



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 became involved with the ITC in 1990. The initial reason for my involvement was my personal and academic relationship with Ronald K. Hambleton. Afterwards, the Spanish Association of Psychology entered the ITC as a full member and I became its representative. In those days the main work at the ITC was to try to transform it into the strong and proactive organization we know today. The change was not easy, but with the effort, motivation and hard work of the members the goal was successfully reached. In this process of change, the leadership of Ronald K. Hambleton deserves special mention. It would be difficult to imagine the ITC’s journey over the last few decades without his contribution.”

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

“In 1990 the ITC was very different from how we know it now; it was very weak financially, and few people were involved, but this scarcity of means was easily overcome with the energy and enthusiasm of those involved. We acted as a real family, the testing family, and our personal friendship from those days still remains intact today.”

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

“Many people played an important role in the development of the ITC. The list would be very long, but if I had to mention just one name, in the last twenty five years Ronald K. Hambleton deserves special mention. His academic and scientific leadership, his work capacity, and his personal abilities have been fundamental in the development of the ITC from a small group of friends to the important organization we know today.”



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?

"Growing is always difficult, both personally and institutionally. Some new people arrive, and others leave the ITC, but in general I do not remember any particular impediments. We were so full of energy, and our mission was so clear, that any difficulties were easily overcome."

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

"The difference is huge. When I entered the ITC it was a young organization with a clear mission, to improve tests and testing internationally, and now the ITC is a strong organization, well respected internationally, financially sound, and developing many projects and activities to enhance tests and testing all over the world."

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

"In my modest opinion, the three main accomplishments of the ITC are: a) developing guidelines for different testing areas, b) holding a prestigious international conference every two years, and c) publishing the International Journal of Testing."

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

"I haven't seen any major mistakes. The ITC is an open organization whose projects are extensively discussed within different expert committees, and this procedure minimizes the possibility of serious errors."

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

"Nowadays Psychological assessment is facing important challenges, mainly derived from the influence of new technologies in the assessment process. These advances, such as computerized adaptive testing, online testing, gamification, automatic test and item generation, and many others, open the field to new technical developments and ethical problems. The ITC must maintain its leadership in order to disseminate the new developments and prevent possible shortcomings and misuses of the new advances."

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

"As mentioned before, the ITC must be aware of the new developments that are taking place in psychological assessment, to prevent the potential problems that could be involved in its practical use."



The recent ITC Guidelines on Test Security, Quality Control, and Test Use in research contexts are good examples showing that the ITC is dealing with the main recent problems that are emerging in testing practice. Individually, psychologists involved in assessment are the main ITC stakeholders, but the National Psychological Associations continue to be fundamental stakeholders; they constitute the heart of the ITC.”

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

“I very much like how the ITC is functioning. You always can improve things, but I would not change any of the main features. I hope in the future the ITC will keep working hard in the right direction, as it has done until now. “

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

“These aspects have been discussed at great length for years within the ITC Council, and different changes have been introduced gradually in order to potentiate the effectiveness of the ITC, so I believe the current structure is very suitable to the fulfillment of the ITC’s goals.”

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

“I have been truly happy dedicating my time and work to the ITC for many years. This collaboration has given me the opportunity to learn a lot from my ITC colleagues and friends, both personally and scientifically. Without a doubt, I have received much more from the ITC than I have given back.”

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

“The only thing in common between the first ITC Conference I attended in Oxford (1993) and the recent one held in San Sebastian (2014) is the spirit and mission of the ITC; the belief that we will be able to enhance tests and testing internationally. The other aspects are completely different; it is the difference between a child and an adult. The current ITC Conferences bring together the world’s most important professionals and scholars. As one of my graduate students told me after the San Sebastian conference, now I can put a face to the bibliographical references of my dissertation. And here I have to remember the much-loved Tom Oakland, alma mater of the Oxford Conference and many other ITC projects and activities. Dear Tom, we will never forget you.”

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

“During the years I was in the ITC I participated in numerous meetings, activities and projects, of which I recall with special fondness the participation in the task force that developed the Guidelines on translating and adapting tests, under the leadership of Ronald K. Hambleton. But over time what I value most are the lasting personal relationships and friendships established with the other ITC members.”



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