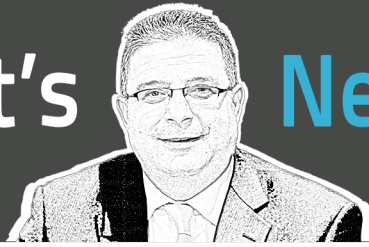


# President's News Digest



## Message From the Editor

Welcome to the 2<sup>nd</sup> issue of the 6<sup>th</sup> volume of the President's News Digest.

In this issue **Prof. Ghassan Aouad**, President of the University will address the subject of "The Future of Higher Education Through Scenario Planning"

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Mrs. Hessa Al Meraisi  
Manager of President's Office

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من روائع الشعر العربي

## Message from the President

### The Future of Higher Education Through Scenario Planning

#### The Future of Higher Education Through Scenario Planning

Through foresight and scenario planning techniques, a number of scenarios usually around three to four, could be developed in order to examine how future universities and colleges may look like by:

- Identifying the driving forces
- Identifying the critical uncertainties
- Developing a range of plausible scenarios
- Discussing the implications

Scenario planning is a strategic tool that helps decision makers develop scenarios for the future. It is worth noting that scenario planning does not predict the future, but get you prepared for it.

The main themes shaping the future which are considered as the driving forces can be summarized as below:

- Global environmental change
- Future financial framework
- Seismic power shift (west to east)
- Demographic change
- Knowledge generation / Education
- Economics / Oil Prices
- Technological progress
- Law & Order / Political stability
- Pandemic and other health issues/disasters

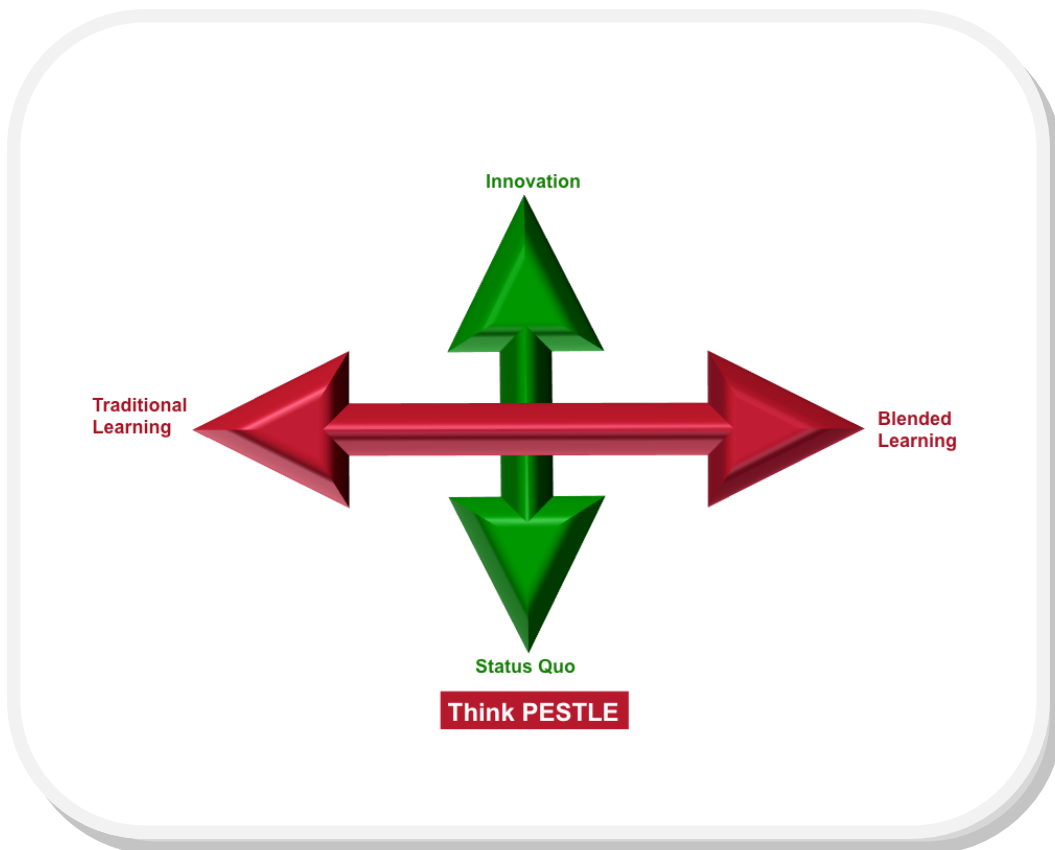
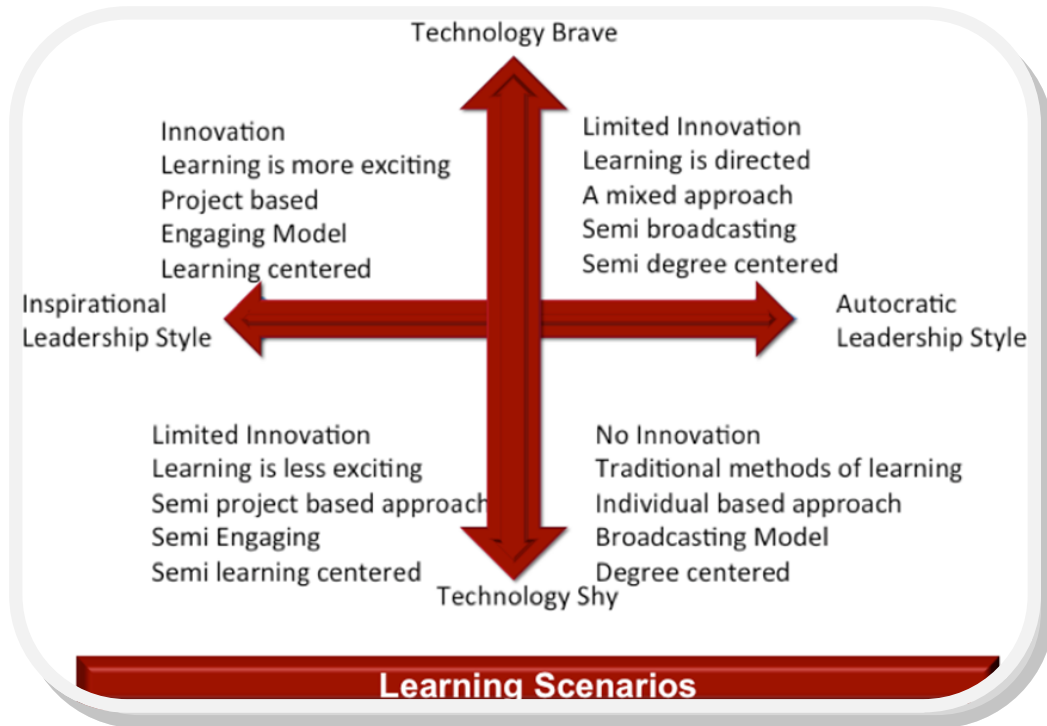
All the above will have some impact on how future universities and colleges may look like. The steps to be taken in order to predict the future university are included below:

