

## Academic Staff Development Unit Activities 14-2015

### Activities for 2014/2015

The Academic Staff Development Unit has accomplished many activities in the academic year 2014/2015 that includes workshops, seminars, induction and training courses in cooperation with all colleges and the quality assurance center at the university in order to develop the performance of the faculty members and the graduate students, as listed below:

Date	Activities 2014/2015
2014/10/2	MOODLE Course Building - Advanced Teaching Tools & Features
2014/10/2	Bloom Taxonomy
2014/10/21-2	English Language
2014/10/9	Advanced Applications & Services (CS & MIS Dept.)
2014/10/15	MOODLE Course Building - Course Building for Teachers
2014/10/16	Three Golden Rules for Successful (Scientific) Research: Hopes or Hypes
2014/10/22	MOODLE Course Building - Advanced Teaching Tools & Features
2014/10/23	Quality Assurance Manual
2014/10/23	MOODLE Course Building - Course Building for Teachers
2014/11/20	Academic Advising
2014/12/9	Learning teaching & strategy-Microsoft
2014/12/11	Presidents Introductory meeting with academic staff
2014/12/14	Mastering Creativity : Principles, processes and practice
2014/12/14	UK Quality Code & its influence on programme design
2014/12/15	Multilevel models of creativity
2015/01/16	Art & Science of doing research
11/11-7/01/2015	Quality Assurance
2015/01/13	ASU Strategic Plan
2015/01/15	Pigs cannot Fly: Models & Their Validation
2015/01/13	ASU Strategic Plan

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2015/01/20	Advanced Moodle
2015/01/22	Moderation Process
2015/01/22	New Trends in IS/Cloud Computing/Big Data
2015/02/4	E-Library Linked with Arado Portal & Gale DB
2015/02/5	Program Leadership-Role -Function -PED&CED
2015/02/9	Smart Board
2015/02/18	Internship
2015/03/3	The Mechanism of the New Improvements on the Bachelor in Law
2015/03/11	Methods of Teaching, Learning and Evaluation Based on the Latest Development
2015/03/23	Mapping NQF
2015/03/19	
2015/04/8	Changing the way we strategize: Strategy in the age of temporary competitive advantage
2015/04/28	A Brief review of the Achieved University Activities
2015/05/6	Bloom taxonomy Review College of Arts & Science
2015/05/7	A Perspective on learner – centered education at ASU
2014/05/12	Mapping NQF
2015/05/14	Academic Promotion Policy
2015/05/16	Review SER –College of Arts & Science
2015/05/20	Review SER –College of Arts & Science
2015/05/21	The general roles of Academic & Quality Assurance
2015/05/26	Course Portfolio Review
2015/06/4	Internationalization

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Below some of the activates objectives that are satisfied in our target

### 1. **The Art & Science of Doing Research**

By: Prof. Ghassan Aouad  
President of Applied Science University  
Date:2015/01/16

Doing research is in part art and part science. In this lecture, Professor Aouad shares his 25 years' experience in order to demonstrate that doing research requires artistic as well as scientific skills. In this lecture, issues related to key performance indicators (KPIs) of research, PhDs and methodological approaches, publications, the research bidding process, creating research capacity, linking research and innovation, and linking research and teaching are addressed with practical examples

### 2. **Mastering Creativity: Principles ,Process & Practice**

By: Prof. Hussein Zedan  
Dean of Scientific Research  
Applied Science University  
Date: 2014/12/14

- Is it possible to map Human Creativity in a way similar to that of Human Genome?
- Do mechanisms of the creative processes cross the boundaries of disciplines?
  - Are there optimal conditions that may enhance human creativity?
  - How does cooperation/collaboration affect creativity?

To shed some light on the above questions, we provide a unifying framework within which the creative processes (and hence creativity) can be understood and analyzed. The unification here is in the sense that the proposed framework is discipline-independent.

### 3. **Three Golden Rules for Successful (Scientific) Research: Hopes or Hypes**

By: Prof. Hussein Zedan  
Dean of Scientific Research  
Applied Science University  
Date: 2014/10/16

- Raise your quality standards as high as you can live with, avoid wasting your time on routine problems, and always try to work as closely as possible within the boundaries of your abilities. Do this, because it is the only way of discovering how these boundaries should be moved forward.
- We all like our work to be socially relevant and (scientifically) sound. If we can find a topic satisfying both desires, we are lucky. However, if the two targets are in conflict with each other, let the requirement of (scientific) soundness prevail.  
Never tackle a problem which you can be pretty sure that (now or in the near future) will be tackled by others who are, in relation to that problem, at least as competent and well-equipped as you.

