



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 organised. In the year 2010, the Faculty employed 259 staff comprising 162 academic staff and 97 non-academic staff as shown in Table B-1. According to the current composition of academic staff, 21 are full professors, 45 Associate Professors, 43 Senior Lecturers, 41 Lecturers and 12 Tutors. The distribution of academic staff is illustrated in Table B2.

TABLE B-1 : DISTRIBUTION OF STAFF EMPLOYED

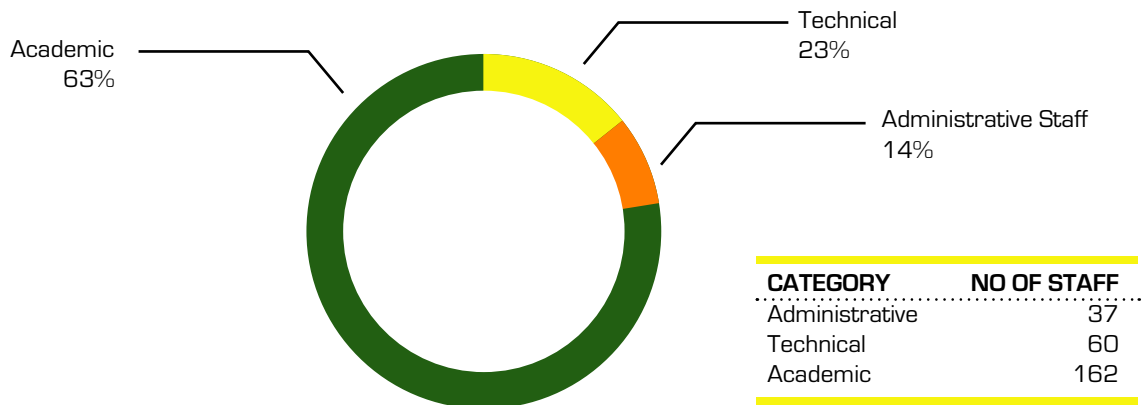
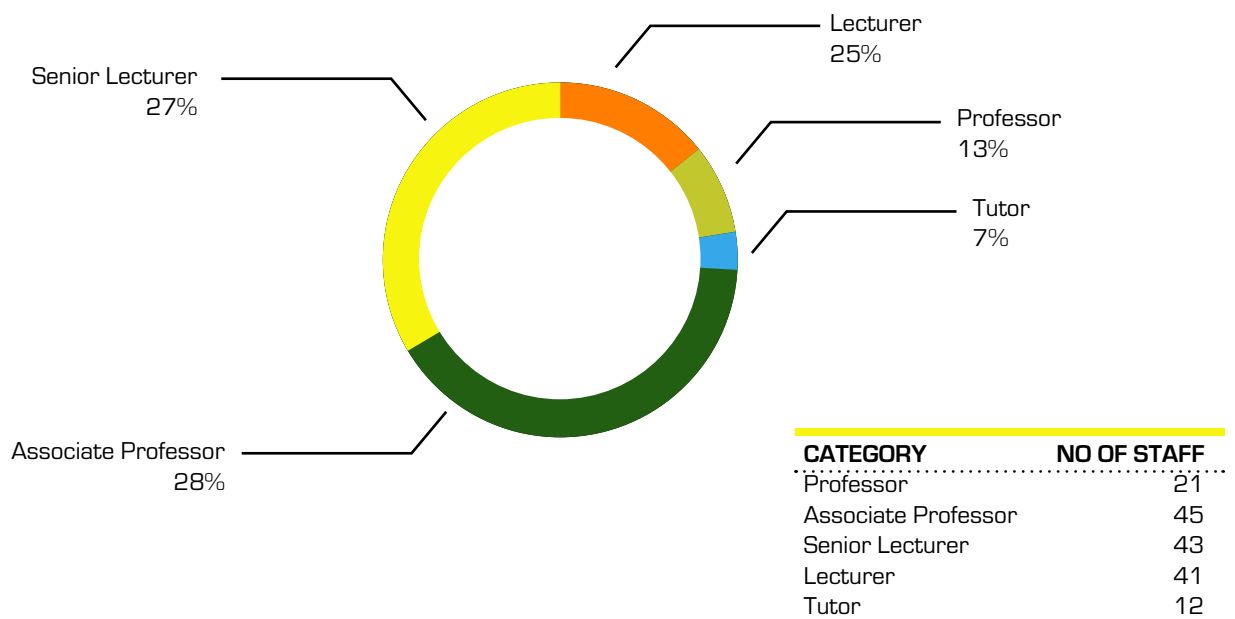
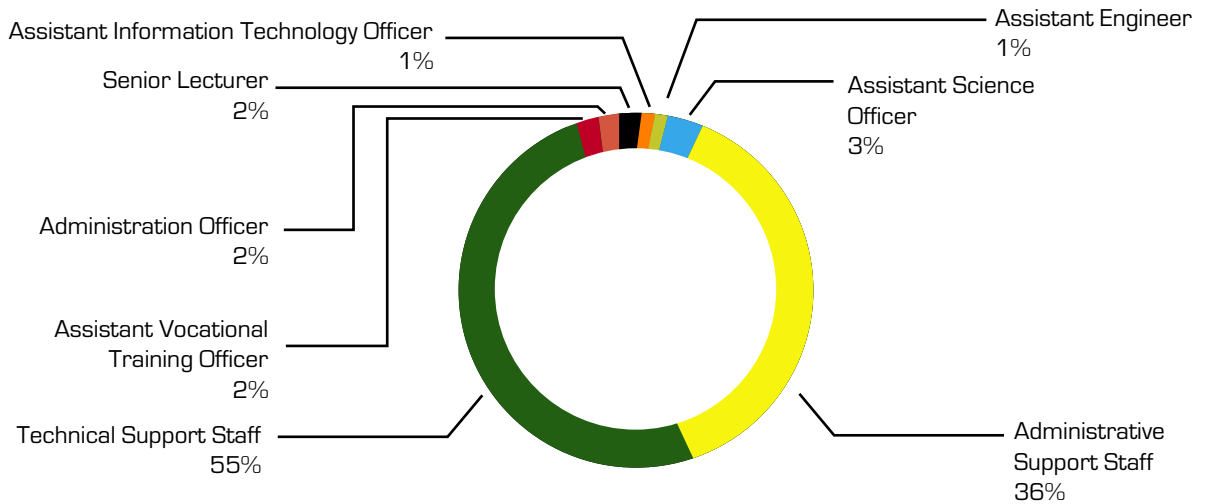