- Set the Strategic Question: Future University
- Identify the Driving Forces: PESTEL (political, Economic, social, technological, environmental and legal)
- Determine main issues and trends: Pandemic, Recession
- Establish Scenario Logic
- Create Scenarios



Written By  
Professor Ghassan Aouad  
The President of Applied  
Science University

Two scenarios logics are included below:



To conclude, it is worth noting that scenario planning and futurology should be seen as ways of thinking and future universities will ultimately look different. It is also equally important to look at the big picture (macro level) in order to identify driving forces and changes in the environment that shape future universities.

It is expected that future universities will include academic programmes in areas like: the Internet of Things, Health Information Technology, Big Data, Artificial Intelligence, Nursing, and Biomedical Engineering. In addition, future universities will include research related to futurology and foresight and innovation and entrepreneurship will be big parts of these futuristic universities.

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## The Power of Onboarding New Employees

“**Congratulations, it is decided** to offer you the position”, a statement of a tremendous importance to the newly recruited employees as it might be a turning point in their career. However, much more effort lies on the shoulders of the organization in taking the necessary measures to successfully onboard the newly recruited employees and integrate them into the work place before beginning to reap the fruit of the commitment and accomplishments they bring to the organization.

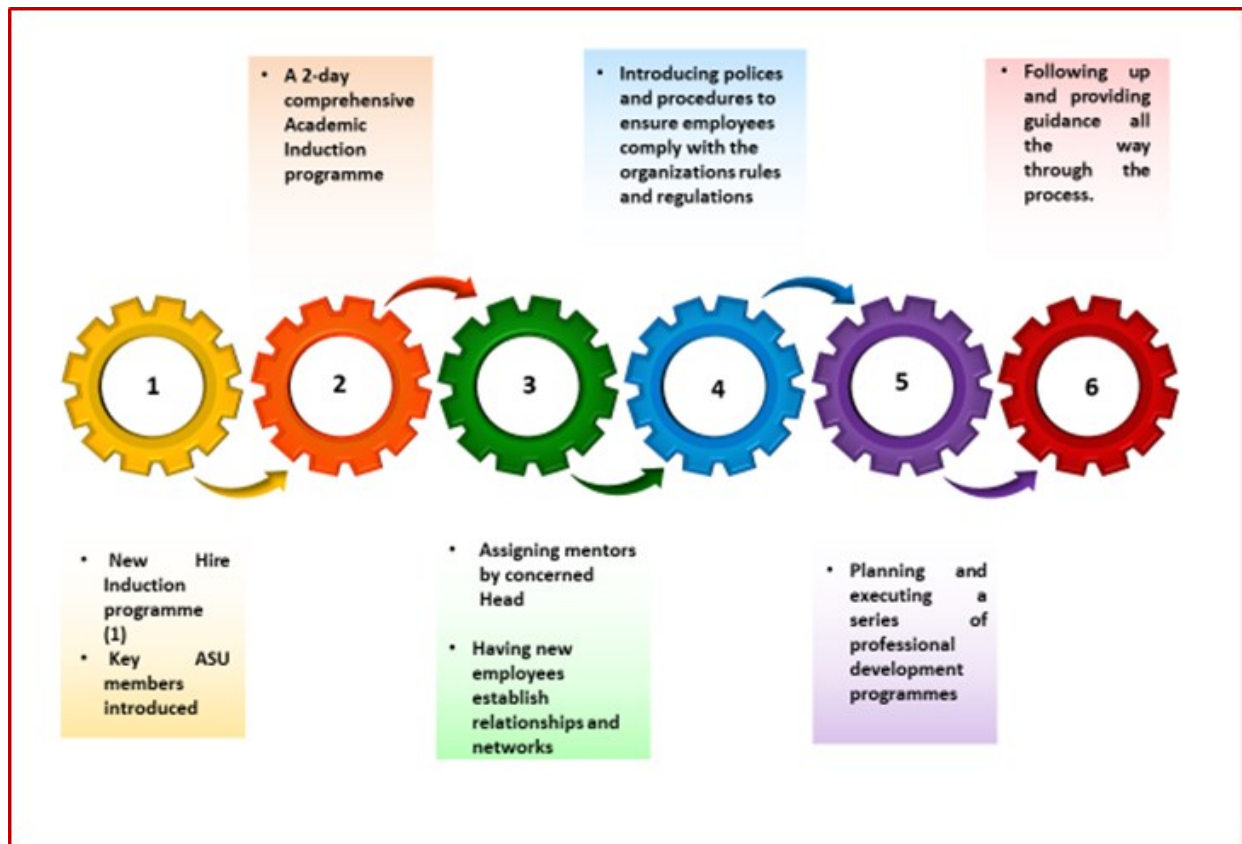
Research indicated that successful onboarding activities have numerous benefits to both the organization and the new employees. According to the Society for Human Resource Management (SHRM), planning and executing proper onboarding activities, can significantly increase employee engagement and thus, ultimately, improve their productivity and job satisfaction. A survey conducted by Jobvite indicated that 30% of new hires leaving within 90 days, 43% indicated the role wasn't what they expected and 32% reported that they didn't like the company culture. The aforementioned information stresses the fact that proper onboarding activities are crucial and critical to reduce retention rates and hiring cost within the organization.

