



پوهنتون کاردان  
KARDAN UNIVERSITY

**Shahzad Anwar**  
EMPLOYEE OF THE MONTH

# INSPIRE

The Monthly Employee Newsletter

48th Issue  
November 2024

**01**

Birthday Wishes

**03**

New Employees' Introduction

**05**

Employee of the Month

**07**

Achievements

**09**

Time to read

**02**

Wedding Parties

**04**

Promotion

**06**

Inspiration through  
Continuous Learning

**08**

University News

**10**

Group Photos

**TABLE OF CONTENTS**

# Birthday Wishes

Kardan University wishes the warmest happy birthdays to the dearest members of our team celebrating their birthdays in **November and December 2024**.



**Sarbajeet  
Mukherjee**



**Zabihullah Dalil Shinwari**



**Muheburahman  
Rahmany**



**Abdullah Emran**



**Hamidullah Amiri**



**Rozal Akbari**





**Sayed Hashmat**



**Omid Khaksar**



**Ahmad Siyar  
Rashed**



**Saeed Gul**



**Ahmad Shoaib  
Darwish**



**Shabeer Ahmad  
Lal**



**Suliman  
Mohammadi**



**Mohammad Asef  
Najibi**



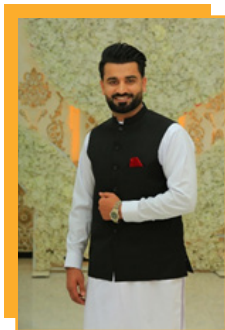
**Mohammad Iqbal  
Ahmadi**



**Ahmad Shah  
Safi**

# Wedding Parties

**Mr. Maiwand Niazi**, Officer, Scholarship and Financial Aid.



**Mr. Sayed Mir Shah Miakhail**, Lecturer English Department.



# New Employees' Introduction



We are pleased to announce that **Dr. Ahsanullah Yunas Mahmoud** has joined Kardan University as Assistant Professor in the Faculty, of Computer Science. Mr. Mahmoud holds a Ph.D. in computer science from University of Bradford UK. He brings with him years of experience working in International universities. His extensive knowledge and experience will be a valuable asset to our academic community. We warmly welcome him to the Kardan Family and wish him great success during his tenure at Kardan University. If you would like to connect with Dr. Mahmoud, please do not hesitate to contact him directly via email at **[a.yunas@kardan.edu.af](mailto:a.yunas@kardan.edu.af)**.

**Dr. Ahsanullah Yunas Mahmoud**  
Assistant Professor, Faculty of Computer Science





It is with great pleasure to announce that **Mr. Mirwais Shirzad** has joined Kardan University as Lecturer, Faculty of Computer Science. Mr. Shirzad holds MS degree in Computer Science and brings with him over fourteen years of extensive experience from private universities and organizations, making him a valuable addition to our faculty. Please join us in welcoming Mr. Shirzad to the Kardan Family and in wishing him all the best as he embarks on this new journey with us. He can be contacted via email at [m.shirzad@kardan.edu.af](mailto:m.shirzad@kardan.edu.af).

**Mr. Mirwais Shirzad**

Lecturer, Faculty of Computer Science





We are delighted to announce that **Mr. Hekmat Yar Zahir** has joined Kardan University as Lecturer, Faculty of Computer Science. Mr. Zahir holds a Master's degree in Computer Science from Abasyn University of Pakistan. He brings with him years of teaching experience from private universities in Afghanistan. His academic background and teaching expertise make him a valuable addition to our team. We are excited to welcome Mr. Zahir to the Kardan Family and look forward to his contributions to the Department of Computer Science. Please join us in extending a warm welcome to him! You may contact him via **[h.zahir@kardan.edu.af](mailto:h.zahir@kardan.edu.af)**.

**Mr. Hekmat Yar Zahir**  
Lecturer, Faculty of Computer Science





We are excited to welcome **Mr. Sanaulhaq Quraishi** who has joined Kardan University as the Executive Assistant to Chancellor. He completed his MSc in Agronomy and brings years of experience with him. Mr. Quraishi's expertise and dedication to fostering a rich learning environment make him a valuable addition to our team. He is a great addition to the Kardan Family, and we look forward to his positive impact on our university. Please join us in welcoming him to Kardan University. You can reach out to him via email at [s.quraishi@kardan.edu.af](mailto:s.quraishi@kardan.edu.af) or through **VoIP 801**.