TABLE B-2 : DISTRIBUTION OF ACADEMIC STAFF ACCORDING TO POST



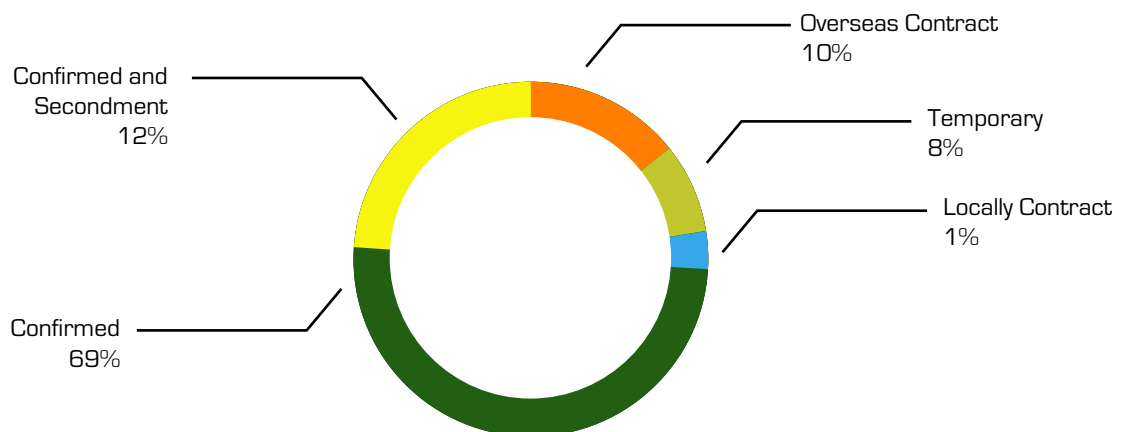
The distribution of non-academic staff according to post is as listed in Table B-3 while Table B-4 shows academic staff according to appointment. Based on the number of academic staff employed against the number of students enrolled, the student lecturer ratio is 1:10.