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### 4. Pigs cannot Fly: Models & Their Validation

By: Prof. Hussein Zedan  
Dean of Scientific Research  
Applied Science University  
Date: 2015/01/15

My thesis is that “Modelling is at the core of any research activity”. We make progress by constructing models, deducing their observable behaviors (and hence their consequence), and then testing them by experiment(s).

Successful theoretical models are then taken as the basis for engineering techniques and/or codes of practice for the design of (hopefully reliable and useful) artefacts. This is true for any discipline including Social Sciences.

### 5. Changing the way we strategize: Strategy in the age of temporary competitive advantage

By: Prof George Tovstiga

Date 2014/04/4

Boxing legend Mike Tyson, when asked about his strategy when entering the boxing ring to fight, replied that he didn't have one. Asked about his opponents, he replied that “everyone has a strategy... that is, until they get hit” - clearly, at best a case of temporary advantage for these opponents. It seems that more and more companies are experiencing a similar situation in their competitive environments.

Competitive environments are changing quickly and irreversibly; competitive time horizons are becoming shorter and shorter, and competition is no longer restricted to single industry sectors or players.

The lingering global economic recession has exacerbated the situation. Success in today's business environment has become more volatile and transient than ever before. For business leaders and their organizations, the future is less certain than it has ever been. In fact, there is a case to be argued that the current economic climate contributed to the formation of entirely new 'game changing' rules of competition altogether.

So, where does this leave firms with their strategy? How is this changing the way in which business leaders are defining their organization's 'unique competing space' – and, more importantly, how is this changing the way in which they are creating competitive advantage? How should firms approach their strategizing?

These important questions will be explored from several strategic perspectives. New conceptual approaches and empirical substantiation of these provide new strategic impulses and actionable insights for achieving competitive advantage in the emerging competitive environment.

### 6. Mastering Creativity : Principles, Processes and Practice

By: M. Batey (Mark Batey)

Head of Open Global Programmes.UK

Date: 2014/12/14

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In this interactive and engaging session, Dr Mark Batey a world-renowned creativity expert from Manchester Business School will introduce Five Key Principles for understanding creativity at work, some simple processes for directing creativity and innovation in teams, and lead you through some powerful tools for creative problem-solving.

### 7. **Multilevel models of creativity**

**By: M. Batey (Mark Batey)**

Head of Open Global Programmes.UK

Date: 2014/12/15

Creativity and innovation are perhaps the most vital of all human resources. Creativity lies at the heart of finding new and useful ways of doing things, in any and every sphere of human involvement. Innovation, be it in a personal capacity, organisation or society, is central to ensuring that creative ideas and concepts become products, processes, and services that are of value. Due to the centrality of creativity and innovation, researchers, practitioners and managers have long had a vested interest in understanding these constructs better. Early studies focused on the individual (e.g. Guilford, 1950) with attention then turning to team and organisational factors (e.g. Anderson, De Dreu and Nijstad, 2004). These individual, team and organisational factors were more often than not studied in isolation. Recent advances in statistics and computational modelling mean that these factors can be considered more holistically. A multilevel approach may be adopted.

This seminar will define key areas, present some important issues around multilevel research, present theoretical and empirical multilevel research, findings, and finish with recommendations for researchers, practitioners and managers.

### 8. **MOODLE Course Building for Teachers**

**By: Dr. Mussab Z. Aswad**

**Director of ICT & Knowledge Management**

**Applied Science University**

**Date:2014/10/23**

This workshop is an introduction to MOODLE. All staff working with MOODLE will benefit from this initial introduction to MOODLE and how it can be used at the university.

It will allow all staff the opportunity to learn the context of MOODLE. This would consist of the following topics:

- What is Moodle?
- How to **login in** to Moodle?
- How to **navigate** around Moodle?
- How to find your way around your **course**?

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- What tools are available within your **course**?
- How to access a discussion **forum** and **post** a reply in Moodle?

This workshop aims to introduce academic staff to MOODLE, the tools it contains, and how best to build a MOODLE course that supports teaching requirements. It will provide Academic staff with tips on how to choose the most appropriate tools and pedagogic structures.

