

# Testing International

Volume 44, December 2020  
Editor: Nicky Hayes



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# ITC President's Message

**Aletta Odendaal**  
President,  
International Test  
Commission



Dear ITC Members and  
Friends,

Welcome to the December 2020 Newsletter. It is an absolute honour to step into the role as President of the ITC, which is an organisation with a proud legacy, and an exciting future ahead. The start of my term as President should have been during the 12th ITC conference, scheduled for July 2020 and to have been hosted by the University of Luxembourg. Sadly, the impact of Covid changed all our plans. Our General Meeting had to take place online, and the ITC Council is now meeting virtually, four times a year, while the executive committee meets online every month, allowing us to continue our programme of continuous growth and development behind the scenes.

In reflecting on the past year, I would like to begin by thanking Kurt Geisinger for his leadership and diligent service as President during very challenging times. He has been instrumental in maintaining business continuity and financial containment amid high levels of uncertainty and concerns over the COVID-19 pandemic. I would also like to express my huge appreciation of the contributions made by outgoing Council members, April Zenisky as Treasurer, Anna Brown in her role as Chair of the Guidelines Committee and Kadriye Ercikan as co-opted member to Council. Theresa Glanz also stepped down after several years of providing accounting support to the Treasurer. All the projects and outcomes we have achieved would not have been possible without the continuous commitment and dedication of every Council member and especially Ananda van

Tonder, I therefore extend my sincere appreciation to them. It is also my absolute pleasure to welcome the new elected members that volunteered their time to serve on Council.

The uncertainty, unpredictability and continuous implications of the pandemic in both personal and professional life are impacting all of us in more ways than we ever anticipated, and the health and wellbeing of the ITC community remains our priority. For that reason, the difficult decision was made to postpone the 12th ITC conference to 2021. We are grateful to Professor Samuel Greiff, from the Université du Luxembourg and the local organising committee, who put so much effort into the organisation and planning of the conference. Much of their work now forms the basis of the new revised version of our 12th Conference, which takes the form of a virtual Colloquium, to take place between the 14th and 17 July 2021. The topic of the colloquium remains that of the Luxembourg conference: "Diversity and Equity in a Globalized Digital World: Opportunities and Challenges for Assessment." There is more about it elsewhere in this Newsletter.

At the start of 2020 we never thought that we will be faced by a global pandemic causing a health and economic crisis of enormous proportions leaving no country, industry, or person unaffected.



We are globally faced with self-isolation and lockdowns where working from home has become an instant 'new normal'. As I write this report we are facing a second wave of infections globally. But even during these turbulent times, the ITC Council remains committed to our mission of promoting effective testing and assessment policies and to the proper development, evaluation and use of educational and psychological instruments. The disruptive changes brought by the pandemic give us a unique opportunity to strengthen our core business, to maintain and expand our existing projects, and to develop the agility and resilience necessary to bounce back from future challenges. The transition to new ways of conducting our business and relying more on technology to connect with our members, allows us to develop new initiatives, such as our virtual Colloquium next July.



We have another major development in the ITC Learning Centre, which was described in detail in our last Newsletter. The Learning Centre is already open for

members to use the CPD test user modules, while the ITC certificate assessment will come onstream in early 2021. We are pleased to announce that we have sponsored four ITC Scholars who were selected for 2020 to have access to the Level 2 qualification on the Learning Centre. We will be providing formal assessment for them without charge as part of our Outreach programme of work.

We are also moving the financial base of the ITC to a new company: the non-profit ITC Limited, which will be based in the UK. The relocation of the ITC from the USA to the UK has involved complex and demanding work, and we are grateful to our new treasurer Dave Bartram for handling the set-up of the new UK company, and to our previous treasurer April Zenisky, for dealing with the transition from the US side. We are also cognisant of the financial impact in the current situation, and Council has taken the bold steps of reducing the Colloquium fees by 50%, and keeping the membership fees similar to previous years (future ITC fees will of course be converted from US dollars to Pounds Sterling).

It is my sincere hope that life will have become sufficiently normal by 2022 to allow us to have our 13th ITC Conference as a face to face event. To that end, we are currently exploring a number of possibilities, and will be able to confirm a venue and dates in the next newsletter.

This, then, is what we already have in progress. So now we must also look outward, beyond our own reach and community. Aligned to the vision of the ITC, as President I see the ITC as operating and influencing standards and practice on three levels: The first concerns the way that the ITC has a global, international focus. It has a history in the development of internationally acceptable standards or guidelines and a major focus on the broad issue of test adaptation for use in diverse cultural settings. We also have a regional focus, collaborating and developing partnerships with intermediate professional organisations such as EFPA, the IUPsyS, and PAPU (to name a few). And we have a national or

country level focus, through our strong links with professional organisations and regulatory bodies which operate at a national level, such as the IAAP, BPS and Health Professions Councils. At each of these three levels, we collaborate to effect change in different ways.

Our ITC vision is to promote effective testing and assessment practices and to improve knowledge about test use. In my term as President I will strive to further enhance outreach and capacity building activities, to strengthen the support gained from our members and to extend our reach into regional development and emerging needs from Asia, Africa and Latin America where there is a great demand for improving the standards of testing. The new ITC Online Learning Centre is instrumental to our outreach and capacity building strategy: it will focus on providing our membership access to educational materials on the one hand and the possibility of gaining ITC accredited qualifications on the other.

I view the dispersion of our membership around the world as a strength and want to enhance international visibility and reputation further. We need to focus on continuous growth and development, expanding ITC activity and relevance where we do not yet have a footprint or presence. To this end, I encourage all members to share ideas and concerns that you may experience in your context directly with me, so that we can continue to extend the reach of the ITC. I invite you contact me at [President@intestcom.org](mailto:President@intestcom.org).

