

Management REPORT

Annual Report 2009



Human Capital Management



The Human Capital Division is responsible for planning, executing, monitoring and ensuring the faculty's human capital development is well managed and in order. In the year 2009, the Faculty employed 248 staff comprising 158 academic staff and 92 non-academic staff as shown in Table B-1. According to the current composition of academic staff positions, 23 are full professors, 46 Associate Professors, 34 Senior Lecturers, 47 Lecturers and 7 Tutors. The distribution of academic staff is illustrated in Table B2.

TABLE B-1: DISTRIBUTION OF STAFF EMPLOYED

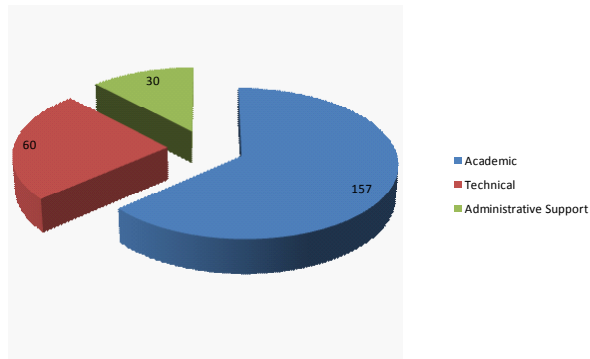
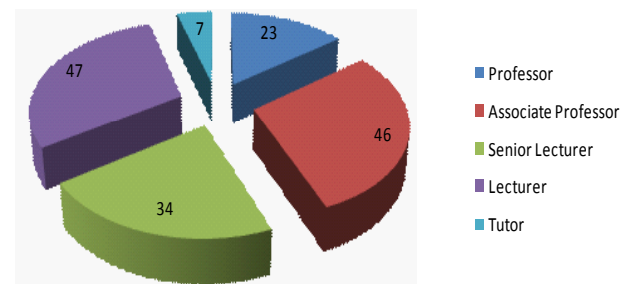


TABLE B-2 : DISTRIBUTION OF ACADEMIC STAFF ACCORDING TO POST



The distribution of non-academic staff according to post is as listed in Table B-3 while Table B-4 shows academic staff according to appointment. Based on the number of academic staff employed against the number of students enrolled, the student lecturer ratio is 8:1.

TABLE B-3 : DISTRIBUTION OF NON-ACADEMIC STAFF ACCORDING TO POST

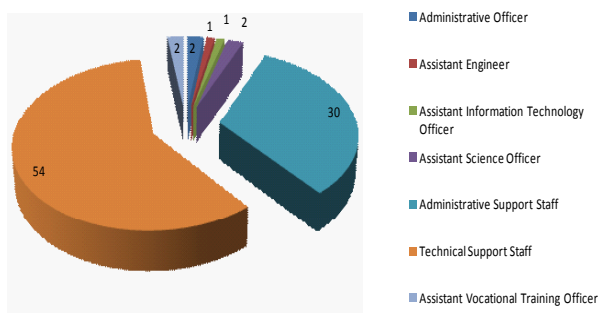
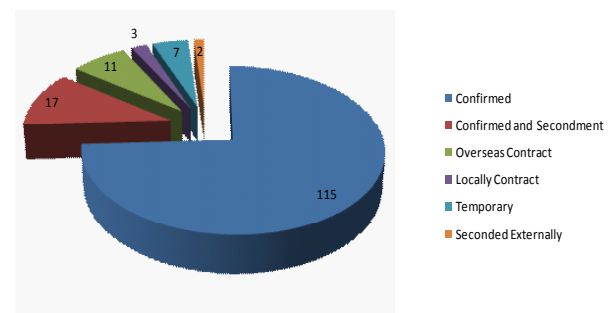
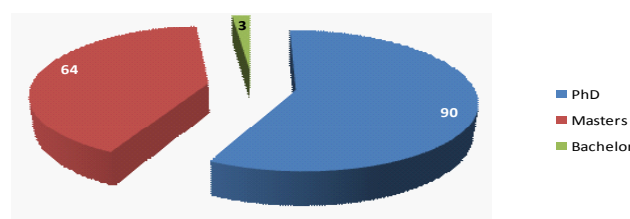


TABLE B4 : ACADEMIC STAFF ACCORDING TO APPOINTMENT



The Faculty strives hard within its capabilities to increase the number of PhD-qualified academic staff. In 2009, the number of academic staff with PhD qualification increased to 5% from 2008. The qualification of academic staff is shown graphically in the chart:

DISTRIBUTION OF ACADEMIC STAFF ACCORDING TO QUALIFICATION



In 2009, the student-lecturer ratio improved to 8:1 In order to achieve the student-lecturer ratio of 10:1 by the year 2010, the Faculty had made a few initiatives, among which was the employment of suitable and qualified candidates to join the existing staff. In addition, overseas contract lecturer is employed to improve the student-lecturer ratio and to increase the expertise in the faculty.

