

Minutes
International Military Testing Association (IMTA 2004)
STEERING COMMITTEE MEETING
25 Oct 2004

The IMTA Steering Committee met before the 46th annual conference at 1700 hours, October 25th 2004 at the President WTC Hotel, Brussels, Belgium. LtCol Psych Francois Lescreve, Belgium, chaired the meeting.

1. Welcome – introduction

The participants (See Annex A) presented themselves. The Steering Committee specially welcomed the Harry Greer awardees, who – in accordance with the modified ByLaws – were invited as non-voting members of the Steering Committee for the first time.

The agenda (See Annex B) was approved.

2. Review of previous minutes

No comments were made: the 2003 minutes were approved.

3. 2004 Conference administration

This IMTA conference is in joint venture with NATO. The Research Task Group 034 on ‘Recruiting and Retention of Military Personnel’ belonging to the Human Factors and Medicine Panel of NATO’S Research and Technology Organization agreed to hold its extended meeting in conjunction with the IMTA.

The double-conference is hosted by the Directorate General Human Resources of the Belgian Defense Staff and the Centre de Recherches du Service de Santé des Armées, France. There was excellent support from France for this conference. Also from the Belgian Defense, there was significant support. The choice of the hotel was not easy. The good hotels in the city centre are too expensive. We have chosen this hotel as a compromise: not too expensive and quite close to the city centre.

There are 240 attendees expected and more than 100 papers will be presented.

There were a lot of suspicious registrations from African persons, who wanted to register merely in order to get a visum.

Program highlights:

- Hospitality suite for networking and reasonably priced drinks;
- Keynotes on Tuesday: Major General Roger Van Hoof, Prof. Dr. Wayne Cascio and Captain (USN) Gary Dye;
- Reception on Tuesday night in the WWI room of the Royal Military Museum;
- The IBTA on Wednesday night;
- The banquet on Thursday night at the Château de la Rocq;
- Tour of Bruges (optional) on Friday.

4. Financial report

We received 21.752,95 € from the Pensacola team. In addition, the 2003 team took care of the costs for the maintenance of the website in 2004 (to avoid money transfers).

Brussels is an expensive place to host conferences. For instance, we have to pay over 10.000 € to rent the required rooms in the hotel and 7,5 € per person per coffee-break!

We expect to pass 5.000 to 10.000 € to the Singapore team (IMTA 2005).

5. Membership affairs

a. Organizational changes in The Netherlands

Dr Renier van Gelooven asked to give the Steering Committee an update about current organizational changes in The Netherlands. (See distributed document in Annex C. The given PowerPoint presentation is included in the PowerPoints section of the Proceedings CD-ROM)

b. Application for membership by Croatia

The Croatian Assistant Minister for Human Resources, Prof. Zeljko Gorsic, has proposed that the Croatian Military Psychology Service become a member of IMTA (See his letter in Annex D). LtCol Psych Tomislav Filjak, head of the Croatian Military Psychology Service, attended the Steering Committee and presented his Service (The given PowerPoint presentation is included in the PowerPoints section of the Proceedings CD-ROM). More information about publications of his Service can be found on www.morh.hr/hvp. The Psychology Service organizes training seminars and military psychological symposiums on a regular basis, for example IAMPS 2000 (the website still exists: visit www.morh.hr/iamps for abstracts) and NATO's HFM-081 RTG 020 on 'Stress and Psychological Support in Modern Military Operations'.

Results of the vote of the steering committee: 16 votes in favour, 0 votes against. The IMTA Steering Committee accepts the membership of the Croatian Military Psychology Service. Congratulations!