We are delighted to announce that Mr. **Mohammad Azeem Ahadi** has recently joined Kardan University as the Executive Assistant to the Vice Chancellor Academics. With years of experience from private organizations, Mr. Ahadi's expertise will greatly support our academic initiatives and enhance the efficiency of our educational operations. His extensive knowledge and skills will be instrumental in advancing our academic mission and supporting the Vice Chancellor in achieving strategic goals. We extend our warm wishes to Mr. Ahadi and are excited to have him as part of our Kardan Family. Please join us in welcoming him to our team! Should you have any questions or require assistance, please do not hesitate to reach out to him directly via [a.ahadi@kardan.edu.af](mailto:a.ahadi@kardan.edu.af) and **VoIP 822**.



We are delighted to welcome **Mr. Attaullah Stanikzai**, who recently joined Kardan University as Result Verification Officer. Mr. Stanikzai brings with him years of experience from private organizations. His fresh perspectives and enthusiasm will surely be an asset to the registrar's office. We are excited to have him on board and look forward to the positive contributions he will make. You can contact Mr. Stanikzai directly via [a.stanikzai@kardan.edu.af](mailto:a.stanikzai@kardan.edu.af)



Once again, please join us in warmly welcoming our new colleagues to the Kardan Family and wishing them the best of luck in their new roles.

# Promotion

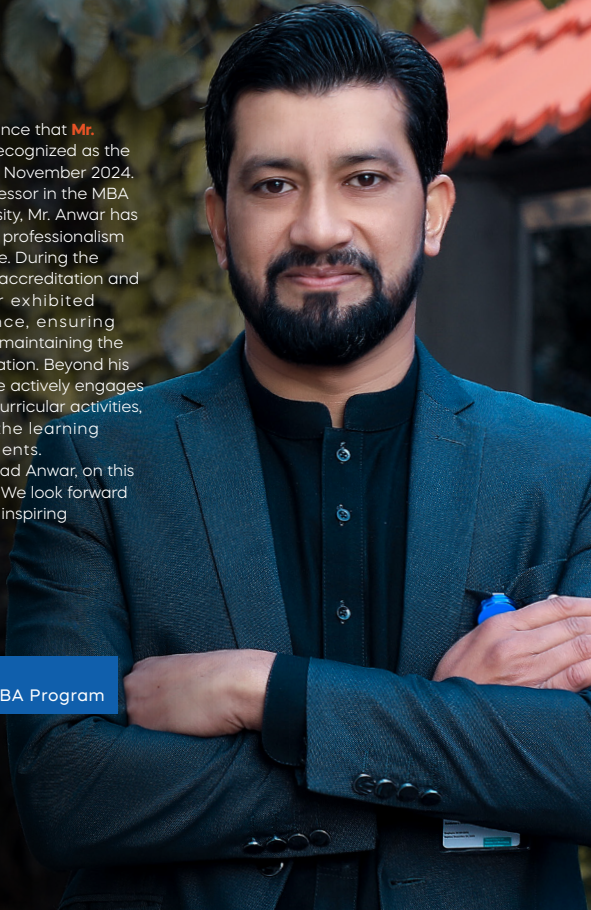
We are pleased to announce the promotion of **Mr. Jamshid Barakzai** from his previous job to the Result Verification Officer at Kardan University. In his new role as Result Verification Officer, Mr. Barakzai will support the registrar team by ensuring accuracy and integrity in our results verification processes. We are confident that his diligence and positive attitude will make valuable contributions to our department's continued success. Please join us in congratulating **Mr. Jamshid Barakzai** on this well-deserved promotion and in wishing him every success in his new role.



