



**Minutes**  
**International Military Testing Association (IMTA 2005)**  
**STEERING COMMITTEE MEETING**  
**7 Nov 2005, 1800hrs**  
**Ocean 4**  
**Pan Pacific Hotel, Singapore**

The IMTA Steering Committee met before the 47<sup>th</sup> annual conference at 1800 hours, 7<sup>th</sup> November 2005 at the Pan Pacific Hotel, Singapore. Lt. Col. Star Soh, Head Applied Behavioural Sciences Dept, Ministry of Defence, Singapore, chaired the meeting.

**Item 1. Welcome & Introduction**

1. Chairman welcomed all members, who introduced themselves to the meeting (See **Annex A** for the list of attendees).

**Item 2. Update on key details of Conference 2005**

2. Chairman presented an update of IMTA 2005's key details:
- a. Held at a 5-star Hotel at the heart of Marina
  - b. 200 (113 overseas) registered for full conference; 160 SAF/MINDEF personnel for 1 or 2 days of conference
  - c. New participants: Brunei, Republic of Korea, Malaysia
  - d. 115 paper presentations
  - e. 5 pre-conference workshops
  - f. Sponsorship from Ministry of Defence, Singapore, for 6 renowned academics to deliver workshops, keynote addresses and presentations

**Item 3. Confirmation of 2004 minutes**

3. The minutes were confirmed without any amendments.

**Item 4. Financial report of 2004 conference (See Annex B for report)**

4. Lt Col Psych Francois Lescreve shared that the Belgium IMTA 2004 organising committee had received a substantial sum of seed money from the Pensacola IMTA 2003 organising committee. The 2004 committee deliberately used up some of that money in accordance with a concern raised at the IMTA 2003 steering committee meeting that we should not be accumulating too much money.

5. Nevertheless, Chairman highlighted that a substantial sum was still available for the Singapore IMTA 2005 committee, for which he expressed his appreciation for as the money provided a safety net for his committee as it organised the conference.

#### **Item 5. Membership & bye-laws.**

##### **a. Request by Korean Institute of Defence Analysis to join IMTA**

6. As part of the Korean Institute of Defence Analysis (KIDA)'s request to join IMTA, COL Kwang-Pyo Choi, Director of the Centre for Human Resource Development (CHRD, KIDA), gave a comprehensive brief on KIDA with special focus on CHRD, one of the research centers in KIDA (See **Annex C** for information on KIDA).

7. The steering committee unanimously voted to accept KIDA into the IMTA steering committee. Congratulations! Chairman warmly welcomed COL Kwang-Pyo Choi as he sat in for the rest of the meeting as a representative of IMTA's newest member organisation.

##### **b. Discussion on "quorum" and proposal to manage steering committee membership**

8. Chairman explained that whilst IMTA currently has a mechanism to approve new members, there is none to retire uncontactable or non-active members from the steering committee. With an increasing membership, a possibility may arise in the future whereby a quorum (as required by Article V, Section C of the IMTA By-Laws) may not be achieved should these non-contactable or non-active members eventually constitute the majority. He therefore proposed a new section to Article V to manage membership. Specifically:

*"F. If a member of the Steering Committee is not contactable or should fail to send a representative to the annual Steering Committee meeting for three consecutive years, the membership of that member will be deemed to have lapsed. It will be noted and recorded at the steering committee meeting. The reinstatement of the membership will follow the same process as a new organization requesting to be a member (Article V)"*

9. Chairman noted that when he had floated this idea to the steering committee via email for comments, one member had raised a concern that we may lose the mutual benefit for IMTA in terms of encouraging more organisations to join and for member organisations in terms of justification for their funding to attend the conference by way of their membership.

10. Dr Marty Wiskoff raised that organisations have been dropped in the past when they ceased to exist. However, this mechanism has not been formalised. Several members also raised the need to balance personal responsibility on the part of member

organisations to maintain active membership in IMTA with that of IMTA's responsibility to contact non-active members and to inform them of the possibility that their membership may lapse. A suggestion was raised to inform these members via the steering committee meeting minutes, which would note the number of years that non-active members have not been participating in IMTA.