APPOINTMENT

To strengthen the administration and teaching team, and to maintain the teaching quality, a number of new staff was employed as shown in the following tables:

Appointment of New Staff

NO.	NAME	POSITION	DATE
1	Zubair Ahmed, Dr.	Senior Lecturer	03.02.2009
2	Ilya Khairanis Binti Othman	Tutor	02.03.2009
3	A.S.M. Abdul Awal , Dr.	Associate Professor	23.03.2009
4	Jahangir Bakhteri A/L Sayed Hassan, Dr.	Professor	27.03.2009
5	Mohd Ekhsan Bin Roslan	Technician	06.04.2009
6	Afif Bin Ab Rahman	Technician	13.04.2009
7	Azri Bin Samsudin	Technician	16.04.2009
8	Mazlina Binti Ngah	Technician	04.05.2009
9	Zainura Bt Abu Bakar	Senior Lower Admin Assistant	22.06.2009
10	Roslan @ Iskandar Bin Ismail	Assistant Vocational Training Officer - J22	26.06.2009
11	Abbas Yeganeh Bakhtiary, Dr.	Associate Professor	26.06.2009
12	Nuryazmeen Farhan Binti Haron	Tutor	01.07.2009
13	Dorina Anak Astana	Tutor	07.07.2009
14	Suhaime Bin Ahmad	Senior Office General Assistant	01.10.2009
15	Saidatul Akmar Bt. Mohd Sazali	Assistant Registrar	05.10.2009
16	Rajeev Kumar Prasannan Pillai, Dr.	Senior Lecturer	28.10.2009
17	Mohd Shariff Bin Hj. Majid	Administrative Assistant N22	02.11.2009
18	Farah Waheeda Bt. Ismail	Secretary	10.11.2009
19	Ermaniza Binti Abd Rahman	Administrative Assistant	23.11.2009
20	Siti Aishah Bt. Rahman	Administrative Assistant	23.11.2009
21	Salmiati, Dr.	Senior Lecturer	02.12.2009

For the year 2009, the list of staff who retired, resigned, ended their contract or have their contract extended is listed in the following tables:

Retirement

NO.	NAME	POST	DATE
1.	Ir. Dr. Fadhadli Bin Zakaria	Associate Professor	01.06.2009

Resignation

NO.	NAME	POST	DATE
1.	Dr. Abbas Yeganeh Bakhtiary	Associate Professor	31.10.2009

Contract Expired

NO.	NAME	POST	DATE
1.	Ir. Dr. Mohd Warid Bin Hussin	Professor	24.12.2009

Extension of Contract

NO.	NAME	POST	DATE
1.	Ir. Dr. Mohd Warid Bin Hussin	Professor	23.12.2011

Expelled Due To Misconduct

NO.	NAME	POST	DATE
1.	Muzafal Nor Bin Othman	Technician	19.03.2009
2.	Ramli Bin Aris	Office General Assisstant	13.03.2009

STUDY LEAVE APPROVAL FOR STAFF (PhD)

In 2009, full-paid study leave for a total 6 academic and non-academic staff was approved in order for them to pursue postgraduate studies at local and overseas universities. Academic staff within the Faculty with PhD qualification makes up 56% of the total academic staff. To increase the number of PhD holders within the Faculty, study leave for a total of 6 academic staff was approved in the year 2009. With such proactive efforts in place, the Faculty is optimistic at enhancing the academic quality and achieving the university's target of having more than 60% PhD holders by the year 2010:

NO.	NAME	POST	PLACE	DATE
1.	Nordiana Bt. Mashros	Lecturer	UTM	02.01.2009
2.	Mariyana Aida Bt. Ab. Kadir	Lecturer	Edinburgh, UK	25.01.2009
3.	Nor Zurairahetty Bt. Mohd Yunus	Lecturer	Nottingham, UK	18.04.2009
4.	Mohd Ridza Bin Mohd Haniffah	Tutor	Oxford, UK	04.10.2009