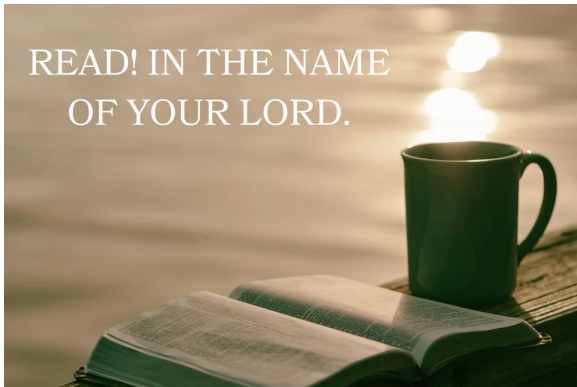
# Employee of the Month

We are delighted to announce that **Mr. Shahzad Anwar** has been recognized as the Employee of the Month for November 2024. A dedicated Assistant Professor in the MBA program at Kardan University, Mr. Anwar has demonstrated exceptional professionalism and commitment to his role. During the recent business programs accreditation and examination, Mr. Anwar exhibited outstanding performance, ensuring academic excellence and maintaining the highest standards of education. Beyond his teaching responsibilities, he actively engages in co-curricular and extracurricular activities, significantly enhancing the learning experience for MBA students. Congratulations, Mr. Shahzad Anwar, on this well-deserved recognition! We look forward to witnessing more of your inspiring contributions.

**Mr. Shahzad Anwar**  
Assistant Professor, MBA Program



## Inspirational Quotes



**“Seek knowledge from the cradle to the grave.”**

Prophet Muhammad (peace be upon him)

**“He who seeks knowledge,  
Allah will make his path to Paradise easy.”**

Prophet Muhammad (peace be upon him)

# Inspiration through Continuous Learning

## Mirwais Jalil

I am pleased to share that I have completed the Cybersecurity in the Age of Digital Transformation course, which has equipped me with advanced skills that are both relevant to and beneficial for our organization.

The course covered essential areas such as identifying and managing emerging cyber threats, implementing effective risk management frameworks, and enhancing incident response and recovery techniques. These skills will support our ongoing efforts to protect our digital assets, ensure compliance, and foster secure innovation as we continue our digital transformation journey.



## Suliman Mohammadi

Completing the LinkedIn Recruiter: AI-Powered Talent Acquisition course has provided me with advanced tools to streamline and enhance our recruitment processes at Kardan University. By leveraging AI-driven insights, I can now identify top talent more efficiently, match candidates to roles with greater precision, and reduce time-to-hire. This training enabled me to support our teams with more data-informed hiring decisions, ultimately helping Kardan University attract and retain high-caliber professionals who align with our mission and values.



# LinkedIn Recruiter: AI-Powered Talent Acquisition

Course completed by Suliman Mohammadi  
Nov 05, 2024 at 06:05AM UTC · 30 minutes

Top skills covered

Artificial Intelligence for Business

LinkedIn Recruiter

*Dan Rodnitzky*  
Head of Global Content, Learning

Certificate ID: 440b346e096125148d708bc17e7a30cae73e0943ada28b6365b0f7f4574727



## Employee Reflection



I extend my heartfelt gratitude to Kardan University, one of the best institutions, for the opportunities and support it has provided me in my professional journey. This university has consistently stood by its employees, offering unwavering support in all aspects of our growth—culturally, socially, and financially. Kardan University has fostered an environment of continuous improvement, empowering its staff to achieve greater success. I completed the DEL program. I started my bachelor in technology. Following my success in the Fall 2024 Kankor Exam, I was honored to gain admission to Kardan University's Bachelor of Computer Science (BCS) program. I am deeply grateful to Kardan University's leadership for providing its employees with such incredible opportunities.

