



Progress Report – Annual Report 5

USAID UNIVERSITY SCHOLARSHIP PROGRAM (USP)

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	Indicator	Target unit	Year V (Oct 2014 to Sep 2015)						Justification
			Target Year V	Q1	Q2	Q3	Q4	Achieved Year V	
Standard Indicators									
1	Number of individuals from underserved and/or disadvantaged groups accessing tertiary education programs	Males	15	15	15	12	2	15	
2		Females	43	43	43	39	10	43	
3	# of USG-Supported Organizational Improvements that strengthen the institutional capacity of host-country Higher Education Institutions	Number of improvements	0	0	0	0	0	0	
3 - Scholarship Program Components									
c- Student Support									
5	# of students with overall full semester average above 85	Scholars (Aggregate)	20	-	21	18	-	39	
6	# of students with overall full semester average below 75	Scholars (Aggregate)	5	-	5	10	-	15	
7	# of USP participants who require University housing	Scholars	49	49	49	48	9	49	
8	# of scholars registered	Scholars	58	58	58	51	12	58	
9	# of student assistants providing support at the study center	Student assistants	12	14	14	14	1	14	
10	# of student support sessions offered by study center - Private	Sessions	450	286	93	86	0	465	1 session=1 hour
11	# of student support sessions offered by study center - Group	Sessions	300	62	36	92	30	220	
d- Leadership in Action									
12	# of monthly leadership events attended by USP Scholars including guest speakers, roundtable	Events	3	1	0	2	0	3	
13	average % attendance to the monthly leadership events above	% attendance out of total students	100	93	-	92	-	92.5	Reasons of absence are recorded
14	# of scholars registered in leadership academic class	Scholars	29	18	5	5	0	28	Between year 3 and 4



15	# of scholars actively engaged in student clubs; i.e. participating in their activities and not just registered	Scholars	58	58	58	51	-	58	
16	# of scholars assuming leadership role in their student club	Scholars	15	14	14	14	-	14	
e- Career Development									
17	# of different companies/ organizations offering internship to Scholars	Companies / Organizations	25	18	3	4	6	31	38 different companies in total
18	# of Scholars Engaged in internships	Males	6	5	2	2	1	10	
19		Females	19	13	9	9	5	36	
20	# of career sessions offered	Sessions	3	3	3	3	0	3	
21	average % attendance to the career sessions	% female attendance out of total female students	100	97	-	-	-	97	
22		% male attendance out of total male students	100	100	-	-	-	100	
23	# of coaching sessions offered	Sessions	3	3	3	3	-	3	3 individual sessions per student
24	average % attendance to the coaching sessions	% female attendance out of total female students	100	100	100	100	-	100	
25		% male attendance out of total male students	100	100	100	100	-	100	
26	# of scholars who complete the job readiness portfolio	Scholars	58	58	-	-	-	58	
27	# of scholars who are matched to a job by sub-grantee	Scholars	25	-	-	0	0	0	
f- Graduation year-to-year									
28	# of scholars placed on probation	Scholars	0	0	0	0	0	0	
29	# of scholars in Sophomore year status	Scholars	0	0	0	0	0	0	
30	# of scholars in Junior year status	Scholars	2	2	0	0	0	2	



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31	# of scholars in Senior year status	Scholars	56	56	51	51	17	56	7 students graduated
32	# of scholars who have successfully graduated from the program	Scholars	43	-	7	34	2	43	
33	# of Scholars pursuing Graduate studies post-graduation in Lebanon	Males	6	-	1	1	2	4	
34		Females	12	2	2	3	8	15	
35	# of Scholars Finding Employment within 3-6 months after graduation	Males	10	1	1	2	3	7	
36		Females	28	1	1	1	21	24	
g- Outreach									
37	# of times USP is publicly promoted	TV, newspaper, website	15	-	-	11			Outreach is s planned for Q19



BRIEF BACKGROUND

Launched on December 13, 2011, USAID University Scholarship Program (USP) is a new undergraduate scholarship program, proposed by Haigazian University (HU) and funded by the USAID, whose objective is to offer full scholarships to 65 public school students with high financial need and with gender-balanced representation from each of Lebanon's 26 districts. USP scholars receive full-tuition awards for the duration of their undergraduate program—including funding for housing, books, and stipends. Additionally, USP scholars have the chance to reap the benefits of higher education at Haigazian University. They will also be encouraged to join student clubs and be active in student life at the University to develop their leadership and communication skills. To establish this scholarship program, Haigazian University received a grant of \$6,631,150 from USAID. HU will also provide cost-sharing amounting to \$607,335 in order to implement the USP program.

Project start and end dates: September 29, 2010 to February 28, 2017

MAJOR ACHIEVEMENTS DURING THIS YEAR

- 43 scholars graduated from Haigazian University.
- 11 scholars have been recruited by Teach for Lebanon.
- The Career Boot Camp workshops and one-on-one coaching sessions were held and 58 scholars graduated successfully from this component of USP.
- USP scholar Sarah Hatoom was the valedictorian at the commencement ceremony.
- 60 scholars have completed internships.



PROGRESS BY ACTIVITY

I. Academic Progress

The fall semester started on September 22, 2014, and ended on the 2nd of February, 2015, during which 58 students were registered. The Spring semester started on February 2, 2015 and ended on the 23rd of June 2015, during which 51 scholars were registered. The Summer semester started on July 6th and ended on August 21st. 12 scholars were registered for the semester.

a. Academic Standing

Fall 2014-15

At the end of the Fall 2014-15 semester and out of 58 USP scholars at Haigazian University, 15 students were placed on Dean's list (average higher than 85) and 4 students were placed on President's list (average higher than 90). In addition, one scholar attained an average higher than 90 and another one higher than 85, but they were taking less than 12 credits.

President's List: [redacted names]

Name	Semester Average
	91
	93.25
	91.75
	91.54

Dean's List: [redacted names]

Name	Semester Average
	87
	88.15
	88.19
	86.67
	85.75
	87.5
	88.77
	85.23
	89.33
	86.25
	87.75
	87.8



	86.92
	86.54
	87.92

Lower than 75: [redacted names]

	67.5
	70.85
	74
	74.92
	74.31

[redacted name of scholar] scored a GPA lower than 70, however he was not placed on probation because his overall GPA and cumulative GPA are higher than 70.

Spring 2014-15

At the end of the Spring 2014-15 semester and out of 51 USP scholars at Haigazian University, 10 students were placed on Dean's list (average higher than 85) and 2 students were placed on President's list (average higher than 90). In addition, one scholar attained an average higher than 90 and five scholars attain cumulative averages higher than 85, but they were taking less than 12 credits.

President's List: [redacted name of scholars]

No.	ID	Name	Major	Class	Sem Avg	Cum Avg
1			Bad/Fin	Senior	85.25	81.26
2			S/MLS	Senior	88.47	87.14
3			Hu/Eng	Senior	85	83.26
4			S/C.Sc.	Senior	89.13	88.15
5			Bad/MIS	Senior	87.15	87.83
6			Bad/Fin	Senior	87.8	85.56
7			S/Math	Senior	87.08	89.64
8			S/Math	Senior	89.15	85.43
9			Bad/Fin	Senior	86.94	83.59
10			Bad/Acc	Senior	89.5	92.78

Average higher than 85 and less than 12 credits: [redacted name of scholars]

1	No.	ID	Name	86.8
2				88.33
3				89.8
4				88
5				85.8



Dean's List: [redacted name of scholars]

No.	ID	Name	Major	Class	Sem Avg	Cum Avg
1			Bad/Fin	Senior	92.13	88.45
2			S/MLS	Senior	90.58	89.99

Lower than 75: [redacted name of scholars]

No.	ID	Name	
			74
			66
			71.6
			72.2
			74.5
			73.62
			72
			73.33
			74.77
			73
			74
			75

Nicolas scored a GPA lower than 70, however he was not placed on probation because his overall GPA and cumulative GPA are higher than 70.

[redacted name of scholar] failed a course and could not graduate in Spring 2014-15. She repeated the course in Summer 2014-15 and passed it.

Fall 14-15 Courses in Annex A

Spring 14-15 Courses in Annex B

b. Study Center

Fall 2014-15

A total of 14 mentors were hired in Fall 2014-15 and 9 mentors in Spring 2014-15 to be available for students as per need. Their contact information was made available to students by email and printed flyers in the USP office, study center and dormitory lounge.



As some scholars required specific help in subjects that were not taken by the above listed mentors, an additional mentor was identified and contacted as per needs of students during the semester. All mentors need to be on dean list or president list (i.e. obtaining a semester average of above 85) to be eligible to mentor. By the end of December, in total 14 instructors were hired by the study center.

Starting from November 1, 2014, the mentorship /study center procedure changed. Each student was allowed to take a fixed number of individual and group sessions per semester.

Students with overall cumulative average lower than 78 are allowed to take per SEMESTER (excluding October 2014):

1. 12 hours of individual sessions
2. 14 hours of group sessions

Students with overall cumulative average higher than 78 are allowed to take per SEMESTER (excluding October 2014):

1. 6 hours of individual sessions for non-major courses
2. 7 hours of group sessions for non-major courses

NB: Students who are near probation or facing problems in certain courses are encouraged to take few extra courses. Mid semester course evaluations were used to identify the courses in which students needed mentoring.

Spring 2014-15

A total of 9 mentors in Spring 2014-15 to be available for students as per need. Their contact information was made available to student by email and printed flyers in the USP office, study center and dormitory lounge.

Summer 204-15

One mentor, Ali Ismail, was hired in Summer 2015 to be available for students as per need. His contact information was made available to students by email and printed flyers in the USP office, study center and dormitory lounge.