- **MOODLE Structure** - Course layout and structure.
- **Editing Content Pages** - Adding units, labels & WYSIWYG editor.
- **Adding Teaching Resources** - Adding Folders, Files & Other Resources.
- **Adding Blocks** - Add Moodle tools to complement resources.
- **Backup & Restore** - Create a backup and restoring a course.
- **Seeking Support** - Helpdesk support and contacts.

The workshop would provide a 'quick-start' approach, allowing staff to become familiar with the MOODLE environment and enabling them to begin building MOODLE courses straight away.

### 9. MOODLE Course Building - Advanced Teaching Tools & Features

By: **Dr. Mussab Z. Aswad**

**Director of ICT & Knowledge Management**

**Applied Science University**

**Date:2014/10/2**

These workshops would focus upon single tools or features of MOODLE, providing an in-depth review and time to explore how they can be used within a MOODLE Course. Examples would include Assignments Tools, Quiz Tool, Image Gallery, Database Tool etc.

The aim would be to provide Staff with technical information and worked examples to allow them to implement the tool within their existing course structure, and in most cases, staff should attend only after attending the '*Course Building for Teachers*' session.

This workshops would consist of the following topics in advance:

- MOODLE Structure.
- Editing Content Pages.
- Adding Teaching Resources.
- Adding Blocks.
- Backup & Restore.
- Assignments Tools.
- Quiz Tool, question bank, question types.
- Attendance.
- Image Gallery.
- Progress bar.
- Forum, chat and post.

What are plugins and how can they request new information from the ICT & KM directorate.

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### 10. Advanced Applications & Services (CS & MIS Dept.)

By: Dr. Mussab Z. Aswad

Director of ICT & Knowledge Management

Applied Science University

Date: 2015/01/20

This workshop is an introduction to the Computer Science and Management Information Systems departments' faculty members. It will allow all staff the opportunity to know what ASU provides for CS and MIS students. This workshop would consist of the following topics:

- ASU & Microsoft Agreements.
- Microsoft IT Academic.
- Microsoft DreamSpark.
- Microsoft Visual studio.
- ASU laboratories.
- Microsoft Cloud Services.

### 11. Learning teaching & strategy-Microsoft

By: Mr. Samer Chidiac

CEO of Microsoft

Date: 2014/12/9

This one-day Technology Enriched Instruction (TEI) workshop is designed to help participants develop competencies that will enable them to effectively select, use, and evaluate technology tools and resources in their teaching. While many technology workshops simply provide training on the technology tools, the TEI workshop offers far more. TEI uses inquiry-based learning so that participants can actively experience a range of technology tools and resources and connect these tools with research-based approaches for use in their teaching. The TEI workshop *uses technology to teach about the use of technology*. We have designed the workshop to ensure that there is a good “fit” between the content and the pedagogy and technology we use. We are demonstrating the application of the TPACK framework.

Participants who complete this workshop will receive Microsoft Faculty Fellow status and a certificate from Microsoft and the Society for Information Technology and Teacher Education (SITE). They will also receive a digital badge for use in their email signature line that acknowledges their participation and commitment. Participants who go on to conduct their own TEI workshop have the opportunity to receive Distinguished Microsoft Faculty Fellow status.

Workshop participants will gain:

A broader awareness and understanding of the technologies and digital resources that can positively impact teaching and learning.

- Familiarity and experience with TPACK and 21st Century Learning Design.
- Hands-on practice with tools that will help them integrate appropriate pedagogy and technology into their instruction.

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- Insight into how they might change or enhance course activities and assignments.

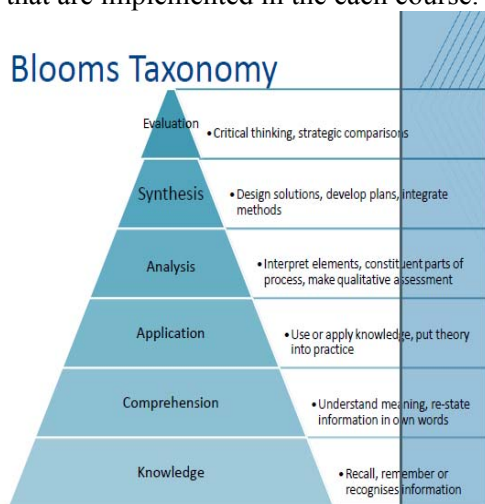
### 12. Bloom Taxonomy

By: Dr. Basam Al-Hamed

Bahrain University

Date: 2014/10/2

The aim of this workshop to determine Learning outcomes and the Active Verbs and Assessment that are implemented in the each course.