6. Publication of IMTA materials

a. Scanning of the previous proceedings: update

Dr Marty Wiskoff gives an update about the ongoing effort to scan previous IMTA proceedings. A set of CD's with the proceedings of the 17th-38th conference is collected by Marty Wiskoff in collaboration with the colleagues of Singapore. They are close to completion. The CD's can be made available to qualified users. The steering committee agrees that all the papers of IMTA conferences can be posted on the Internet.

b. ICODAP initiative

Mr. Johnny Weissmuller mentioned that it might be possible to post all available IMTA proceedings on the ICODAP website (www.icodap.org). The steering committee agreed that this was a valuable offer and recommended that Johnny Weissmuller and Marty Wiskoff remain in contact to pursue this goal.

c. The AUSBAT case

Dr Alan Twomey requested that a paper by Stanton Bongers and Jiantao Pei, presented in Canberra in 2001, would be removed from the proceedings on the website. The paper was titled 'The Australian Basic Ability Tests (AUSBAT)'. The reason is that while it was considered suited for unlimited distribution at that time, it now appears that unlimited distribution is no longer appropriate. Dr Twomey indicated that both authors agreed with the removal of their paper from the proceedings. The article has now been removed from the website. The steering committee agreed that the authors should be aware that papers and PowerPoints are posted on the Internet but they keep the right to ask their removal, when unlimited distribution doesn't seem appropriate any longer.

7. Website update

Mr Monty Stanley, our webmaster sends his regards and apologizes for not being able to attend the Steering Committee and the Conference. He sent his report (see Annex E).

8. Future conference timetable

The sequence of locations as was foreseen last year (Belgium 2004 – Singapore 2005 – Australia 2006) appeared to be less appropriate for it would take IMTA away from North America for three years. The steering committee felt that this would put the participation of US and Canadian participants at risk. Therefore, following timetable is agreed:

2005: Singapore, November 8th to 10th, there is approval from the Ministry of Defense;

2006: Kingston - Canada, proposed by Susan Truscott. This looks like being a good choice to this steering committee;

2007: Australia, who volunteered to organize IMTA 2006, is requested to consider hosting IMTA 2007. Other possible options may be put forward in due time.

9. Harry H. Greer Award

Ms Susan Truscott is nominated for the Harry Greer Award. The committee agrees to give her that award with 17 votes (0 votes against). The nomination text is given in Annex F.

10. AOB

p.m.

11. Closing comments

It's Ray Waldkoetter's 76th Birthday today, so there is coffee and a birthday cake!

IMTA 2004 STEERING COMMITTEE – LIST OF ATTENDEES

PRESENT	
Name	Represented Member Organization
Col Bernd HORN	Canadian Defence Academy Headquarters
Ms Susan TRUSCOTT	Directorate of Strategic Human Resources – Department of National Defence – Canada
LtCol Star SOH	Applied Behavioural Sciences Department – Ministry of Defense – Singapore
Dr Corinne CIAN	Centre de Recherche du Service de Santé des Armées – Unité de Psychologie – France
LtCol drs John DE BRUIJN	Defense Organization for Recruitment and Selection – The Netherlands
Dr James RIEDEL	Defense Personnel Security Research Center – United States
Ms Joanne SUDDABY- SMITH	Development Projects and Research Group – HQAG (Personnel and Training Command) – United Kingdom
LtCol Psych Francois LESCREVE	Directorate General Human Resources – Accession Policy Research & Technology Section – Belgium
Mr Jim McCUTCHEON	Directorate of Military Human Resource Requirements – Department of National Defence – Canada
LtCol MSc Christian LANGER	Austrian Military Psychological Service
Dr Berit CARLSTEDT	National Defense College – Sweden
Dr Mike LENTZ	Navy Education and Training Professional Development and Technology Center – Navy Advancement Center – United States
Prof Dr Jacques MYLLE	Royal Military Academy of Belgium
Dr Hubert ANNEN	The Military Academy at the Swiss Federal Institute of Technology – Switzerland
Mr John KAMMRATH	US Air Force Occupational Measurement Squadron – United States
Mr Johnny WEISMULLER	US Air Force Personnel Center – United States
Dr Renier VAN GELOOVEN	Behavioural Sciences Services Centre – The Netherlands