**Mr. Jamshid Barakzai**  
Result Verification Officer

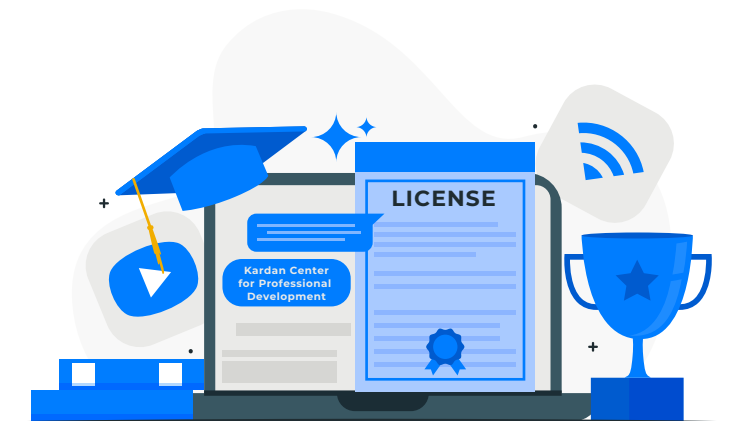


# Achievements

Kardan University Launches the Kardan Center for Professional Development

We are delighted to announce the official launch of the Kardan Center for Professional Development, a new milestone in our mission to empower individuals through education and skill-building. With its recent licensing, the center is poised to offer a variety of short-term courses tailored to equip learners with practical and in-demand skills.

Our initial programs include courses such as SPSS, Kankor Preparation Classes, and a range of English language and computer-related programs designed to address the diverse needs of our community. This initiative reflects Kardan University's unwavering commitment to fostering professional growth and preparing learners to thrive in an ever-evolving world. Stay tuned for updates on course offerings and enrollment details!




## Muhammad Tahir

Assistant Professor, BCS

Kardan University's Department of Research and Development (DRD) is pleased to announce the publication of a research paper by one of its faculty members in the prestigious international journal IEEE Access (Scopus-indexed). We congratulate Mr. Muhammad Tahir on his achievement and wish him more success in his future endeavors.

The research paper can be accessed at:

<https://doi.org/10.1109/ACCESS.2024.3434651>

  
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KARDAN UNIVERSITY  
@kardan.edu.af

Mr. Muhammad Tahir  
Assistant Professor, BCS

Paper Title  
**3D Dynamic Topology with  
Energy-Aware Forwarding  
in Underwater Acoustic  
Networks (MAEARS)**

Journal:  
IEEE Access

29 July 2024

Date of  
Publication

## Inspirational Quotes

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Do not show lethargy  
or negligence in giving  
alms and charity till your  
last breath.

Prophet Muhammad  
(صلى الله عليه وسلم)

پوهنتون کاردان، بر اساس اهداف استراتژیک خویش و با توجه به اهمیت تضمین کیفیت و اعتباردهی در توسعه‌ی تحصیلات عالی؛ کنفرانس ملی‌ای را تحت عنوان "ارزیابی پروسه و معیارهای تضمین کیفیت و اعتباردهی تحصیلات عالی" برگزار می‌کند. بدینوسیله، از تمام متخصصان، محققان، اعضای کادر علمی پوهنتون‌ها و موسسات تحصیلات عالی و کارشناسان ادارات سکتور مربوط، دعوت نموده تا مقالات خویش را روی محورهای تعیین شده، جهت ارائه و نشر ارسال نمایند.

برای معلومات بیشتر و راهنمای ارسال مقالات، به لینک ذیل مراجعه کنید:

<https://rb.gv/7agqv3t>

پوهنتون کاردان  
Jordan University of Science  
jordan.edu.jo

فراخوان ارسال مقالات

کنفرانس ملی ارزیابی پروسه و معیارهای  
تضمین کیفیت و اعتباردهی تحصیلات عالی

ACHEDA | CHED  
Annual Conference on Higher Education  
Development in Afghanistan (2023)  
کنفرانس ملی ارزیابی پروسه و معیارهای  
تضمین کیفیت و اعتباردهی تحصیلات عالی

## Renovation of Computer lab, Parwan Du

The computer lab on the fifth floor of Parwan Du Campus has recently undergone a significant renovation, thanks to the efforts of the IT team. This upgraded facility, designed to meet the needs of the Computer Science Department, is equipped with cutting-edge technology to support a range of academic and research activities.



## The Human Resources Department

at Kardan University held a training session on the Leadership Development Plan on November 9, 2024. The session began with an overview of the importance of the Leadership Development Plan, led by Dr. Mohd Asif Shah, who highlighted key strategies for fostering leadership skills within the university community. Dr. Shah's insights provided valuable guidance on identifying and nurturing potential leaders, setting clear goals, and promoting a culture of continuous learning and improvement. This training session marks a significant step toward strengthening leadership capacity at Kardan University, equipping participants with essential tools to support their professional growth.