Learning outcome used should:

- Be written in the future tense.
- Use active verbs to describe what the learner will be able to do and to enable the learner to show their achievement.
- Avoid using verbs whose meaning is ambiguous.
- Be specific.
- Use clear language that is easily understood by learners and non-experts.
- Describe the final output or achievement of the learner.

### 13. English Conversation –Beginners

By: Mr. Hamza Ramadan

Head of the English language Resource Centre

Applied Science University

Date: 2014/10/21

This course is prepared for the staff of the Applied Science University who are interested in improving and building their speaking skills in the English Language. It is intended for



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Beginners and will focus on the basics of the language and will be followed by two other courses (Intermediate and Advanced). The course is intended for participants who already know little English but lack self-confidence to practice their speaking skills in the English language.

Aims of the course: Participants will develop their basic speaking abilities in the English language. Different topics will be raised in the class and the participants will share their different opinions and express their thoughts spontaneously. During the discussion, they will learn new vocabulary, and there will be reference to the basic rules of grammar. Participants will be required to gather general information about what is being discussed in the class and verbally express the relevant information they gather. This will help participants to have more self-confidence and work on other fundamental aspects of the English language. Participants are expected to present and listen to information and ideas in the class and outside, then they respond to the basic inquiries and general prevailing views of others, adapting talk appropriately to context and audience related to simple matters of their daily life, solve certain simple problems in conversation and create stimulating basic ideas, and participate in a range of immediate contexts, including real life easy uses of talk and audiences outside the educational environment. The course will, ultimately, help participants to improve their pronunciation of words and sentences.

### 14. Program Leader Ship-Role -Function -PED&CED

By: **Dr. David S. Allison**  
Director of Quality Assurance Center  
Applied Science University  
Date: 2015/02/5

This workshop is designed to provide Programme Leaders with an introduction to the role as laid out in the Quality Manual of the University.

It aimed to:

- Introduce the role of Programme Leader
- Outline the key responsibilities involved in leading programmes.
- Develop an understanding of the managing programmes as a 'team based' activity.
- Ensure that programmes will be managed proactively.
- Provide an appreciation of the need to record all programme-based activities including team meetings and meetings with students.
- Develop an understanding of the role of programme evaluation as an annual task central to the effective continuous quality improvement of the programme.

### 15. An Introduction of the QAAC Quality Manual

By: **Dr. David S. Allison**  
Director of Quality Assurance Center  
Applied Science University  
Date: 2014/02/23

This workshop aims to:-

- Provide all Academic and Nonacademic with ideas related to the sections of the QM.
  - Ensure that staff are aware of the processes and procedures contained in the manual.

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- Understand their responsibility to operate within the scope of the QM.

Provide information about downloading the Quality Manual.

### 16. An Introduction to the Internal Moderation Policy of the University

**By: Dr. David S. Allison**  
**Director of Quality Assurance Center**  
**Applied Science University**  
**Date:2015/01/2/5**

This workshop aims to:

- Provide staff with an overview of internal moderation and the importance of its implementation.
- Focus the light on the appreciation of internal moderation. This will lead to the improvement of the quality of the courses.
- Provide academic staff with a clear process supported by appropriate pro-forma documentation
- Ensure that staff understand the need to record the process and its outcome.

### 17. E-Library Linked with Arado Portal & Gale DB

**By: Ammar Jalamneh**  
**Director of Library**  
**Applied Science University**  
**Date: 2015/02/4**

The ASU library organized a set of workshops to introduce and train faculty members on how to use the traditional and electronic library, in addition to a workshop about plagiarism, and several workshops about the international databases that the library provide to users to benefit from electronic periodicals and books.

The main goal is to allow the faculty members to reach any information resource they may need, whether it was an internal information resource on shelves, or an external electronic information resource through the library website and the international databases the library provide online. Also aimed to introduce the faculty members to the login system of the library website; to encourage them to use the online library, and give their opinions and remarks; in order to improve library services to aid the educational process.