STUDY LEAVE APPROVAL FOR STAFF (MASTER)

NO.	NAME	POST	PLACE	DATE
1	Erwan Hafizi Bin Kasiman	Tutor	UTM	25.06.2009
2	Hazila Bt. Rahmat	Asistant Registrar	Leeds, UK	07.09.2009

STAFF REPORTED FOR WORK AFTER EXPIRY OF STUDY LEAVE

NO.	NAME	POST	PLACE	DATE
1	Khalida Bt. Muda	Lecturer	UTM	27.07.2009
2	Ir. Azman Bin Kassim	Associate Professor	UTM	21.12.2009

STAFF PROMOTED

The year 2009 also saw an impressive number of talented staff being promoted are as listed below.

NO.	NAME	NEW POST	DATE
1.	Dr. Norhisham Bin Bakhary	Senior Lecturer	08.05.2009
2.	Dr. Muhamad Ali Bin Muhammad Yuzir	Senior Lecturer	08.05.2009
3.	Dr. Haryati Bt. Yaacob	Senior Lecturer	08.05.2009
4.	Dr. Azmi Bin Aris	Associate Professor	11.09.2009
5.	Ir. Dr. Rosli Bin Mohamad Zin	Associate Professor	11.09.2009
6.	Hadiyat Bin Porman	Senior Office General Assistant	22.07.2009
7.	Dr. Izni Syahrizal Bin Ibrahim	Senior Lecturer	11.11.2009

TRANSFER OF STAFF AT UNIVERSITY LEVEL

For the year 2009, the staff who were transferred is listed in the following tables:

NO.	NAME	POST	LOCATION	DATE
1	Ir. Dr. Abdul Karim Bin Mirasa	Professor	From FKA To KST, IC	02.03.2009
2	Zainal Abidin Bin Mohd Hashim	Deputy Registrar	From FKA To Pej. Harta Bina	06.04.2009
3	Aminah Bt. Abu Bakar	Deputy Registrar	From Chancellery To FKA	06.04.2009
4	Muhammad Saad Bin Hj. Sulaiman	Technician	From FKA To FESG	09.11.2009

TRANSFER OF STAFF WITHIN FACULTY

NO.	NAME	POST	LOCATION	DATE
1.	Sallehan Bin Alias	Senior Administrative Officer	Admin Office To Academic Office	02.11.2009
2.	Shaarin Bin Ismail	Senior Technician J26	Hydraulics & Hydrology Lab To Resource Centre	16.11.2009
3.	Rosmawati Bt. Ahmad	Senior Technician	Environmental Lab To Hydraulics & Hydrology Lab	16.11.2009
4.	Azlan Bin Abd. Aziz	Senior Technician	Resource Centre To Hydraulics & Hydrology Lab	16.11.2009
5.	Razale Bin Ismaun	Senior Office General Assistant	IT Unit To Environmental Lab	16.11.2009
6.	Suhaimi Bin Sulaiman	Office General Assistant	Environmental Lab To IT Unit	16.11.2009

EXCELLENCE SERVICE AWARD

In 2009, a number of conferment ceremonies were conducted by the University and Faculty for the recognition of academic and administration excellence. The following tables illustrate the type, value, category and recipient of the awards for 2009.

NO.	NAME	POST
1.	Dr. Mohamad Ibrahim Bin Mohamad	Associate Professor
2.	Md. Ridzuan Bin Makhtar	Office General Assistant
3.	Suhaimi Bin Sulaiman	Office General Assistant
4.	Sallehan Bin Alias	Senior Administrative Officer
5.	Azman Bin Rajab	Senior Technician
6.	Dr. Mohd Rosli Bin Hainin	Associate Professor
7.	Ir. Fatimah Bt. Mohd Noor	Associate Professor
8.	Abu Bakar Bin Sa'an	General Assistant Office
9.	Kamrul Zaman Bin Kamisan	Technician
10.	Siti Nor Azrina Bt. Noraman	Administrative Officer
11.	Razale Bin Mohamad	Senior Technician
12.	Dr. Mohammad Bin Ismail	Associate Professor
13.	Dr. Azmi Bin Aris	Senior Lecturer
14.	Dr. Nordin Bin Yahaya	Associate Professor
15.	Dr. Arizu Bin Sulaiman	Senior Lecturer
16.	Dr. Mohd Zulkifli Bin Mohd Yunus	Associate Professor
17.	Aminah Bt. Abu Bakar (Kuota Canseleri)	Deputy Registrar
18.	Dr. Aznah Bt. Nor Anuar (Kuota Cuti Belajar)	Lecturer