11. The meeting took a vote and a majority voted in favour of adding the new section to Article V of the IMTA by-laws. In terms of counting the number of years of non-participation, 2005 will be considered Year 0. Hence, member organisations who do not send a representative to the IMTA 2006 steering comm meeting will be considered to not have participated for 1 year. This will then be duly noted in the meeting minutes.

#### **Item 6. Publication of / Access to IMTA past proceedings**

12. Dr Marty Wiskoff updated that the CD of previous proceedings has been uploaded by Mr Johnny Weismuller to the ICODAP website ([www.icodap.org](http://www.icodap.org)), as was suggested at the IMTA 2004 Steering Committee meeting. Chairman highlighted that credit for scanning the proceedings should go to former Head Applied Behavioural Sciences Dept, Mr K. C. Ong.

#### **Item 7. Website update & proposals**

13. Lt Col Psych Francois Lescreve, the current IMTA webmaster, gave an update on the website. He reported that the handover from the former webmaster, Mr Monty Stanley, has been very smooth, and that work Mr Monty Stanley has done included posting the 2004 proceedings, adapting the site to the 2004 meeting's decisions and posting the initial IMTA 2005 pages. The meeting is appreciative of Mr Monty Stanley's many years of good work and dedication to IMTA.

14. Lt Col Psych Francois Lescreve reported on work that he has done since coming on board as webmaster in June 2005:

- a. Updating pages as requested
- b. Hiring new domain [www.IMTA.info](http://www.IMTA.info) (a more powerful website than the current one, which will still be available to us) and 50 MB High performance space.
- c. Program a database-driven page for abstracts, proceedings, etc.
- c. Re-program registration and proposal forms

15. He then proposed the following:

- a. **Webmaster.** He would continue as webmaster for the IMTA 2006.

- b. **Annual cycle.** The current cycle for the engaging of webmaster services (Jun to Jun) is out of synch with the conference cycle. He proposed aligning it such that the services begin with the first announcement of the upcoming year's conference on the website right up to the posting of the proceedings for that year on the site.
- c. **Proceedings.** Currently, proceedings are stored in one single document per year, which tends to be rather large and may take a long time to download for users with limited bandwidth. He proposed that in addition to that single document (for users who wish to download the entire set of proceedings), single paper/presentation files be made available together with a database-driven search tool. This will be done only for the previous years' proceedings. Earlier proceedings can be accessed on a "request and get by email" basis.
- d. **Tools for conference team.** To circumvent the problem of recreating and passing on databases from one committee to the next, a secure database could be maintained on the website, which could contain the mailing list, conference registrations and paper proposals. This would facilitate mass mailing. Users can also subscribe to the mailing list.
- e. **Tools for steering committee.** The website can also contain secure pages for the steering committee, which will include information on member organisations and their points of contact, allow mass mailing to all steering committee members and contain a bulletin board.

16. All the proposals were accepted by the meeting. Chairman expressed his appreciation for Lt Col Psych Francois Lescreve's promptness and creativity as webmaster. Chairman or Dr Marty Wiskoff will provide Francois with the CD of the full set of proceedings.

#### **Item 8. Future conference timetable**

17. Chairman updated that next year's conference will be held in Kingston, Canada. As for 2007, it had been suggested during the 2004 steering committee meeting that it be held in Australia. Lt. Col. Peter Murphy confirmed that Australia is willing to host the 2007 conference. He queried whether there is a system of cycling through the various continents for conference hosting duties. Ms Susan Truscott responded that every few years the conference would go back to North America in order to ensure good attendance from that continent.

18. The Netherlands indicated interest to host the 2008 conference. The updated conference timetable is hence as follows:

- a. 2006: Canada
- b. 2007: Australia
- c. 2008: Netherlands (To be confirmed)

### **Item 9. Harry Greer Award**

19. Chairman announced that there were two nominees for the Harry Greer Award this year. As no more than one person may receive the award each year, the meeting took a vote and it was decided that the award recipient would be Mr K.C. Ong (Singapore) (See **Annex D** for the letter nominating him). Congratulations!

