



The ITC Archives: Interviews with the Early Leaders of the ITC



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As explained in the cover e-mail, the ITC Council would appreciate your providing detailed answers to the following questions:

1. During what year did you become involved with the ITC, how did this affiliation occur (e.g. were you asked to join the ITC, were you a representative of another organization, or did you elect to become involved), and what was the nature of your initial work on the ITC?

“I initially became involved with the ITC at the meeting held in conjunction with the IV European Congress of Psychology, which was held in Athens, Greece, July 2-5, 1995. I had been invited by ITC President, John Keats, to serve in the role of Newsletter Editor following resignation of the previous (and first) editor, Barbara Ellis. I held this position until 1999, at which time I replaced Jac Zaal as Treasurer.”

2. What were your initial impressions of the ITC, including its organizational structure, missions, and personnel?

“I found the organizational structure to be somewhat confusing. For example, I did not know that the Executive Committee consisted only of the President, Secretary, and Treasurer. As a case in point, being a new member on Council I was, of course very keen to learn as much as I could about the ITC at my first Council meeting. Thus, I arrived early at the meeting room only to be told rather brusquely by the President that I was not entitled to sit in the room when the Executive was having its meeting.”

3. Who were some of the key leaders in the ITC at that time and what were their roles?

John Keats, President

Ron Hambleton, Past President

Jacques Gregoire, Secretary

Jac Zaal, Treasurer

Tom Oakland

Fons van de Vijver, Editor

Charles Spielberger, APA Representative



Rocio Ballesteros, EAPA Representative (I'm not 100% sure if this was the correct European organization).

4. Every organization and association goes through growing pains. During your first few years on the Council, what were some of the impediments that you felt limited the ITC's work and needed to be changed?

"During my time on Council when John Keats was President, there was much dissention between the president and other members of Council with respect to various suggestions of a positive nature in making changes to the ITC structure and activities."

5. What prominent changes have you seen in the ITC between when you first were a member and now?

"1. Initially, it was expected that all attendees at the Council meeting would cover all of their own travel costs. Following my first two meetings, I determined that, under these circumstances, I could no longer afford to be a Council member of the ITC. At the 2001 Council meeting in London, UK, I brought this concern to the attention of then President, Bruce Bracken, who put this issue on the agenda. Following much discussion, it was at this meeting that the rules for reimbursement of travel costs associated with ITC meetings were initially established.

2. Under the leadership of President Tom Oakland, the decision was made for the ITC to establish its own journal. After several discussions with Larry Erlbaum, President of Lawrence Erlbaum Associates Inc., Publishers, a contract was negotiated and signed by Tom Oakland on October 21, 1999 for publication of an official ITC journal to be titled International Journal of Testing.

3. As president of the ITC in 1999, Tom Oakland applied for recognition of the ITC as a non-profit organization in the state of Florida thereby enabling the benefit of tax-exempt status. This status was officially granted in November, 1999."

6. Where has the ITC done well? What do you think the ITC's biggest accomplishment has been over the years?

"I believe the ITC's biggest accomplishment has been the fixed 2-year establishment of ITC conferences, which began with the one in Winchester, UK, under the leadership of President Dave Bartram."

7. Where has the ITC possibly made "wrong steps" or mistakes?

"In my view, the most serious missteps that the ITC has made have been in the selection of editors, and more recently, of assistant editors for the IJT. In my view, without question, the best editorial team for the IJT has been the one under the leadership of Steve Sirici."

8. What do you perceive to be current challenges facing the ITC and what role should the ITC play in this regard?



9. What do you believe should the ITC be focusing on right now and who are the key stakeholders that should be involved?
10. If there was one thing you could change with regards to the ITC, what would it be?
11. What structural or organizational changes to the ITC should be considered to further its effectiveness?
12. To what extent did you find it difficult to dedicate your time to the work of the ITC?

“For at least the first 9 years of my term as Treasurer, I handled every aspect of this position myself, from printing up all the dues statements and mailing them out via the regular mail system three times a year, depositing dues paid by check, manually running credit card numbers through the bank’s Visa/Mastercard machine for dues paid this way, to handling all account finances, including preparation of summary annual information required by the tax accountant for submission to the US Internal Revenue Services (IRS). Admittedly, this operation took up a huge amount of my time, but I didn’t mind as I loved being able to contribute as a member of the ITC Council. It was only after it became a practice of the ITC conferences to provide attendees with two years of free membership that I began to feel the weight of the job as not only did all of these new names need to be added to my files, but this meant even more letters to be mailed out and payments to be processed. Thankfully, after Ron Hambleton took on the role as Secretary, I was provided with assistance in sending out dues notices and adding the new conference members to the files by his secretary, Peg Louraine. In 2010, the Bank of America (where ITC accounts were held) discontinued use of the individual credit card machine with replacement of a more sophisticated, albeit complicated system for handling credit card payments to accounts. Thanks to the encouragement of Dave Bartram and the invaluable help of Dragos Iliescu, the ITC at that time established an agreement with PayPal for dues payments by credit cards. Although this meant a total change in my record-keeping, I found it to be an absolute godsend and worth its weight in gold as it greatly reduced my time involvement in keeping track of the accounts re payment and non-payments!”

13. How would you compare the first ITC conference you ever attended with the one hosted in San Sebastian in 2014?

“I thought the San Sebastian Conference was very well organized and the location was superb. However, I must admit that I reminisce often about the earlier years of ITC conferences when there were smaller numbers of people and more time to coalesce with colleagues. Although I understand the need to build membership in the ITC, I count myself fortunate in having had the opportunity to be a part of the earlier, smaller conferences. I have many fond memories of those earlier times.”



14. Among your various contributions, what do you believe may be your lasting legacy?

“I would say it would be my years as Treasurer – particularly in the years before the membership became so very large. During this time, I came to know most members rather well, typically as a consequence of correspondence about various queries they might have. During that time, also, I have fond memories of often receiving friendly greeting cards from various members at particular times of the year.”

11th March, 2015