Names of study center mentors in Annex C [redacted segment]

c. Mid Semester Evaluations

Two mid semester evaluation processes were carried out in November 2014 and March 2015, during which instructors were asked to fill out an evaluation sheet for each of USP scholar in



their classes. The students who were struggling were contacted on an individual basis to discuss possible solutions.

d. Internships

Among the 64 USP scholars, a total of 60 completed their internships, and 4 will do them starting Fall 2015-2016. The USP office contacted the remaining students and agreed upon when and where they will do their internships.

An internship evaluation survey was prepared for students to fill out. So far 56 scholars have filled out the questionnaire.

List of internships in Annex D

e. BAD Class

59 USP scholars have successfully finished the BAD 200 course. The remaining 5 scholars will be taking the course in the upcoming year, prior to their graduation date.

f. Commencement Ceremony and Graduation

Baccalaureate Service

On Sunday June 28, 2015, graduating students of Haigazian University expressed their gratitude to the Lord during the annual Baccalaureate Service that takes place on the Sunday before every commencement. 42 USP scholars were among the students who sang, prayed and expressed their thankfulness in the Chapel of the First Armenian Evangelical Church. USP scholar [redacted name], 22, from Oqaibeh, led the choir along with another Haigazian student. The students then lit up candles and came out of the church to share the light with their friends and families.

Commencement Ceremony

More than 200 students from the schools of Business Administration & Economics and Arts and Sciences received their undergraduate and graduate degrees, on the evening of July 3rd, 2015, at [redacted name], Dbayeh, during the 55th commencement exercises, which also marked Haigazian University's 60th Anniversary. Forty Two USP scholars were among the graduating students, of which 11 graduated with honors and three with high honors.

Moreover, USP Scholar [redacted name] was one of the two valedictorians that gave a speech on behalf of the graduating class. The seashore courtyard was packed with officials, family and friends gathered to applaud the graduates. She thanked the USAID and the USP program for making all of these possible.



Celebrating Merit

On Wednesday the 24th of July 2015 at 2PM, a celebratory event was held for graduating USP students entitled “Celebrating Merit”. Staff, faculty and USP alumni were invited.

The aim of the event was to congratulate USP scholars for their excellence in academia and leadership.

The program entailed:

- A word by the president
- Projection
- Testimonials of students
- Distribution of certificates and alumni pins

USP alumni who had previously graduated were present and those who had graduated with honors received academic excellence awards.

g. Graduate studies

13 USP Alumni are currently enrolled in graduate studies.

List of student pursuing graduate studies in Annex D [redacted name of scholars]

Testimonials

“ The most important benefit I gained after doing two internships in different aspects of Human Resources Management is to identify what is the specific field that I really would like to focus on later in my career. It gave me a clearer picture about my future choice of work and graduate studies.” [redacted name of scholar], F, 22, Kesrouan

“I definitely realized that I prefer Human Capital Consulting over working in a Human Resources department in a hotel or ordinary firm. I discovered that I am a person who gets exceptionally bored with routine, in consulting, the work is similar yet different and industry based as well depending on the client needs in every case. It also allowed me to demonstrate myself as a competent candidate for future opportunities as I was able to hold two jobs in consulting firms after my internship was over.” [redacted name of scholar], 22, Baabda.



II. Leadership

a. Monthly Sessions

- **Presentation: State Alumni Network and LSAC**

On Wednesday 17th of December 2014, Ms. [redacted name] from, Alumni Coordinator at the US Embassy in Lebanon gave a presentation on the State Alumni Network and the Lebanese State Alumni Community (LSAC). Scholars were introduced to the website and its different sections as well as encouraged to join the network and benefit from it. Scholars were also encouraged to work on the USP Alumni chapter at Haigazian University and benefit from what both websites and communities have to offer. At the end of the session, students addressed questions.

- **Sessions With The University Counselor**

2 group sessions with the university counselor were organized as part of the dormitory activities, to which all USP students were invited (even those who are not dorm residents). The sessions are elaborated under the dormitory section.

- **USP scholars share their experience**

On Monday, the 20th of April 2015, a monthly leadership session was held under the title “USP scholars share their experience”. Seven scholars took the stage and talked about their internships and career experience. Each spoke for around ten minutes and answered the questions of their peers. The session was very successful.

- **Lecture on Transitional Justice, “We want to know” (22 May 2015).**

The Guest speaker was Dr. [redacted name], head of International Center for Transitional Justice.

- **Inspirational speeches at Haigazian University’s event “Doors To Spring”:**

The Student Life Office, on the occasion of HU’s 60th Anniversary, had organized a Student Festival themed as Doors To Spring on Saturday May 16, 2015 starting from 12pm till 7pm on HU Campus. The highlight of the festival was special guest talks featuring the famous TV presenter [redacted name], the famous actress [redacted name] and [redacted name] (Deputy General Manager, [redacted name of bank]). They talked about leadership, their experience and how they overcame life obstacles in order to achieve success.

- **Presentation by the Lebanese Center for Palliative Care – Balsam**

Balsam is a non-governmental organization that works to relieve patient suffering and improve quality of life. The event took place on Wednesday June 3, 2015.



b. Workshops

On the 25th and 28th of March 2015, USP scholars attended a series of workshops delivered by [redacted name of training firm] at their premises. Scholars chose the topic of their interest for the workshop from the available topics: Stress and Time Management, Business and Social Etiquette and Emotional Intelligence.

Scholars were previously asked to rank their preferred topics out of a pool of topics.

c. Student Life

- All 58 USP scholars are involved in student life activities for the Fall 2014-15 Semester. Scholars were asked to report the clubs and societies they were involved in at the beginning of the semester, and those who were not registered were asked to register and be involved.
- The Student Life Committee (SLC) at Haigazian University is made up of representatives of clubs and societies. Members of each club and society vote for their representatives at the beginning of each semester. Currently, 6 out of 14 members of the SLC are USP scholars, representing the Dance Club, Social Activities club, Photography Club, UNESCO Club, Peace Building Committee and Computer Science Society. The SLC is the student body which coordinates campus activities, promotes different events, responds to student concerns and works to increase student engagement in the university. “Thanks to the leadership sessions we took as part of the USP program, I became more engaged and more confident to express myself in student clubs and meetings, which are the main reasons for me being in the SLC today”, says [redacted name of scholar], from Beirut.
- On Monday October 13, 2014, Haigazian University celebrated Founders’ Day and officially launched the activities of its 60th anniversary, in a packed audience including the Minister of Information, several notable people, faculty and students. University clubs, societies and the USP program were introduced to the guests through a presentation. During the ceremony, student clubs were awarded for their contribution to the Haigazian community throughout the years. Four out of nine students who received certificates of appreciation were USP scholars, who have been engaged in student life activities in the past three years.
- Coaches and heads of the student life clubs and societies will present their student club evaluation at the end of the semester, mentioning the level of engagement and leadership shown by each scholar. Scholars were also asked to fill out a survey about their engagement in clubs in the past three years. 57 out of 58 surveyed students answered that their engagement in the clubs was positive and they benefited from it in the past 3 years. Only one student answered that his engagement brought up no “real benefit other than casual entertainment”, and that he wouldn’t have joined clubs if it weren’t mandatory.



- Two USP scholars, [redacted name of female scholars], represented Haigazian University in the Eurovalencia 2015 Sports Tournament in Valencia, Spain. [redacted name] finished the table tennis tournament in third place and [redacted name] won the championship with the Women’s Basketball team. “It was an amazing experience meeting fellow students from universities abroad, mingling with them, being exposed to new cultures, and winning an international tournament”, said [redacted name]²², from Tripoli.
- [redacted name] hosted the Halloween competition event on campus.
- 2 scholars [redacted name of female scholars] represented Haigazian University at the Arab University competition for public speeches in standard Arabic. Dina Saleem came in 4th place.
- [redacted name] organized the Spiritual Club’s field trip in Fall 2014 and retreat in Spring 2014-15 (March 14-15-16), at the Monastery of St. Jean, Okaibe.
- 13 USP students attended the Computer Science Society’s event: “Cyber Security in Lebanon”.
- The Dance Club of Haigazian University had its annual show entitled “Steps 8”. Several USP scholars were part of the dance performance “Unwritten Diaries” presenting a bouquet of dances from different genres and styles. The performance took place on Wednesday and Thursday June 3 and 4, 2015 on Abou Khater theatre at USJ. The opening speech of the performance was done by USP scholar [redacted name] who is the chairperson of the dance club. She shared her story from entry to Haigazian and not knowing to dance, and how she became the president of the dance club and performed a solo dance. Her welcoming words were appreciated by applauses from the full house theater.
The USP scholars that took the stage with their dances are [redacted name of scholars] Note that [redacted name] was in the committee of the dance club and had a major role in the execution of the performance. Moreover, for the purposes of promoting the show, [redacted name of scholars] gave TV interviews on Future TV.
- After finishing their community service at Balsam, the Lebanese Center for Palliative Care, two of our USP students, [redacted name of scholars], initiated an awareness and fundraising day for the center. As one explained “the aim was to introduce to the Haigazian community the concept of palliative care and giving them the opportunity to support the center”. The event which took place on Wednesday June 3, 2015, gathered more than 50 students, faculty and staff to hear the director of the center talk on the importance of conversations about the end of life with the ones you love. Her presentation was followed by an interactive Q & A session.
The organizers had also set up a booth for Balsam on campus, where informative brochures were being distributed. By passers were invited to write their wishes before they die. Moreover, mugs and other souvenirs were being sold to raise funds for the



center. The other USP scholar/organizer said, “We were so touched with the work that Balsam does, and we wanted to help them. We came up with the idea, did the organizing and handled the marketing for the event”. On her Behalf, the director of Balsam thanked the two USP students for their fabulous work at the center and for organizing such a successful event.