### **Item 10. AOB**

20. Dr Mike Lentz informally suggested that as IMTA grows larger and more international, it may be worthwhile thinking about setting up a central office with full-time administrators to tend to IMTA matters, including finance. Currently, money is passed from one committee to the next, which tends to be somewhat awkward.

21. COL Kwang-Pyo Choi expressed his thanks to the meeting for accepting KIDA's membership.

### **Conclusion**

22. Chairman concluded the meeting by inviting all to attend the IBTA poolside reception after the meeting.

### **Annexes**

A: [List of attendees](#)

B: [Finance Report for IMTA 2004](#)

C: [Briefing on KIDA](#)

D: [Letter of nomination for the Harry Greer Award](#)

**Annex A**

**IMTA 2005 STEERING COMMITTEE MEETING: LIST OF ATTENDEES**

**PRESENT**

	<b>Member Organisation</b>	<b>Representative</b>
1.	Applied Behavioural Sciences Department, Singapore	Lt-COL Star SOH, Ph.D. (Chairman)
2.	Defence Force Psychology Organisation, Australia	Lt-COL Peter MURPHY
3.	Austrian Armed Forces Military Psychology Service, Austria	Lt-COL MSc Christian LANGER
4.	Directorate General Human Resources, Belgium	Lt-COL Psych Francois LESCREVE
5.	Royal Military Academy, Belgium	Prof Dr Msc Jacques J.C. MYLLE
6.	Canadian Forces Leadership Institute, Canada	COL Bernd HORN
7.	Directorate of Military Human Resource Requirements, Canada	Mr Jim M. McCUTCHEON
8.	Directorate of Strategic Human Resources, Canada	Ms Susan TRUSCOTT
9.	Croatian Military Psychology Service, Croatia	Captain Ingrid CIPPICO
10.	Centre de Recherches du Service de Santé des Armées, France	Dr Corinne CIAN
11.	Federal Ministry of Defense, Germany	Mr Bernd MEINARDUS
12.	Behavioural Sciences Services Centre, Netherlands	Dr Renier VAN GELOOVEN
13.	Defense Selection Agency, Netherlands	Ms Saskia Hartman
14.	National Defence College, Sweden	Mr Bjorn GUSTAVSSON
15.	The Military Academy at the Swiss Federal Institute of Technology, Switzerland	Dr Hubert ANNEN
16.	Navy Education and Training Professional Development and Technology Center, United States	Dr Mike LENTZ
17.	Defense Personnel Security Research Center (PERSEREC), United States	Dr James A. RIEDEL

**ABSENT WITH APOLOGIES<sup>1</sup>**

	<b>Member Organisation</b>	<b>Representative in 2004</b>
1.	Directorate of Strategic Personnel Planning & Research, Australia	Ms Justine GRIEG
2.	Directorate Human Resource Research and Evaluation, Canada	COL Cheryl Lamerson (handed over to COL Stephen Eyres)
3.	Development Projects & Research Group, HQAG (Personnel and Training Command), United Kingdom	Ms Joanne SUDDABY-SMITH
4.	U.S. Air Force Occupational Measurement Squadron, United States	Mr John KAMMRATH
5.	U.S. Air Force Personnel Center, United States	Mr Johnny WEISSMULLER
6.	U.S. Air Force Research Laboratory (Mesa, Arizona), United States	NIL
7.	U.S. Coast Guard HQ, United States	Ms Mary NORWOOD

**HARRY GREER AWARD RECEIPIENTS PRESENT**

	<b>Name</b>	<b>Year Awarded Harry Greer Award</b>
1.	Dr Marty WISKOFF	1987

**INVITED GUESTS**

	<b>Member Organisation</b>	<b>Representative</b>
1.	Canadian Forces Leadership Institute, Canada	Lt-COL Alister MACINTYRE
2.	Canadian Forces Leadership Institute, Canada	Ms Denise KERR
3.	Korean Institute for Defense Analyses, Korea	COL Kwang-Pyo CHOI, Ph.D.
4.	Applied Behavioural Sciences Dept, Singapore	Lt-COL Beng Chong LIM, Ph.D.
5.	Applied Behavioural Sciences Dept, Singapore	Mr Daniel LEE
6.	Applied Behavioural Sciences Dept, Singapore	Ms Li Ping TAY

<sup>1</sup> The Defence Evaluation and Research Agency (DERA), United Kingdom, no longer exists. From 2 July 2001, it separated into two new organisations: QinetiQ (Britain's largest independent science and technology company) and Defence Science and Technology Laboratory (an agency of the UK Ministry of Defence).