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



CATEGORY	NO OF STAFF
Administration Officer	2
Assistant Engineer	1
Assistant Information Technology Officer	1
Assistant Science Officer	3
Administrative Support Staff	35
Technical Support Staff	53
Assistant Vocational Training Officer	2
Administration Officer	2

TABLE B-4 : ACADEMIC STAFF ACCORDING TO APPOINTMENT



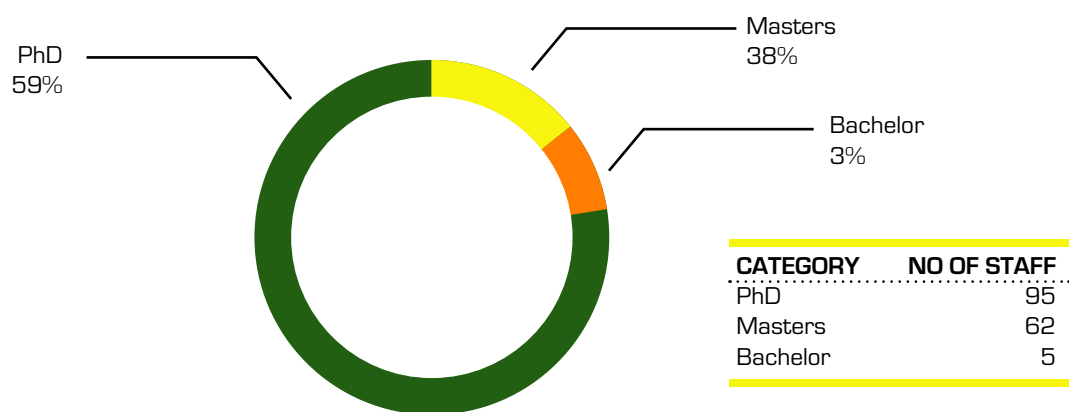
CATEGORY	NO OF STAFF
Confirmed	112
Confirmed and Secondment	20
Overseas Contract	16
Locally Contract	2
Temporary	12





The Faculty strives hard within its capabilities to increase the number of PhD-qualified academic staff. In 2010, the number of academic staff with PhD qualification increased by 5.5% from 2009. The qualification of academic staff is shown graphically in the

DISTRIBUTION OF ACADEMIC STAFF ACCORDING TO QUALIFICATIONS



In 2010, the student-lecturer ratio is 1:10. 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 lecturers and employed to improve the student-lecturer ratio and to increase the expertise in the faculty.



