

6.0 Human Resources Development

6.1 Retreat AKUATROP 2008

RETREAT 2008 has being held at Rumbia Resort Villa, Paka on 10th April – 12th April 2008. The main objective of this event was to plan AKUATROP activities and mission for 2008, assisted the flagship project and its activities report with proper planning for helping the needs and encourages researchers by AKUATROP kick start fund for new research before having any grant. This Retreat 2008 has successfully attended by 37 participants from AKUATROP staff and associate lecturer UMT itself. There were also participants from international Master sciences student as an audience. This workshop were chair by director Prof. Dr. Faizah Shaharom that discuss main topics about key performance index, AKUATROP activities and work plans, flagship project presentation and “*lestar*” teamwork build on among AKUATROP staff.

Retreat 2008 was successful with the vast effort from the members of the committee. All the events planned ran smoothly and committee had received positive response from the director. Participants are looking forward for another seminar or workshop to be organized in the future. It is suggested that future workshops would include other specific topics that will discuss further. The main objectives were fulfilled. The participation was encouraging and empowered with the planed discussed.

As a conclusion, it is hoped that future AKUATROP Retreat organized workshops would be better and it would assist in developing aquaculture research in UMT and nationwide.



AKUATROP staffs during AKUATROP Retreat at Rumbia Resort Villa, Paka.



Sing a “soul” song is one of the activities have been done as the “*lestar*” teamwork building among the AKUATROP staffs.



During the retreat every staffs was given a chance to give their opinion in order to improve the AKUATROP future performance.

6.2 Attachment and Training Programme

6.2.1 Staff Training at National Fish Health Research Centre in Batu Maung, Penang

On 1st – 6th June 2008, science officer from Aquatic Organisms Health Unit, Suhairi Mazelan attended one week attachment training at National Fish Health Research Centre (NaFish) in Batu Maung, Penang. His training focused on methods to study the life cycle of *Caligus* sp. on *Lates calcarifer* (seabass) supervised by Dr. Kua Beng Chu. He also get a chance to follow the NaFish staffs to do their monthly sampling at Pulau Aman, Penang which is a very interesting experience for him. Mr. Suhairi gained a lot of theoretical and practical knowledge through his training and these experiences will help him to conduct his own project at the AKAUTROP.



Mr. Suhairi focused during the parasites examination.



Caligus sp. the external parasite on seabass (*Lates calcarifer*)



Live seabass was caught (left) then parasites examination was carried out.

6.2.2 Water Analysis Workshop

On the 6th – 10th July 2008, Water Quality Analysis Lab with the co-operation of Training, Linkages and Extension Work Unit in AKUATROP had organized a Water Quality Analysis for Aquaculture Workshop. These workshops open to all AKUATROP research's staff. Water quality is important in the aquaculture research and industry. The clean environment and good water quality can ensure high survival rate of the aquaculture production. This workshop focused on the laboratory work and the equipments used for the water quality analysis.

There are 12 participant for this workshop The workshop has been conducted by Dr. Hii Yii Siang, Lecturer of Department of Fisheries and Aquaculture (FASM) , Mr. Yong Jaw Chuen, Lecturer of Department of Marine Science (FMSM) and helped by Mr. Sharol Ali, Lab Assistant from of Department of Fisheries and Aquaculture (FASM). This workshop took place at the Water Quality Lab AKUATROP and Anatomy and Physiology FASM.

The participant exposed to the usage of High Liquid Chromatography (HPLC) such as principle of chromatography, HPLC and it's application, operating procedure, basic and maintenance and sample preparation for HPLC. For the UV-Spectrophotometer, the participants have been told about principle of spectrophotometer, basic maintenance and services and preparation reagent for ammonia, nitrite and Ortho-phosphorus analysis. Both of these equipments are the common equipments for water quality analysis.



Dr. Hii Yii Siang gives explanation on usage of High Liquid Chromatography (HPLC).



