



پوهنتون کاردان  
KARDAN UNIVERSITY

**Nesar Ahmad Noori**  
EMPLOYEE OF THE MONTH

**INSPIRE**  
The Monthly Employee Newsletter

49<sup>th</sup> Issue  
January 2025

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# Birthday Wishes

Kardan University wishes the warmest happy birthdays to the dearest members of our team celebrating their birthdays in **January and February 2025.**



**Dr. Sayed Amir Alawi**



**Najibullah Neyazi**



**Javid Fitrat**



**Mohammad Sohail Noori**



**Ihsan Ullah Ashrat**



**Zabihullah Barekzai**



**Muhammad Anwar Asghari**



**Hekmat Yar Zahir**



**Hamid Khan**



**Mohammad Reza Darmani**



**Dr. Muhammad Fayaz**



**Nesar Ahmad Noori**



**Ahmad Haris**



**Shahzad Anwar**



**Mohammad Shuaib Shoja**



**Hedayatullah Hedayat**



**Mohammad Ayaz Azimi**



**Ziaurahman Alham**



**Nik Mohammad**



**Mohammad Matin Sakhi**



**Mirwais Poya**



**Naseebullah Mayar**



**Muhammad Haleem**



**Sayed Dawood Karimi**





# New Baby Born



Muhammad Ayaan Darwish  
son of Mirwais Jalil

# Engagement

Mr. Muhibullah Shaghasy





# New Employees' Introduction

We are delighted to welcome **Mr. Ghulam Mujtaba Sakhizada**, in the capacity of **Graphic Designer**, Department of Communication. Mr. Sakhizada holds a Bachelor's degree in Computer Science and brings with him over fourteen years of experience in private organizations. His expertise and professional accomplishments will undoubtedly contribute significantly to enhancing Kardan community's creative endeavors.

Please join us in extending a warm welcome to Mr. Sakhizada as he embarks on this exciting journey with Kardan University. For reaching out to him: [m.sakhizada@kardan.edu.af](mailto:m.sakhizada@kardan.edu.af)



We are pleased to welcome **Mr. Mirwais Amiri**, who has joined Kardan University as **Security Supervisor**. Mr. Amiri has over six years of professional experience in various organizations. His expertise is a valuable addition to our team, and we are eager to see the impact of his contribution at Kardan University.

Let's all extend a warm welcome to Mr. Amiri as he begins his new chapter with us! You may contact him on: [m.amiri@kardan.edu.af](mailto:m.amiri@kardan.edu.af)







# Employee of the Month

We are thrilled to announce that **Mr. Nesar Ahmad Noori** is recognized as Employee of the Month for January, 2025. His outstanding collaboration and ability to meet expectations have earned him this recognition.

Mr. Noori demonstrated exceptional skills in managing the Student Facilitation Center, playing a key role in ensuring smooth execution of the Spring and Fall 2024 exams verification and filing processes. In addition, he provided support to the Record Manager by assisting with degree issuance, updating student information, record-keeping and scanning operations.

His dedication, attention to detail, and commitment to teamwork have made him an asset to our organization. Congratulations, Mr. Noori, on this achievement!

# Inspirational Quotes

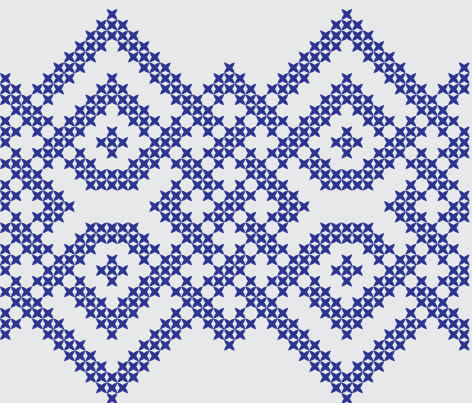
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When a person dies, his  
deeds come to an end  
except for three: Sadaqah  
Jariyah (a continuous  
charity), knowledge which  
is beneficial, or a virtuous  
descendant who prays for  
him (for the deceased).