**Aletta Odendaal**

President, International Test Commission

[President@InTestCom.org](mailto:President@InTestCom.org)



## The ITC Council

Looking forward to our exciting future, as President I'd like to extend my warmest congratulations to the newly elected Council Members, who will, along with the existing Council members help to lead the ITC over the next two years. We are truly international in our composition and each member brings a wealth of knowledge and experience that will make a valuable contribution to the Council.

The composition of our current Council is as follows: we are delighted that Steve Sireci is our president-elect, that Paula Elosua is remaining in her role as Secretary-General, and also that Dave Bartram's legacy in ITC continues as he steps into the critical role as Treasurer, overseeing an important financial transition for the ITC (more about that later).

Joining Solange Wechsler as elected members on Council are Rainer Hermann, Wayne Camara and Jon Twing. Stephen Stark continues as Editor of the International Journal of Testing and Nicky Hayes as Editor of Testing International. April Zenisky has stepped down from her position as Treasurer but is continuing on Council as a co-opted member to assist in our financial transition.

We have three more co-opted members: Dragos Iliescu will continue to further advance developments in ITC Learning Centre; Neal Schmitt will retain oversight of ITC Publications and communications, and Peter Macqueen continues to lead our Membership, Involvement and Marketing Committee. Ann Watts will continue as liaison for IUPsyS and Kurt Geisinger for IAAP, while Ananda van Tonder continues to provide us with invaluable continuity as Office Manager.



## The ITC Committees

The ITC Committees are now as follows:

- Strategy and Policy, chaired Kurt Geisinger
- Research and Guidelines, chaired by Wayne Camara
- Publications and Communications, chaired by Neal Schmitt
- Membership, Involvement and Marketing, chaired by Peter Macqueen
- Outreach and Capacity Building, chaired by Solange Wechsler
- Conferences, chaired by Paula Elosua
- Treasury, chaired by Dave Bartram
- Thomas Oakland Award, chaired by Jacques Gregoire

*The chairs of the committees will be providing updates on their work to you through the ITC Newsletter.*



**Please remember to let us know if you change your email address. I would suggest that you send such information to our Office Manager and all-round organizing angel: Ananda van Tonder ([ananda.vantonder@googlemail.com](mailto:ananda.vantonder@googlemail.com)).**

## From the Editor



**Nicky Hayes**

*Editor "Testing International"*

Welcome to the latest issue of Testing International!

We have all been through so many changes during the past year that it's hard to know how to describe them. But - despite what we might have imagined in March - as the true scale of the global pandemic became apparent, work has gone on. In the testing world, testers and test producers have adapted to new ways of working, and for many of us working from home and interacting digitally has become the norm.

In the long term, we might look back on this pandemic as the key agent in stimulating the global acceptance of a truly digital society. How would we all have coped without the digital technology of the twenty-first century? Will we come to see the Covid pandemic as the painful birth pangs of a new world? Only time will tell.



In the meantime, the work of the ITC has continued apace, and the main theme of this issue is keeping you all (our readers) abreast of those changes and developments. In addition to an exciting change to our Conference and other testing news, our President has provided a clear list of Council Members and our ITC committees and we have an update from our Treasurer on the changes taking place behind the scenes.

Happy Reading!

Nicky Hayes  
Editor

### **Your Newsletter Needs You!**

We are always looking for new articles and ideas for Testing International.

This is our forum for professional discussions, information-sharing and opinions. So if you have anything you'd like to discuss, report or just raise as food for thought, we'd be delighted to hear from you!

Please send your contribution or idea to:

*[newsletter@intestcom.org](mailto:newsletter@intestcom.org)*

Many thanks!

Nicky Hayes, Editor

# Conference News



**Dave Bartram**  
Chair: Conference  
Organizing Committee

## 12th Conference of the International Test Commission 9th to 12th July, 2021

### A Colloquium on Diversity and Equity in a Globalized Digital World: Opportunities and Challenges for Assessment

We are delighted to be able to confirm that the ITC has now fixed dates for the postponed 12<sup>th</sup> ITC conference, which had been due to take place in Luxembourg in July 2020. As you will be aware, we had little option but to postpone this event given the Covid-19 pandemic. It was a difficult decision to make, however the health and safety of our members and everyone else involved was and remains our highest priority and we take it very seriously.

We are very conscious of the fact that it is difficult at this time to predict what the situation will be by the middle of 2021, so we have taken the decision to present the 12<sup>th</sup> ITC Conference as a virtual web-based event. To distinguish it from the traditional face-to-face conference format, we are calling it **the 2021 ITC Colloquium**. It will be held from **9<sup>th</sup> July to 12<sup>th</sup> July 2021**. There are some details on the ITC website: <https://www.intestcom.org/page/26>.

All the detailed information will be on the [www.itc-conference.com](http://www.itc-conference.com) website. We are currently working on

updating all the content on that site, and it should be ready by the time you read this – before the end of the year. The ITC is running this event with the full co-operation of members of the local organising committee that worked on the 2020 Luxembourg conference. The Colloquium is the ‘postponed’ Luxembourg conference. It is not the 13<sup>th</sup> ITC Conference; it is the 12<sup>th</sup> ITC conference presented online. All the work that was done for the Luxembourg event will carry over to 2021. We had said at the time that we were just postponing, not cancelling, the 12<sup>th</sup> Conference.

We are redesigning the look and feel of the event, which was originally very much associated with the University of Luxembourg. While we gratefully acknowledge the contribution made to the conference by the original Local Organising Committee (LOC) in Luxembourg, we are no longer working with them. We are developing a new graphical motif symbolising the virtual world we are working in and the links of that world to a ‘reality’ that we will pursue for the Colloquium of a community gathering around four presentation rooms and a poster gallery in the ITC’s Learning Centre. Access to the Colloquium will be restricted to people who have paid the registration fee (or who have complementary registration).