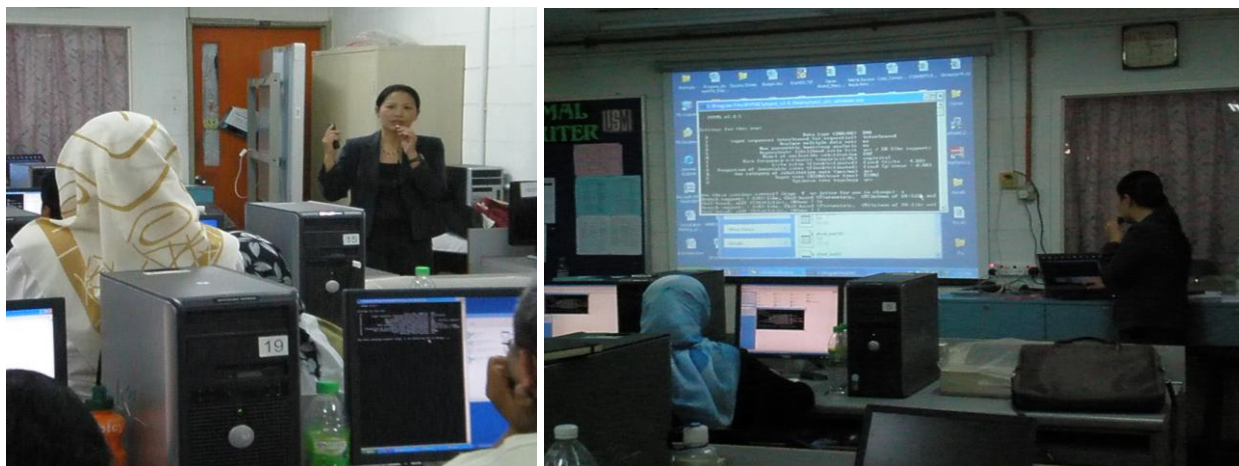
AKUATROP staffs pay attentions during the Water Analysis Workshop.

6.2.3 Training Workshop on the Use of Molecular Genetics in Conservation.

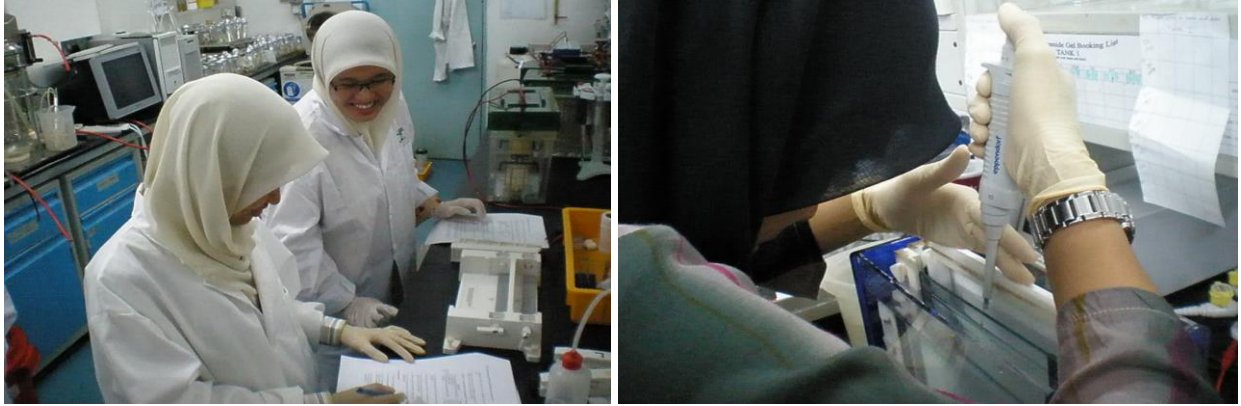
On 17th - 22nd November 2008, Mrs. Norainy Mohd Husin, lecturer and Miss Fara Nor Asmira Jastan, Science Officer participated in Training workshop on The use of Molecular Genetics in Conservation organized by School of Biological Sciences, University Sains Malaysia. The workshop is co-organized with Ministry of Science and Innovation Malaysia (MOSTI) and the Network of Aquaculture in Asia Pacific (NACA). The workshop was anchored by Dr. Thuy Nguyen from NACA and two facilitators, Dr. Siti Azizah Mohd Nor and Dr. Latiffah Zakaria from the School of Biological Sciences, Universiti Sains Malaysia. The workshop was specially designed for post-graduate students, academicians and scientists who are working in the field of biodiversity and conservation with the objective to build capacity for scientists and policy makers in Malaysia in understanding the application of molecular genetics in conservation. Twenty participants from various universities and research institutions in Malaysia and Brunei participated in the 6-day workshop. These included participants from Universiti Putra Malaysia, Universiti Malaysia Terengganu, Universiti Brunei Darussalam, Forest Research Institute of Malaysia, Fisheries Research Institute, Malaysian Agricultural Research and Development Institute and Department of Chemistry, Malaysia.

