

THE NEWSTAR

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HOGAN



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MISSING
YOU



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CROSSING BORDERS: A CONVERSATION WITH STUDENTS FROM THE AMERICAN UNIVERSITY OF NIGERIA

Once again I was convinced that the American University in Central Asia has no limits. The university unites all students no matter their culture or customs, not only in Central Asia but also beyond. The advantage of the university is that here each of its members tries to contribute their special talents to development. I was also lucky enough to take part in an international discussion held between students at the American University of Central Asia and the American University of Nigeria.

The event was initiated by Professors Ekaterina Galimova from AUCA and Emilienne Akpan from AUN. This virtual meeting took place on May 3, 2021, and the students from the two universities seemed very enthusiastic. The idea of the meeting was to open the eyes of students, expand their horizons, and allow them to meet new people. In that respect, it was an informative and practical exchange. I also had a goal—to leave a good impression about Kyrgyz people and Kyrgyzstan in general, so that as many people as possible know about us.

Before the meeting, everyone collectively chose a topic for discussion: the impact of social networks on youth. To adequately represent our university, it was necessary to pre-

pare well for the meeting. We also had a chance to write an introductory letter to students from AUN, which made it easy to get to know each other. My partner, Abdulrahman Abatcha, wrote an amazing letter about Nigeria and about himself. This letter gave a lot of information, and the first thing I felt after reading it was that I wanted to visit Nigeria. I was inspired by his descriptions of nature; savannahs, tropical forests, waterfalls, and a variety of fauna. From our communication, I learned about the economic situation of the country, local culture, and traditions. Of course, he was delighted with my descriptions of our country surrounded by snow-white mountains. We were different from each other, but despite this we were united by a common theme, and during the discussion we became as one whole complementing each other.

Before the meeting, I was a little worried, since it was my first time representing my country at an international meeting. We had a fruitful conversation that revealed the advantages and disadvantages of social networks. There were different points of view, but each reasoned the answer, and thus we could arrive at a consensus. We identified that social networks can be used for good and not be abused, in accordance with the principle “everything in moderation.”

After the second part of the discussion, we were divided into different groups in accordance with our topics of interest. I compiled a questionnaire on the topic of traditions, so that I would be better able to understand my interlocutors. I was surprised to learn that AUN students knew about bride kidnapping in Kyrgyzstan. For them, this tradition was something new and strange that they could not believe existed.

This discussion touched upon all aspects of life, and there was a great exchange. We learned to present ourselves and listen carefully to others, gained knowledge, and came away with an invaluable experience. Students from AUN were pleasantly surprised, and I can confidently say that we left vivid and unforgettable memories. I also left the conversation feeling that English is the key to international communication. I am sure that there will be even more such meetings in the future, and I am grateful to all those who took part in this and to the university for such opportunities.

Bekturganov Bolot
BA

СЕРТИФИКАТ HOGAN



В феврале этого года руководитель магистерской программы «Управление талантами и развитие человеческого потенциала в организациях» ТАЛАНТ Галина Горбурукова получила сертификат от компании HOGAN и теперь может делать интерпретацию результатов опросников HOGAN, и давать соответствующие рекомендации.

Система Hogan — это международная авторитетная система независимой оценки личности. Она была создана в США в 1970-х годах и разрабатывалась для предприятий любых размеров. Профессор Роберт Хоган начал создавать Личностный Опросник Хогана (HPI) в качестве первого инструмента для оценки нормальной личности, предназначенного для использования в бизнес-среде. Он потратил более 15 лет на сбор доказательств, подтверждающих, что личностный опросник HPI способен прогнозировать эффективность деятельности. Валидность результатов опросников составляет 88%, статичность результатов сохраняется на протяжении 3-5 лет.

Опросники Hogan — это проверенный и получивший мировое признание инструмент в области оценки персонала, который позволяет «заглянуть в будущее», быстро оценить эффективность сотрудника на новом месте, принять верное решение и тем самым свести кадровые риски «к нулю». Профессор Горбурукова получила сертификат по трем опросникам.

Эффективное управление бизнесом означает эффективный процесс отбора и развития сотрудников. Определить «на глаз» насколько сотрудник подходит для руководящей должности — задача сложная. Неудачные кадровые перестановки могут очень дорого обойтись для компании. Как отобрать сотрудников? Как повысить их мотивацию? Опросники HOGAN помогут оптимизировать работу по управлению персоналом.

Данные знания будут использованы в преподавании курса applied HRM for students of master's program in TALENT management and human potential development in organizations

Как показал опыт ведущих компаний, намного выгоднее сделать ставку на собственных сотрудников, выращивая и воспитывая таланты в своей среде. У наших студентов появилась возможность изучить как нужно оценивать персонал, как мотивировать и развивать, продвигать и удерживать специалистов.