Papers, symposia, and other events will be ‘played’



online in the allotted room at the allotted time and anyone who has logged into that room will be able to see and hear what is happening. Registered delegates will also be able to view material asynchronously, i.e. at times of their choosing both during and

after the four days of the event itself.

As well as the significant reduction in risk that his plan provides, there are also cost savings. For delegates and presenters, the savings are significant: no travel, subsistence, or accommodation costs. There are also savings to be made by running the conference in this way (e.g. software licences in place of rental for a convention centre, and no lunches, or refreshments to pay for). We are passing these benefits on through heavily discounted registration fees. *Registration will be 50% of what it was set at for the Luxembourg conference.* This will cover all the same benefits you had

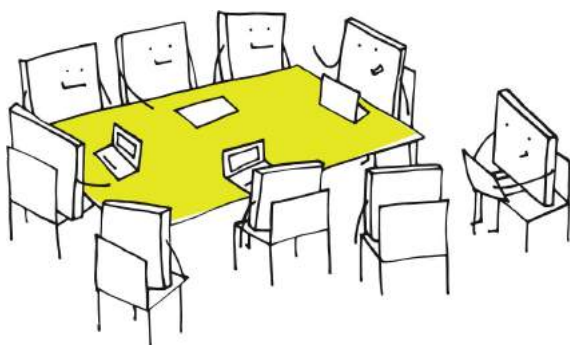
before, including ITC Individual Membership for one year, plus access to the content of the whole Colloquium for six months after the event ends, for all those sessions you missed on the day but want to catch up with.

We have written to all those people who had presentations accepted in the 2020 conference and they are all invited to present their work in 2021 in the Colloquium. We do have a lot of material potentially available – enough for 4 days and four parallel sessions for two and half of those days.

Things will start to happen from 1<sup>st</sup> January 2021. We will provide detailed guidance on preparation of presentations, most of which will be pre-recorded. It is possible that we may issue a further call for papers later this year or early next year. This will take place between 1<sup>st</sup> January and end of March. Do let us know if you might be interested in submitting something. Early Bird registration will be open from 1<sup>st</sup> January to 31<sup>st</sup> March.

### What is a Colloquium?

If you look the term up, you will find that ‘colloquium’ derives from ‘colloquy’, which is a conversation, and especially an important, high-level discussion between scholars. A colloquium is an academic conference at which scholars or other experts present papers on and discuss a specific topic. The term colloquium rather than colloquy is more commonly used these days and it is understood to relate to a meeting for the exchange of views. What is more, a colloquium always refers now to a conference. The full title for the 2021 event is: “The 12<sup>th</sup> ITC Conference: A Colloquium on Tests and Testing.” The topic of the colloquium remains that of the Luxembourg conference: “Diversity and Equity in a Globalized Digital World: Opportunities and Challenges for Assessment.”



### What will the format be?

We have designed the event to allow delegates to have access both through a timetabled 4-day schedule of presentations as well as asynchronous access. The latter means you can access any event at any time in the future, once it has been first ‘broadcast’ according to the schedule. If you might miss your favourite speaker because they are on at the same time as another one you want to watch, you can simply access their presentation later in the same day or a few days, weeks or even months later.

All the online material will remain available to registered delegates for at least 6 months after the event closes on 12<sup>th</sup> July 2021. But you must be a registered delegate (which also means you will be an ITC individual member with access to all the Learning Centre’s other content) to access material from the Colloquium either synchronously or asynchronously, during or after the period 9<sup>th</sup> to 12<sup>th</sup> July 2021.

The design of the 4-day Colloquium uses a traditional mix of invited keynotes, symposia, posters, and short papers, for oral presentation. These will all be recorded and available for future ‘re-plays’. Some keynotes, workshops, and panel discussions will contain ‘live’ elements which means they will need to be watched synchronously if you want to interact with the speaker or speakers. However, while they may be broadcast live, they will also be recorded at the time of first presentation.



Presentation sessions are mostly limited to a maximum of 45-minutes. To allow for symposia with 5 papers and a discussant, an hour is provided for many of them: this is based on a ‘norm’ of no more than ten minutes per paper in oral paper sessions. Built into the programme schedule there are breaks at regular points. During these breaks, the sponsors will be given an opportunity

to show delegates their wares. These breaks can also be used for informal 'chats' and get-togethers by people on an *ad hoc* basis.

We are trying to design the event such that there are breaks between sessions when speakers can be scheduled to be available for contact using Zoom meetings to raise question about their presentations. There will also be some sessions that use Zoom webinars or similar technology to provide interaction between the audience and speakers as part of the presentation These are most likely to be panel discussions, and unscripted meetings.

We are still experimenting with options but want to make the synchronous (i.e. scheduled) presentations as interactive as possible. At the same time, we will record all interactions that occur as part of a session's Q&A and these will be available for asynchronous playback following the colloquium. In brief, the event will use a scenario of a conference centre with four presentation rooms and a poster gallery. The rooms will house the 45-minute and 60-minute sessions with a mix of 15, 30 and 45-minute 'breaks' between sessions when informal contacts, chat and meetings can be facilitated and when sponsors can exhibit their wares.