## Top Students Of The Spring 2024

Kardan University recognized the top students of the Spring 2024 semester with an Excellence Award and merit scholarships that reflect the students' dedication, perseverance, and academic success. Mr. Khawaja Jamshid Seddiqi, Vice Chancellor of Kardan University, extended his congratulations to the high-achieving students, encouraging them to maintain their pursuit of excellence. In his address, he also invited students to share their experiences and recommendations regarding their academic journey, fostering an environment of open dialogue. The ceremony concluded with the presentation of certificates to the top students, recognizing their academic accomplishments. Kardan University, as a leading institution, remains committed to motivating its top-performing students to continue striving for excellence, embodying the spirit of a proud Kardanian.



## فراهم سازی فرصت کارآموزی در شرکت هواوی (Huawei)

پوهنتون کاردان، در ادامه ای فراهم سازی فرصت های کاری و کارآموزی برای محصلان و فارغان خویش، این بار فرصت کارآموزی در شرکت هواوی (Huawei) را برای جمعی از فارغان پوهنځی کمپیوترساینس فراهم ساخت. به منظور انتخاب افراد واجد شرایط، تعدادی از فارغان این رشته در یک امتحان کتبی رقابتی شرکت نمودند که از میان آنها افراد واجد شرایط پس از ارزیابی اوراق امتحان، به عنوان کارآموز انتخاب می‌گردند. پوهنتون کاردان متعهد و مصمم بر ارائه ی بهترین و باکیفیت ترین خدمات تحصیلی در کشور بوده و همواره تلاش نموده است تا به منظور تلفیق دانش نظری و عملی فرصت های کاری و کارآموزی را برای محصلان و فارغان در همکاری با نهادهای ملی و بین المللی فراهم نماید.





## International Conference

Kardan University is pleased to organize an International Conference on Applied Multidisciplinary Research (ICMAR-2024). This conference aims to provide a platform for academics, researchers, and experts to discuss critically the issues and challenges to sustainable development in Afghanistan. The conference seeks to foster scholarly dialogue on these issues and challenges, evaluate their impact on society, explore the dimensions of these challenges, and, most importantly, identify potential solutions to them from a multidisciplinary approach. With a strong commitment to enhancing academic quality and facilitating meaningful policy reforms in the educational landscape, Kardan University is proud to host this conference.

For additional details and paper submission guidelines, visit the link:

<https://tinyurl.com/4sjyz6f>



The poster features the Kardan University logo in the top left corner, which includes a circular emblem with the university's name in Pashto and English. The main title 'ICAMR' is prominently displayed in large, bold, blue letters, with 'International Conference on Applied Multi-Disciplinary Research 2024' written in smaller text below it. The central text reads 'Call For Papers' followed by 'International Conference on Applied Multidisciplinary Research' and 'Issues and Challenges to Sustainable Development in Afghanistan'. At the bottom, there are logos for 'APDF' (Afghanistan Policy and Dialogue Forum) and 'CHED' (Center for Higher Education Development), both with their respective descriptions in Pashto and English. The date '30 December, 2024' is shown in a blue box, and the website 'kardan.edu.af' is listed with social media icons for Instagram, Facebook, and Twitter.

**ICAMR**  
International Conference on Applied Multi-Disciplinary Research  
2024

Call For Papers

**International Conference on Applied  
Multidisciplinary Research**

**Issues and Challenges to Sustainable  
Development in Afghanistan**

**APDF**  
Afghanistan Policy and Dialogue Forum  
افغانستان د پالیسي او دIALOG مرکز  
مرکز پالیسي و دIALOG افغانستان

**CHED**  
CENTER FOR HIGHER  
EDUCATION DEVELOPMENT  
مرکز انکشاف تحصیلات عالی

Date 30 December, 2024

kardan.edu.af

# Time to Read

## How to De-Stress at Work

No matter the industry or career field you work in, all jobs can become stressful at times. However, there are many ways you can deal with stressful situations, from practicing deep breathing to squeezing a stress ball, that will help you cope with challenges in healthy and productive ways. Additionally, being able to manage your stress while you're at work is essential for staying motivated, productive and satisfied in your job. In this article, we'll explore how to de-stress at work so you can stay happy and productive in your job.