- [Redacted name of scholar], took part in Google’s Building Opportunities for Leadership and Development (BOLD) Immersion program in Dublin, Ireland. The scholar, 21, from Saida majors in Business Administration with an emphasis on Finance. She is a very active member of the USP and Haigazian student life, is a member of several university clubs including the music and actors club. She has performed on many occasions on and off campus. Her tremendous efforts in the NGO LOYAC towards the overall development of the youth made her eligible to take part in Google’s BOLD program to find solutions to challenges that the technology business and its users face. The three day event will take place from 24 to 26 June 2015, in Google’s European Headquarters. She shared with us her excitement for the trip “It’s my first time out of the country, and I can’t wait to reach Dublin. I’m sure it’ll be a great experience and I’ll get to meet so many new people. The USP leadership program at HU helped me become more confident and eligible to take part in such international initiatives.”
- Coaches and heads of student life clubs and societies presented their student club evaluation at the end of the semester, mentioning the level of engagement and leadership shown by each scholar. 51 out of 51 students were enrolled in student clubs, societies or anything equivalent.
- Several USP scholars have been selected by the Student Life staff to join the Outdoors committee: [redacted name of scholars].
- The Student Life Office of Haigazian University has a tradition of awarding students that are active in the vibrant student life on and off campus. The Awards Day this year took place on June 5, 2015 on campus. The entire Haigazian family gathered to celebrate active students. Many of the awarded students were USP scholars. One female scholar received the award for the “Most Committed Student”. A male scholar received the award for the “Most Persevering Student”. The following students received “Thank You Awards” for their tremendous efforts in their respective clubs: [redacted name of scholars]. Another scholar received the following awards from the sports department in appreciation of receiving a gold medal (EuroValencia- tournament basketball) and a silver medal (university league - basketball). A female scholar received an award from the Sports department in appreciation of her efforts.

The highest award at Haigazian is the President's reception award where 7 students are chosen and invited for a reception with their parents at the president’s house. Four out of seven awardees are USP scholars. They are as follows: [redacted name of scholars]



d. Other

[redacted name] who was accepted to the MEPI Student Leaders Program 2015 was not granted a visa on time. She did not participate in the program.

Testimonials

“My engagement in clubs helped me gain general information about different things. In the art club, for instance, I learned how to interpret a picture and how to paint an image from a perspective different from reality. In kickboxing class, I learned self-defense techniques which may be beneficial in life. All in all, my engagement in clubs was an added value to the academic life and USP sessions.” [redacted name], 22, F, Bkaatouta

“Definitely I benefited from my engagement in student life and leadership activities. My years spent at this university shaped my personality and made me grow while knowing truly who I am, what I like, and who would I want to become. Through my engagement in all these clubs and events, I had to face some of my weaknesses and learn how to deal with them; such as public speaking and self-esteem. In addition, I realized how to best use my strengths in achieving what is needed.” [redacted name], 22, F, Kesrouan

“I gained a lot of expertise by joining the Desert Streams club, including team work and time management. Also, I learnt how to hold responsibility and how to deal with people of different styles. Also, I learnt how to be patient and how it is beautiful to help others who are in need.” [redacted name], 22, F, Tyr

“Since I already have interest in this topic (Emotional Intelligence), I was really glad to learn even more about it and get new theories and tips. Most importantly, this workshop further increased my confidence in my major's choice, my future planning, and my vision for a career”, said [redacted name], 22, Oqaibeh.

“I learned the true meaning of emotional intelligence, and how to control my feelings and think before I make any impulsive reaction. Being an HR major, this workshop was more than important. I was able to step into a corporate such as Management Mix which is somewhere that I see myself working at. My main focus in the HR field is training and talent development, therefore such a training given by a proficient trainer gives me an idea of how to train in the future. Thus, this was not just about the topic of the training but about the whole training.” [redacted name], 22, Saida.



III. Career

a. Career Boot Camp Workshops

1. Workshops 1 and 2

On Saturday 25 and Sunday 26 of October 2014, USP scholars attended a two day Career Boot Camp presented by [redacted name of training firms].

The workshop explained the tenets of positive self-communication during a job hunt, as well as best practices on how to manage the hunt by:

- Understanding what kind of roles are available in the job market
- Knowing how to identify which roles suit their preferences
- Identifying and revealing hidden vacancies in the job market
- Effectively using social media to increase market exposure and improve networking impact

Scholars actively participated throughout the workshop and gave real life examples from internships and USP related leadership activities that they had previously been engaged in. At a stage of their university lives which is very close to graduation, scholars showed to be very knowledgeable of the market, and though concerned about their future, they are very motivated to be starting their careers soon, empowered by the skills they have gained in the USAID University Scholarship Program.

2. Workshop 3

On 29-30 November 2014, “Integrating the workplace”, the last workshop in the series of “Career Boot Camp” workshops was delivered to USP students of Haigazian University. Scholars were divided into two groups: Students majoring in Business and students majoring in Arts and Sciences. The workshop covered key elements that would successfully allow students to integrate their potential workplaces, including: expectations management regarding orientation, the difference between orientation and on boarding, crucial soft skills to deploy early on in the workplace, as well as the different types of difficult people to deal with:

1. Introduction to the Workplace
2. Orientation vs. On boarding
3. Soft Skills
4. Dealing with Stress and Difficult People

A pre and post workshop assessment was also conducted for both groups on the occasion of the third workshop.



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b. Career Boot Camp Coaching Sessions

USP scholars had 3 one-on-one sessions with the trainers. The topics of the sessions were:

- **Coaching Session 1:** “Review and Career Guidance” (reviewing each student’s CV and LinkedIn profile as well as providing general career planning counsel)
- **Coaching Session 2:** “Soft Skills Review” (addressing each student’s verbal & nonverbal communication style as well as discussing imminent job hunting options)
- **Coaching Session 3:** “Personal Mock Interview” (subjecting students to mock interviews based on their individual profiles followed by a debrief of their performance)

c. Graduation from Career Boot Camp

All 58 scholars have officially completed the “Career Boot Camp”. They all received certificates of completion.

d. Trainers’ Feedback

- Students were highly engaged in all coaching sessions despite varying degrees of interaction due to the uniqueness of each student’s profile;
- The first coaching session series (“Review and Career Guidance”) witnessed significant progress made on students’ CVs both in terms of formatting and content as well as their presence on the professional networking website LinkedIn;
- The second coaching session series (“Soft Skills Review”) presented several ‘Eureka’ moments where students realized hidden traits in their communication style; and provided an opportunity for them to lay out their plans for the future and assess them;
- The third coaching sessions series (“Personal Mock Interview”) offered students a realistic interview setting where their performances were assessed by a neutral third party attending the interviews. At the end of the sessions, each student was provided with a written report on his performance in the coaching sessions.

e. Teach for Lebanon Fellowship 2015

11 USP students from Haigazian University were chosen as fellows for Teach for Lebanon. In total 11 out of 64 USP scholars (17%) have guaranteed jobs through Teach For Lebanon. They started working as full time school teachers starting from September 2015, with an above average remuneration for junior teachers. At the end of their two-year service at the schools, they will be granted scholarships to pursue graduate studies in Lebanon. Other USP scholars have also applied for the last round and results will be announced in the coming months. One scholar withdrew from the fellowship program for personal reasons.



Testimonials

“Career Boot Camp helped me figure out that there are more opportunities than I can imagine and that I should not narrow my options regarding the perfect job. I also learned how to start searching for a job and what are the steps that you should follow from developing a professional CV till interview phase. ”Anonymous (from the evaluation questionnaire)

“The Career Boot Camp was an outstanding experience that allowed me to break outside my comfort zone and test my skills before I go out to the real world of work.” Anonymous (from the evaluation questionnaire)



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IV. Dormitory

a. General

The HU dormitories opened on September 2 for students having nearby internships and other university activities. Applications were reviewed during this time and room assignments were made. For Fall 2014/2015, the dormitory has 55 residents, among which 5 are non-USP students. Also a maintenance form was created to make it easier for students to report any maintenance problem, so maintenance was done accordingly.

In Spring 2014-2015, the dormitory had 53 residents, among which 5 were non-USP students. Whereas in Summer 2015, all 7 residents were USP scholars.

b. Student Monitors

Student monitors were selected each month. They were in charge of communicating with their friends on the same floor to transmit all the complaints, suggestions and comments to the head resident, in addition to participating in weekly meetings and preparing for dormitory activities.

At the end of October, a Letter of Appreciation was given to one of the student monitors, [redacted name], in honor of his outstanding performance and dedication to the dormitory life.

c. Activities

- **Orientation Session:** On September 19, an orientation session was held for all Dormitory residents that went over the different aspects of Dormitory life, rules and regulations, complaints, social activities, and that also introduced the students to their new Head Resident. This was followed by a farewell gathering for the previous University Scholarship Program Manager.
- **Halloween party:** It took place on Thursday October 16, 2014 at 8 pm, in HU main campus. There were 29 participants who came with various creative costumes and enjoyed a great evening with their friends. Refreshments, music and 5 fun games were prepared by the student monitors. Winners received small souvenirs. At the end of the evening, the best costume competition was held.
- **Football night:** Students gathered in the Student Life Lounge at 20.45 pm to watch the Champions League game (Real Madrid vs. Liverpool), on November 4th.
- **Dinner and movie night:** Residents gathered in the lounge on the 6th of November for a dinner and movie night.
- **Meeting sessions with the university counselor:** Two sessions were organized by the USP office and the dormitory Head Resident on the 17th and 25th of November, during



which students were introduced to the new university counselor. The sessions shed light on the following issues: Problems faced when students moved into the dormitory, cultural and regional differences, integrating into the Armenian society of Haigazian University, stereotyping and gossiping in the dormitory. Students participated actively and talked about different issues. Smaller group sessions will be conducted in the future in order to tackle further problems faced by the students. Scholars were encouraged to visit the university counselor and discuss with her the problems they are facing.