### Areas of innovation

#### **No registration fees for workshop events at the Colloquium**

The arrangement for workshops at this Colloquium will differ from the usual ITC practice. Each person who offers to run a workshop will be given a 45-minutes webinar session on Friday 9<sup>th</sup> July in which to present information about their proposed workshop. This may take the form of a 'trailer'; an open discussion or be an introductory module of the actual workshop. Delegates to the Colloquium can attend these 'workshop trailers' without any obligation to take up the full workshop. However, if they wish to go on and do the complete workshop, they must register for it separately from the Colloquium and information about dates and costs will be provided online. The actual workshops will run as courses on the ITC Learning Centre website and will take place after the Colloquium has closed on 12<sup>th</sup> July 2021.

The workshop presenter will arrange the timing of each course, how they are split into sections, their duration,

and any limits on numbers of participants, whether they will be live or pre-recorded. Workshops may be subject to an extra fee. The ITC guideline on pricing would be to keep the prices at or below those charged for the Luxembourg event.

### Sponsors: The Virtual Exhibition

Sponsors are essential to the success of any conference as the individual costs tend to work out to be too high to be supported wholly by registration fees. Events like this also provide sponsors with a unique chance of getting close to their customer base and to being able to influence opinion about new developments. The ITC has always recognized the importance of the balance between academic and commercial interests in the industry of tests and testing. This interest is reflected in our categories of membership: full and affiliate. The opportunity to contribute to the advancement of tests and testing while also engaging with your most value customers and market influencers is a real benefit to sponsoring organizations.



While we will not have a Gala Dinners or receptions for sponsors to promote in virtual space, we are adding the novelty of a *virtual exhibition* space to the Colloquium. Between sessions there are scheduled breaks

during which sponsors can broadcast informative and promotional videos or other material to delegates. Sponsors can run their videos or presentations (ones which are related to their product lines or ones that are purely for education or entertainment) as part of their brand-image building.

All sponsors are recognised online in each virtual venue in the time prior to the opening and immediately following the closing sessions each day. We are also offering banners on the platform and overlays in some videos. So, we have some attractive extra options for sponsors over those available in physical conferences in terms of "exposure space". We will also give sponsors the ability to keep their content live on the site while the Colloquium remains live in asynchronous mode throughout the rest of the year. So, their level of exposure will be much greater than is usually the case for a conference.



As noted earlier, the Colloquium will be run with a fixed timetable simulating parallel sessions in four 'Rooms'. Each room will play sessions of either 45-minutes or 60-minutes: Keynote lectures, symposia etc. There will also be a *Poster Gallery* from which posters can be downloaded and which will be always open.



## Registration Fees

The ITC is keen to encourage attendance at this event, and the Executive Committee has agreed that we should discount fees significantly. The present market for conferences is very confused: some organisations are charging the same registration fees regardless of whether you attend the live event or the synchronous or asynchronous virtual versions (e.g. SIOP). Others are not charging their members (e.g. NCME), while covering the necessary costs by membership fees.

There are some very real benefits for delegates attending a virtual conference. They do not need to fund or arrange travel, accommodation meals and time away from home. All of these may still be subject to a degree of disorganisation next year due to the pandemic. Added to these benefits we are cutting the costs of registration to half what it would have been for Luxembourg. The agreed pricing is shown below. The categorization into A, B, C or D is carried out using the applicant's home country and that country's position in the World Bank classification of countries by levels of income. This mapping is carried out by us during the registration process. The registrant simply has to identify the country they come from. Student rates are provided on proof of course enrolment in full time education.

We are very much looking forward to meeting you virtually and welcoming you at the ITC2021 Colloquium in July 2021.

If you have any questions or concerns, please contact Dave Bartram at: [Treasurer@intestcom.org](mailto:Treasurer@intestcom.org) or Ananda van Tonder, who is looking after the administration, at: [Admin@intestcom.org](mailto:Admin@intestcom.org).

## Registration fees

Table of registration fees for the 2021 Colloquium (with Luxembourg 2020 conference fees for comparison purposes). *The price you will pay is in the '2021' price column.*

Early Bird prices are available from 1<sup>st</sup> January 2021 through to 31<sup>st</sup> March 2021.

| 2020 prices* |      | 2021 | Registrations<br>(see below for categories) |
|--------------|------|------|---|
| Euros        | UK £ | UK £ | Regular                                     |
| 450€         | £400 | £200 | Early Bird: A                               |
| 400€         | £360 | £180 | Early Bird: B                               |
| 350€         | £310 | £155 | Early Bird: C                               |
| 300€         | £270 | £135 | Early Bird: D                               |
|              |      |      |   |
| 540€         | £480 | £240 | Late: A                                     |
| 490          | £440 | £220 | Late: B                                     |
| 440€         | 390  | £195 | Late: C                                     |
| 390€         | £350 | £175 | Late: d                                     |
|              |      |      | Students**                                  |
| 235€         | £210 | £105 | Early Bird: A                               |
| 200€         | £180 | £90  | Early Bird: B                               |
| 165€         | £150 | £75  | Early Bird: C                               |
| 130€         | £120 | £60  | Early Bird: D                               |
|              |      |      |   |
| 285€         | £250 | £125 | Late: A                                     |
| 250€         | £220 | £110 | Late: B                                     |
| 215€         | £190 | £95  | Late: C                                     |
| 180€         | £160 | £80  | Late: D                                     |

|                                   |
|-----------------------------------|
| A = High income countries         |
| B = Upper-middle income countries |
| C = Lower-middle income countries |
| D = Low income countries          |

\* These prices are shown for comparison purposes only. The 2020 Conference fees were payable in Euros. The UK pounds prices are rounded to the nearest £5.00 after conversion from Euros. These are then halved to give the actual registration fees in the third column for 2021.

\*\*Students must provide a Proof of Enrolment in order to obtain the Student Conference Fee.