Prophet Muhammad (صلى الله عليه وسلم)



# Achievements



Kardan University's Department of Research and Development (DRD) is pleased to announce the publication of a research paper by Dr. Kaleemullah Khan in the prestigious international journal "Cogent Business & Management" (Scopus-WoS indexed). We congratulate Dr. Khan on his achievement and wish him more success in the future.

The research paper can be accessed at DOI: <https://shorturl.at/RzFLX>





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## PUBLICATION

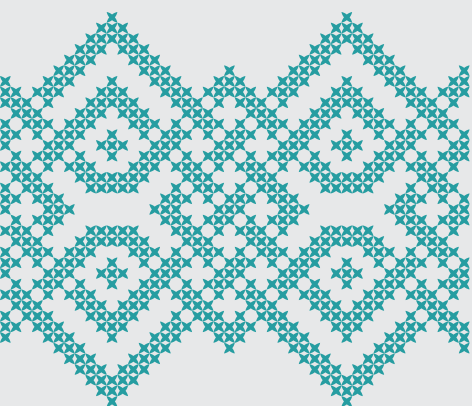
**M5C TNKmer: Identification of  
5 Methylated Base Cytosine of  
Ribonucleic Acid Using Supervised  
Machine Learning Techniques**

JOURNAL  
Engineering Reports

Date of  
Publication 4<sup>th</sup> December 2024



**Mr. Muhammad Tahir**  
Assistant Professor, Computer Science



Kardan University's Department of Research and Development (DRD) is pleased to announce the publication of a paper titled "M5C-TNKmer: Identification of 5-Methylated Base Cytosine of Ribonucleic Acid Using Supervised Machine Learning Techniques" by Mr. Muhammad Tahir, in Engineering Reports, Scopus-WoS indexed journal. We congratulate Mr. Tahir on his achievement and wish him more success in his future endeavours.

The research paper can be accessed at DOI:  
<https://shorturl.at/vqwXI>



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## Publication

Computational Analysis of Unsteady Oscillatory  
Flow of Nanofluid with Variable Electric Conductivity:  
Gear-Generalized Differential Quadrature Approach

## Journal

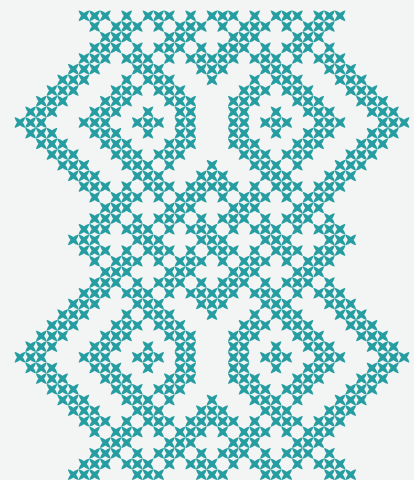
Journal of Computational Design and Engineering

**Mr. Muhammad Sabaoon Khan**  
Assistant Professor, BCE

Date of  
Publication: 22 October 2024

Kardan University's Department of Research and Development (DRD) is pleased to announce the publication of a research paper by Muhammad Sabaoon Khan, Assistant Professor, Department of Civil Engineering, in the prestigious international Journal of Computational Design and Engineering (SCOPUS-Indexed). We congratulate Sabaoon Khan on his achievement and wish him more success in his future endeavors.

The research paper can be accessed at:  
<https://doi.org/10.1093/jcde/qwae091>





# Kardan News

Once a Kardanian-Always a Kardanian:  
Alumni Reunion, 2025

Office of Student Success Center at Kardan University hosted an inspiring Alumni Reunion to strengthen the bond between our valued Alumni and the University; provide an opportunity to them to appreciate the achievements and future plans of their Alma Mater; and celebrate their achievements while sharing insights in relation to new degree programs and curriculum.

Dr. Ahmad Khalid Hatam, Chancellor; Khawaja Jamshid Seddiqi, Vice Chancellor (Academics); Mohammad Ayaz Azimi, Registrar and representatives of the Alumni spoke at the event and shared their thoughts. They commended the resilience, commitment, and dedication exhibited especially during the recent years by Kardan community.