During the training workshop, a series of lectures on molecular markers, phylogenetics and conservation were conducted. Besides the main facilitators a guest speaker, Dr. Geoffrey Chambers from Victoria University of Wellington, New Zealand also shared his vast experience and knowledge on conservation genetics. Hands-on training on PCR-based methods including polymerase chain reaction (PCR), direct sequencing, and microsatellite were also conducted as well as hands-on data analysis using software packages of MEGA, GENETOP, STRUCTURE and ARLEQUIN.

The workshop was officially ended with a closing ceremony, officiated by the Chairman of the Organizing Committee, Dr. Siti Azizah. During the closing ceremony, all participants received a certificate of attendance presented by Dr. Thuy Nguyen. Certificates were also given to facilitators and students helper who assisted in making the workshop a successful event.



Dr.Thuy Nguyen from NACA during her lecture session.



Mrs. Norainy (right) and Ms. Fara (left) during their practical session.

6.3 Instruments Commissioning and Workshop

6.3.1 Report on Portable Spectrophotometer and Multiport System (YSI 556) Workshop, AKUATROP UMT

On the 17th November 2008, the ARACHEM and DMB Kembara together with AKUATROP have organized a demonstration on Portable Spectrophotometer and Multiport System (YSI 556) commissioning. This workshop were participated by all the Science Officers, Fisheries Officers and research staff units of this institute. The workshop was held in the AKUATROP's meeting room.

The objectives of this workshop is to demonstrate to all the participants of this program in how to handle such machine in a proper ways so that the risk of the machine to be broken can be decreased and also to demonstrate how to handle a right way in calibrates this devices before and after using them. These calibrations are important in maintaining the machine accuracy when logging data to its memory. The modulators are from ARACHEM which are expertise about these devices. Overall, this workshop works smoothly and successfully with the full cooperation from all the officers and participants involved.



AKUATROP staffs learned how to handle Portable Spectrophotometer and Multiport System (YSI 556) in a proper ways from demonstrators.

6.4 Numbers of Workshop / Practical / Courses Participating by AKUATROP Staffs Organized By UMT

- **January**

1. The 4th Common Ground International Conference on Environmental, Cultural, Economic & Social Sustainability 4th – 7th January 2008 Primula Beach Resort, Kuala Terengganu.
2. Program Nilai-nilai Lestari: “SVP Training for Members” 10th – 12th January 2008 Residence Resort, Paka, Terengganu.
3. Bengkel Penyelarasan Cadangan Projek / Program ECER UMT 16th January 2008 Sutra Beach Resort, Kuala Terengganu.
4. Bengkel Kemasukan Data E- Penyelidikan. 23rd January 2008, UMT
5. Program Nilai-Nilai Lestari: “SVP Training for members 31st January – 2nd February 2008 Residence Resort Paka, Terengganu.
6. Taklimat Pengurusan Sumber Manusia dan Kewangan 2007, 18th January 2007, Dewan Redang, UMT.