EXCUSED	
Name	Represented Member Organization
Col Anthony COTTON	Defence Health Service Branch – Australian Defence Force – Australia
Col Cheryl LAMERSON	Directorate Human Resources Research and Evaluation – Department of National Defence – Canada

EXCUSED	
Name	Represented Member Organization
Ms Justine GREIG	Directorate of Strategic Personnel Planning and Research – Australia
Mr Bernd MEINARDUS	Federal Ministry of Defense – Germany
Ms Mary NORWOOD	COMDT HQ U.S. Coast Guard – United States
Mr Paul Stanley	IMTA Webmaster

PRESENT HARRY GREER AWARDEES	
Name	Represented Member Organization
Dr Raymond WALDKOETTER	Recipient of the H. Greer Award in 1983
Dr Marty WISKOFF	Recipient of the H. Greer Award in 1987

INVITED GUESTS	
Name	Represented Member Organization
LtCol Psych Tomislav FILJAK	Croatian Military Psychology Service - Croatia
Capt Dijana DENAËLÆ	Croatian Military Psychology Service - Croatia
Mr Thomas BOSSUYT	Administrative support
Mr Maarten ANDRIESSEN	Administrative support



THE INTERNATIONAL MILITARY TESTING ASSOCIATION
46th Annual Conference
26-28 October 2004, Brussels, BELGIUM

STEERING COMMITTEE MEETING – 25 Oct 2004

AGENDA

1. **Welcome – Introduction** (Chair – LtCol Psych F. Lescreve)
2. **Review of previous minutes** (Chair)
3. **2004 Conference administration** (Chair)
4. **Financial report** (Chair)
5. **Membership affairs**
 - a. Organizational changes in The Netherlands (Dr Renier van Gelooven)
 - b. Application for membership by Croatia (LtCol Psych Tomislav Filjak)
6. **Publication of IMTA materials**
 - a. Scanning of the proceedings: update (Dr Marty Wiskoff)
 - b. Codap initiative (Mr. Johnny Weissmuller)
 - c. The AUSBAT case
7. **Website update** (Chair)
8. **Future Conference Timetable** (Chair)
9. **Harry H. Greer Award** (Chair)
10. **AOB**
11. **Closing comments**



Visit address:
Frederikkazerne
Van der Burchlaan 31
Postal address:
MPC 13 A
P.O. Box 20702
2500 ES The Hague
The Netherlands
www.landmacht.nl

Author:
R.M.W. van Gelooven (PhD)
Telephone 0031 (70) 3165450
Fax 0031 (70) 3165452

E-mail:
Renier.gelooven@mindef.nl

To To whom it may concern

Date 24 October 2004

Our reference GW/2004/102

Subject New Dutch Behavioural Sciences Services Unit

THE NEW DUTCH BEHAVIOURAL SCIENCES SERVICES UNIT

Dear Colleagues,

I am proud to introduce to you, through this letter, the new Dutch Behavioural Sciences Services Unit (BSSU). This letter was specifically written for the attendants of the 46th IMTA in Brussels, October 2004.

Introduction

The Ministry of Defence of the Netherlands and the Armed Forces are currently going through a major restructuring operation. The restructuring is accompanied by considerable downsizing. One of the leading principles in this restructuring is to combine units with the same tasks which belong to the different Services into one unit which provides services for the Ministry of Defence and the entire Armed Forces. This principle was also applied to the Behavioural Sciences Services Units in the four Services. Actually, combining the behavioural sciences support elements has been the first of many projects in the restructuring operation, which is called SAMSON.

The behavioural sciences support for the Dutch defence organisation has traditionally been organised along the lines of the separate forces. Since several decades Royal Netherlands Navy and the Royal Netherlands Army and Royal Netherlands Air Force have had their own behavioural sciences or social sciences departments. These departments have concentrated on psychological selection and social sciences practical research and advice. For the Royal Netherlands Air Force, flight psychology has developed from this department. And since a number of years (originating in the armies' department) a separate unit was established within the Royal Netherlands Marechaussee. These departments have been ordered to combine into a new Behavioural Sciences Services Unit. This restructuring operation had to yield a 33% reduction in the number of employees.