## Annex B



### THE INTERNATIONAL MILITARY TESTING ASSOCIATION 46<sup>th</sup> Annual Conference 26-28 October 2004, Brussels, BELGIUM

#### FINAL FINANCIAL REPORT

<b>Item</b>	<b>Credit In Euro</b>	<b>Debet In Euro</b>	<b>Comment</b>
Seed money from Pensacola	21752,95€	0€	
Sponsoring by the Belgian Defense	6000,00€	0€	
Sponsoring	1150,00€	0€	SHL, PsyTech, RTI
Organization costs	0€	1381,97€	Transport and catering
Software	0€	2399,74€	For db, mailings and proceedings
Bank account	138,65€	0€	Includes costs en interests
Registration money	46332,40€	0€	
Registration folder	0€	3515,73€	Folders, briefcase, umbrella, maps
Meal offered to NATO RTG 034	0€	150,00€	
Keynote speaker	0€	1108,31€	
Reception at the museum	0€	5584,40€	
Banquet (Château la Rocq)	0€	12741,10€	
Harry Greer Award	0€	344,67€	
Hospitality suite	0€	223,74€	Does not include room rental
Costs Tour in Bruges	0€	3635,00€	
Hotel	0€	32532,00€	Includes room rental & lunches
Mail IMTA banners	0€	41,71€	At reception from Pensacola
Money transfer to Singapore	0€	11539,00€	
Costs of money transfer	0€	28,53€	
Miscellaneous	0€	148,30€	Parking, taxi, Ray's birthday cake, office material...
<b>Total</b>	75374,00 €	75374,20 €	

Notes:

- The costs for the IMTA website were supported by the IMTA 2003 Pensacola team in order to avoid transfer costs.
- France offered very valuable assistance in printing materials and copying and distributing the proceedings-CD-roms.

# *Briefing on* **Korea Institute for Defense Analyses (KIDA)**

## **I. General Information**

### ***Vision***

#### ***Three objectives as defense think-tank***

- **Initiate Defense Policy**
  - Contact research to initiate defense policy
  - Close cooperation with MND
  - Support operation improvement of MND& services
  
- **Play a central role among professional groups**
  - Cultivation defense professionals
  - Consultation with defense experts
  - Enhance research capability bu using civilian specialists
  
- **Build Policy Consensus**
  - Hold public hearings to build and verify policy
  - Strengthen international research exchange and cooperation
  - Converage public opinion and improve public understanding about defense policy

### ***Mission***

- Assist rational defense policy-making through specialized research and analysis

### ***Functions***

- Security Environment and Defense Policy
- Military Strategy, Force Development, and Force Evaluation
- Defense Management Policy including Manpower, Military Affairs, and Welfare and Mobilization
- Defense Resource Management Policy including Defense Economy and Logistics
- Weapon Systems Acquisition and Defense Industry
- Defense Modeling and Simulation
- Defense-related Information Services and Professional Consultation