MERIT/SERVICE AWARD (20 YEARS OF SERVICE)

NO.	NAME	POST
1.	Amat Sairin Bin Demun	Senior Lecturer
2.	Dr. Arizu Bin Sulaiman	Senior Lecturer
3.	Dr. Ahmad Baharuddin Bin Abd. Rahman	Associate Professor
4.	Normala Bt. Hashim	Lecturer
5.	Dr. Norhan Bin Abd. Rahman	Associate Professor
6.	Dr. Jamaludin Bin Mohamad Yatim	Associate Professor
7.	Ir. Mohamad Salleh Bin Hj. Yassin	Senior Lecturer
8.	Azmahani Bt. Abdul Aziz	Lecturer
9.	Dr. Zaiton Bt. Haron	Senior Lecturer
10.	Tarmizi Bin Ismail	Lecturer
11.	Dr. Suhaimi Bin Abu Bakar @ Md. Ramli	Associate Professor
12.	Dr. Nordin Bin Yahaya (Dr.)	Associate Professor
13.	Dr. Abdul Rahman Bin Mohd Sam	Associate Professor

MERIT/SERVICE AWARD (30 YEARS OF SERVICE)

NO.	NAME	POST
1.	Ir. Fatimah Bt. Mohd Noor	Associate Professor
2.	Zakaria Bin Othman	Senior Technician
3.	Sallehan Bin Alias	Senior Administrative Officer
4.	Rosli Bin Anang	Senior Lecturer

SECONDMENT

NO.	NAME	POST	DATE	PLACE
1.	Dr. Norhan Bin Abd. Rahman	Associate Professor	01.11.2009 – 30.10.2010	Univ. Taibah, Arab Saudi

STAFF PERFORMING HAJ

NO.	NAME	POST
1.	Dr. Edy Tonnizam Bin Mohamad	Senior Lecturer
2.	Dr. Mohamed Abdel Kader El-Gelany Ismail	Associate Professor
3.	Dr. Norhan Bin Abd. Rahman	Associate Professor

APPOINTMENT FOR ADMINISTRATIVE POSITIONS

Appointments to the positions of administrative leadership in various internal and external organisations signify that the contributions of its staff is not only limited to within the Faculty. Out of the 158 academic staff members, 19 staff members were on secondment to various positions in UTM and external organisations as follows:

NO.	NAME	POST	DATE
1	Professor Dr. Shahrin Bin Mohammad	Dean FKA	01.03.2009 -28.02.2011
2	Associate Professor Dr. Abd Latif Bin Saleh	Deputy Dean (Academic)	01.04.2009 - 31.03.2011
3.	Professor Dr. Mohd Razman Bin Salim	Head Of Department Environmental Engineering	01.09.2009 – 31.09.2011
4.	Professor Dr. Khairul Anuar Bin Kasim	Head Of Department Geotechnics And Transportation	01.06.2009 -31.05.2011
5.	Associate Professor Dr. Sobri Bin Harun	Head Of Department Hydraulics & Hydrology	01.09.2009 - 31.08.2011
6.	Associate Professor Dr. Abdul Kadir Marsono	Manager Information Technology Unit	until 31.01.2011
7.	Associate Professor Dr. Abdull Rahim Bin Mohd Yusof	Director Institute Of Environmental & Water Resources Management (IPASA)	15.06.2009 - 14.06.2011