Many successful organizations in various sectors (Educational, Industrial, and Commercial) invest in having onboarding programmes and activities, specifically designed and tailored to the need of new employees, due to its immense importance in integrating them into their roles and responsibilities as quickly and efficiently as possible. Reflecting on the practices carried out by Applied Science University (ASU) in its endeavours to reinforce its vision and strategic priorities as well as providing unlimited support and guidance, in particular, to their new employees, a range of activities and professional development programmes are set in place to scaffold their skills and substantially improve understanding of the culture and contribution to the team, hence, leading ultimately to employees performing at their best.



Written By  
 Mariam Althawadi  
 Academic Staff in Department of Business Administration

The below diagrams illustrate, concisely, the key various activities conducted by ASU to effectively integrate the new employees.



In conclusion, from my humble work experience across various educational sectors, before recently joining ASU, I can say that this by far the most engaging and most effective series of continuous onboarding activities enabling employees to connect with the organization and contribute their best.

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## Interview with Alumnus

	
<p>Name:</p>	<p>Saleh Rashid Saleh ALGherair</p>
<p>Workplace:</p>	<p>Unemployed</p>
<p>Academic Degree</p>	<p>Bachelor</p>
<p>Academic Major</p>	<p>Political Science</p>
<p>Tell us about your Experience at ASU in terms of learning environment and teaching methods.</p>	<p>It was a challenging experience, especially the last semester during Covid-19 pandemic. I encountered difficulties in some subjects, but in the end the experience was successful</p>
<p>What did you enjoy the most about your experience at ASU?</p>	<p>Building Professional Relationship.</p>
<p>Tell us a success story inspired by ASU.</p>	<p>The University gave me the incentive to continue my education and it was a good choice.</p>
<p>In your Opinion, What are the Improvement areas you would like to see at ASU in the future?</p>	<p>Campus expansion. Improving some subjects at the university, especially in political science degree.</p>
<p>Final words</p>	<p>The education is a journey that needs efforts and determination. I do advise students to enjoy it</p>