## 19 ways to de-stress at work

It's important to have several techniques that you can rely on when work gets a little bit stressful. The following approaches to dealing with stress at work can help you get an idea of what coping strategies will work best for you:

### 1.Complete deep breathing exercises

Deep breathing is a very effective calming technique that can help you slow down and refresh when you feel overwhelmed. The next time you experience stress at work, try this technique by inhaling deeply and slowly through your nose and exhaling slowly through your mouth. Hold the breath on your inhale for about three to five seconds before letting it go, and repeat the process for 10 breaths.

### 2.Exercise on your break

Exercise is an excellent physical outlet that can help you manage stress. Try to get some form of exercise during one of your work breaks, such as a -10minute walk outside. The break away from your desk and physical movement can help you reduce stress and tension so you can get back to your work refreshed.

### 3.Use time management techniques

Sometimes work-related stress can be due to falling behind on deadlines, working on projects last-minute or any number of time-sensitive tasks that can become overwhelming. If your stress is related to fulfilling your work responsibilities, find time management strategies that can help you stay on track. For instance, try a time management app to track important assignments and your progress on them so you can work more productively and avoid becoming overwhelmed with your work.

### 4.Clear away the clutter

Organize your workspace and get rid of unnecessary items. Go through old documents, clear out old papers and throw away any items you don't need. Cleaning up and tidying your work area will help you stay organized, find important items easily and help you stay focused.

### **5. Use the visualization technique**

Visualization is a powerful tool, and using this technique can help you clear your mind, calm down and relieve stress and frustration. Simply close your eyes and picture scenery that makes you feel good. For instance, if you feel frustrated, close your eyes for several seconds and imagine a beach landscape or your dream home. The key is to envision something that brings you feelings of positivity and calmness. This can work especially well combined with deep breathing.

### **6. Snack on something healthy**

Have healthy snacks that give you the nutrition you need to stay energized throughout the day. Proper nutrition can actually help you lower stress overall. So instead of grabbing a bag of chips from the vending machine, for example, reach for something fresh and nutritious to snack on.

### **7. Get up and move around**

Similar to structured exercise, movement in general can be an excellent way to take a break and refresh. Walk around the office, take the stairs instead of the elevator or get up and stretch for a few minutes. The movement will help you release tension and combat stress so you can get back to focusing on your work.

### **8. Talk with a coworker**

Sometimes talking with someone you trust when you're feeling stressed out can help immensely. Speak with a coworker or work friend about what you're feeling. When you speak up about your emotions and ideas, you can often find insightful feedback that can help you manage any work-related stress you're dealing with.



### **9. Ask for support when you need it**

Ask for help when you need it. Even though working independently has its benefits, knowing when you need some extra support to finish a complex project or complete a challenging task will help you understand your limits. Working with your team also demonstrates your ability to ask for input and listen to different perspectives, which is an essential trait in many work environments.

### **10. Prioritize efficiently**

Learn to prioritize your work assignments and daily tasks according to their importance and urgency. For instance, the Eisenhower Matrix is an excellent technique for distinguishing between the tasks you absolutely need to complete and those that can wait or that you can abandon. Try this method of prioritizing your work by listing your assignments as urgent, assignments that you need to plan, tasks that you can delegate and tasks that you can completely eliminate from your to-do list.

### **11. Take time to socialize**

You're bound to form some friendships in the office, and a great way for you and your teammates to unwind a little bit and de-stress at work is to take some time to socialize. For instance, a five-minute conversation in the morning before work to talk about your weekend or lunch out once-a-month with your work friends can help you take your mind off of work-related stress.

### **12. Stretch at your desk**

Stretching is also effective when you're in the middle of a work task and need to stay at your desk. Try some simple stretches like lifting your legs straight in front of you while sitting in your chair and point your toes out then in, squeezing your calf muscles. Another feel-good stretch while sitting at your desk is to raise your arms straight over your head, clasp your hands together and sit up tall. The movement can help you quickly recharge and relieve tension, and you don't even have to get up from your seat.

### **13. Use mobile apps and set reminders**

Take advantage of scheduling apps on your mobile devices to keep track of important things like project deadlines, meetings and other work-related events. Many of these tools have settings that you can use to set notifications to remind you when you have something important to attend to.