# ITC Young Scholars

## YOUNG SCHOLAR PROGRAM

**Dr Solange Wechsler**  
Co-ordinator



The ITC Young Scholar Program is an important opportunity offered by the International Testing Commission. The main focus of the prestigious ITC Scholarship Program is to enable recipients to attend the ITC Conferences and participate in a special program for young scholars. A secondary focus is to provide ongoing opportunities for scholarship recipients to network with each other and experts in the field, to further their professional development and to collaboratively address problems related to Psychological and/or Educational Testing in developing and emerging economies

This scholarship program is intended for early career scholars (under 35 years, having obtained at least a Master's Degree in the domain of Psychological and/or Educational Testing from developing and emerging economies). To be eligible for the award, a prospective applicant must currently work and reside in a developing country.

Applications to this program are judged according to merit, giving due consideration to gender balance and geographical distribution. Up to seven grants are available with a maximum value of US\$1,500 per grant. The selection process starts with an invitation letter published in the conference webpage with deadline for applications set on December . Documents received to be evaluated by a commission are the CV, motivation letter, and reference letter from an ITC member.

On accepting the grant the following outcomes are expected by the Scholar:

- a) Presentation of a poster at the conference in the area of Psychological / Educational Testing.
- b) Dissemination of knowledge about the work of ITC in home country of the scholar (e.g. by writing a paper in a local professional journal or newsletter).
- c)
- d) Submission of a short piece to Testing International (ITC's newsletter) about your experience with psychological or educational testing in your country.

Six candidates applied for scholarships to the Luxembourg conference. They were from the following countries: South Africa, Brazil, India, Turkey, China and Switzerland. After evaluation by the ITC commission, four candidates were approved, from South Africa, Brazil, India and Turkey. As this conference was cancelled, these young scholars are going to participate in the 2021 virtual conference.

This scholarship program has provided an excellent opportunity to young scholars to get acquainted with the best experts in testing and assessment. For this reason, it has been a continuous program, funded by ITC to stimulate better practices on psychological and educational assessment throughout the world.

### **Program commission**

Dr. Solange Wechsler (coordinator)

Dr. Jacques Gregoire

Dr. Fanny Cheung



## A note from the Treasurer

I have come back to the ITC Council after an absence of two years, having been on the Council in one capacity or another (including President twice and Secretary-General once) from 1994 to 2018. I had never been Treasurer, and this year I was able to complete the set and was appointed Treasurer with a specific remit. I am responsible for planning and leading the 'move' of the ITC as a legal entity from the USA to the UK; previously incorporated in Nebraska we are now a private company limited by guarantee, based in the UK and registered with Companies House as ITC Ltd.



The point of doing this was to bring all our operational functions together in the same place. It allows us to appoint Treasurers in the future from any country without being limited to having to US citizens because of constraints on banking procedures. We chose the UK because it is where Ananda van Tonder (who really runs the ITC!) is based, and where the banks have good systems for working internationally with our sort of organisation.

As a private company limited by guarantee, we remain a not-for-profit organisation. The arrangement in the UK means we have no shareholders, just a board of directors (the Executive Committee) who act as guarantors of the ITC. In effect, we operate like a charity (though we are not a registered charity) in seeking all our income from grants, donations, membership fees and sponsorship. In return we provide the profession and the wider public with a 'neutral' global resource for setting standards of good practice in tests and testing and providing support for organisations at all levels (from organisational and national to regional and global) in their endeavours to follow such practice.

Moving the ITC, as a legal entity, proved to be quite complicated. First, we had to 'dissolve' the US company and register a new company in the UK to take on the US company's assets. Shutting down the US company involved, among other things, getting the voting members (all the Full and Affiliate Members of ITC) to vote on the question of whether we should or should not dissolve the US company and transfer its assets and functions to the UK.

It also meant we needed to open a bank account in the UK. While this was anticipated as being the most straightforward part of the process, it has proven to be a major hurdle. All the major banks have been inundated with applications from small business for special loan schemes set up by the government (so-called 'bounce back' loans) to help people out over the pandemic. The banks are unable to cope with this workload and most have put a total block on the opening of new business accounts. We did manage to get an application in to one of the major banks on 22 July, but are still waiting for the account to be finally opened. Fortunately, we also opened an online business account with Tide bank. Though this has some limitations regarding its use for international business transactions, we can now accept payments through Stripe into a UK Sterling account, though we cannot use it for the main transfer of our assets from the US.

Financially, we are in good shape. We have sufficient funds to keep us going for the next few years, though I'm not planning on doing another 24-year stint on Council!

Dave Bartram, 4-12-2020





## Membership, Involvement and Marketing (MIM) Committee

Peter Macqueen, Chair

This has been a significant year for us all. I am fortunate in that I live in Brisbane, Australia, but of course I am well aware of the very significant health, social, and economic impacts of COVID-19, globally.

Because of the pandemic and the resulting restrictions on travel, we have seen very little in the way of traditional conferences and member engagement activities.

2021 looms as an important year for the ITC, given the cancellation of the 2020 conference in Luxembourg. However, a virtual colloquium (July 2021) and the advent of the ITC Learning Centre should reward your continued membership of the ITC. In addition, we are keen to expand our membership, and we believe that various initiatives from my colleagues on the Council should help to ensure that ITC membership provides great value for professionals interested in psychological testing and assessment.

### 1. Membership Fees

Membership fees have remained quite static for several years and under normal circumstances we would have sought to increase the 2021 dues. However, given the pandemic, the ITC Council has decided to maintain the current fee levels. With the treasury function now based in the UK, 2021 dues will be issued in GBP rather than USD, but in real terms the fees are very much the same as for 2020. Fees will be:

Full members: £80 - 420 (depending on membership size)

Affiliate members: £80 - 390 (depending on the scale of the organization)

Individual members: £35 – but discounted to £60 for 2 years, if pre-paid

ITC membership and fee payment contributes to enhancing standards in testing and assessment: locally, regionally and globally.