NO.	NAME	POST	DATE
8.	Dr. Norhazilan Bin Md. Noor	Principal of Tun Hussein Onn College	15.01.2009 – 14.01.2011
9.	Professor Dr. Zulkifli Bin Yusop	Excutive Director Water Research Alliance, UTM	01.03.2009 – 28.02.2011
10.	Associate Professor Dr. Mohd Zulkifli Bin Mohd Yunus	Deputy Dean (Academic) SPACE	01.03.2009 – 28.02.2011
11.	Associate Professor Dr. Johan Bin Sohaili	Deputy Director OSH (Environment) UTM	15.03.2009 – 14.03.2011
12.	Associate Professor Dr. Mohd Rosli Bin Hainin	Head Of Transportaiton Lab	28.03.2009 – 27.03.2011
13.	Associate Professor Dr. Mushairry Mustaffar	Head Of Lab Survey	28.03.2009 – 27.03.2011
14.	Rosli Bin Anang	Resource Centre Coordinator	28.03.2009 – 27.03.2011
15.	Associate Professor Dr. Mohd Ismid Bin Mohd Said	Manager International Relations (Japan), UTM	01.04.2009 – 31.03.2011
16.	Associate Professor Ir. Fatimah Bt. Mohd Noor	Deputy Dean (Development) SPACE	01.06.2009 – 31.05.2011
17.	Dr. Shamila Bt. Azman	Head Of Lab Environment	23.07.2009 – 22.07.2011
18.	Associate Professor Dr. Azmi Bin Aris	Deputy Director Institute of Environmental And Water Resources Management (IPASA)	01.10.2009 – 30.09.2011
19.	Dr. Noor Baharim Hashim	Head Of Hydraulic Lab	15.10.2009 – 14.10.2011

STAFF WITH PROFESSIONAL ENGINEER STATUS (IR)

NO.	NAME
1.	Tan Sri Professor Ir. Dr. Mohd Zulkifli Bin Tan Sri Mohd Ghazali
2.	Professor Dato' Ir. Dr. Zaini Bin Ujang
3.	Datin Professor Ir. Dr. Siti Hamisah Bt. Tapsir
4.	Professor Ir. Dr. Hasanan Bin Md. Nor
5.	Professor Ir. Dr. Mahmood Md. Tahir
6.	Professor Ir. Dr. Mohd Azraai Bin Kassim
7.	Professor Ir. Dr. Mohd Warid Bin Hussin
8.	Professor Ir. Dr. Wahid Bin Omar
9.	Associate Professor Ir. Dr. Ayob Bin Katimon
10.	Associate Professor Ir Mohd Hanim Bin Osman
11.	Associate Professor Ir. Dr. Ramli Bin Nazir
12.	Associate Professor Ir. Dr. Rosli Bin Mohamad Zin
13.	Associate Professor Ir. Azman Bin Kassim
14.	Associate Professor Ir. Faridah Bt. Jaafar Sidek
15.	Associate Professor Ir. Fatimah Bt. Mohd Noor
16.	Ir. Azhar Bin Ahmad
17.	Ir. Mohamad Salleh Bin Hj. Yassin

INTERNATIONAL CONTRACT LECTURERS FOR 2009

To further strengthen the Faculty, the year 2009 saw the appointment of new 12 international academic staff as well as 15 Visiting Professors to the Faculty. For the year 2009, the number of foreign staff has increased from 7 in 2008 to 12. Their positions and nationality are shown in the following tables:

DEPARTMENT OF STRUCTURES AND MATERIALS

NO	NAME	DESIGNATION	REPORT DUTY	END OF CONTRACT
1	PM Dr. Mohamed Abdel Kader El-Gelany Ismail (Egypt)	Associate Professor (DS53)	11.06.2008	10.06.2010
2	PM Dr. Muhammad Aamer Rafique Bhutta (Pakistan)	Associate Professor (DS53)	01.12.2008	30.11.2010
3	PM Dr. A.S.M Abdul Awal (Bangladesh)	Associate Professor (DS53)	23.03.2009	22.03.2011
4	Prof. Dr. Jahangir Bakhteri S/O Sayed Hassan (Afghanistan)	Professor (VK7)	27.03.2009	26.03.2010

DEPARTMENT OF GEOTECHNICS AND TRANSPORTATION

	NAME	DESIGNATION	REPORT DUTY	END OF
1	PM Dr. Nurly Gofar (Indonesia)	Associate Professor (DS53)	12.04.2009	11.4.2012
2	PM Dr. Johnie Ben-Edigbe (Great Britain)	Associate Professor (DS53)	09.07/2007	08.07.2012
3	Dr. Mokhammad Farid Ma'ruf (Indonesia)	Lecturer (DS45)	19.11.2008	18.11.2010
4	Dr. Rajeev Kumar P. (India)	Senior lecturer (DS51)	28.10.2009	27.10.2011