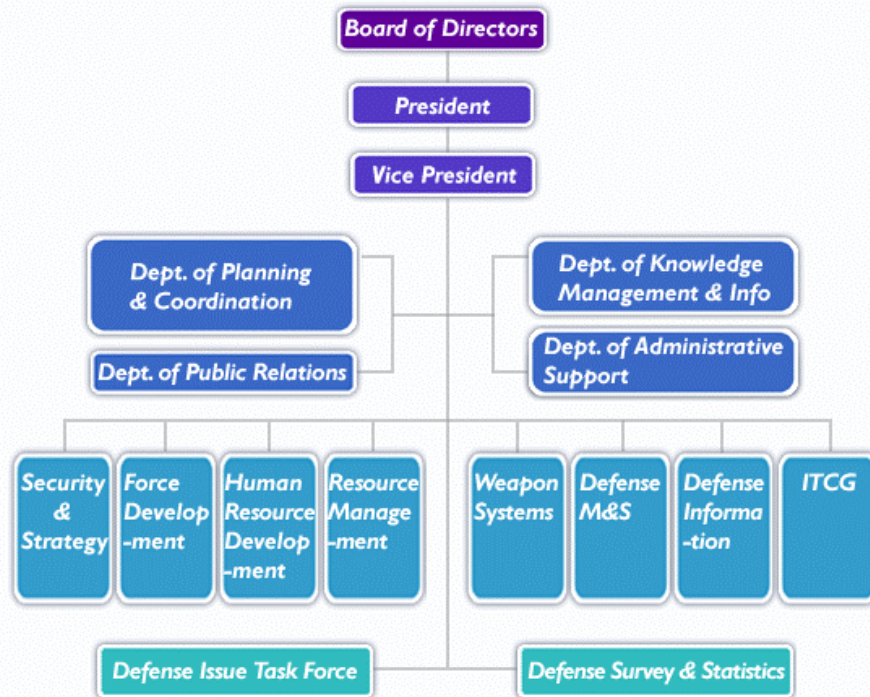
## **History**

Korea Institute for Defense Analyses was founded in the form of the government-refunded research organization on January, 1979. At that time, our research was focused mainly on defense resource management such as defense economy, logistics and defense industry. In the 80's, in order to meet the increased research demand from the Ministry of National Defense, KIDA was redeveloped into a comprehensive defense research institution that covered overall defense related issues in March, 1987. From then on, KIDA focused on policy research on overall defense-related issues and enlarged our research functions. In April 2002, KIDA was reorganized the previous research departments into 7 research centers to strengthen independent research activities among respective centers and newly established the KIDA press and defense consulting groups. Defense Consulting Group changes its name to IT Consulting Group later on. Office of Defense Survey and Statistics was newly established in December 2003.

## **Status**



## Organizational Chart



## Publications

- **English Journal**
  - The Korean Journal of Defense Analysis
  - KIDA Papers
- **Korean Journal**
  - Research Reports
  - The Weekly Defense Reviews
  - The Journal of Defense Policy Studies
  - KIDA Seminar Series
  - In the Eyes of Experts
  - Cost Analysis Research Series
  - Separate Volume

## International Cooperation

- **U.S.**
  - US Office the Deputy Under Secretary of the Army, Operations Research (ODUSA-OR)
  - Office of the Under Secretary of Defense for Acquisition, Technology and Logistics (USD-AT&L)
  - Army Materiel Systems Analysis Activities (AMSAA)
  - Institute for National Strategic Studies (INSS)
  - Center for Strategic and International Studies(CSIS)

- **Japan**
  - National Institute for Defense Studies (NIDS)
- **China**
  - China Institute for International Strategic Studies (CISS)
- **Russia**
  - Russia Academy of Military Science (AMS)
- **Sweden**
  - Stockholm International Peace Research Institute (SIPRI)
  - Center for Pacific Asia Studies (CPAS)

## **II. Information on *Center for Human Resource Development***

### ***General Information***

The Center for Human Resource Development has envisions becoming the world-leading research center in defense human resource management and development area. This center conducts policy research on defense human resource management & development, compensation & welfare, organizational behavior, mobilization of reserve forces, and related information systems. The center also studies the improvement of manpower acquisition & service systems, military education & training systems, and reserve forces systems. Additionally, the center has developed manpower standards, manpower analysis and planning support systems (MAPSS), worldwide defense manpower information systems (WODMI), and morale & leadership measurement tools.

The center has three goals: (1) to create four or five research brands peculiar to the center, (2) to embody defense manpower information center, (3) to grow into the hub of research professional communities for defense human resource management and development. The center focuses on improving core competencies, collaborative research, and customer relationship in order to accomplish the visions and goals.

The center is composed of four divisions: Manpower & Organization Division, Personnel & Education Division, Welfare & Health Division and Military Service & Mobilization Division.