- **Christmas gathering and activities:** Two activities were planned during this month; a secret Santa activity where students shared gifts with others and a Christmas dinner that was to be held at a café in downtown on December 18th, 2014. The latter was cancelled due to small number of attendees. Students decorated the dorm lounge and placed the Christmas tree at the beginning of the month. They exchanged their gifts on December 18th where everyone gathered in the lounge to discover his/her Secret Santa.
- **Barbecue/Karaoke Night:** It took place on Wednesday February 18, 2014 where 30 dormitory students gathered in the university's auditorium to enjoy a barbecue night with their friends followed by singing and dancing. At 9 pm, students started wrapping up, cleaned the auditorium and gathered in the dormitory lounge to sit and talk.
- **Sushi night:** Students went out for sushi together with the USP alumni, the USAID Scholarship program manager and the dormitory head resident on March 23rd.
- **Football Night:** Based on many residents request, football lovers were given the opportunity to watch the game of the month between Real Madrid and Barcelona with the respective fan clubs of each team. The event took place outside the dormitory where students joined other football fans to cheer for their beloved team.
- **Meeting sessions with the university counselor:** A joint event was organized along with Haigazian Student life and the university's counselor on March 2nd. The session was Entitled: "Campus Converse-Station: Is there a Right Person for ME?" and was designed to provide students with space for open discussion and debate on issues that students might face at any level. This is part of a series of similar group meetings to highlight relevant issues in students' life and help them understand different aspects of their personal and academic life in an attempt to increase their power of reasoning and awareness on hot topics.
- **Easter's gathering and activities:** During the Easter break, a trip was planned to a famous Lebanese monastery (Our Lady of Nourieh) followed by lunch in Lebanon's famous city: Byblos on Monday April 13. Due to the bad weather the event was postponed till Saturday April 18.
- **Armenian Dinner:** On May 11, 2015, 40 USP students including some alumni went together for an Armenian dinner in Bourj Hammoud. It was a successful event where the crowd enjoyed traditional Armenian dishes and a great time together.



- **Other Social Activities:** May dormitory students had a tough spring semester; finishing their final exams, preparing for their graduation as well as for many end-of-year events at HU like those organized by the Dance Club and the Acting Club. Thus dormitory social events were limited and most of the events our students participated in were those of the clubs at HU.
- **Check-out procedures:** started on June 23rd-June 25th. Students were having many mixed feelings; finishing a great experience and leaving what was their home for the past 4 years and getting ready for the real life awaiting them outside HU.
- **Graduation and Iftar:** Graduating students as well as many of their friends returned to the dormitory for the Baccalaureate service that took place on June 28th as well as for the pre-commencement rehearsals. Following the rehearsals, the Iftar was a chance for all students to gather and enjoy some quality time together before their graduation ceremony.

d. Disciplinary actions

- [Redacted name of scholar] was given a written warning for jumping over the university fence after curfew hours in an attempt to get into dorms (October 30).
- [Redacted name of scholar] received a verbal warning for spraying deodorant heavily in his room and causing the fire alarm to go off (November 12).
- [Redacted name of scholar] was given a written warning for coming to the dormitory late after curfew hours and showing a disrespectful attitude towards the head resident (February 22).
- [Redacted name of scholar] received a written warning for keeping a pet cat in the dormitory on the weekend of March 14-15. This is the second time for her but this time; she came and told the head resident what she did. The issue was discussed with the head resident.
- [Redacted name of scholars] were all given a verbal warning for coming 6 hours after the curfew without informing the head resident of their need to stay out till after the curfew (February 22).
- 5 students were given warnings in May due to disrespectful behavior towards the head resident. The mentioned students asked for an extended curfew to celebrate after their dance club's event. However, they did not come back to the dormitory and made the head resident wait for them till a late time after midnight without telling her that they will be late. Moreover, they didn't apologize for their behavior and some of them showed



disrespect towards the head resident. After several meetings with the USP office, students wrote an apology letter and were exempted from the warnings.

e. Open Campus Days

The campus was opened during the Finals period since many students had exams and needed to study in the Study Center.

f. Dormitory Survey/Feasibility Study

A feasibility study was conducted in the dormitory between the 10th and 20th of March. Students were asked to fill a survey to get an idea about what improvements are needed in HU dorms for the coming semesters. 43 students participated and the results will be discussed with the university's administration soon.

g. Others

A first Aid kit was installed in the dormitory's lounge so that students have access to it in case of emergency.

Testimonial

"The dormitory has become a second home away from my family. Whenever any of us needs anything, we know that we have someone to support us and help us, whether it is the head resident, my roommate or my neighbors." [Redacted name of female scholar], 22, F, Tripoli



V. Outreach

a. US Ambassador's Visit

On Thursday, the 21st of May 2015, American Ambassador David Hale visited Haigazian University to celebrate the graduation of 35 University Scholarship Program (USP) students in June 2015, and distributed Academic Excellence awards to 12 scholars. Two scholars gave testimonials. “At Haigazian and with the help of USAID I could see a better life for myself and those around me in the future. I also dreamt bigger dreams and decided I can knock down the walls to reach them. I am currently in the process of looking for graduate scholarship to pursue my studies in International Affairs in the United States, hoping one day I could run programs like USP for other people around the world who dream big but lack the financials” said one scholar

The following press articles appeared in the media:

- 1) Al-Liwaa
<http://www.aliwaa.com/Archive1.aspx?ArticleId=247046>
- 2) National News Agency
<http://nna-leb.gov.lb/ar/show-news/159731/35>
- 3) Al Mustaqbal
<http://www.almustaqbal.com/v4/Article.aspx?Type=NP&ArticleID=661853>
- 4) El Nashra
<http://www.elnashra.com/news/show/871046/%D9%87%D9%8A%D9%84-%D8%B4%D8%B1%D8%A7%D9%83%D8%AA%D9%86%D8%A7-%D9%84%D8%A8%D9%86%D8%A7%D9%86-%D9%85%D8%A8%D9%86%D9%8A%D8%A9-%D8%B9%D9%84%D9%89-%D8%A7%D9%84%D8%B1%D9%83%D8%A7%D8%A6%D8%B2-%D8%A7%D9%84%D8%A7%D9%85%D9%86%D9%8A%D8%A9-%D9%88%D8%A7%D9%84%D8%AA%D8%AC%D8%A7>
- 5) Alarb
<http://alarb.co/lebanon/detail6859.html>
- 6) Lebanese News
<http://lebanese-news.com/index.php/explore/extenstions/item/2385-35>
- 7) Emla Haberleri
<http://www.emlakhaberleri.net/%D8%A7%D9%84%D9%86%D8%AC%D8%A7%D8%AD-%D8%AA%D8%B7%D9%84%D9%82-%D8%A5%D8%AD%D8%AA%D9%81%D8%A7%D9%84%D8%A7%D8%AA->



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- 8) Haigazian Website
<http://www.haigazian.edu.lb/NewsEvents/Pages/default.aspx?NewsID=1148>
- 9) Haigazian Facebook
<https://www.facebook.com/universityhaigazian/posts/899089103482779>
- 10) Lebanon Files
<http://www.lebanonfiles.com/news/886776>
- 11) Lebanon 24
<http://www.lebanon24.com/#!/articles/1432221756948584200/>

b. Graduation of the second USP cohort

The following articles were published:

- 1- Al-Anwar
- 2- Al-Balad
- 3- Al-Liwaa: <http://www.aliwaa.com/Article.aspx?ArticleId=251545>
- 4- HU Website

c. The USP Experience (Documentary)

The movie is posted online, through the official YouTube page of Haigazian University. It was also posted on HU’s official Facebook page. The link of the movie is:

<https://www.youtube.com/watch?v=v3dKiqG5zxM>

d. HU 55th Commencement Exercises

The following articles were published:

- 1- Al Balad
- 2- Anwar
- 3- Aztag
- 4- Diyar
- 5- Al- Liwaa
- 6- Moustaqbal
- 7- Lebanon files



- 8- HU Website
- 9- HU Facebook Page
- 10- HU YouTube Page

Newspaper Clippings in Annex F



VI. Alumni

a. Updates on Alumni

So far 49 scholars have graduated out of the 64 USP scholars. The below table summarizes the status of each alumni member:

b. Alumni meetings

- HU USP Alumni were contacted to attend the presentation on the US Alumni network and LSAC, on the 17th of December 2014. Two alumni attended, two could not come because they had exams, and two said that now that they are married and have families and leave far away from Beirut, they cannot always attend meetings, usually if it's in the afternoon. The USP office met with the attending alumni and it was decided to have another meeting in February or March, which includes the 2nd cohort (7 students), in order to have a larger number of participants and be able to plan for future activities.
- On Monday the 23rd of March 2015, the USP HU alumni chapter held a meeting and discussed future plans. The President of the chapter will meet with the alumni coordinator at Haigazian University and discuss the possibilities of a potential cooperation. The first activity of the chapter will be a joint trip with the dormitory students to Byblos in April 2015. 6 alumni attended the meeting.
- On September 19, 2015, 17 USP alumni came together to form an alumni network of USAID USP scholars to be used as a means of staying connected and helping each other for future endeavors, besides alumni chapter creation purposes.

The meeting started with the opening words of the Program Manager, as she welcomed all to form an Alumni network. She focused on the first attempt to form this USP Alumni chapter, about a year ago, and what needs to be done to be more active this time. She also stressed on the positive sides of being state Alumni and called all to volunteer and apply for grants through the International Exchange Alumni website: <https://alumni.state.gov/>.

Then, the program office talked about the importance of an alumni network to connect graduates, to revive memories of academic life, to partner up for professional endeavors, and to give back to their alma mater.

The graduates later discussed their current standing in terms of employability and academia, and helped each other with opportunities and vacancies they know or heard of.

Next thing on the agenda was future plans/activities for the chapter. The attendees suggested the following:

- The need to create an internal bylaw/constitution
- A networking event



- Picnic/day out
- Take part in HU Orientation sessions
- Organize lectures/workshops (participation fees is used as funding for the chapter)
- Visit their own schools. Talk about lessons learned. Advise them to focus on language, inform them about scholarships, and help them to have the same opportunities they had.
- Help Haigazian in organizing an annual job fair

The last item on the agenda was the cabinet elections. The attendees decided that the cabinet would be composed of 5 members, electronically elected by the alumni. The five elected would internally choose the president, secretary, and treasurer/PR.