### **14. Reduce the distractions**

Working in an office environment can often come with distractions. Things like employees' conversations or the noise from office equipment can sometimes be distracting when you're trying to focus. If you work in an office separate from others, keep your door closed during times when you need a quiet environment to work. If you work in an open-office setting, a pair of noise-canceling headphones will help reduce background noise.

### 15. Create healthy routines

Adequate sleep can go a long way toward keeping you energized and productive during the workday. Make sure you're getting enough sleep and giving yourself enough time in the mornings to get ready for work. Last-minute breakfast and rushing in the mornings can add to work stress, and getting to bed a little earlier can help with creating a positive routine that supports your work-life balance.

### 16. Prepare in advance

Taking the time at the end of each workday to set up your tasks and projects for the next day can help you plan ahead and stay on track with important assignments. For example, use the last five to 10 minutes of every workday to get your to-do lists ready in advance. This way you'll know exactly where to start each morning when you arrive at work.

### 17. Make short-term goals

Set short-term goals for yourself and take note of when you accomplish your objectives. For instance, create a weekly objective to have all urgent tasks for the week done by Thursday afternoons. When you take the time to reflect on what you've accomplished, you'll be less likely to focus on stressful things that you have no control over.

### 18. Practice accountability

Take responsibility for your actions and hold yourself accountable. For instance, if you make a mistake on a work assignment, take responsibility and ownership and work on improving and learning from the error. This not only helps you develop further, but it also demonstrates your resilience and initiative to work on your self-development.

### 19. Meditate for a few minutes each day

Even five minutes of deep breathing, visualization and being present in your body is enough to enjoy the benefits of mediation for stress relief. You can meditate right in the office with a variety of mobile apps that offer guided meditations so you can take a few minutes to refocus and recharge.



# Group Photos

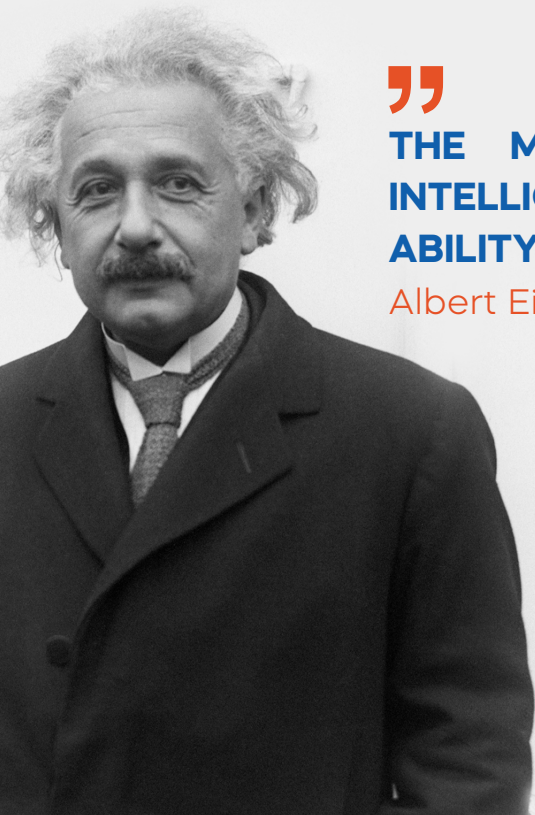


## Birthday Parties

The HR department at Kardan University is thrilled to celebrate the collective birthdays of our staff and faculty members. This joyous occasion serves as a testament to the vibrant community we have cultivated within our institution. This celebration reflects our gratitude for the dedication and hard work exhibited by our staff. May this birthday gathering be filled with laughter, camaraderie, and fond memories as we honor and appreciate the wonderful individuals who play an integral role in the success of Kardan University.



## Inspirational Quotes



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**THE MEASURE OF  
INTELLIGENCE IS THE  
ABILITY TO CHANGE.**

Albert Einstein





Send your individual, group, or department photo to [hr@kardan.edu.af](mailto:hr@kardan.edu.af)  
and be featured in our next issue of the Employee Newsletter.  
Visit our homepage [www.kardan.edu.af/careerst](http://www.kardan.edu.af/careerst)