APPOINTMENTS

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

APPOINTMENT OF NEW STAFF

NO	NAME	POSITION	DATE
1	Nur Azniza binti Ahmad	Administration Assistant	01.01.2010
2	Rahimah binti Abdullah	Assistant Science Officer	01.01.2010
3	Shazwin binti Mat Taib	Tutor	01.01.2010
4	Abdul Chalid, Dr.	Senior Lecturer	02.02.2010
5	Dwi Tjahjanto, Ir. Dr.	Associate Professor	03.02.2010
6	Shek Poi Ngian, Dr.	Senior Lecturer	16.03.2010
7	Akira Kikuchi, Dr.	Associate Professor	01.04.2010
8	Bala Muhammad, Dr.	Senior Lecturer	06.04.2010
9	Muhamad Askari, Dr.	Senior Lecturer	14.04.2010
10	Mohd Khairul Idham bin Mohd Satar	Tutor	15.04.2010
11	Arien Heryansyah, Dr.	Senior Lecturer	03.05.2010
12	Tony Hadibarata, Dr.	Senior Lecturer	11.05.2010
13	Tan Cher Siang, Dr.	Senior Lecturer	17.05.2010
14	Amin Eisazadeh Otaghsaraei, Dr.	Senior Lecturer	22.07.2010
15	Libriati binti Zardasti	Tutor	20.09.2010
16	Azwan bin Mustapha	Tutor	30.09.2010
17	Anil Minhans, Dr.	Senior Lecturer	07.10.2010
18	Nur Syamimi binti Zaidi	Tutor	15.11.2010
19	Mohamad Ali Fulazzaky, Dr.	Associate Professor	20.12.2010
20	Muhd Najib bin Akasah	General Office Assistant	27.12.2010
21	Mohd Izwan bin Mohd Nazari	Technician	29.12.2010
22	Mohamad Hazry bin Haron	Technician	30.12.2010

NEW POST

NO	NAME	POSITION	DATE
1	Muhammad Hariz bin Adenan	Machinery Fitter Grade III (Grade R11)	15.12.2010

For the year 2010, the list of staff that retired, is listed in the following tables:

RETIREMENT

NO	NAME	POSITION	DATE
1	Abdul Aziz bin Muti	Associate Professor	07.07.2010
2	Mohd Yusuf bin Mohd Napi	Technician	08.07.2010
3	Shaip bin Mohd Salleh	Technician	01.11.2010



STUDY LEAVE APPROVAL FOR STAFF (PhD)

In the year 2010, Academic staff with PhD makes up to 5% of the total academic staff. To increase the number of PhD holders within the Faculty, study leave for a total of 4 academic staff was approved. 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 :

STUDY LEAVE APPROVAL FOR STAFF (PhD)

NO	NAME	POST	PLACE	DATE
1	Shazwin binti Mat Taib	Tutor	Hiroshima University, Japan	01.01.2010
2	Siti Norafida binti Jusoh	Lecturer	UTM	06.01.2010
3	Ilya Khairanis binti Othman	Tutor	University of Queensland, Australia	24.03.2010
4	Azri Rasyidi bin Abd Razak	Tutor	UTM	29.06.2010

STAFF REPORTED FOR DUTY

NO	NAME	POST	PLACE	DATE
1	Hazlan bin Abdul Hamid	Lecturer	UTM	01.01.2010
2	Nor Eliza binti Alias	Tutor	UTM	11.03.2010
3	Erwan Hafizi bin Kasiman	Tutor	UTM	25.06.2010
4	Dr. Ponselvi a/p Jeevaragagam	Lecturer	University of Western, Canada	01.11.2010
5	Zainab binti Mohamed Yusof	Lecturer	University of Nottingham, UK	15.11.2010
6	Mohd Nur Asmawisham bin Alel	Lecturer	Cardiff University, UK	22.12.2010

STAFF UNDERGOING PROFESSIONAL TRAINING

NO	NAME	POST	PLACE	DATE
1	Kamarul Azlan bin Mohd Nasir	Lecturer	Perunding Azman Oll & RAO, KL	01.06.2010 - 01.06.2011

STAFF UNDERGOING POST DOCTORAL TRAINING

NO	NAME	POST	PLACE	DATE
1	Dr. Muhamad Ali bin Muhammad Yuzir	Senior Lecturer	University of Newcastle Upon Tyne, UK	20.09.2010 - 19.09.2011



STAFF PROMOTED

The year 2010 also saw an impressive number of talented staff being promoted names as listed below.

