



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



FREDERICK LEONG

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 was first elected to Council in 2006 and served 2 terms (2006-2009 and 2010-2013). It was Barbara Byrne whom I met at International Congresses who introduced me to the ITC given our mutual interest in cross-cultural testing and assessment.”

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

“It seemed to be a small but hard working group on international testing. This was before we started our regular ITC conferences and we were still meeting at ICP and ICAP.”

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

“Jose Muniz was President when I got involved and Marise Born was Incoming President when I got elected to Council.”

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?

“I felt that we got a lot accomplished during Council meetings but did not fully utilize the time between meetings optimally. I think this was helped significantly when we hired Ananda van Tonder.”

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

“Having our regular conferences has been a very positive development. Equally important is the hiring of a permanent Administrative Officer (Ananda) to provide continuity between meetings and between different Councils.”



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

"As mentioned above our conferences has been a major accomplishment. So too with our Journal.....which will be even better once we move to a better publisher. Our publications program (Handbook and book series) which I helped launch also has potential."

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

"We allowed our journal contract to be automatically renewed without our review or oversight. This is not really a mistake as much as it is the nature of voluntary associations. I believe that these types of problems have been largely eliminated with the hire of an administrative officer."

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

"I have not been on Council for the past couple of years and do not have a good sense of these challenges."

9. What do you believe should the ITC be focusing on right now and who are the key stakeholders that should be involved?

"I have not been on Council for the past couple of years and do not have a good sense of these issues."

10. If there was one thing you could change with regards to the ITC, what would it be?

"Better communication....Beyond the journal and the ITC Newsletter, it would be useful for ITC to engage its members more regular through email bulletins or Facebook postings, etc."

11. What structural or organizational changes to the ITC should be considered to further its effectiveness?

"I have not been on Council for the past couple of years and do not have a good sense of these issues."

12. To what extent did you find it difficult to dedicate your time to the work of the ITC?

"Not applicable for me."

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

"It has grown and the organization is better."



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

“The ITC Handbook and the publishing program which I had handed over to Neal Schmitt.”

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