### ***Vision***

- Network for Competitive Defense Human Resource Management
  - Initiate a specialized research brand
  - Play a central role among national defense HR groups
  - Organize the HUB for defense HR professionals

## ***Mission***

- Contribute to the development of Human Resource Management for defense forces through the specialized analysis and rational policy-making

## ***Research Area***

### **Manpower & Organization Division**

The Manpower & Organization Division researches policies and systems of defense human resources, organization management and related information systems. The division also conducts research on the improvement of manpower structures, the downsizing of military manpower and expanding the number of military women. Moreover, the division has developed manpower standards and manpower planning models (whether analytic or simulation).

### **Personnel & Education Division**

The Personnel & Education Division researches policies and systems of defense human resource development, and military organizational behavior & culture. The division has also developed personnel indices, and morale & leadership measurement tools. Major research areas include personnel management, education & training, military culture, morale & leadership, and civil-military relations.

### **Welfare & Health Division**

The Welfare & Health Division researches compensation, welfare and health systems of the defense human resources. The division also researches military pension systems, and support & incentives of veterans discharged from active duty. Moreover, the division has also developed welfare indicators of military personnel.

### **Military Service & Mobilization Division**

The Military Service & Mobilization Division researches policies and systems related to military service, mobilization, and reserve forces. This division has also researched mid- and long-term military service systems, improvement of effectiveness & efficiency of reserve forces, and mobilization information systems.

## **Research Projects**

### **2005**

- Expansion of WODMI (Worldwide Defense Manpower Information System)
- Analyses and Prospects of Manpower Flow of Military Officers, 2004 – 2005
- Development of D-MAPSS (Defense Manpower Analysis and Planning Support System)
- Development of Manpower Standards of ROK Air Force
- Survey of ROK Army Morale 2005
- Development of Defense Personnel Indices
- Improvement of Military Quality of Life: Focuses on Development of Welfare Indicators
- Improvement of Foreign Linguistic Education Systems in the Military
- Maximization of Fighting Power at the Early Mobilization Stage of Reserve Forces
- Effective Downsizing of Military Manpower
- Improvement of Promotion Selection Criteria of Military Officers
- Improvement of Allowance Systems of Military Personnel and Civilians
- Re-shaping of Military Culture According to New Defense Paradigm
- Reformation of Defense Personnel Organizational Systems
- Incentives of Veterans Discharged from Active Duty

### **2004**

- Reserve Forces : An alternative to Construct the Future Defense Power
- Development of Defense Manpower Policy to Build a Strong Force
- Suggestion on the Development of Military Culture to Realize the Advanced Defense System
- Research on the Prediction of the Asset Allocation and the Demand of the Military Pension Fund
- How Should the ROK Force Develop the Human Resources to Cope with the Future Combat Environment?
- Establishing the Human Rights for the Military Men
- Development of the Officer Selection Tools (1)
- Survey of ROK Army Morale 2004
- Creating the Desirable Military Organization Culture
- Using the Right Military Women in the Right Place
- Analyses and Prospects of Manpower Flow of Military Officers, 2003 - 2004
- Development of D-MAPSS (Defense Manpower Analysis and Planning Support System)
- Development of WODMI (Worldwide Defense Manpower Information System) 2004

- Establishing the Obligatory Military Service System for the R&D Manpower
- Suggestion on the Legislation of the Military Welfare Act
- Estimating the Mid- & Long-Term Supply and the Demand of Military Manpower

## 2003

- Reforming the Military Organizational Climate
- Concept Study to Build the Military Human Resource Information System
- Research on the Development of the National Requisition System
- Proposal for the Effective Operation of the Defense Agency for Public Information Services
- Establishing the Military Education System for the Military-Civil Employment Link
- Analysis of the Effects of the National Employment and Development of Military Manpower
- Improving the Military Compensation System
- Promoting Military Job Employment of Reserves
- Innovating Military HRM through Securing the Reliability and Justice
- Limit on the Level of National Responsibility and the Honorable Treatment for Suicides during Military Service
- Survey of ROK Army Morale 2003
- Facilitating the Use of the Civil Manpower in the National Defense