Chancellor expressed that students and alumni formed the cornerstone of Kardan University's services and thus these events are essential for fostering a sense of community and belonging among graduates, allowing them to reminisce about their experiences and share their journeys since graduating from Kardan. Vice Chancellor (Academics) highlighted the importance of alumni, especially those in leadership roles to contribute in connecting academics with the industry and improving services offered by Kardan University. The Registrar highlighted the process of examination, result verification, services offered to alumni and students.

Kardan University remains steadfast in its commitment to fostering a strong alumni network and continuously enhancing programs that support the success of its graduates.





# په هېواد کې د لومړي ځل له پاره د ډیټا ساینس ماسټرۍ پروګرام پیلېدل:



کاردان پوهنتون، د افغانستان د مخکښ  
تحصیلي بنسټ په توګه، تل هڅه کوي  
چې خپلو هېوادوالو ته د لوړو زده کړو  
په برخه کې غوره فرصتونه برابر کړي. د  
دې ژمنې په دوام، دا ځل ویاړو چې په  
هېواد کې د لومړي ځل له پاره د ډیټا  
ساینس (MS in Data Science) برخه  
کې د ماسټرۍ پروګرام پیل کړو.

ډیټا ساینس په معاصره نړۍ کې د یوې  
تطبیقي او حیاتي څانګې په توګه په  
روغتیا، مالیه، ښوونه او روزنه او  
سوداګرۍ کې مهم رول لوبوي. د ټولنې  
اړتیاوو ته په پام سره، د دې پروګرام  
پیلول یو ستر ګام دی چې د تخصصي  
پوهې پراختیا او په ټولنه کې د مسلکي  
متخصصینو روزنې او چمتووالي ته  
ځانګړې اهمیت ورکوي.

# Mock Interview Session

The Student Success Center, in collaboration with the Quality Enhancement and Human Resources Departments at Kardan University, organized a one-day seminar titled “Mock Interview.” The session aimed to equip participants with essential job interview skills through hands-on practice and constructive feedback.

During the session, participants engaged in simulated job interviews, answering a range of relevant questions designed to evaluate their interview performance. After each interview, panelists provided detailed feedback and actionable recommendations to help participants improve their communication and presentation skills.

This initiative reflects Kardan University’s commitment to preparing students for success in securing internships and employment opportunities with national and international organizations.



# Kardan University Hosts

## Adroit International Research Conference (AIRF) 2024

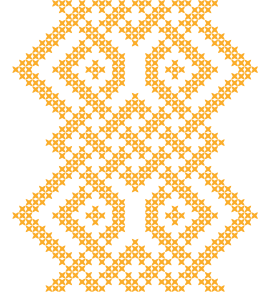
Adroit International Research Conference (AIRF), 2024, organized by Adroit Associates in collaboration with Kardan University was conducted successfully. Dr. Ahmad Khalid Hatam, Chancellor Kardan University; Mr. Ahmad Hamid Popalzai, the Country Representative of Adroit Associates; representatives from various ministries, researchers, professors, students, and guests from national and international organizations attended the event.

The two-day Conference addressed Socio-Economic Challenges in Conflict-Affected Areas with special focus on Food Security and Sustainable Agriculture. The conference is an attempt to foster comprehensive dialogue on and innovative solutions for development challenges faced by conflict-affected communities, such as Afghanistan, by conducting empirical research. The conference comprised of keynote speeches, panel discussions and presentation of papers on thematic issues/areas.

Kardan University considers this event part of its mission to present solutions and mechanisms to address challenges in the scientific, social, and economic fields within the community.







# Donation Campaign

The Student Success Center at Kardan University launched its annual Clothes Donation Program, aimed at supporting underprivileged members of our community by providing them with much-needed clothing.

This initiative not only addressed the immediate needs of individuals facing challenges but also emphasized the importance of sustainability by promoting mindful consumption and reducing waste.

The program saw active participation from students and staff of Kardan University and Kardan schools, who collectively donated over 326 packages of clothes and shoes, showcasing their generosity and commitment to social responsibility.

As a leading university in Afghanistan, Kardan University views initiatives like this as a vital part of its social mission, reinforcing its dedication to creating a positive and meaningful impact in society.