Five nominated themselves to be members of the cabinet. And thus, there was no need for elections.

Testimonial

“I started at AUB in September as a graduate assistant for an MS degree in math. So far my courses are a little bit hard but beautiful, and the assistantship is amazing; I think I'll learn more from it than my actual courses. I assist a professor in a course called real analysis which will probably be part of my desired research field when I start working on my thesis. I give problem solving classes for math 101 and also I assist in 'math clinic' where we help students with math problems (like the student mentors we had in the USP study center).” [redacted name of scholar], 22, F, Chouf



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VII. PLANNED ACTIVITIES FOR THE NEXT YEAR

a. Academic

- Fall 2015-16 semester started on September 21, 2015 and will end on January 22, 2016.
- 6 scholars will graduate in Fall 2015-16 and 9 in Spring 2015-16.

b. Leadership training

- 1 workshop and 3 leadership sessions will be held.

c. Career sessions

- 1 session will be held.

d. Dormitory

- Monthly dormitory activities will take place.

e. Alumni

- The USP Alumni Cabinet will start their meetings and plan for the year.
- USP Alumni will be called for meetings and activities will officially start.

f. Outreach

The following activities and news will be promoted:

- A magazine summarizing USP at HU
- Workshops and leadership sessions of the year
- Graduation of the new cohort
- End of program



VIII. Annexes

Annex A: Student courses (Fall 2014-15)

[redacted list]

Annex B Student courses (Spring 2014-15)

[Redacted list]

Annex B: Names of study center mentors (Fall 2014-15, Spring 2014-15 and Summer 2014-15 respectively) [redacted name of mentors]

Subject	Mentors		
Mathematics			
Computer Science			
Business Administration			
English/IS			
Biology			
Medical Laboratory Sciences			

Subject	Mentors		
Mathematics			
Computer Science			
Business Administration			
English/IS			
Biology			
Medical Laboratory Sciences			

Subject	Mentors		
Business Administration			



Annex D: Internship

[redacted segment due to personal information]

Annex E: List of students pursuing graduate studies

[redacted segment due to personal information]



Annex F: Feedback on coaching sessions

Participants' Feedback

The below table compiles the feedback collected from students from all four coaching waves:

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
<i>The coaching sessions objectives were clearly presented to me</i>	0	0	2	19	37
<i>The coaching sessions covered all presented objectives</i>	0	0	1	22	35
<i>Coaching session 1 was of great benefit to me</i>	0	1	0	18	39
<i>Coaching session 2 was of great benefit to me</i>	0	0	4	25	29
<i>Coaching session 3 was of great benefit to me</i>	0	0	1	18	41
<i>Would you agree that sessions have helped you be better prepared for your job hunt?</i>	0	1	2	17	38
	Very Disappointing	Disappointing	Undecided	Met Expectations	Exceeded Expectations
<i>How would you rate the facilitators in all coaching sessions?</i>	0	0	3	35	20

Some of the things that students particularly enjoyed during the coaching sessions include:

- The CV editing, soft skills assessment, and mock interview exercise
- The overall sequence of all three sessions
- The personalized, professional, and down-to-earth approach
- The stress questions that tested the participants' professionalism



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Annex G: Average scores of workshop 3 pre and post tests

Group A	Average score
Pre-workshop	64.68
Post-workshop	91.25
Group B	Average score
Pre-workshop	68.80
Post-workshop	90.80



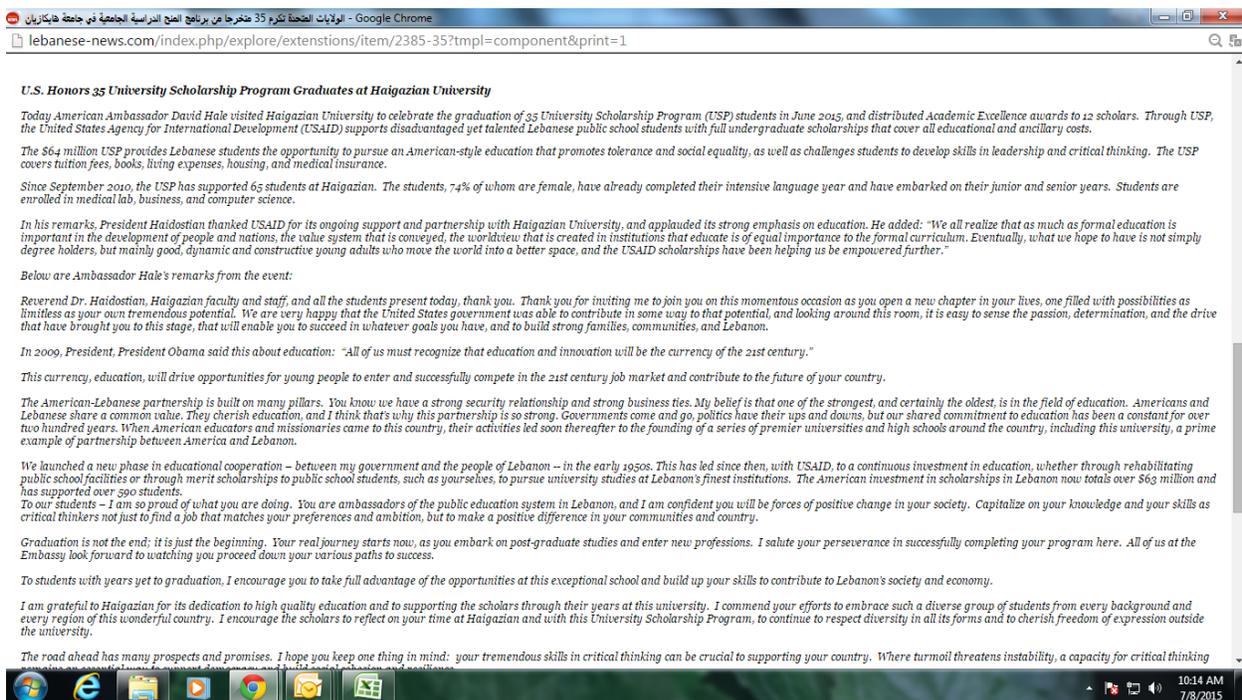
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Annex H: Newspaper Clippings (Screenshots of press releases and articles)







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www.lebanon24.com/#/articles/1432221756948584200/



الأكثر قراءة



بالفيديو- رماها مع عشيقها من الطابق الثالث

واشنطن تكّرم 35 خريجاً في جامعة هايكازيان

2015-5-21 18:22

تقريب شارك



زار اليوم السفير الأمريكي ديفيد هيل جامعة هايكازيان للإحتفال بتكريم 35 طالبا وطالبة، كانوا قد حصلوا على برنامج المنح الدراسية الجامعية (University Scholarship Program) (USP)، كما وزع جوائز التفوق الأكاديمي على اثني عشر طالبا من خلال برنامج المنح الجامعية، تدعم الوكالة الأميركية للتنمية الدولية (USAID) للامدة المدارس الرسمية المتفوقين من هم بحاجة إلى رعاية وذلك من خلال منح دراسية جامعية كاملة تغطي كافة التعليم وملحقاتها بالكامل.

إنّ برنامج المنح الدراسية الجامعية الذي تصل قيمته الى 64 مليون دولار أميركي يؤمن للطلاب اللبنانيين فرصة مواصلة التعلّم ضمن المنهج التربوي الأمريكي الذي يشجّع على التسامح والعدالة الاجتماعية، فضلا عن تحديّ التلاميذ في تطوير

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2015-2015

زار اليوم السفير الأمريكي ديفيد هيل جامعة هايكازيان للإحتفال بتكريم 35 طالبا وطالبة، كانوا قد حصلوا على برنامج المنح الدراسية الجامعية (University Scholarship Program) (USP)، كما وزع جوائز التفوق الأكاديمي على اثني عشر طالبا من خلال برنامج المنح الجامعية، تدعم الوكالة الأميركية للتنمية الدولية (USAID) للامدة المدارس الرسمية المتفوقين من هم بحاجة إلى رعاية وذلك من خلال منح دراسية جامعية كاملة تغطي كافة التعليم وملحقاتها بالكامل.

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المستقبل

أحدث الآن

09:54 < > < >
الاصحاب الامم الدولي في عين الهم
الفرجين يستهدف افرق الفضية

09:51 < > < >
حكام البنك المركزي الفرنسي يعجزون عن
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الطقس غدا غائم جزئيا مع انخفاض
بالمقدار

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"الخطم القوي" - حركة المرور كثيفة
من فورتستاد الرئيس لكوند بالعام
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09:09 < > < >
تتمهرون على سلك ان يمر كونه الصعدا
وان يقوم بما يراه عيننا كعصمة لعمان

الصفحة الاولى
شؤون لعمانية
مطار وديار
برس
المستقبل الاقتصادي
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تكريم 35 متخرجا في «هايكايزيان»



شارك المخرج الأميركي تبعه أهل في احتفال جامعة هايكازيان بتخريج 35 متخرجا ومطالبة كلوا ان يحصلوا على برنامج المنح الدراسية لجامعة (USP) University Scholarship Program. كما وزع جوائز الشكر الانكساري على التي منتهى طاقا.

وشكر الرئيس الذي تولّى احتفالات الترتيب الاموية الثانية الدولية (USAID) على دعمها الجليل وعلى الترتيب مع جامعة هايكازيان. وانه ياتر فيقول على التحية.

بعد الانتهاء الى انه من خلال برنامج المنح المسمى، دعم الترتيب بتمويل المدارس الرسمية المتفوقين من ام جامعة في رعيته وشك من خلال منحة دراسية جديدة تأهله لتعلم اللغة الفرنسية والتحدث بها.