- **February**

1. Bengkel Kriteria Kenaikan Pangkat Pensyarah Universiti Gred DS45 – Khas C/B/A 21st – 23rd February 2008 Awana Kijal Golf, Beach & Spa Resort, Terengganu.
2. Bengkel Pengstruktur Semula Sekolah Siswazah 6th February 2008 Sutra Beach Resort, Merang.
3. Bengkel Penulisan Proposal Penyelidikan, 29 February, Heritage Bay Club Marine& Resort, KT.
4. Seminar “Kenali Ubat Anda” 26th February 2008 Auditorium Perpustakaan Sultanah Nur Zahirah, UMT.

- **March**

1. Bengkel Pemurnian Laporan Polisi & Prosedur Akademik UMT 31st March 2008, UMT.
2. Lawatan Rasmi ke Korea Selatan 31st March - 7th April 2008 Korea Selatan.
3. Taklimat Pengurusan Sumber Manusia dan Kewangan 2008 Dewan Persidangan Redang, UMT 18th March 2008.
4. Kursus Adobe Photoshop CS. 23rd – 25th March 2008 Makmal Aplikasi, UMT.

- **April**

1. Ceramah dan Demonstrasi Pertolongan Cemas 1st April 2008 Dewan Auditorium FPE, UMT
2. Taklimat Perlembangan UMT 25th April 2007, Dewan Sultan Mizan.

- **May**

1. Genomic Seaweed Workshop 29th – 30th May 2008 UMT.
2. Bengkel Kriteria Kenaikan Pangkat Universiti Gred DS45 28th May 2008 Taman Tamadun Islam, Taman Wan Man, Kuala Terengganu

3. International Conference on Marine Organisms and Their Biomedical Potentials: Expectations and Realizations 17th -18th May 2008 Auditorium Perpustakaan Sultanah Nur Zahirah, UMT.
 4. Kursus Induksi Umum 10th – 15th May 2008 Residence Resort, Paka Terengganu.
 5. Seminar Wanita Era Millennium 2007, 11th -14th May 2007 Dewan Sultan Mizan, UMT
- **June**
 1. Microscopy Workshop 2008, 17th -18th June 2008 Medan Syarahan Barat, FST, UMT.
 2. Bengkel Penulisan Makalah Ilmiah Sains “Scientific Writing”. 30th June 2008 Auditorium Perpustakaan Sultanah Nur Zahirah.
 3. Bengkel Penyelidikan Akuakultur UMT, 26th – 28th June 2007, Vistana Hotel, Kuantan
 - **July**
 1. Bengkel Protokol Untuk Penyambut Tetamu Universiti Malaysia Terengganu. Primula Beach Resort, Kuala Terengganu 2nd July 2008
 2. Retreat Buku Tasik Kenyir 3rd – 5th July 2008 Tanjung Demong, Besut, Terengganu.
 3. Taklimat Pembangunan Modal Insan (HCD) oleh MOSTI, 27th July 2008, Dewan Muhyiddin, FPE.
 4. Program Kempen Kesedaran Kanser Makna Jelajah IPTA 11th July 2007 Dewan Sultan Mizan, UMT.
 5. Bengkel ‘Water Quality Analysis for Aquaculture’ 6th - 9th July 2008 Makmal Penyelidikan AKUATROP.
 - **August**
 1. Induksi Penyelidikan 5th – 6th August 2008 UMT.
 2. SAS Talk, 13th August 2008, Dewan Muhyiddin, FPE.
 3. Bengkel E-Kuliah 18th August 2008, UMT.
 4. Kursus Induksi Khusus 14th – 28th August 2008 Dewan Persidangan Redang, UMT.
 5. Kursus Asas Fotografi, Anjuran Kelab Wanita UMT (MUTIARA) 30th August 2008, Makmal Aplikasi 1, Kompleks Kuliah, Universiti Malaysia Terengganu.
 - **October**
 1. Public Lecture by Prof. Dr. Amu Therwath: Use of pharmacogenomics Towards Therapeutic Strategies 12th October 2008 Auditorium Perpustakaan Sultanah Nur Zahirah, UMT
 2. Public Lecture by Prof. Dr. Amu Therwath: “Use of Pharmacogenomics Towards Therapeutic Strategies”. 12th October 2008, Auditorium Perpustakaan, Universiti Malaysia Terengganu.
 3. Kursus Induksi (Modul Khusus) Residence Resort, Paka 26th - 31st October 2008.