### 2. ITC Learning Centre and 2021 Virtual Colloquium: Benefits

Other parts of *Testing International* should provide detailed information regarding these two initiatives and the benefits available to members. Whilst we are still to finalise some arrangements, I believe it is very fair to state that membership of the ITC will offer significant benefits for registration in either of these initiatives.

### 3. Testing and Assessment during COVID-19

Although the restrictions and accommodations associated with remote testing have not had an impact on many of us operating in most work and some educational testing spheres (particularly large scale testing), there have been significant issues for psychologists working in forensic, neuropsychological, clinical and certain educational or developmental settings.



Many such test users had limited prior exposure to using tests validated for online delivery, and have been unsure of the issues associated with test adaptation or substitution. In addition, the importance of the use of appropriate norms (suited to the delivery format) became an issue for a number of practitioners used to working with a limited range of traditional 'paper and pencil' tests, and a testing environment based on direct contact with the test taker.

In Australia, the Chair of the APS College of Forensic Psychologists hurriedly prepared a solid document on testing for members, given the restrictions on face-to-face interactions and the legal and ethical implications surrounding such critical assessments of individuals within the judicial system. Compounding these challenges, there are estimates that up to 30% of the prison population in the UK experiences an intellectual disability (Mottam, 2007 – as cited by Fisher et al 2016 in Chapter 16 of the *ITC International Handbook of Testing and Assessment*). Accordingly, informed decision making by the potential test taker has become more problematic at this time, apart from actual test item administration.

# Forthcoming Events

The following represent some of the events of which we are aware @ 17 Nov 2020

**CAUTION: DETAILS MAY CHANGE!**

## **AFRICA:**

**41<sup>st</sup> Annual Conference of Assessment Centre Study Group of South Africa (ACSG) 15-19 March 2021** **check website:**  
<https://acsg.co.za/conference-information>

## **ASIA:**

**23<sup>rd</sup> Japan Language Testing Association (JLTA) Conference, JAPAN**  
12 December 2020 JAPAN **CANCELLED**  
**website** [http://jlta2016.sakura.ne.jp/?page\\_id=606](http://jlta2016.sakura.ne.jp/?page_id=606)

## **EUROPE:**

**12<sup>th</sup> ITC Conference: Virtual Colloquium** **VIRTUAL**

**Theme:**

**Diversity and Equity in a Globalised Digital World**

**9– 12 July 2021** **postponed from 2020**

<https://www.itc-conference.com/>

**32<sup>nd</sup> International Congress of Psychology**

**(probably VIRTUAL)**

**Theme:  $\Psi$  in the 21<sup>st</sup> Century: Open Minds, Societies & World** 18 – 23 July 2021 Prague CZECH REPUBLIC  
**postponed from 2020**

<https://www.icp2020.com/>

**20<sup>th</sup> European Association of Work and Organizational Psychology (EAWOP) Conference, with BPS DOP**

**PHYSICAL** 11 – 14 Jan 2022 Glasgow SCOTLAND

<https://eawop2022.org/>

## **NORTH AMERICA:**

**Association of Test Publishers (ATP) Conference**  
**VIRTUAL**

**Innovations in Testing** 27-29 April 2021

<http://www.innovationsintesting.org/>

**36<sup>th</sup> Society for Industrial and Organizational Psychology (SIOP) Conference** **(currently HYBRID, including asynchronous)** 15-17 April 2021 New Orleans

<https://www.siop.org/Annual-Conference>

The latest issue of the APS bulletin *InPsych* includes a short article 'Testing our Ability: Psychometric Testing during COVID-19'. Prepared by the APS Tests and Testing Expert Group, I am appreciative of Nicky Hayes\* for providing the following on COVID-19 resources:  
<https://www.bps.org.uk/coronavirus-resources/professional>

There are some testing and assessment specific articles, particularly from May, June and August.

\* Nicky is not only Editor of *Testing International*, but currently chairs the BPS Committee on Test Standards.

I believe other countries have also produced relevant documents for their psychologists or test users.

## **4. Membership of the MIM Committee**

We have some fresh faces on this MIM Committee, including: Rainer Kurz (newly elected Council member, UK and Europe) and Justin August (South Africa). Pia Zianoun (Lebanon) and Steve Sireci (USA and President - Elect) are continuing as committee members. We will be inviting someone from South America to join the committee very soon, and Paula Elosua (ITC Secretary – General) has agreed to be part of the committee. Dave Bartram (ITC Treasurer) will act as an Advisor.

## **5. Upcoming Testing Events**

In the past I have endeavoured to provide an overview of upcoming testing activities globally. Obviously there is a good deal of uncertainty about the staging of such events over the next year or two. Physical conferences (at least international) will be very scarce for some time, and even national and regional events will be limited. Virtual conferences are more likely to be the norm in 2021, while hybrid conferences are very expensive.

If you are aware of any upcoming testing oriented conferences in 2021/2 (virtual, physical or hybrid), please let us know!

**PLEASE SEND YOUR SUGGESTIONS to:**  
[secretary@intestcom.org](mailto:secretary@intestcom.org)

Ananda van Tonder (Office Manager) or Paula Elosua (Secretary-General) will direct your email for action.