9:51 AM 7/8/2015

nna-leb.gov.lb/ar/show-news/159732/33

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الرئيسية > تربية وطنية > حفل في هايكازيان تكريما لـ 35 طالبا متفوقا وتوزيع المنح الدراسية لـ 33 مليون دولار

حفل في هايكازيان تكريما لـ 35 طالبا متفوقا وتوزيع المنح الدراسية لـ 33 مليون دولار

11/05/2015 11:00

المفكرة

الصفحة الرئيسية - 11/05/2015 11:00
الصفحة الرئيسية - 11/05/2015 11:00
الصفحة الرئيسية - 11/05/2015 11:00

نتائج الإمتحانات الرسمية للشهادة المتوسطة والبكالوريا



وقال: "إننا نتمنى لجميع الطلبة الناجحين في الامتحان في جامعة هايكازيان ان يستفيدوا من المنح الدراسية التي تقدمها جامعة هايكازيان بالتعاون مع وزارة التعليم في لبنان. كما نتمنى لجميع الطلبة الناجحين في الامتحان في جامعة هايكازيان ان يستفيدوا من المنح الدراسية التي تقدمها جامعة هايكازيان بالتعاون مع وزارة التعليم في لبنان. كما نتمنى لجميع الطلبة الناجحين في الامتحان في جامعة هايكازيان ان يستفيدوا من المنح الدراسية التي تقدمها جامعة هايكازيان بالتعاون مع وزارة التعليم في لبنان."

وقال: "إننا نتمنى لجميع الطلبة الناجحين في الامتحان في جامعة هايكازيان ان يستفيدوا من المنح الدراسية التي تقدمها جامعة هايكازيان بالتعاون مع وزارة التعليم في لبنان. كما نتمنى لجميع الطلبة الناجحين في الامتحان في جامعة هايكازيان ان يستفيدوا من المنح الدراسية التي تقدمها جامعة هايكازيان بالتعاون مع وزارة التعليم في لبنان."

9:48 AM 7/8/2015





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جامعة هايكازيان
ՀԱՅԿԱԶԳԻԱՆ ՀԱՄԱԼՍԱՐԱՆ

Alanwar-July-03-2015

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

الانوار

AL ANWAR
DAILY LEBANESE NEWSPAPER

تحقيقات

طلاب برنامج المنح في جامعة هايكازيان على أبواب التخرج

بعد أربع سنوات من الإعداد الأكاديمي والتدريب على القيادة والتنمية المهنية، تستعد الدفعة الثانية من طلاب برنامج المنح الجامعية **USP** لحفل تخرج اليوبيل الستين لجامعة هايكازيان.

تم تأسيس برنامج المنح الجامعية في جامعة هايكازيان في عام 2010، بدعم من الشعب الأمريكي من خلال الوكالة الأمريكية للتنمية الدولية. تهدف هذه الشراكة الى تقديم منح دراسية كاملة لـ 65 طالباً من طلاب المدارس الرسمية ذوي الإحتياجات المادية، مع ضمان تمثيل متوازن بين الجنسين من كل من الأفضية الـ 26 في لبنان. لقد تلقى طلاب برنامج المنح الجامعية على مدار أربع سنوات الأقسام الدراسية الجامعية كاملة، بالإضافة إلى تمويل الإسكان والكتب.

ومن خلال هذه الشراكة المثمرة، لم تلب الوكالة الأمريكية فقط الإحتياجات الأكاديمية والاجتماعية للطلاب الذين تم اختيارهم، ولكن غرست في نفوسهم أيضاً شعوراً واضحاً بالمسؤولية الشخصية والاجتماعية، يقول رئيس جامعة هايكازيان القس الدكتور بول هايدوستيان.

ويحقق برنامج المنح الجامعية التفوق الأكاديمي والتطوير المهني معاً، على الطلاب حضور دورات تدريبية على القيادة التي تستضيفها مؤسسات الاستثمارات والتدريب المعروفة والمنظمات غير الحكومية المحلية. وبعد عامين من التحضير اكتسب الطلاب المهارات اللازمة لإدارة مشاريعهم الاجتماعية الخاصة أو أعمالهم التجارية.

يتوجب على كل طالب من طلاب برنامج المنح الجامعية إكمال تدريب لدى مؤسسة مرموقة ومساعدة الآخرين من خلال خدمة المجتمع. بالإضافة إلى ذلك، يمكن للطلاب الاستفادة من توجيه مهني مكثف واكتساب المهارات اللازمة لإيجاد فرص عمل من خلال معسكرات التمهيد الوظيفي وغيرها من الأساليب.

العالية العظمى من طلاب برنامج المنح الجامعية لديهم قصص نجاحات ليتشاركونها داخل وخارج الحرم الجامعي على حد سواء. على سبيل المثال، تم قبول ثلاثة طلاب من المنحة لبرنامج فرص بناء للقيادة والتنمية **GOOGLE BOLD** في دبلن، أيرلندا، وهذا البرنامج يسمى إلى إيجاد حلول للتحديات التي تواجهها شركات التكنولوجيا. وقد تم أيضاً قبول احد عشر طالباً في منظمة التعليم من أجل لبنان، وهي منظمة غير حكومية توظف الخريجين الجدد للتدريس في المدارس الرسمية لرفع المستوى الأكاديمي لتلك المدارس.

وحديثاً، تم اختيار طالبة من المنحة سارة حاتوم لإلقاء خطاب الطالب المتفوق خلال حفلة التخرج نيابة عن الخريجين. أعربت حاتوم عن فخرها بالقول انه حقاً لشرف لي أن أتكلم نيابة عن طلاب هايكازيان. سأكون دائماً فخورة بالتزام هذه المؤسسة بالتميز والجدارة!



I- Anwar

“هايكازيان” تُخرِّج طلاب برنامج المنح الجامعية



صورة جامعة للطلاب عقب تسلمهم الشهادات هايكازيان

صدى البلد

بعد أربع سنوات من الإعداد الأكاديمي والتدريب على القيادة والتنمية المهنية، تستعد الدفعة الثانية من طلاب برنامج المنح الجامعية (USP) لحفل تخرج اليوبيل الستين لجامعة هايكازيان.

تم تأسيس برنامج المنح الجامعية (University Scholarship Program) في جامعة هايكازيان في عام 2010، بدعم من الشعب الأميركي من خلال الوكالة الأميركية للتنمية الدولية (USAID). تهدف هذه الشراكة بين HU وUSAID إلى تقديم



«معظم طلاب برنامج

المنح الجامعية (USP)

لديهم قصص نجاحات

ليتناشركوها»

منح دراسية كاملة لـ 65 طالبا من طلاب المدارس الرسمية ذوي الاحتياجات المادية، مع ضمان تمثيل متوازن بين الجنسين من كل من الأقضية الـ 26 في لبنان. لقد تلقى طلاب برنامج

التمهيد الوظيفي وغيرها من الأساليب.

الغالبية العظمى من طلاب برنامج المنح الجامعية (USP) لديهم قصص نجاحات ليتشاركوها داخل وخارج الحرم الجامعي على حد سواء. على سبيل المثال، تم قبول ثلاثة طلاب من المنحة لبرنامج فرص بناء للقيادة والتنمية GOOGLE BOLD في دبلن، أيرلندا، وهذا البرنامج يسعى إلى إيجاد حلول للتحديات التي تواجهها شركات التكنولوجيا. وقد تم أيضاً قبول أحد عشر طالبا في منظمة “التعليم من أجل لبنان”، وهي منظمة غير حكومية توظف الخريجين الجدد للتدريس في المدارس الرسمية لرفع المستوى الأكاديمي لتلك المدارس. وحديثاً، تم اختيار طالبة من

USAID فقط للاحتياجات الأكاديمية والاجتماعية للطلاب الذين تم اختيارهم، ولكن عُرضت في نفوسهم أيضاً شعوراً واضحاً بالمسؤولية الشخصية والاجتماعية.”

تفوق أكاديمي

يحقق برنامج المنح الجامعية (USP) التفوق الأكاديمي والتطوير المهني معاً. على الطلاب حضور دورات تدريبية على القيادة التي تستضيفها مؤسسات الاستشارات والتدريب المعروفة والمنظمات غير الحكومية المحلية (NGOs). بعد عامين من التحضير اكتسب الطلاب المهارات اللازمة لإدارة مشاريعهم الاجتماعية الخاصة أو أعمالهم التجارية. يتوجب على كل طالب من طلاب



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www.haigazian.edu.lb/News/vents/Pages/default.aspx?NewsID=1152



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USP Scholars at the Doors of Graduation



After four years of academic enrollment, leadership training, and professional development, the second cohort of USP scholars is getting ready to walk the aisle during the 55th commencement ceremony of Haigazian University (HU), which also coincides with the institution's 60th anniversary.

The University Scholarship Program (USP) at Haigazian University was established in 2010, with the support of the American people through the United States Agency for International Development (USAID). The objective of this partnership between HU and USAID is to offer full scholarships to 65 public school students with financial need, while also ensuring a gender-balanced representation from each of Lebanon's 26 districts. For four years, USP scholars at HU received full undergraduate tuition, stipends, and funding for housing and books.

"With this prolific partnership, USAID not only responded to the academic and social needs of the selected students, but also instilled in them a clear sense of personal and communal responsibility," says Haigazian University President, Rev. Dr. Paul Hachikian.

The USP program achieves both academic excellence and professional development. Students are required to attend leadership training sessions, hosted by renowned consulting and training institutions and local non-governmental organizations (NGOs). After two years of preparation, also students acquired the skills needed to manage their own

3- HU Website

حفل تخرج اليوبيل الـ60 لجامعة هايكازيان



هايكازيان بو صعب يتسلم من هايدوستيان درعاً تكريمية

صدى البلد

احتفلت جامعة هايكازيان بتخريج دفعة جديدة من طلابها، خلال حفل يوبيلي ضخم اقامته في مجمع لا مارينا ضبيه. حضر الاحتفال النائب اغوب بقرادونيان ممثلاً رئيس مجلس النواب نبيه بري، وزير التربية والتعليم العالي الياس بو صعب ممثلاً رئيس مجلس الوزراء تمام سلام، وزير الطاقة أرتور ناظريان وعدد من النواب وممثلي الأحزاب والقيادات وفاعليات.