# Inspirational Quotes

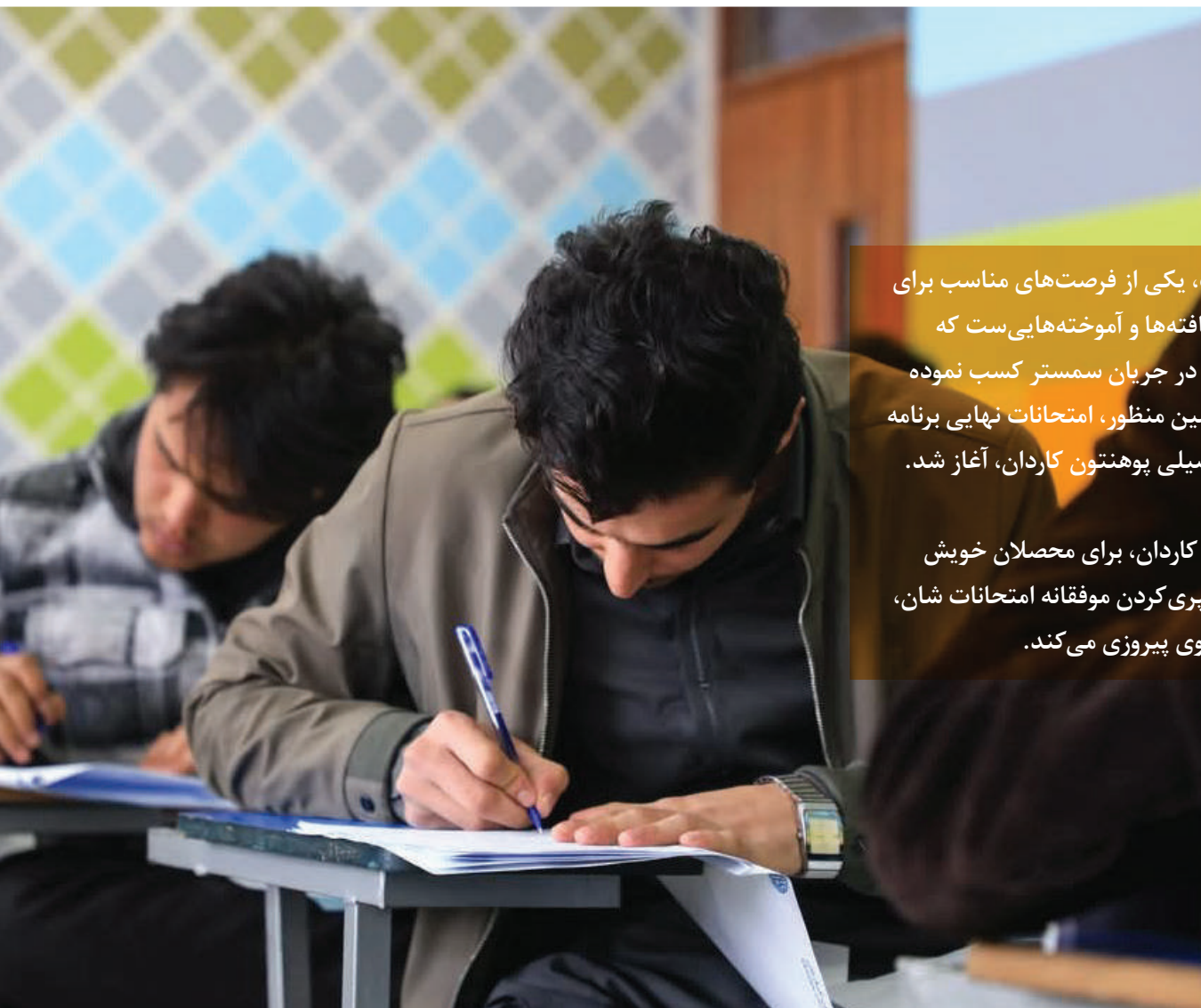
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**If you change the way you  
look at things, the things  
you look at change.**

Wayne Dyer



## آغاز امتحانات نهایی سمستر خزان۱۴۰۳



امتحانات، یکی از فرصت‌های مناسب برای ارزیابی یافته‌ها و آموخته‌هایی‌ست که محصلان در جریان سمستر کسب نموده‌اند. به همین منظور، امتحانات نهایی برنامه‌های تحصیلی پوهنتون کاردان، آغاز شد.