Please quote date, our reference and subject when replying.



Date 24 May 2004
Our reference GW/2004/102

Mission

The new Dutch Behavioural Sciences Services Unit consist of military and civilian social scientists with a longstanding experience within the Dutch Defence organisation.

The Behavioural Sciences Services Unit (BSSU) supports and improves the entire Dutch defence organisation through practical social sciences research and advice.

Principles

The work of the new Dutch Behavioural Sciences Services Unit (BSSU) is first and always:

- directed at effectiveness for our clients,
- scientifically sound and
- efficient.

Tasks

We work at accomplishing our mission through the following main fields:

- Practical social sciences research and advise
- (Improving) Psychological selection
- Social sciences research co-ordination and knowledge and quality management
- Other tasks

Practical social sciences research can be specified according to the main clients: policy makers on the one hand and (operational) commanders on the other hand. Part of the social sciences research is directed at the operational military process: morale measurement and studies into the psychological effects of missions abroad (aftercare) or the use of, and confrontation with, violence. Another part of the research generates management information or is used within the context of developing and evaluation of policies, especially considering personnel.

Tasks in the field of the psychological selection are performed in close alliance with the institute for selection in Amsterdam. The BSSU concentrates on setting the standards and evaluating these through research (do the tests predict what we want them to predict).

Social science co-ordination and knowledge and quality management tasks include keeping a close eye on all kinds of requests to do studies within the defence organisation, support and supervision of research granted to external partners such as universities or commercial research firms and also supporting students within the forces or staff. Finally this kind of support can be screening others' questionnaires or interview protocols or even it can be of a very down to earth nature, such as performing data entry for other parties (using our advanced scanning equipment).

Originating from the departments are a number of services that do not fit into the main categories described above. Examples are the organisation of end of mission debriefing for the Royal Marines,



Date 24 May 2004
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and the collegial support group for the Royal Netherlands Marechaussee.

Organisation

The BSSU has 17.5 employees, 50% military. The workforce of the BSSU consists of a head, 15 researchers ranging from captain to lieutenant-colonel or equivalent civil service ranks and the secretarial support (1,5 full-time equivalent).

Subjects

The BSSU works on a broad spectrum of subjects, all oriented at practical application of research results:

- Morale
- Psychological effect of mission abroad (aftercare)
- Psychological aspect of modern warfare, the soldier modernisation program
- Recruitment and retention (all stages, all categories)
- Well-being and job satisfaction
- Psychological selection
- PICTURE (Periodic Information for Commanders through unit specific reports)
- Absenteeism
- Corporate image
- Numerous opinion polls amongst Defence personnel
- Quality management

We are enthusiastic about sharing knowledge, results and methods and working together with our foreign counterparts. Therefore I gladly invite you to contact *us* so that we can give *you* more information and to inform *us* about what *you* are doing.

On behalf of all personnel of the Dutch Behavioural Sciences Services Unit,

yours sincerely

Renier van Gelooven (PhD)
Head Dutch Behavioural Sciences Services Unit



REPUBLIC OF CROATIA
MINISTRY OF DEFENCE
ZAGREB

HUMAN RESOURCES MANAGEMENT

Zagreb, 14th October 2004

INTERNATIONAL MILITARY TESTING ASSOCIATION Steering Committee

Based on the former participation of the Croatian Armed Forces representatives on the International Military Testing Association conferences, observation of the work of your association and also on the mutually expressed readiness for further cooperation, we herewith submit our application for the membership in the International Military Testing Association.

On behalf of the Ministry of Defence of the Republic of Croatia we are proposing that the Croatian Military Psychology Service become a member of IMTA. Our Military Psychology is one of the supportive services inside the Ministry of Defence and Armed Forces of the Republic of Croatia. It has well established inner structure consisting of military psychologists and it is executing usual psychological duties in selection area, readiness assessment and psychological support and prevention, including researches in the area of military psychology.