NO	NAME	POSITION	DATE
1	Dr. Arizu bin Sulaiman	Associate Professor	15.04.2010
2	Dr. Redzuan bin Abdullah	Associate Professor	15.04.2010
3	Dr. Khalida binti Muda	Senior Lecturer	13.05.2010
4	Shurbaini bin Kamaruddin	Senior Technician (KUP)	25.05.2010
5	Dr. Mohammad bin Ismail	Professor	05.08.2010
6	Jafar bin Ahmad	Senior Technician	14.08.2010
7	Nor Aini binti Ahmad	Senior Administration Assistant	16.08.2010
8	Mohd Zawawi bin Yusuf	Senior Technician (KUP)	01.07.2009
9	Dr. Shamila binti Azman	Senior Lecturer	04.11.2010
10	Dr. Roslil Noor bin Mohamed	Senior Lecturer	04.11.2010

TRANSFER OF STAFF AT UNIVERSITY LEVEL

For the year 2009, the staff who were transferred are listed below:

NO	NAME	POSITION	LOCATION
1	Aminah binti Abu Bakar	Deputy Registrar	FKA to UTM Razak School of Engineering & Advanced Technology, UTM IC
2	Zainal Abidin bin Mohd Hashim	Deputy Registrar	Office of Asset & Development to FKA
3	Mohamed Zahry bin Othman	Senior Lecturer	FKA to UTM SPACE KL
4	Zainudin bin Taib	Lecturer	FKA to UTM SPACE JB
5	Dr. Supiah binti Hj. Shamsudin	Associate Professor	FKA to UTM Razak School of Engineering & Advanced Technology, UTM IC
6	Hazila binti Rahmat	Assistant Registrar	FKA to FKE
7	Nor Aini binti Ahmad	Senior Administration Assistant	FKA to FKE

TRANSFER OF STAFF WITHIN FACULTY

NO	NAME	POSITION	LOCATION	DATE
1	Suhaime bin Ahmad	Senior General Office Assistant	Administration Office to Academic Office	25.03.2010
2	Muhammad Hariz bin Adenan	General Office Assistant	Academic Office to Dean's Office	25.03.2010



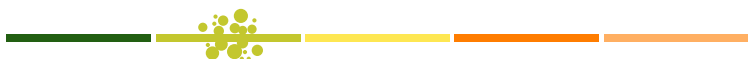
EXCELLENCE SERVICE AWARD

In 2010, a number of conferment ceremonies were conducted by the University and Faculty for the recognition of academic and administrative excellence. The following tables illustrate the type, value, category and recipient of the awards for 2010.

NO	NAME	POST
1	Ir. Dr. Ayob bin Katimon	Associate Professor
2	Fauziah binti Kasim	Senior Lecturer
3	Allahyarham Ismail bin Hussain	Senior General Office Assistant
4	Dr. Johnnie Ben-Edigbe	Associate Professor
5	Dr. Khairulzan bin Yahya	Senior Lecturer
6	Ir. Dr. Mahmood bin Md Tahir	Professor
7	Mohd Yusoff bin Mohd Napi	Technician
8	Dr. Mushairry bin Mustaffar	Associate Professor
9	Noor Azimah binti Mohamed Razman	Typist
10	Nor Aini binti Ahmad	Senior Administration Assistant
11	Nur Nabila @ Mazilawati binti Marni	Administration Assistant
12	Ramlah binti Husain	Administration Assistant
13	Dr. Redzuan bin Abdullah	Associate Professor
14	Roslee bin Ishak	Technician
15	Dr. Rozana binti Zakaria	Senior Lecturer
16	Zulkifly bin Abdul Wahid	Senior Technician