نظام تربوي أميركي

توجه رئيس الجامعة القس بول هايدوستيان الى الخريجين: "جامعة هايكازيان تفخر بهويتها الاكاديمية والاجتماعية والتي تربط ولا تزال تربط روحانية الارز وشموخ صنين ورجاء الفينيق مع عظمة جبل أارات وشهامة شهداء الابداء الارمنية ونور الاصلاح الكنسي وحدثا النظام التربوي الاميركي". كما شجع الطلاب ان يكونوا رواد التغيير رغم كل الصعوبات. ختم هايدوستيان سائلاً الخريجين أن يأخذوا العبر من الفينيقيين في الابداع، والريادة، وتبادل الخبرات والانفتاح، والمهارة.

بو صعب وحمود وجيلبير ميدالية الجامعة لمناسبة يوبيلها الستين. والقت الطالبتان سارة حاطوم وأريا اينتابليان كلمة الخريجين.

برنامج المنح

وفي الختام وزع هايدوستيان وعمداء الجامعة الشهادات على الخريجين والجوائز على المتفوقين. وتزامن هذا الحفل مع تخريج الدفعة الثانية من طلاب برنامج المنح الجامعية الممول من الوكالة الاميركية للتنمية الدولية، وهو البرنامج الذي قدم منحاً دراسية لـ 65 طالباً وطالبة متفوقين، اتوا من مدارس رسمية من مختلف الاقضية اللبنانية. وكانت سقت حفل التخرج

وتهذيب شخصية الانسان واحترام حقوقه ومبادئ الحرية، وبالاخص حرية الضمير". من جهته، أكد رئيس لجنة الرقابة على المصارف سمير حمود في كلمة باسم قدامى الجامعة للطلاب أن "شهادة جامعة هايكازيان بمثابة جواز سفر يمكنهم التحليق به اينما كان". وشجع حمود الطلاب على "السفر لاستكشاف العالم ولكن ليس الهجرة، والى اكتشاف وتحقيق ذواتهم".

قيم أساسية

بدوره، هنا بو صعب الخريجين، واشاد بمسيرة الجامعة منذ بداياتها قبل ستين عاماً والى ما



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Alanwar-July-06-2015

جريدة انوار يوم السبت 6 تموز 2015



AL ANWAR
DAILY LEBAANESE NEWSPAPER

محلّيات لبنان

جامعة هايكازيان خرجت دفعة من طلابها في بويلها ال 60



احتفلت جامعة هايكازيان بتخريج دفعة جديدة من طلابها، خلال حفل بويلها ال 60 والذي اقامته في مجمع لا مارينا ضبيه، في حضور النائب اغوب بقراونيان ممثلا رئيس مجلس النواب نبيه بري، وزير التربية والتعليم المعالي الياس بو صعب ممثلا رئيس مجلس الوزراء تمام سلام، وزير الطاقة آرثور ناظرين، النواب جان أوغاسيان، باسم الشاب، وشانت ججنينان، ممثلين عن قائد الجيش والمدير العام للأمن العام، مطران الارمن شاهي باتوسيان، وحشد من ممثلي القيادات والاحزاب وفعاليات، أعضاء مجلس الأمناء وذوي الطلاب.

توجه رئيس الجامعة القس الدكتور بول هايدوستيان بكلمة الى الخريجين عبر فيها عن فخره، قائلا: جامعة هايكازيان تفخر بهويتها الاكاديمية والاجتماعية والتي ربطت ولا تزال تربط روحانية الارز وشموخ صنين ورجاء الفينيقي مع عظمة جبل أرارات وشهامة شهداء الابداء الارمنية ونور الاصلاح الكنسي وحداثة النظام التربوي الاميركي، حاثا الطلاب ان يكونوا رواد التغيير بالرغم من كل الصعوبات.

وختم سائلا الخريجين أن يأخذوا العبر من الفينيقيين في الابداع، والريادة، وتبادل الخبرات والافتتاح، والمهارة. وكانت كلمة للامين العام للجنة الامم المتحدة لمناهضة التعذيب في مقرها في جنيف باتريس جيلبير الذي اثنى على اهمية العلم والحرية، كشرطين اساسيين لحقوق الانسان، مركزا على شرعة حقوق الانسان التي تفسر هدف العلم والتربية في الحياة، انه لبناء وتهذيب شخصية الانسان واحترام حقوقه ومبادئ الحرية، وبالاخص حرية الضمير.

من جهته، القي رئيس لجنة الرقابة على المصارف سمير حمود، كلمة باسم قدامى الجامعة، ناسبا نجاحه في حياته المهنية الى جامعتة العزيزة هايكازيان، التي اتاحت له فرصة تحصيل علمه والعمل في آن واحد، مؤكدا للطلاب ان شهادة جامعة هايكازيان بمثابة جواز سفر يمكنهم التحليق به اينما كان.

وختم مشجعا الطلاب على السفر لاستكشاف العالم ولكن ليس الهجرة، والى اكتشاف وتحقيق ذاتهم.
بو صعب

بدوره، هنا الوزير بو صعب الخريجين، واشاد بسيرة الجامعة منذ بداياتها قبل ستين عاما والى ما هي عليه حاليا، من حيث المستوى الاكاديمي، وجدية برامجها، كما وتطرق الى شعار الجامعة وهو الحقيقة، والحرية، والخدمة ومعتبرا ايها قيما اساسية للوجود والانسانية.

وسلم رئيس الجامعة الى كل من الوزير بو صعب، وحمود وجيلبير، ميدالية الجامعة بمناسبة بويلها الستين. والقت الطالبتان سارة حاطوم وأريا اينتاليان كلمة الخريجين، متمنيتان لزملاهما التوفيق في مرحلة جديدة من حياتهم، وتحقيق احلامهم المستقبلية.

وفي الختام، وزع هايدوستيان وعمداء الجامعة، فادي عسراوي وأردا اكمكجي الشهادات على الخريجين والجوائز على المتفوقين. وصادف هذا الحفل بتخريج الدفعة الثانية من طلاب برنامج المنح الجامعية الممول من الوكالة الاميركية للتنمية الدولية، هذا البرنامج قدم منحاً دراسية لـ 65 طالبا وطالبة متفوقين، اتوا من مدارس رسمية من جميع الاقضية. وكان سبب حفل التخرج بأيام، خدمة الشكر، حيث شكر الطلاب المتخرجين الرب على نعمه للسنوات الاربعة التي امضوها خلال

5- Al Anwar



6- Aztag



7- HU Website

«هايكازيان» خرجت دفعة من طلابها في يوبيلها الـ ٦٠

الذي Addiyar-July-05-2015



احتفلت جامعة هايكازيان بتخريج دفعة جديدة من طلابها، خلال حفل يوبيلها الـ ٦٠ والذي اقامته في مجمع «لا مارينا» ضديه، في حضور النائب اغوب بقرادونيان ممثلارئيس مجلس النواب نبيه بري، وزير التربية والتعليم العالي الياس بو صعب ممثلارئيس مجلس الوزراء تمام سلام، ممثلين عن قائد الجيش والمدير العام للأمن العام، وحشد من ممثلي القيادات والاحزاب وفعاليات، أعضاء مجلس الأمناء وذوي الطلاب.

بمسيرة الجامعة منذ بداياتها قبل ستين عاما والى ما هي عليه حاليا، من حيث المستوى الاكاديمي، وجدية برامجها، كما وتطرق الى شعار الجامعة وهو «الحقيقة، والحرية، والخدمة» ومعتبرا اياها «قيما اساسية للوجود والانسانية».

وسلم رئيس الجامعة الى كل من الوزير بو صعب، وجيليبير، ميدالية الجامعة بمناسبة يوبيلها الستين.

والقت الطالبتان سارة حاطوم وآريا اينتابيليان كلمة الخريجين، متمنيتان لزملائيتهما التوفيق في مرحلة جديدة من حياتهم، وتحقيق احلامهم المستقبلية.

وفي الختام، وزع هايدوستيان وعمداء الجامعة، فسادى عسراوي وآردا اكمكجي الشهادات على الخريجين والجوائز على المتفوقين. وصانف هذا الحفل بتخريج الدفعة الثانية من طلاب برنامج المنح الجامعية الممول من الوكالة الاميركية للتنمية الدولية، هذا البرنامج قدم منحاً دراسية لـ ٦٠ طالبا وطالبة متفوقين، اتوا من مدارس رسمية من جميع الاقضية.

توجه رئيس الجامعة القس الدكتور بول هايدوستيان بكلمة الى الخريجين عبر فيها عن فخره، قائلا: «الجامعة تقدر بهويتها الاكاديمية والاجتماعية والتي ربطت ولا تزال تربط روحانية الارز وشموخ صنين ورجاء الفينيقي مع عظمة جبل آزارات وشهامة شهداء الابداء الارمنية ونور الاصلاح الكنسي وحداثة النظام التسريوي الاميركي»، حاثا الطلاب «ان يكونوا رواد التخجير بالرغم من كل الصعوبات».

وختم سائلا الخريجين «ان يأخذوا العبر من الفينيقيين في الابداع، وتبادل الخبرات والانفتاح، والمهارة».

وكانت كلمة للامين العام للجنة الامم المتحدسة المناهضة التعذيب في مقرها في جنيف باتريس جيليبير الذي اثنى على اهمية العلم والحرية، كشرطان اساسيان لحقوق الانسان، مركزا على شرعية حقوق الانسان التي تفسر هدف العلم والتربية في الحياة، هو لبناء وتهذيب شخصية الانسان واحترام حقوقه ومبادئ الحرية. بدوره، هنا الوزير بو صعب الخريجين، واشاد



«هايكازيان» احتفلت بتخريج دفعة من طلابها في يوبيلها الـ 60
الاتين، 6 تموز 2015 الموافق 19 رمضان 1436هـ.



