourishes and achieves their career aspirations.

As I joined the University, I was highly inspired by the cooperative spirit and friendly behavior of our staff and faculty. As the Studio Incharge for Journalism and Communications Department of Kardan University, I can confidently say that we have a well-equipped TV and Radio station for our students where they gain hands-on experience of a professional environment.

It is a matter of profound pleasure to be part of a great team and helping students achieve their career goals.”

**Ajmal Ghafoori**

Kardan Studio Incharge



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