DEPARTMENT OF HYDRAULICS AND HYDROLOGY

	NAME	DESIGNATION	REPORT DUTY	END OF
1	PM Dr.Md. Hazrat Ali (Bangladesh)	Associate Professor (DS53)	07.07.2008	06.07.2010

DEPARTMENT OF ENVIRONMENTAL ENGINEERING

	NAME	DESIGNATION	REPORT DUTY	END OF CONTRACT
1	Dr. Zubair Ahmed (Pakistan)	Senior lecturer (DS51)	03.02.2009	02.02.2011
2	Dr. Salmiati Muhd. Yunus (Indonesia)	Senior lecturer (DS51)	02.12.2009	01.12.2012

LIST OF VISITING PROFESSORS

The Faculty also engaged 15 visiting professors even though their presence was not permanent but they have made positive impact on the UTM level of expertise. Their names are mentioned in the list below:

	NAME	ORIGIN COUNTRY	FROM	END
1	Dr. Jonathan Philip Kim (KAS)	40 Burkes Drive Dunedin New Zealand.	18.1.2009	24.1.2009
2	Prof. Dr. Roger James Plank (JSB)	School of Architecture Art Tower University of Sheffield Western Bank Sheffield, S10 2TN England.	16.2.2009	2.3.2009
3	Prof. Dr. David Campbell Stuckey (KAS)	Department of Biochemical Engineering Imperial College London London SW7 2AZ.	8.3.2009	14.3.2009
4	Prof. Dr. Hamid R. Soleymani (JGP)	Engineering Consultants Ltd Edmonton Canada.	4.5.2009	10.5.2009
5	Prof. Dr. Van Thanh Van Nguyen (IPASA / RMC)	Department of Civil Engineering And Applied Mechanics 817, Sherbrooke Street West Montreal, Quebec Canada H3A 2K6.	18.5.2009	23.5.2009
6	Prof. Dr. Howard Wheeler (JHH)	Department of Civil and Environmental Engineering Imperial College London South Kensington Compus London SW7 2AZ.	20.5.2009	30.5.2009
7	Prof. Dr. Muhammad Karamouz (JHH)	School of Civil Engineering College of Engineering University of Tehran Enghelab Street P.O. Box 11365-4563 Tehran, Iran.	24.5.2009	6.6.2009
8	Assoc. Prof. Dr. Stig Irving Olsen (IPASA / RMC)	Department of Manufacturing Engineering & Management Technical University of Denmark.	31.5.2009	19.6.2009
9	Prof. Madya Arne Wangel (IPASA)	Denmark Technical University	27.5.2009	20.6.2009
10	Prof. Dr. Gustaf Olsson (IPASA)	Lund University Sweden	19.6 2009	23.6.2009
11	Prof. Dr. Gustaf Olsson (IPASA)	Lund University Sweden	19.6 2009	23.6.2009

	NAME	ORIGIN COUNTRY	FROM	END
12	Prof. Dr. Mahen Mahendran (STC / JSB)	School of Urban Development Faculty of Building Environment & Engineering Queensland University of Technology Garden Point Campus Carseldine, GPO Box 2434 Brisbane, QLD Australia 4001.	5.7.2009	12.7.2009
13	Prof. Dr. David Arthur Nethercot (STC / JSB)	Head Department of Civil & Environmental Engineering South Kensington Campus Imperial College of London SW7 2AZ United Kingdom.	2.8.2009	12.8.2009
14	Prof. Dr. Fujii Shigeo (IPASA / KAS)	Department of Civil Engineering And Environmental System Faculty of Engineering Kyoto University Yoshida-honmachi, Sakyo-ku Kyoto, 606-8501, JAPAN Tel : +81-75-753 5151	7.9.2009	26.9.2009
15	Tan Sri Dr. Salleh Mohd Nor (IPASA)	Suite 5.05, No. 338 Jalan Tuanku Abdul Rahman 50100 Kuala Lumpur	1.10.2009	30.9.2010

LIST OF ADJUNCT PROFESSOR

	NAME	COUNTRY OF ORIGIN	FROM	END
1	Dato. Ir. Dr. Azmi Hassan	School of Civil Engineering College of Engineering University of Tehran Enghelab Street P.O. Box 11365-4563 Tehran, Iran.	24.5.2009	6.6.2009