FACULTY QUALITY AWARD

NO	NAME	AWARD
1	Assoc. Prof. Mohd For bin Mohd Amin	Consultation Award
2	Prof. Dr. Aminaton Marto	Research Award
3	Prof. Ir. Dr. Mohd Warid bin Hussin	Publication Award
4	Abu Bakar Sa'an	Community Award
5	Jemahari b. Hamjah	Sports Award
6	Tuan Noor Hani bt. Tuan Yunus	Best Support Staff Award (Technical)
7	Azlyna bt Yunus	Best Support Staff Award (Admin)
8	Dr. Shamila Azman	Teaching Award
9	Assoc. Prof. Dr. Aminah binti Md. Yusof	Academic Advisor Award
10	Razale bin Mohamad	Innovation Award
11	Dr. Hj. Yusof bin Ahmad	Best Staff Study Leave Award
12	Prof. Dr. Shahrin bin Mohamad	e-Learning Award
13	Amat Sairin bin Demun	e-PPP Award
14	Ir Azhar bin Ahmad	e-PPP Award
15	Che Ros bin Ismail	e-PPP Award
16	Dr. Roslida bt. Abd. Samat	e-PPP Award
17	Assoc. Prof. Abdul Aziz bin Abdul Muti	e-PPP Award
18	Assoc. Prof. Dr Ramli bin Abdullah	e-PPP Award



FACULTY QUALITY AWARD

NO	NAME	AWARD
19	Dr. Mohd Fadhil bin Md. Din	e-PPP Award
20	Mardiana binti Abdul Azis	Attendance Award
21	Nurul Syuhada binti Sadikon	Attendance Award
22	Shaarin bin Ismail	Attendance Award
23	Suhaimi bin Sulaiman	Attendance Award
24	Zailani bin Aman	Attendance Award
25	Academic Office	Best Counter Service Award
26	Structures and Materials Laboratory	Outstanding Lab/Unit
27	Dr. Izni Syahrizal bin Ibrahim	Potential Academic Staff
28	Dr. Norhazilan bin Md. Noor	Potential Academic Staff
29	Dr. Rozana binti Zakaria	Potential Academic Staff
30	Dr. Muhammad Ali bin Muhammad Yuzir	Potential Academic Staff
31	Dr. Nazri bin Ali	Potential Academic Staff
32	Dr. Zulhilmi bin Ismail	Potential Academic Staff
33	Assoc. Prof. Abdul Aziz bin Abdul Muti	"Jasamu Dikenang" Award
34	Mohd Yusoff bin Mohd Napi	"Jasamu Dikenang" Award
35	Shaip bin Md. Salleh	"Jasamu Dikenang" Award
36	Profesor Emeritus Dato' Wira Dr. Mohammad Noor bin Hj. Salleh	"Anugerah Terbilang Staf Fakulti"

MERIT/SERVICE AWARD (20 YEARS OF SERVICE)

NO	NAME	POST
1	Abdullah Zawawi bin Awang	Lecturer
2	Dr. Noor Baharim bin Hashim	Senior Lecturer
3	Zulkiflee bin Ibrahim	Senior Lecturer
4	Dr. Azlan bin Adnan	Professor
5	Dr. Abd. Latif bin Saleh	Associate Professor
6	Dr. Shaiful Amri bin Mansur	Senior Lecturer
7	Ir. Azman bin Kassim	Associate Professor
8	Dr. Redzuan bin Abdullah	Associate Professor
9	Dr. Abdul Aziz bin Chik	Associate Professor
10	Ir. Dr. Ramli bin Nazir	Associate Professor

MERIT/SERVICE AWARD (30 YEARS OF SERVICE)

NO	NAME	POST
1	Razale bin Ismaun	Senior General Office Assistant (KUP)
2	Muhammad Hatta bin Baharum	General Office Assistant
3	Hafsah binti Hamdan	Administration Assistant
4	Aziruddin bin Ressayang	Associate Professor
5	Ramlah binti Husain	Administration Assistant



EXTENSION OF SECONDMENT

NO	NAME	POST	DATE	PLACE
1	Dr. Norhan bin Abd. Rahman	Associate Professor	01.11.2010 - 31.10.2011	Taibah University, Arab Saudi

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 162 academic staff members, 12 staff members were on secondment to various positions in UTM and external organizations as follows:

NO	NAME	POST	DATE
1	Associate Professor Sr. Dr. Mohd Zulkifli bin Mohd Yunus	Deputy Dean (Part Time Study Programme), UTM SPACE	15.04.2010 - 14.04.2012
2	Associate Professor Ir. Fatimah bin Mohd Noor	Deputy Dean (Joint & Corporate Programmes), UTM SPACE	15.04.2010 - 14.04.2012
3	Dr. Arham bin Abdullah	Deputy Director (Innovation), ICC	01.06.2010
4	Professor Ir. Dr. Wahid bin Omar	Director of Works	15.10.2010 - 14.10.2012
5	Associate Professor Dr. Abdul Rahman bin Mohd Sam	Director of Equine Centre	01.06.2010 - 31.05.2012
6	Dr. Izni Syahrizal bin Ibrahim	Head of Material Lab	01.01.2010 - 31.12.2011
7	Muhammad Nassir bin Hanapi	Head of Hydrology Lab	01.01.2010 - 31.12.2011
8	Professor Dr. Khairul Anuar bin Kassim	Deputy Dean (Research & Postgraduate Studies)	01.05.2010 - 30.04.2012
9	Associate Professor Dr. Mohd Rosli bin Hainin	Head, Department of Geotechnics & Transportation	01.06.2010 - 31.05.2012
10	Professor Dr. Salihuddin bin Radin Sumadi	Director, Construction Technology and Management Centre (CTMC)	01.07.2010 - 30.06.2012
11	Dr. Haryati binti Yaacob	Head of Transportation Lab	26.07.2010 - 25.07.2012
12	Associate Professor Dr. A. Aziz Bin Saim	Manager of Lab	01.12.2010 - 30.11.2012



STAFF WITH PROFESSIONAL ENGINEER STATUS (IR)

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

STAFF WITH PROFESSIONAL (SR)

NO	NAME
1	Associate Professor Sr. Dr. Mohd Zulkifli bin Mohd Yunus

INTERNATIONAL CONTRACT LECTURERS FOR 2010

To further strengthen the Faculty, the year 2010 saw the appointment of new 10 international academic staff to the Faculty. For the year 2010, the number of foreign staff has increased from 12 in 2009 to 16. Their positions and nationality are shown in the following tables:

DEPARTMENT OF STRUCTURES AND MATERIALS

NO	NAME	DESIGNATION	REPORT DUTY	END OF CONTRACT
1	Dr. Muhammad Aamer Rafique Bhutta (Pakistan)	Associate Professor	01.12.2008	30.11.2013
2	Dr. A.S.M Abdul Awal (Bangladesh)	Associate Professor	23.03.2009	22.03.2011
3	Dr. Bala Muhammad (Nigeria)	Senior Lecturer	06.04.2010	05.04.2013



DEPARTMENT OF GEOTECHNICS AND TRANSPORTATION

NO	NAME	DESIGNATION	REPORT DUTY	END OF CONTRACT
1	Dr. Nurly Gofar (Indonesia)	Associate Professor (DS53)	12.04.2009	11.4.2012
2	Dr. Johnie Ben-Edigbe (Great Britain)	Associate Professor (DS53)	09.07.2007	08.07.2012
3	Dr. Rajeev Kumar Prasannan Pillai (India)	Senior lecturer (DS51)	28.10.2009	27.10.2012
4	Dr. Amin Eisazadeh Otaghsaraei (Iran)	Senior lecturer (DS51)	22.07.2010	21.07.2013
5	Dr. Anil Minhans (India)	Senior lecturer (DS51)	07.10.2010	06.10.2013

DEPARTMENT OF HYDRAULICS AND HYDROLOGY

NO	NAME	DESIGNATION	REPORT DUTY	END OF CONTRACT
1	Ir. Dr. Dwi Tjahjanto (Indonesia)	Associate Professor (DS53)	03.02.2010	02.02.2013