**National Council on Measurement in Education (NCME) Annual Meeting (Probably HYBRID)**

Theme: Bridging Research and Practice  
8-11 June Baltimore

<https://www.ncme.org/home>

**62<sup>nd</sup> International Military Testing Association (IMTA) Conference postponed from 2020**

25-28 October 2021 Raleigh North Carolina

<http://www.imta.info/Conference/FirstAnnouncement.aspx>

**OCEANIA:**

*There are no specific Testing events scheduled although broader conferences should offer sessions related to testing and assessment.*

**APS College of Educational and Developmental psychology Conference VIRTUAL**

11-12 February 2021

<https://www.psychology.org.au/APS-CEDP-Conf/2021>

**14<sup>th</sup> APS Industrial & Organisational Psychology Conference FORMAT: to be determined (decision soon)**

Theme: IOP at the forefront: Leading transformative and global change

8-10 July 2021 GOLD COAST AUSTRALIA

<https://www.psychology.org.au/APS-IOP-Conf/2021>

**SOUTH AMERICA:**

**10<sup>th</sup> Congress of The Brazilian Institute of Psychological Evaluation (IBAP)**

Check website 2021 BRAZIL

[www.ibapnet.org.br/](http://www.ibapnet.org.br/) (In Portuguese)

**38<sup>th</sup> Congress of Interamerican Society of Psychology (SIP)**

Check website 12 – 16 July 2021 Asunción, PARAGUAY

<https://sipsych.org/congress/>

(Spanish, English and Portuguese versions)



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**The ITC Publications Committee**



Neal Schmitt, Chair

We continue to make good progress on our book series. We are awaiting the completion of a volume by Craig Wells titled “Assessing measurement invariance for applied researchers” which is now “in production. The volume edited by Sumaya Laher on the history of testing across the globe has been sent to the publisher; hopefully it will be ready for dissemination by midyear 2021. Cambridge University Press has approved two proposals: a textbook on measurement by Stark, Wiernik, and Bornovalova titled “Introduction to Measurement and Decision-Making” and a book on technology in assessment by Woo, Tay, and Behrend titled “Technology and Measurement: Research and Practice.” Finally, a proposal by Scherbaum, Goldstein and a team of authors on cognitive ability testing is being considered by Cambridge. As mentioned in our last report, the ITC and the authors are beginning to receive some royalties; our books will likely never be huge sellers, but we can use your help both in buying these volumes and advertising their availability to colleagues.

The ITC has also launched the Learning Centre Resources which contains extensive learning material on testing and psychometrics. The goal is to provide continuing education opportunities for members along with certifications. More information on this Centre is provided elsewhere in this newsletter.



## International Journal of Testing



**Stephen Stark**  
IJT Editor in Chief

### News and Updates

The *International Journal of Testing (IJT)* is dedicated to the advancement of theory, research, and practice in the areas of testing and assessment in psychology, education, counseling, organizational behavior, human resource management, and related disciplines. IJT publishes original articles addressing theoretical issues, methodological approaches, and empirical research, as well as integrative and interdisciplinary reviews of testing-related topics and reports of current testing practices on a quarterly basis.

This fall we were delighted to add **Dr. Sang E. Woo** (Purdue University, USA) as a new associate editor and **Dr. Stefanie A. Wind** (University of Alabama, USA) as a new editorial board member. We also thank outgoing board member and former associate editor, **Dr. Sasha Chernyshenko** (Nanyang Technological University, Singapore), for his many years of service to the journal. After a delay this spring, we are happy to report



that two calls for special issue papers have moved forward. Last month, invitations were sent to a small number of authors to submit full papers for a special issue on ***New Technology in Testing*** and we received five submission commitments for review in spring 2021. In addition, we began receiving papers for a special issue on ***Equity and Fairness in Testing and Assessment in School Admissions*** guest edited by **Drs. Sang Woo, Bart Wille, and Steve Sireci**.

Importantly, although we identified initial papers for these issues, we are open to publishing additional articles on these topics separately. And, as always, we encourage submissions of review articles on topics of broad interest to the measurement and testing community, as well as articles applying or evaluating psychometric and statistical methods using a combination of simulation and empirical illustration. (We do not, however, typically publish highly technical papers involving mathematical derivation or research focusing on scale validation.)

Finally, we continue to seek new reviewers and board members to expand the expertise, geographical, and cultural diversity of our editorial team. Self- and other-nominations for these positions are welcome, particularly outside the U.S. To be selected, an individual must have an accomplished publication record and expertise in measurement/testing methodology and practice.

On behalf of the IJT associate editors, **Drs. Chris Nye, Elias Mpopu, and Sang Woo**, I thank all of our editorial board members, authors, and readers for their contributions and interest this challenging year and wish all a happy holiday season and a bright start to 2021.

Stephen Stark  
IJT Editor in Chief  
University of South Florida, USA

**If you have a paper you would like to be considered for publication in IJT, or if you are interested in reviewing papers for publication, please contact the editor, Stephen Stark, by email: (sestark@usf.edu).**

## Research and Guidelines Committee



**Wayne J. Camara**  
Chair

### Our Committee

The membership of our Committee also includes: Avi Allalouf, Paula Elosua, Jacques Gregoire, Katharina Lochner, Peter McQueen and Anna Topczewski.

### Our Purpose

The Research and Guidelines Committee is responsible for recommending to the ITC Council areas where new ITC Guidelines should be promulgated or where existing guidelines should be updated or subset. The Committee is also responsible for establishing the processes (e.g., development and review process, steering committee, writing committee) required to complete projects approved by the ITC Council.



### Our Current Activities

Our current activities include:

- The development of the ITC-ATP Guidelines for Technology-Based Assessments (led by Steve Sireci and John Weiner).

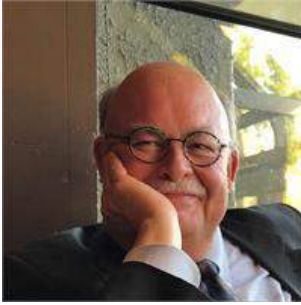
- Tracking citations and ensuring they are correct and up-to-date.
- Exploring methods of increasing the dissemination of our guidelines, nationally and internationally.
- Reviewing the current status of extant guidelines.
- Surveying Council and others to identify new opportunities and needs.
- Assisting several national associations to translate ITC Guidelines into their own languages, and retaining ITC copyright.