We would like to emphasize that we agree to undertake all obligations that are arising from the full membership, which includes at least participation of our representative at IMTA annual conferences and Steering Committee meetings. We are also accepting hosting of the annual conference in the terms decided by the IMTA Steering Committee.

Our representative, at disposal for representing Croatian Military Psychology Service at the Steering Committee meeting (October 25th, 2004), is LtCol. Tomislav Filjak, head of the Section for Military Psychology of the Personnel Department, Ministry of Defence of the Republic of Croatia.

With best regards,

Assistant Minister for Human Resources



Zeljko Goršić
Zeljko Goršić, prof.

IMTA Website
2004 Steering Committee Report
(all currency amounts in US dollars)

Dear Steering Committee Members –

Greetings from the Wild West, my new retirement home in San Angelo, Texas. To make a long story short: love San Angelo, hated retirement. So I started working again in May, as the Assistant Director of Human Resources for Tom Green County. That's why I can't be with you in lovely Belgium this year. I must confess that my wife, Dinah, is not happy about missing a trip to Europe. Now, down to business...

WEBSITE STATUS

In November 2003, Francois paid the IMTA 2004 website bills in advance through IMTA Pensacola, in order to save the hassle of currency exchange. So, basically, the website is paid up through June 2005. This includes the **future** task of compiling the 2004 papers into a single, fully indexed and cross-referenced document in PDF format (but does not include preparation and dissemination of proceedings as a CD).

WEBSITE EXPENSES

Total Cost (2003): \$1465

Total Cost (2004): \$1365

Projected Cost (2005): \$1365:

Domain registration
500 MB web space
Dedicated e-mail accounts
Website design
Website maintenance
Internet registration forms
Immediate changes and updates as required (just ask Francois)
Compile proceedings from Word files submitted by conference presenters
Convert Word proceedings to PDF format
Prepare Table of Contents and Author Index
Bookmark and cross-reference all papers to Table of Contents and Author Index
Post conference proceedings on IMTA website
Post conference PowerPoint files on IMTA website

★★★IMPORTANT STEERING COMMITTEE ISSUES★★★

Timely publication of proceedings. SiteCrafters can post proceedings within 1 month of receiving all files (including steering committee minutes, acknowledgments, by-laws, etc.). Recommendation for Steering Committee: Announce a drop-dead date for paper submission and stick to it.

Harry Greer Award page on website. We still need a photo of Mike Lentz receiving his award!

IBTA rules! Have a beer for me!

Monty Stanley
monty@ospsitecrafters.com
4001 Green Meadow
San Angelo TX 76904

Nominee for the Harry Greer Award

Motivation for the nomination of Susan Truscott for the Harry Greer Award 2004

Susan has a passion and dedication that drives the work that she does everyday. She is currently heading the Directorate Strategic Human Resources (D Strat HR) of the Department of National Defence in Canada, and as good as she is an ambassador of her own organisation, she is also for our community.

Susan has shown very active support for the IMTA for many years indeed. IMTA is an extra curricular activity that she has unstintingly dedicated much of her spare time to since becoming a member several years ago. She has become one of the linchpins that has played a significant role in progressing IMTA, by consistently enriching the program with excellent presentations and symposia and by being very actively involved in organizing IMTA conferences. We all remember what central role she played in hosting the 2002 IMTA in Ottawa. She also recently took the initiative to seek support for hosting IMTA in Canada again in 2006!

She has earned the respect and admiration of not only her fellow IMTA members, but also her colleagues and network around the world. Susan is staunch advocate in promoting the aims and accomplishments of IMTA with her contacts in the international arena.

Susan is truly one of the driving forces of our beautiful association! A very good "companion in arms", by whom we are always in good company.

Based on the above, Susan Truscott is an ideal choice to receive the Harry Greer Award for 2004.