4. Horseshoe Crab of Peninsular Malaysia: Conservation Perspective of Ecological and Biological Studies. Public Lecturer Dr. Anil Chatterji 13th October 2008 Auditorium Perpustakaan Sultanah Nur Zahirah, UMT.

- **November**

1. Bengkel Halatuju dan Pemantapan Laman Web UMT 16th November 2008, Hotel Felda Residence.
2. Kursus Pengecaman Genera Nematoda Perosak Tanaman. 24th – 27th November 2008, Makmal Biodiversiti, FMSM.
3. Annual Aquaculture Seminar “Towards a Pathogen and Good Management Practice in Aquaculture” 5th – 6th November 2008 Auditorium Mahyuddin, FPE and Makmal Biodiversiti FMSM, UMT.
4. Bengkel sempena Annual Aquaculture Seminar “Towards a Pathogen and Good Management Practice in Aquaculture. 5th – 6th November 2008, Makmal Biodiversiti FMSM, UMT

- **December**

1. Graduate Supervision Workshop, Pulau Duyung Heritage Bay, 13th December 2008.
2. Bengkel Pembentangan KPI 2008 18th -20th December M.S Garden Hotel, Kuantan.

6.5 Numbers of Workshop / Practical / Courses Participating by AKUATROP Staffs Organized by Others Institutions or Agencies

- **February**

1. Pameran Malaysia Technology Expo (MTE) 2008 21st – 23rd February 2008 Putra World Trade Center, Kuala Lumpur.

- **March**

1. Seminar on New Directions in Marine Science & Aquaculture 12th – 15th March 2008 Kota Kinabalu, Sabah.
2. ESQ Leadership Training, 20th – 22nd March 2008, Terengganu Equestrian Resort, Terengganu.
3. Seminar on Giant Malaysian Prawn 2008 28th – 29th March 2008 Hotel Equatorial, Kuala Lumpur

- **April**

1. Bengkel Halatuju Penyelidikan Rumpai Laut 14th – 16th April 2008 UMS, Sabah.
2. Pameran Hari Harta Intelek Negara 2008, 24th – 27th April 2008 Kuala Lumpur Convention Center, Kuala Lumpur.
3. Menghadiri Kursus Asas Pasukan “Fire Squad”, UMT. 21st – 24th April 2008, Pusat Latihan Bomba dan Penyelamat Wakaf Tapai.
4. Seminar Setiausaha ‘Kecantikan Melalui Ketrampilan’. Hotel Istana, Kuala Lumpur 24th April 2008.

5. Seminar Setiausaha Peringkat Kebangsaan 2008 "Setiausaha Berminda Kelas Pertama" 15th – 16th April 2008 UiTM, Shah Alam.

- **May**

1. 19th International Invention, Innovation & Technology Exhibition (ITEX) 2008, 9th – 11th May 2008 Kuala Lumpur Convention Center, Kuala Lumpur.
2. Symposium on Human Capital for the Biotechnology Industry: Identifying and Addressing the Workplace Challenges 27th May 2008 Hotel Le Meridien, Kuala Lumpur.
3. Kursus Biro Tatanegara 21st – 25th May 2008, Kem KBN Besut (A) Terengganu.