پوهنتون کاردان، برای محصلان خویش جهت سپری کردن موفقانه امتحانات شان، دعا و آرزوی پیروزی می‌کند.





**The Office of the Registrar** at Kardan University recently organized a productive training session for its staff, led by the Record Manager. The session focused on the preparation of the **Annual Action Plan (AAP), the AAP Report,** and the **Progress Report.**

This initiative aimed to strengthen the staff's skills in strategic planning, systematic reporting, and tracking progress against departmental objectives. During the session, participants were guided through the key elements of drafting actionable plans, ensuring alignment with the university's goals, and developing comprehensive reports that capture achievements and areas for growth.

Such capacity-building activities highlight the university's dedication to fostering professional development and enhancing administrative efficiency. These efforts are instrumental in maintaining the high standards that Kardan University upholds in its operations.

We commend the Office of the Registrar for this initiative and look forward to the positive impact it will bring to the university's strategic endeavors.




On December 31, 2024, **The Human Resources Department** at Kardan University organized a training session on First Aid for the support staff. the training was conducted by Dr. Darmal who began the session by highlighting the importance of having a first aid kit at the workplace and how it can save lives during emergencies. He provided practical demonstrations on various scenarios, such as saving individuals in case of fire incidents, accidents, or blasts. Participants were guided step-by-step on how to respond effectively in such emergencies.





# Friendly Futsal Match



On December 23, 2024, the Student Success Center organized a friendly futsal match between the staff of Kardan University's Parwan Du and Taimani campuses. In this match, the Taimani team secured an impressive victory with a score of 13-7. Despite displaying a good performance in the beginning, the Parwan Du team lost the match as the Taimani team took the lead and exhibited better performance to earn the victory. Overall, this match was an entertaining and exciting experience for all of the players.



# Time to Read

“

I Have No Idea What I'm Doing  
How to Overcome Indecision

”

Confidence can help you when seeking success in the workplace. However, some people may think, "I have no idea what I'm doing," and this feeling is often referred to as impostor syndrome. Knowing what impostor syndrome is, what causes it and how to overcome it can help you recognize it in yourself and work through it for continued success. In this article, we define impostor syndrome and help guide you through what to do if you're feeling lost at work.

## What is impostor syndrome?

Impostor syndrome is the condition of not feeling competent enough for the job you have or not having earned your position at work. It is also the misunderstanding that those around you know what they're doing all of the time, that they are confident in being able to complete their tasks without feeling lost and that the best work can only be achieved by those who are always in control.

## What to do when you're feeling lost at work?

Luckily, there are things you can do to help regain your confidence and return your focus to your work:

### 1. Keep calm

When you're feeling lost at work, it is important to stay relaxed. Take a few minutes to get your thoughts organized, breathe and bring your focus back to the job you wish to accomplish. Meditation apps or short, periodic breaks can be a great way to clear your mind and return to work rejuvenated.

### 2. Remember your strengths

You were hired because there are things you do well. You may be a great writer, communicator, leader or marketer. Whatever your top skills are, your employer recognizes that, in at least some areas, you have abilities equal to or better than your coworkers. When your confidence is lacking, it can help to remind yourself what those abilities are. Here are some ways to remind yourself of your strengths:

- Look through your previously completed work
- Revisit the skills you listed on your resume
- Look for patterns in projects your managers assign you

You chose the skills on your resume because you felt they had the best chance of getting you hired. As you look through your past work and revisit your resume, take special note of the things you hadn't realized you do well. Your managers may recognize these skills within you and assign you work to these strengths. If there are certain assignments they routinely give you, it's likely because they know they can trust you to do it correctly.