Имея понятные и достоверные данные, можно значительно оптимизировать и улучшить работу персонала. Никогда не нужно забывать, что тот, кто владеет информацией — владеет миром.

Нилуфар Рафат,
Выпускница MASOC

HOW WOULD YOU DESCRIBE YOUR OFF-CAMPUS EXPERIENCE?

The world has witnessed such a rapid digital transformation of basic education during the pandemic. COVID-19 has decisively introduced a new type of learning: online education. Similarly, AUCA students, like many other students around the world, have been studying online for more than a year. Their experience of learning at a distance must be complex, as the learning environment and behavior of each of them is unique.

In my first two months of attending online classes and lectures (April and May 2020), I had a few obstacles and challenges to deal with. The lack of in-person interaction and physical activity, the dramatic shift in concentration and focus, various emerging distractions, and time management issues did not allow me to stay motivated. Starting from the fall of 2020, however, I smoothly adapted to the new online learning environment and decided to do a variety of exercises to keep my physical and mental health strong.

One of these exercises was photography, which helped me to deal with various issues with a sense of joy and fun. Photography as an art has become a tool for me not only to express my thoughts but also to help me focus on positive life experiences, increase my self-esteem, discover the beauty of places near my town, etc. During my photographic travels, I realized that “time disappears.” In the very process of observing nature, one focuses on the present view and forgets everything else. This becomes a kind of meditative task that puts you in a peaceful state. You tend to naturally develop dialogue and communication between your images and viewers. You tend to naturally bring many insights and meanings into your images. All this gives you freedom, peace, and harmony—things that are needed not only during online studying but in your whole life.

Khiradmand Sheraliev

ICP





REVIEWING THE LOCKDOWN EXPERIENCE'S EFFECT ON MY CURRICULAR ACTIVITIES



There was not just one lockdown—we all had our own experience. Some people stayed alone in their houses; others were trapped for months on end with an estranged spouse. This was not just a lockdown; it was a lack of experience. The lockdown changed our daily routines and the quality of life. It also had its own benefits. As far as my own experience, AUCA sent me as a delegate to the Investigative Reporters and Editors Conference, which took place from 21-25 of September 2020.

The conference provided me with direct access to thousands of reporting tip sheets and other valuable materials through its resource center. I got information from early-career journalists and gained successful career skills in journalism and media. With the practical experience of the academic conference, I developed the necessary skills in specific areas such as data journalism, digital media, social media, podcasting, and creative storytelling. The conference represented an invaluable opportunity for me to instantly get the first-hand experience from independent journalists from The New York Times, The Washington Post, ProPublica, Quartz, BuzzFeed, and other publications.

For example, the NICAR newspaper offered me information from the beginning of the cutting edge of digital reporting. I learned everything from the basics of using spreadsheets, databases, and online mapping to data visualization and the latest technological advances. I got a huge experience from story ideas, plenty of inspiration, and tools that helped me to overcome typical data hurdles. Most interesting was economist Lawrence Yun, who forecast a 9% growth in residential transactions for 2021. This will certainly have an impact on commercial real estate as the housing market changes. With more than 200 sessions, even the most dedicated #IRE20 attendees could never absorb all of the materials in one week. That's why learning and professional development can continue for a full year. I got full access to videos, tip sheets, slides, video data tutorials, and other resources for a full year.

Instantly I am going to engage with a broader network and use those gained skills in my work.

Anisa Zulfova
ICP

IF YOU WOKE UP SUDDENLY BECAUSE YOUR HOUSE WAS ON FIRE, WHICH THREE THINGS WOULD YOU SAVE AS YOU RAN OUTSIDE?



**AKSANA SHANAIEVA,
(SOC-118)**

1. Family--since I have a big family, the first thing is to save them all.

2. Documents--I think this is the most vital source of identity information. Otherwise, being reissued documents in Kyrgyzstan is a whole bureaucratic challenge

3. Gadgets--all gadgets are very important to getting any work done. And yes, I spent too much money on them and can't handle leaving them home

1. I would probably save my pink coffee cup because I am obsessed with it

2. The necklace that my grandpa gave me

3. My phone because we never leave each other like people do.



**MARIAM SULAIMANOVA,
(JMC-118)**

ILIAS SAID, (SFT-119)



1. Wallet--there is some cash, credit cards, and my driver's license in there. So after a hard day, I can have a good meal to calm down, relax, and start all over again.