- **June**

1. 7th International Symposium on Diseases in Asian Aquaculture "Communication, Co-operation, Co-ordination", 22nd – 26th June 2008 Taipei, Taiwan.
2. Bengkel Pemurnian Dasar Penerbitan UMT dan Mesyuarat Jawatankuasa Penerbitan UMT 5th – 7th June 2008 Hotel Vistana Kuantan, Pahang.
3. Technical Presentation Lab 2007 11th -12th June 2008 Kuala Lumpur Convention Center, Kuala Lumpur.
4. UMT 7th International Annual Symposium on Sustainability Science and Management (UMTAS) 2008 8th – 10th June 2008 Primula Beach Resort, Kuala Terengganu.
5. Bengkel Biosafety Awareness Series 12th June 2008 Hotel Crystal Crown, Petaling Jaya, Selangor.
6. Akademi Sains Malaysia Training Course on Research & Development Approaches and Management For Young Scientist, 15th – 22nd June 2008, Vistana Hotel, Kuala Lumpur.

- **July**

1. Aquaculture Indonesia 2008, 8th – 10th July 2008, Hotel Marcopolo, Bandar Lampung, Indonesia.
2. National Fisheries Symposium 2008, 14th – 16th July 2008, Wisma Darul Iman, Kuala Terengganu.

- **August**

1. Seminar Pembentukan Wawasan Diri 2008 "Magic Dalam Dirimu" 21st – 23rd August 2008 Paradise Sandy Beach Resort, Penang.

- **October**

1. BioMalaysia Conference 2008, 7th - 9th October 2008 KLCC, KL..

- **November**

1. Training workshop on the molecular genetics in conservation, 17th – 22nd November 2008, Pusat Pengajian Sains Kajihayat, Universiti Sains Malaysia.

6.6 Official Visit or Working Visit by AKUATROP Staffs to Overseas

- **Prof. Dr. Faizah Shaharom**
 1. Official visit by director of AKUATROP to Korea Selatan, 31st Mac – 6th April 2008, South Korea
 2. Seventh Symposium on Diseases in Asian Aquaculture “Communication, Co-operation, Co-ordination” 22nd – 26th Jun 2008, Taipei, Taiwan.
 3. Aquaculture Indonesia 2008, 8th -10th July 2008, Bandar Lampung.
- **Prof. Madya Dr. Anuar Hasan**
 1. World Aquaculture 2008 -“Aquaculture for human Wellbeing, The Asian Perspective” The Annual International Conference & Exposition 19th – 23rd May 2008, Busan Korea
 2. Aquaculture Indonesia 2008, 8th -10th July 2008, Bandar Lampung.
 3. Symposium on Catfish Aquaculture in Asia, 5th – 8th December 2008 Can Tho University, Vietnam.
- **Dr. Abol Munafi**
 1. Azerbaijan, Rusia to promote UMT Graduate School.
 2. World Aquaculture 2008-“Aquaculture for human Wellbeing, The Asian Perspective” The
 3. Annual International Conference & Exposition, 19th – 23rd May 2008, Busan Korea.
 4. Aquaculture Indonesia 2008, 8th -10th July2008, Bandar Lampung
 5. Symposium on Catfish Aquaculture in Asia, 5th – 8th December 2008 Can Tho University, Vietnam.
- **Prof Glenn A. Bristow**
 1. Symposium on Catfish Aquaculture in Asia, 5th – 8th December 2008 Can Tho University, Vietnam.
- **Dr. Zaleha Kassim**
 1. Promotion Program on Malaysia Education 2008 in Banjarmasin & Palangka Raya, Indonesia on 23rd – 27th February 2008.
 2. NaGISA Westpac Congress 2008, 27th - 28th October 2008, Jakarta, Indonesia.
- **Mr. Liew Hon Jung**
 1. World Aquaculture 2008-“Aquaculture for human Wellbeing, the Asian Perspective” The Annual International Conference & Exposition, 19th – 23rd May 2008, Busan Korea.
- **Puan Norainy binti Mohd Husin**
 1. The Armidale Animal Breeding Summer Course 28th January – 1st February 2008, University of New England, Armidale, Australia.
- **En. Imran Affandi bin Baki**
 1. Visit to Bogor Research Centre, Indonesia, 24th – 28th January 2008.