INSTITUTE OF ENVIRONMENTAL AND WATER RESOURCE MANAGEMENT

NO	NAME	DESIGNATION	REPORT DUTY	END OF CONTRACT
1	Dr. Akira Kikuchi (Japan)	Associate Professor	01.04.2010	30.03.2013
2	Dr. Mohamad Ali Fulazzaky (Indonesia)	Associate Professor	20.12.2010	19.12.2013
3	Dr. Salmiati Muhd. Yunus (Indonesia)	Senior lecturer (DS51)	02.12.2009	01.12.2012
4	Dr. Muhamad Askari (Indonesia)	Senior lecturer (DS51)	23.04.2010	22.04.2013
5	Dr. Arien Heryanshah (Indonesia)	Senior lecturer (DS51)	03.05.2010	02.05.2013
6	Dr. Tony Hadibarata (Indonesia)	Senior lecturer (DS51)	11.05.2010	10.05.2013

COASTAL AND OFFSHORE ENGINEERING INSTITUTE

NO	NAME	DESIGNATION	REPORT DUTY	END OF CONTRACT
1	Dr. Abdul Chalid (Indonesia)	Senior lecturer (DS51)	02.02.2010	01.02.2013



LIST OF VISITING PROFESSORS

The Faculty also engaged 11 visiting professors eventhough 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:

NO	NAME	DESIGNATION	FROM	END
1	Prof. Dr. Gustaf Olsson (IPASA)	A Department of Industrial Electrical Engineering and Automation (IEA) Lund University Sweden	17.2.2010	30.3.2010
2	Prof. Per Lind (JGP)	Peab Sverige AB Karbingatan 10 SE-25467 Helsingbord Sweden	19.2.2010	4.3.2010
3	Assoc. Prof. Dr. Karin Jonsson (IPASA)	Dept. Water and Environment Engineering Lund University Sweden	19.2.2010	11.3.2010
4	Dr. Mas Agus Mardyanto (IPASA)	Department of Environmental Engineering, ITS, Surabaya	20.6.2010	27.6.2010
5	Dr. Christiono Utomo (JSB)	Laboratory of Construction Management Department of Civil Engineering ITS, Surabaya, Indonesia	28.6.2010	4.7.2010
6	Dr. Paul J. Sallis (JKAS)	Environmental Engineering Department, School of Civil Engineering & Geosciences, Cassic Building, Newcastle University, Newcastle Upon Tyne, UK	31.07.2010	13.8.2010
7	Profesor Van-Thanh-Van- Nguyen (JHH)	Department of Civil and Applied Mechanics 817 Sherbrooke Street West, Montreal, Quebec, H3A 2K6, Canada	1.8.2010	14.8.2010
8	Prof. Norio Tase (JHH)	Graduate School of Life and Environmental Sciences, University of Tsukuba, Tsukuba, Ibaraki 305- 8572 Japan	20.9.2010	26.9.2010



NO	NAME	DESIGNATION	FROM	END
9	Prof. Hamid Soleymani (JGP)	Department of Civil and Environmental Engineering, University of Alberta, Markin/ CNRL Natural Resources Engineering Facility, T6G 2W2 Edmonton, Alberta, Canada	27.11.2010	8.12.2010
10	Prof. Dr. Kenichi Soga (JGP)	University of Cambridge, Engineering Department, Trumpington St. Cambridge, CBD 1PZ, United Kingdom	28.11.2010	9.12.2010
11	Prof. Roger James Plank (STC)	"Springfield" Sheffield Road Hathersage Hope Valley S32 1DA	28.11.2010	4.12.2010

LIST OF ADJUNCT PROFESSOR

NO	NAME	FROM	END
1	Dato' Ir Dr Azmi Hassan Director of Road Planning Division, Ministry of Works Malaysia, Kuala Lumpur	July 2010	June 2011
2	Dato' Seri Prof. Ir. Dr. Judin b. Abdul Karim Director General, Public Works Department Malaysia, Kuala Lumpur	2.8.2010	1.8.2011