**If you have questions or recommendations for the Research and Guidelines Committee, please send them to: [wcamara@lsac.org](mailto:wcamara@lsac.org)**





## Welcome to our new Council Member



**Jon S. Twing**

In my new role as an elected member of the International Test Commission, I am participating in two committees. I briefly report on the activities of both below.

### **Sponsorship Committee**

I am happy to join Chair David Bartram, members and friends Wayne Camara, Dragos Iliescu, Rainer Kurz and Peter Macqueen as a member of the rechartered and reconstituted Sponsorship Committee. This committee will have two primary functions: First, and similar to the previous activities of the Sponsorship Committee under the dedicated mentoring of Steve Sireci, is the development, soliciting and maintaining of sponsorships and financial support for our biannual meetings and other activities. Typically, such support comes from learning agencies, publishers and other measurement organizations to name a few.

The second function is to provide general support for treasury decisions – like investments, budgeting, and membership fees, all of which are not independent from sponsorship. Needless to say, in this daunting time of COVID, quarantine and reduced travel, our meeting schedule has been disrupted. The ability of our traditional sponsors to support us has also been disrupted. As such, the responsibilities of this committee are very real and the likely success of our future conferences and publications will depend on our success. Given that I wear “hats in two sectors” (both academic and professional) I am happy to be part of this very important team and have confidence that we will be able to negotiate the change so many of us are facing. Under Dave’s supervision, we have drafted and approved a Terms of Reference for the Committee and

are engaged in discussions with other committees regarding our future planning.

### **Conference Committee**

In addition to the Sponsorship Committee, I am also participating on the Conference Committee under the direction of its Chair Paula Elosua with fellow members Solange Wechsler, Dragos Iliescu, and Reiner Kurz. Given the interruption and postponement of our 2020 conference this Committee has been very busy on many things. First, we had to consider how to “unwind” the planning for the 2020 conference, what costs were involved and what could be repurposed for the future. Second we had to consider if (and how) we could do a virtual conference and/or if waiting for a face-to-face venue made sense. Third, we needed to consider timing and fiscal impacts for all of these options. Finally, we are soliciting proposals for venues and themes for future conferences (both virtual and face-to-face). Thanks to Paula for guiding us through so many complicated and interacting topics. Since I have been involved in many conferences and associated planning over the years I feel well versed in dealing with such issues and I am confident that our future conferences, in whatever format, will be interesting and exciting for our members and visitors.

Jon S. Twing, Ph.D.  
Pearson Global Assessment Services  
The University of Sydney



# Testing news

## A new type of journal?

### Translating, publishing, and not perishing – The new open access journal *Psychological Test Adaptation and Development*

Psychological science rests on the idea that human behavior can be measured. Stevens (1946) proposed the idea that psychological measurement is the assignment of numbers to observations. One way to carry out this assignment is by applying psychological tests and questionnaires. In fact, there is a rich body of literature portraying the steps to derive such tools. In addition, most psychology programs entail courses on psychometrics and test construction. Thus, it is no surprise that tests and questionnaires are a vital part of many psychological research endeavors.

In addition, the science of psychology has been so successful over the past decades that it has become a hub science (Boyack, Klavans, & Börner, 2005). This means that psychological research questions are intertwined with those of many other fields. One consequence of this is that psychological measurement tools are now applied in many fields where such means were not common before. This also creates the need to adapt psychological measures to such new uses, for example with regard to new populations (e.g., elderly people) or presentation devices (e.g., smartphones).

Such test adaptations are often carried out easily but actually require sound psychometrical testing before results can be fully trusted. Moreover, this research no longer happens isolated in cultures or language areas, it can cover the world and nearly all its languages and cultures (e.g., Guillaume et al., 2016). Again, such studies require the translation and potentially cultural adaptation of measures. And, as before, while this can be achieved rather easily, sound psychometric tests are needed to ensure the quality of such test developments and adaptations. And here, things become difficult.



While there is a wide agreement regarding the need to ensure the quality of test adaptations, and excellent guidelines to do so ("ITC Guidelines for Translating and Adapting Tests (Second Edition)," 2018), the number of scientific journals willing to publish such "mere" adaptations has decreased over the last years. On first sight this seems to make sense as the probability of such papers reaching high citation numbers, which is still a primary goal of journals, might not be convincing. Yet, on second glance, there is much to lose without such a journal, and much to gain with such a journal.

For this reason, the European Association of Psychological Assessment has started a new open-access online journal: **Psychological Test Adaptation and Development (PTAD)** (<https://www.hogrefe.com/us/journal/psychological-test-adaptation-and-development>). The core idea behind this journal is to provide an internationally visible, peer-reviewed outlet for adaptations of psychological measures as described above. PTAD requires a logical structure of the paper, aimed at providing a quick and comprehensive overview over the psychometric quality a test adaptation has achieved (Ziegler, 2020). PTAD also encourages preregistered reports. The idea here is to provide experts' feedback before the adaptation is carried out. All of these ideas share the common goal to further spread the quality of psychological measures, thereby helping psychology and psychologists to continue their scientific success story.

Therefore, all researchers currently planning, conducting, or finishing a research project in which a psychological measure was adapted are strongly encouraged to write up a paper and submit it to PTAD! We are looking forward to your work!

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### Matthias Ziegler

Humboldt-Universität zu Berlin, Germany  
President of the European Association of Psychological Assessment  
Founding editor of *Psychological Test Adaptation and Development*