### 3. Embrace self-improvement

There may be aspects of your job that often leave you unsure of where to start. If there are any areas where you feel you can improve, take the time to learn to do them with confidence. This can be as easy as speaking with a colleague who you know is an expert at this skill. Ask them to define anything you don't understand, or have them talk you through their method for completing their tasks. You can also search online for articles, videos or web classes to further your education about a topic. If you can't afford an online course, try finding a free podcast or lecture. After you've found the information you need, try your new skill in your free time. You may find that with practice comes renewed confidence.

#### **4. Plan**

Break your job down into smaller steps that bring you closer to your goal. Figuring out a step-by-step process before you begin a task or project can give you the confidence of knowing what function each step in your process serves. It also gives you a document to reference if you start feeling lost again. A plan can also remind you how many steps you already know how to do well and prepare you for those steps for which you may wish to seek help, giving you the confidence of knowing what to expect and when.

#### **5. Learn from your co-workers**

Observe the work your colleagues are doing. Pay attention to what they're doing that you admire, and do your best to do your work similarly. By trying to imitate successful work, you can teach yourself how to accomplish your tasks and find the confidence to finish your projects in the future. Watch the way your coworkers handle themselves, too. They're likely facing similar challenges and, by paying attention to them, you can learn methods of facing your own.

#### **6. Practice resilience**

If impostor syndrome is affecting your confidence to get a job done, one option is to simply work through it. Once you've recognized your strengths and made a plan of action, the next step to gaining renewed confidence is facing the challenge of meeting your goal. Use those strengths you now know you have to get through the easiest sections of your project first. Following your plan allows you to see yourself approaching closer to your end goal. If it helps, do a rough draft like you're playing the part of someone who knows what they're doing. This can help take the focus away from yourself and turn it back toward the job you're doing. Then, edit your work, taking note of areas that need the most improvement. This process helps you work in sections while still finishing your project and gives you points of focus for future projects. Once you've equipped yourself with the knowledge that you can do your work even when you are unsure of your abilities, you might find the courage to face your next challenge without feeling lost.

#### **7. Trust yourself**

Your experience has given you instincts that are probably telling you what you should do. Whether that's what your next step should be or that you should ask for help, those instincts are likely pointing you in the right direction. Try trusting yourself. If you're able to accomplish your goals after following your instincts, you can build more confidence in yourself moving forward to other projects.

#### **8. Give yourself the chance to grow**

View your lack of confidence as a challenge for you to overcome. If you work hard to confront it and still accomplish the things you need to get done on the job, you may become a more confident, experienced and dependable employee.



# Group Photos





## Fostering Camaraderie and Reducing Job Stress: The Registrar Office Monthly Lunch Tradition



At the Office of the Registrar, it is believed that a strong sense of community and teamwork is essential for achieving excellence in work. To nurture these values and alleviate the pressures of their demanding roles, they have introduced a delightful initiative: A Monthly Round Party.

In this tradition, each month, one of the team members graciously takes on the role of host, preparing lunch for the whole team after receiving their salary. This simple yet meaningful act not only allows them to share delicious meals but also strengthens the bonds between team members. It provides a wonderful opportunity to unwind, share laughter, and refresh their minds amidst the hustle and bustle of their daily tasks.

Through this initiative, they aim to foster a supportive work environment where everyone feels valued and connected. The round party is more than just a meal; it is a celebration of teamwork, friendship, and their shared commitment to the Kardan University's mission.

As they continue this tradition, we invite other departments to consider similar ways to build closer connections with colleagues, enhancing both personal well-being and organizational harmony. Here's to good food, great organization, and stronger bonds!

A photograph of Mr. Muhammad Sabaoon Khan, a man with a long black beard and a brown cap, standing with his arms crossed in front of the Kaaba in Mecca at night. The Kaaba's large green dome and golden minarets are illuminated in the background.

## Mr. Muhammad Sabaoon Khan's Sacred Journey to Umrah

Kardan University is proud to share that Mr. Muhammad Sabaoon Khan, the winner of our first Umrah Lottery program, is currently performing Umrah. This initiative reflects our commitment to fostering spiritual growth and supporting our employees' aspirations. We congratulate Mr. Khan on this memorable achievement and remain dedicated to creating more meaningful opportunities for our team.