2. MacBookit is the main instrument I use to make life great again.

3. Leather jacket--just to face a new journey with some confidence and style.

1. Toothpaste--since I really care about my teeth and can't live a day without brushing them

2. Phone--my phone is my life. I have everything on my phone, and leaving it wouldn't be a good decision.

3. Socks--I am so obsessed with socks, and I think they are the best invention the human beings have ever made!



GULNOZ FAIZAKOVA, (BA-119)

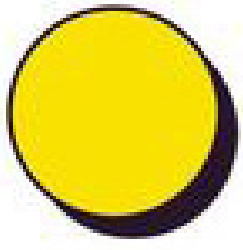


MUMTAZ POPAL, (ICP-2020)

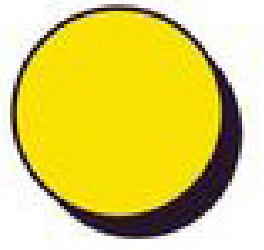
1. Covid vaccine passport--I guess it's self explanatory that in the world we live in now, it is hard to get vaccines and the documents to prove it. So it should be my and everyone's first choice.

2. Phone--it is obvious that I need my phone to call firefighters so that they can help to put out the fire.

3. Insurance papers---well, if my million dollar house is burning down I need to make the insurance company pay for it. And yes, this is the third thing because COVID comes first.



MISSING YOU A LOT



A beautiful place surrounded by a green land
 A blue building in the middle
 It sparkles like the sky when the sun shines on it
 Its lights turn on when the moon is above it

My friends, I could say I am missing this place
 From the forum to the gym, from rooms G to T
 From the second to the fourth
 Smelling coffee and meals
 Nothing better can I dream than a place that I miss

Yes, my friends, it is hard to live there
 To write these assignments, research reports, and
 midterms
 Despite all its finals, credits, and papers
 It is fun to live to get knowledge and make friends.

My friends are stuck with the question of what it is
 I can say it is a place where unity exists
 Where people share thoughts, cultures, and notes
 Their plans for the future and a job that they want

I have lived in this place for a year on my own
 Since it closed for the virus, I'm missing it a lot
 Despite the of the pandemic a friend came to its doors
 Who gave help and said you are not alone

Now the classes are provided by his friend called Zoom
 Zoom creates rooms where teachers take notes
 Now we see the right hand of the place is his friend
 Dear Zoom, I am kindly addressing you
 Please open for us the doors and let us get in soon

Let's my friends hope for better and dream for more
 Coming back to our home which is waiting for us a lot
 Don't be scared, don't be lost
 Let's just hope for open doors
 This is what I want to share
 AUCA you are the best of all.

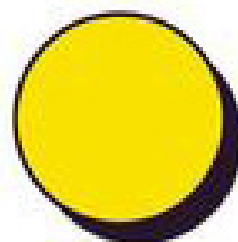
Gulrukhsor Vanjieva
 Software Engineering

I visited the AUCA campus for the first time after nearly one year. When I first enrolled at AUCA, it was at the beginning of February 2020. Our cohort had less than two months of real university experience before the campus got closed due to the pandemic and we had to move online. In the subsequent months, we were hoping for the situation to get back to normal. But it ended up continuing for the rest of the year. In addition to online studies, unlike other previous NGA students, we had our graduation online. My first semester as a freshman passed in an online mood—not as I had hoped for. This spring, one of my courses, which is more practical than theory, got on-campus approval, and we started to have this class offline at the end of February. Although the online mode of education has its pros and cons, nothing can replace a real-life college experience.

It was an amazing feeling seeing my classmates in real life. Sometimes we have another picture and perception of people whom we meet through other platforms than in real life. I missed the campus and the whole atmosphere of sitting in class and learning in person rather than virtually. Although many things have changed on campus—there are very few students, most departments are closed, and we must wear a mask—I am happy that this is the beginning of getting back to normal life. I hope for the situation to get back to normal and for the further opening of our campus in the upcoming months.

Susan Azizi
ICP

IF YOU HAD A TIME MACHINE, WHAT WOULD YOU WANT TO CHANGE?



Let's imagine that we have such a device that fits in your pocket, and when you choose in your mind what year you will return to or at what point in the time, this device returns you to where you would like to go. For example, you can go back to Issyk-Kul and get a good rest and have fun, and when it ends, you can go back to the time you came from. This device can infinitely move you anywhere and anytime. You can do anything you want; for example, if you were rude to someone you can go back and say a compliment instead. You probably think about going back to the time when COVID-19 had just appeared and destroying this virus once and for all. To change them, you need to change their worldview, make them more fun and pleasant. To create a world where there will be no place for suffering, where people will have a place in their hearts for generosity and sincerity, where people will smile with their eyes, speak like children whose every new word is like a paradise for parents, where there is a worldview like the wisest with a pure soul. This world needs a device that will fit in your pocket and move back to correct other people's mistakes so that there are no misunderstandings. It would reduce the death rate by correcting people's actions and giving them signals. You need to help everyone to be a person, alive, with sparkling eyes and a pure soul like that of a child who has just learned about life and will not be disappointed for the rest of his or her life.

Kurmanbek daniyar
LAS



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