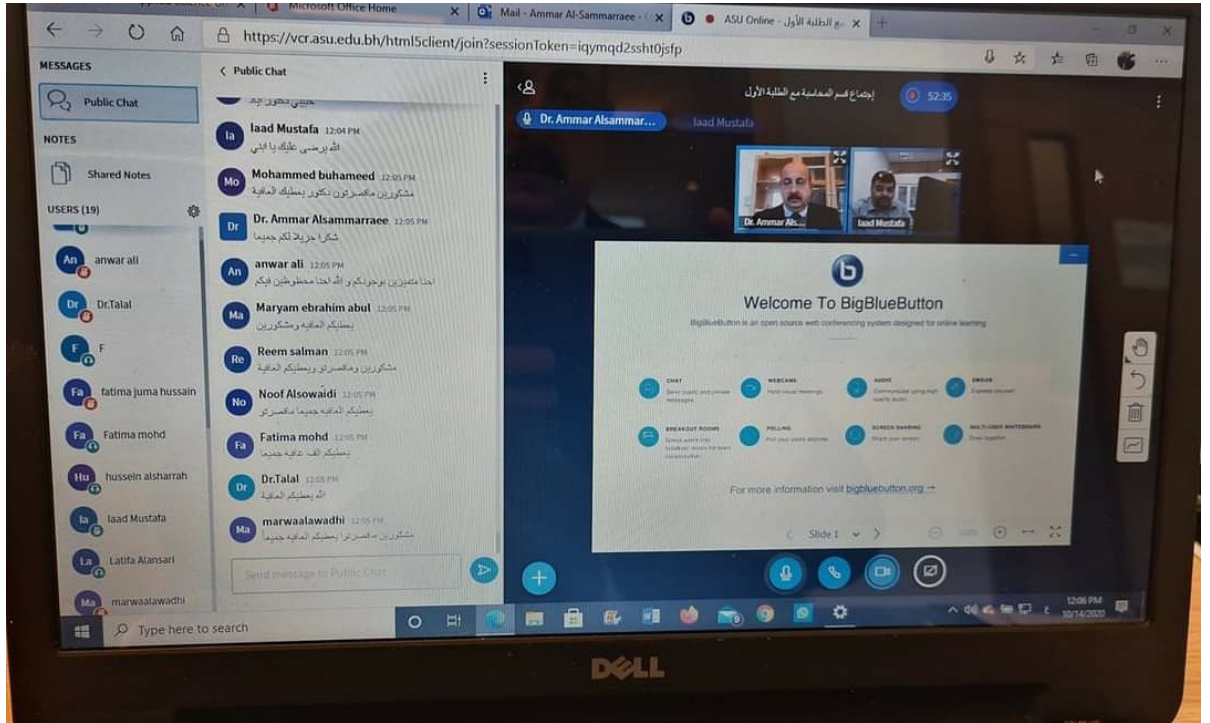
Interviewed By: Mrs. Noora Musalam, **Manager of Career Development & Alumni Affairs Office, Deanship Of Student Affairs**

## إجتماع قسم المحاسبة والتمويل مع طلبة القسم بقلم الدكتور عمار عصام السامرائي- رئيس لجنة الإرشاد الأكاديمي—كلية العلوم الإدارية



بمضور رئيس قسم المحاسبة والتمويل د. اياد مصطفى وعدد من أعضاء هيئة التدريس بقسم المحاسبة والتمويل تم عقد الاجتماع الأول مع طلبة القسم للاستماع الى ملاحظات ومقترحات طلبة القسم وتقديم الحلول والمعالجات لها مع الاخذ بالمقترحات التي أبداها الطلبة وبما يتناسب مع لوائح وسياسات الجامعة .

وقد حضر الاجتماع ممثلة الطلبة في قسم المحاسبة والتمويل الطالبة مروة العوضي، وقد قدم الطلبة شكرهم وتقديرهم لرئاسة القسم واعضاء الهيئة التدريسية لما يقدموه من اهتمام ورعاية للطلبة وتعاونهم المستمر في حل اي مشكلة تواجههم واشادوا بالجهود الرائعة التي يبذلها المرشدين الاكاديميين في القسم بتوجيه الطلبة وارشادهم لإستكمال مسيرتهم التعليمية بتفوق وتميز وابداع.



## Quote of the Week

*“Knowledge is power. Information is liberating. Education is the premise of progress, in every society, in every family.”*

- Kofi Anan

من روائع الشعر العربي

العلم فيه حياة للقلوب كما \*\*\* تحيا البلاد إذا ما مسها المطر

- سابق البربري