### **47th IMTA KIDA Participants List**

<b>Name</b>	<b>Job Title</b>	<b>Major Research Area</b>	<b>Major/Degree</b>	<b>E-Mail</b>	<b>Note</b>
<b>Kwang P. Choi</b>	Senior Research Fellow	Education & Training, Leadership, HRD	Educational Administration (Doctor)	<a href="mailto:kpchoi1@hanmail.net">kpchoi1@hanmail.net</a>	Director ROK Army COL
<b>Jong-In Lee</b>	Senior Research Fellow	Education & Training, Leadership, Military Culture	Education (Doctor)	<a href="mailto:jiilee@kida.re.kr">jiilee@kida.re.kr</a>	
<b>Young-Jin Cho</b>	Senior Research Fellow	Manpower Planning, Organization Management	Industrial & Systems Engineering (Doctor)	<a href="mailto:cho@kida.re.kr">cho@kida.re.kr</a>	Chief of the Div.
<b>Chai-Bong Moon</b>	Research Fellow	Personnel Management, Welfare, Manpower Structure	Public Administration (Doctor)	<a href="mailto:mooncb@kida.re.kr">mooncb@kida.re.kr</a>	Chief of the Div. ROK Air Force LtCol
<b>Kwang-Hyun Choi</b>	Research Fellow	Personnel Psychology, Organizational Psychology	I/O Psychology (Doctor)	<a href="mailto:kwang@kida.re.kr">kwang@kida.re.kr</a>	Chief of the Div.
<b>Hye-In Kim</b>	Researcher	Personnel Management	Business Administration (Master)	<a href="mailto:gimee28@kida.re.kr">gimee28@kida.re.kr</a>	



## Annex D

### The International Military Testing Association Harry Greer Award 2005: Letter of Nomination

Dear Members of the IMTA 2005 Steering Committee,

I hereby have the honor to nominate Mr. Kian-Chye Ong for the 2005 Harry Greer Award. K.C. did his undergraduate study in Australia (University of Western Australia) on a Colombo Plan Scholarship. He later pursued postgraduate studies in UK (University of Hull) on a Commonwealth Scholarship, returning with a Master of Industrial Psychology (Distinction). He was also awarded the Ulf Aberg award conferred by the Ergonomics Society in UK for producing the best postgraduate thesis.

Since then he has further acquired a Master of Science (Software Engineering) and Master of Science (Knowledge Engineering), which was accomplished under a Defense Training Award offered by the Ministry of Defence, Singapore. From the first day he stepped into the Armed Forces as a young officer he rendered over 30 years of public service, with 5 years spent doing clinical work in a hospital under the Ministry of Health. In his years of service he contributed to raising the role of psychology in public service. He was noted for establishing a thorough system to select for the nation bright young minds who commit to serve in the ministries, military or police after completing their education local or overseas. For the military, he was instrumental to the development of assessment tools such as computerized testing and selection systems such as the situational test for the selection of the best pilots and officers for the Singapore Armed Forces (SAF). The persevering efforts of K.C. paved the way for the realization of Field Psychology in the SAF where field psychologists are depended on to boost and maintain the psychological defence capability of commanders and troops. K.C. was also no stranger to leading in the management of crisis events, the most notable of which was a time in 1991 when an SIA aircraft was hijacked by 4 terrorists. He was engaged to advise decision-makers during the negotiation. In recognition of his contributions in the hijack event, the President of Singapore awarded him a Presidential Commendation. In 1995, he was also awarded the Public Service Medal (Bronze) for his sterling contributions to public service.

K.C. Ong has been a long time active participant to the annual IMTA conferences. In his function as Chief Psychologist of the Applied Behavioural Sciences Department of the Ministry of Defense in Singapore, he envisioned to have his organization join the IMTA and to bring the Association to Asia. By doing so, he introduced the IMTA to a new continent and enriched the Association through the contribution of new and valuable Asian participation. In addition, he recognized the value of making all of the former IMTA proceedings easily available for the world community and devoted himself to that gigantic task. His commitment to the IMTA and the actions K.C. undertook, truly form an outstanding contribution to the International Military Testing Association.

Francois Lescreve  
Steering Committee Member  
Belgium