### 18. The Mechanism of the New Improvements / Bachelor in Law.

**By: Dr.Hussain Bin Isa**  
**Asst. Dean College of LAW & Director of QA in College**  
**Applied Science University**  
**Date:2015/03/3**

Contents:-

1. The improvements of the programme, its targets, the educational outcome, methods of teaching, learning, evaluation and the policy of acceptance.

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2. Course description application.
3. New samples to measure the educational outcome.
4. Samples of the model answers.
5. Internal evaluation and the internal grades average.

Aims of the Workshop:

Train the academic staff on how to prepare the course description according to the latest developments.

Review the improvements that has been added on the description of the law programme and its importance.

The capability of the academic staff to describe the academic courses.

### **19. Methods of Teaching, Learning and Evaluation Based on the Latest Development.” New Methods of Learning & Evaluation**

By: Dr.Hussain Bin Isa

Asst. Dean College of LAW & Director of QA in College

Applied Science University

Date:2015/03/11

Contents:-

1. Methods of teaching and learning listed in the description of the bachelor programme.
2. Methods of evaluation.
3. Samples of measuring the educational outcome.
4. Internal average procedures.
5. The internal examiner.
6. Course report.

Aims of the workshop:

- Explain to the new methods of learning and teaching according to the latest amendments.
- Present practical samples of teaching methods and the new evaluation.
- Exchange experiences between the academic staff.
- Provide participants with information regarding the mechanism of evaluation.

### **20. Mapping NQF**

By: Dr. Tariq Shareef Younis

Dean of Administrative Science College

Applied Science University

Date: 2015/03/23 & 2015/03/19

This workshop aims to:

- To insure increased consistency of qualifications.
- To focus on the importance of transparency for individuals and employers.
- To ensure a broader range of learning forms.

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- To act as a national/external reference point.
- To provide clarification of learning pathways and progression.
- To increase the portability of the Bahraini qualifications.
- To provide a stronger basis for international cooperation, understanding, comparison and recognition of the Bahraini qualifications and foreign qualifications.

### 21. ASD Strategic Plan

**By: Miss.Munia Mansi**

**BIPA: Institute of Public Administration**

**Date: 2015/01/13**

Two workshops about strategic planning:-

The first one is related to the ASU Strategic plan in general and the second one to the Faculty of Law strategic plan in particular.

The aims of these workshops are to update ASU strategic plan by collecting input from all faculty staff in each college that includes:

1. Technology enabled teaching.
2. Enhancement of student life at the university.
3. Staff development and professionalism.
4. Diversification and enhancement of assessment.
5. New ways of teaching: (PBL, etc.).
6. Education for employability.
7. Research informed teaching.
8. Quality Assurance and Accreditation.
9. Offer new programs linked to the market need.
10. Enhance student Experience.
11. Market study / sustainability: programs, finance and students.

The Adoption of a new information system involves much more than simply buying hardware and software, it also includes changes in technologies, jobs, skills, management, policies and organization.

This seminar presents some elements for the implementation of information systems in the context of cloud computing. It also reviews the origin of the currently information systems for business organizations. It focuses on the changes that occurred in recent years in information systems and what are the trends for the coming future. Regarding the trends, it is possible to identify several technical advances and new functionalities that are being joined or will join soon.

Our world is full of surprises and every day there are some more developments in the applications and innovations of some new technology. We can think about Big Data and its usage and what benefits we can gain out of it. Also, we must not forget the Internet of Things and smart cities and what sort of ideas we can create from their applications.

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### 22. New Trends in IS/Cloud Computing

**By: Dr Mutaz Aldeeb**  
**Jordan University**  
**Date: 2015/01/22**

The Adoption of a new information system involves much more than simply buying hardware and software, it also includes changes in technologies, jobs, skills, management, policies and organization.

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### 23. Microsoft Cloud DevCamp Workshop

**By: Mert Unan**  
**Technical Evangelist – Azure**  
**Date: 2014/11/24**

The Applied Science University hosted a workshop titled “Microsoft Cloud DevCamp” in collaboration with Microsoft Corporation for the first time in Bahrain. The following subjects were discussed in the workshop:-

- Microsoft Azure Overview.
- Mobile: Deploy fast, scale big.
- PaaS vs. IaaS: Someone tell us the difference!
- Media Services: Smooth Sail Streaming.
- Web: It’s all about web.
- Data vs. Big Data: How many is actually “big”?