رئيس الجامعة يسلم وزير التربية ميدالية الجامعة

احتفلت جامعة هايكازيان بتخريج دفعة جديدة من طلابها، خلال حفل يوبيلي ضخم اقامته في مجمع لا مارينا- ضبيه، بحضور النائب اغوب بقرادونيان ممثلاً رئيس مجلس النواب نبيه بري، وزير التربية والتعليم العالي الياس بو صعب ممثلاً رئيس مجلس الوزراء تمام سلام، وزير الطاقة ارتور ناظرين، وتوجه رئيس الجامعة القس الدكتور بول هايدوستيان بكلمة الى الخريجين شجعهم فيها على «ان يكونوا رواد التغيير بالرغم من كل الصعوبات، وأن يأخذوا العبر من الفينيقيين في الابداع، والريادة، وتبادل الخبرات والانفتاح، والمهارة».

بدوره، أثنى أمين عام لجنة الامم المتحدة لمناهضة التعذيب في مقرها بجنيف، باتريس جيلبير على اهمية العلم والحرية، كشرطان اساسيان لحقوق الانسان.
أما رئيس لجنة الرقابة على المصارف سمير حمود، فألقى كلمة باسم قدامى الجامعة، ناصحاً نجاحه في حياته المهنية الى جامعته، التي اتاحت له فرصة تحصيل علمه والعمل في آن واحد.
بدوره، هتأ وزير التربية الخريجين، واشاد بمسيرة الجامعة منذ بداياتها قبل ستين عاماً والى ما هي عليه حالياً، من حيث المستوى الاكاديمي، وجدية برامجها، كما وتطرق الى شعار الجامعة وهو «الحقيقة، والحرية، والخدمة»، معتبراً ايها قيما اساسية للوجود والانسانية.
وسلم رئيس الجامعة الى كل من الوزير بو صعب، وحقود وجيلبير ميدالية الجامعة بمناسبة يوبيلها الستين، وألقت الطالبتان سارة حاطوم و اريا ايتابليان كلمة الخريجين، متمنيات لزملائهما التوفيق في مرحلة جديدة من حياتهم، وتحقيق احلامهم المستقبلية.
وفي الختام، وزع هايدوستيان وعمداء الجامعة، الدكتور فادي عسراوي والدكتور آردا اكمكجي الشهادات على الخريجين والجوائز على المتفوقين، وصادف هذا الحفل بتخريج الدفعة الثانية من طلاب برنامج المنح الجامعية الممول من الوكالة الاميركية للتنمية الدولية، هذا البرنامج قدم متحاً دراسية لـ 65 طالب وطالبة متفوقين، اتوا من مدارس رسمية من جميع الاقضية اللبنانية.

9- Al-Liwaah



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Almustaqbal-July-05-2015



الأحد 5 تموز 2015 - العدد 5427 - صفحة 7

«هايكازيان» تخرج دفعة «اليوبيل» الستين



احتفلت جامعة هايكازيان بتخريج دفعة جديدة من طلابها، خلال حفل اقامته بمناسبة يوبيلها الستين في مجمع لا مارينا/ شبيبه.

حضر الاحتفال النائب اغوب بقرانوفيان ممثلاً رئيس مجلس النواب نبيه بري، وزير التربية والتعليم العالي الياس بو صعب ممثلاً رئيس مجلس الوزراء تمام سلام، وزير الطاقة ارنور نظريين، النواب جان اوغاسبيان، باسم الشاب، وشانت جنجنيان، وفعاليات.

وتلقى رئيس الجامعة القز بول هايدوستيان «بأن يأخذ الخريجون العبر من القبطيين في الابداع، والريادة، وتبادل الخبرات والافتتاح، والمهارة».

ونوه خطيب الاحتفال، امين عام لجنة الامم المتحدة لمناهضة التعذيب في مقرها في جنيف بالتريس جيلبيرر بـ«اهمية العلم والحرية، كشرطين اساسيين لحقوق الانسان».

ولقى رئيس لجنة الرقابة على المصارف سير حمود، كلمة باسم قدامى الجامعة، وتوجه الى الطلاب بالقول شهادة الجامعة بمثابة جواز سفر يمكنهم التحليق به ابنا كان».

وتطرق بو صعب الى شعور الجامعة وهو «الحقيقة، والحرية، والخدمة»، معتبراً ايها قدامى اساسية للوجود والانسانية.

وسلم هايدوستيان ميدالية الجامعة بمناسبة يوبيلها الستين الى كل من بو صعب، وحمود وجيلبيرر.

والقت المطالبتان سارة حاملوم واربنا اينتاليليان كلمة الخريجين، ثم وزع هايدوستيان وعشاء الجامعة فادي عسراوي واردا اكسكي الشهادات على الخريجين والجوائز على المتفوقين.

وتضمن الحفل تخريج النبعة الثانية من طلاب برنامج المنح الجامعية الممول من «الوكالة الاميركية للتنمية الدولية» الذي قدم متحاً دراسية لـ 65 طالباً وطالبة متفوقين من مدارس رسمية.

10- Al- Mustaqbal



12- HU Facebook Page - USP Documentary



13- HU YouTube Page - USP Documentary



Annex I: Photos



USP Alumni Meeting



USP Alumni Meeting



Workshop



Workshop



Presentation on State Alumni Network and LSAC



Career Boot Camp - Workshop 3



Halloween Party (Dormitory)



Christmas Gathering (Dormitory)



Career Boot Camp – Workshop 2



Karaoke Night



Celebrating Merit



Lecture on Balsam



on Future TV



US Ambassador's visit



USP Alumni Meeting



Fifth Year Work Plan

Haigazian University, University Scholarship Program (USP), Award Number: 268-G-00-10-0054-00, October 1, 2014 to September 30, 2015

Activities	Outputs	Status	Q1			Q2			Q3			Q4		
			Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	Jun 2015	Jul 2015	Aug 2015	Sept 2015
	Key Calendar Landmarks				Christmas Dec 24-Jan 7	Jan registration Jan 12-16	Final exams: Jan 23-Feb 2		Easter Apr 10-Apr 14		summer starts July 6		Aug 17 summer ends	Fall begin NA
						Fall semester ends: Jan 16	Classes begin Feb 10		Easter Apr 3- Apr 7	May registration May 22-29	Final exams Jun 15-23			
Objective 1: To ease the transition of students into University Life and to ensure that scholarship recipients remain on track for graduation through academic advising support														
Students will be provided with academic advisement	Conducting an overall review of each student's progress at the end of each semester, after which the student will be advised about the best course to follow	Ongoing			X			X						
Students will attend the Study Center	Student mentors will be hired to work at the study center	Completed	X				X					X		
	Student mentors will be available to offer private sessions as per request or need	Completed	X	X	X	X	X	X	X	X	X	X	X	
Establishing further training needs and coordinating training	A suggestion sheet will be provided for students to suggest sessions needed for their coursework or personal development	Completed			X		X							
Students will be assigned to housing	Each semester a maximum of 50 students will be assigned to a room in the university dormitory	Ongoing					X				X			
Objective 2: To ensure that University Scholarship Program (USP) students develop their leadership skills.														
Students will be provided	Students will engage in monthly roundtable discussions	Ongoing			X			X	X	X				



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with leadership and service learning	A workshop will be given to students	Completed					X							
	Students will take academic class on leadership	Year 3, 4, 5		X			X							
Student life activities	Each student will register to at least one student club at the beginning of each full semester	Completed	X				X							
	Each student will help in organize events, and participate in events.	Ongoing	X	X	X	X	X	X	X	X	X			
	Some students will run for student clubs elections	Completed	X				X							
Objective 3: To ensure that University Scholarship Program (USP) students are given opportunities for career development														
USP students will be provided with career development opportunities	A group of students will identify internship opportunities	Ongoing					X							
	A group of students will engage in actual internships	Ongoing					X				X	X	X	
	All students will attend a 6 hour workshop 'Looking for a job'	Completed	X											
	All students complete a job hunting portfolio	Completed	X											
	All students create a LinkedIn account	Completed	X											
	All students provide a list of top 10 firms they would like to work for	Completed	X											
	All students will attend a 6 hour workshop 'Owning the interview'	Completed	X											
	All students add job descriptions and company profiles to job portfolio	Completed	X											
	All students write interview questions based on fit model.	Completed	X											
	All students attend a 6 hour workshop 'Integrating the workplace'	Completed		X										



	All students carry out a test on knowledge of interpersonal skills in the workplace	Completed		X															
	All students attend a coaching session on 'review and career guidance'	ongoing			X	X	X	X											
	All students present their modified CVs after the session	ongoing			X	X	X	X											
	All students attend 'Soft skill review' coaching session	ongoing			X	X	X	X											
	All students write a paragraph about what to improve on these aspects of professional demeanor	Ongoing																	
	All students attend 'Personal Mock Interview' coaching session	Ongoing			X	X	X	X											
	All students completed a mock interview	Ongoing			X	X	X	X											
	Students are matched to job through 'Effective Digital Hunting'	Ongoing																	
Objective 4: To reach out to the media promoting the program																			
	Publish article upon graduation of second cohort	Upcoming																	X
	Press release upon completion of career component	Upcoming																	X
	Website post upon completion of career component	Upcoming																	X
Objective 5: To organize USP alumni and initiate alumni activities																			
	Have a small gathering on the occasion of the graduation of a new cohort(The gatherings will include testimonial presentations by scholars who have already graduated)	Upcoming						X											X
	Call for an alumni meeting (Each meeting will include a presentation on a relevant topic and	Ongoing				X		X											X



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	discussion about difficulties, successes and strategies for the implementation of best practices in their work).													
	Organize annual alumni committee election and plan for upcoming activities	Upcoming												X