# 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.

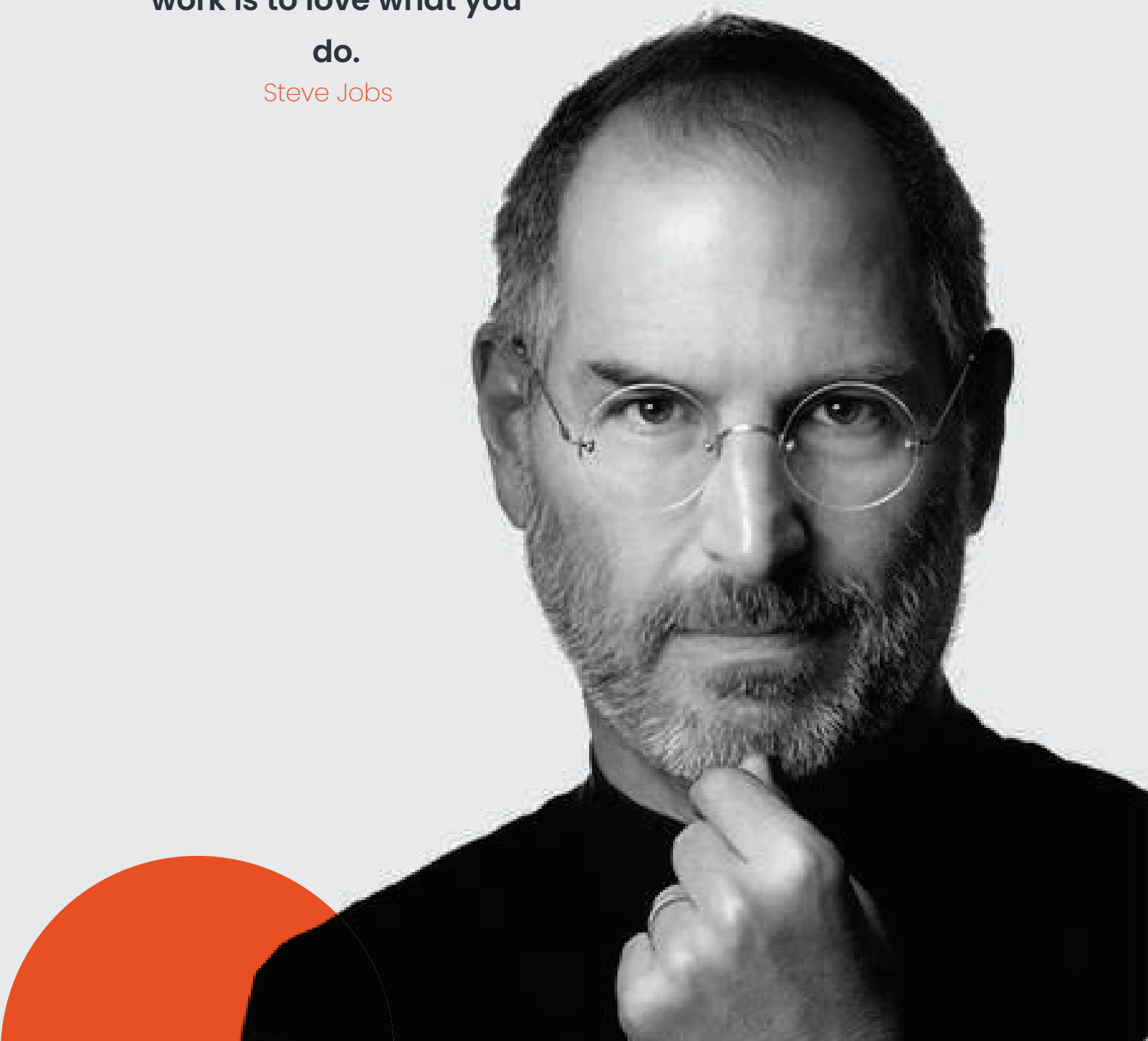


# Inspirational Quotes

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The only way to do great  
work is to love what you  
do.

Steve Jobs





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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/careers](http://www.kardan.edu.af/careers)