



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



**ANITA HUBLEY**

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 first became involved with the ITC in 1993 as an individual member. I was introduced to the ITC when I published a piece on assessment centers with Bruno Zumbo in the ITC Newsletter that year. Later, I published a few other pieces in 1996, 1998, and 2000. Upon Barbara Byrne’s recommendation, Bruno Zumbo and I became co-Editors of the ITC Newsletter from 1999 to 2000. I became a member of the ITC Council in 2001 when I took over the editorship of the newsletter and Bruno Zumbo became Editor of the International Journal of Testing. At that point, I renamed the newsletter, Testing International. I was Editor from 2001 to 2004. I remained on ITC Council from 2001 to 2005. From 2002 to 2005, I served as a member of the Scholarship Committee, Public Relations Committee, and Conference Committee.”*

Zumbo, B. D., Hubley, A. M., & Davidson, B. (2000). A survey of competencies and characteristics of entry-level measurement specialists and/or quantitative methodologists. *International Test Commission Newsletter, 10(2)*, 9-11.

Hubley, A. M. (1998). Assessing quality of life: An interview with four scholars. *International Test Commission Newsletter, 8(1)*, 6-10.

Hubley, A. M., & Zumbo, B. D. (1996). A report on the Test of Memory Malingering (TOMM). *International Test Commission Newsletter, 6(2)*, 24-25.

Zumbo, B. D., & Hubley, A. M. (1993). Assessment centres in the Canadian Federal Government. *International Test Commission Newsletter, 3(2)*, 5-6.

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

*“I remember thinking that this was a very important group with an important mission that could improve testing practice and research. I felt that the international focus was critical. And I thought the focus on organizations as members was novel. I remember being surprised that there wasn’t more focus on the individual memberships and felt this was a missed opportunity in terms of engagement.”*



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

**Dave Bartram:** *President-Elect (1999), President (2000, 2001), Past President (2002, 2003), Council Member (2004)*

**Bruce Bracken:** *Council Member (1999), President-Elect (2000, 2001), President (2002, 2003), Past President (2004)*

**Jacques Gregoire:** *Secretary (1999-2003), President-Elect (2004)*

**Barbara Byrne:** *Treasurer (1999-2004)*

**Tom Oakland:** *President (1999), Past President (2000, 2001), Council Member (2002-2004)*

**John Keats:** *Past-President (1999)*

**Jose Muniz:** *Council Member (1999- 2001), President-Elect (2002, 2003), President (2004)*

**Eugene Burke:** *Council Member (1999-2000)*

**Barry McGaw:** *Council Member (1999)*

**Zac Zaal:** *Council Member (1999)*

**Cheryl Foxcroft:** *Council Member (2000-2003), Secretary (2004)*

**Patricia Genat:** *Council Member (2001)*

**Marise Born:** *Council Member (2001-2004)*

**Iain Coyne:** *Council Member (2001-2004)*

**Ron Hambleton:** *IAAP rep (2000-2004)*

**John Adair:** *IUPsyS rep (2000-2003)*

**Fons van de Vijver:** *ITC Bulletin (1999)*

**Norbert Tanzer:** *IJT Editor (2000)*

**Bruno Zumbo:** *ITC Newsletter Co-Editor (1999-2000), IJT Editor (2001-2003)*

**Anita Hubley:** *ITC Newsletter Co-Editor (1999-2000), Testing International Editor (2001-2003)*

**David Foster:** *Council Member (2002-2004)*

**Merry Bullock:** *IUPsyS rep (2004)*



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 there needed to be a greater mix of individuals on the ITC Council over the years. There were several key players who really sustained and directed ITC, which was very important at that time. At the same time, there was a need to involve more people and perhaps more representatives from different countries (not just as individuals but also representing organizations and companies as a type of liaison) to gain further traction in term of didactic practices and buy-in internationally."*

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

*"I am not in a position to answer this one."*

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

*"Without a doubt, ITC has done an exceptional job with the ITC Guidelines and with books and reports related to good testing practice. These are invaluable guides for anyone working in the testing field.*

*I am also really impressed with the expansion of committees and the excellent reporting of the work of these committees. I'm not sure whether that says more about the effectiveness and hard work of the committees or the greater effectiveness of the communication strategies taken!"*

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

*"I can't think of any missteps really."*

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

*"I am not really in a good position to answer this one. I do think the ITC needs to become more widely known. This seems like an odd statement to make but the ITC is very well known in some circles (among certain individuals and organizations) but surprisingly not in wider circles. That is, most researchers – even those working in the testing field – seem unaware of the ITC and its contributions...which is surprising after this many years. Perhaps this is because the emphasis has always been more on memberships by organizations rather than individuals."*

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

*"I think it would be useful for the ITC to be more involved in discussions and educational pieces about modern validity theory on an international level. As a reviewer, I often (!) come across authors from*



*various countries citing prominent works from the 1950s through the 1970s as their justification for their choice of validity/validation thinking and language. When more recent literature and theories are presented, a typical response is that the older works represent accepted practice in their countries or by their professional organizations.*

*I do think that the ITC Scholarship Program has been really important and will contribute greatly to more modern and advanced thinking with respect to testing at an international level. That is a contribution at an individual level. How to do this with influential national organizations that can encourage the use of more modern guidelines and thinking is still needed."*

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

*"Focus more on raising the profile of the ITC. I do realize that steps are being taken to try to do that (e.g., Wikipedia, Scholars program) but this is what I think is needed. Related to that, I would make individual membership more attractive. For certain countries, access to IJT and Testing International are important incentives but not for others (e.g., universities with ready online access via libraries). Give conference discounts for membership rather than including membership in the registration fees. Create student memberships. Offer a small discount on publications. Many societies are suffering because paying membership fees doesn't offer direct incentives and financial considerations mean make tough decisions on what to join (or not)."*

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

*"I am not in the position to answer this one."*

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

*"I found it difficult to travel to meetings, which, at the time, was related to limited support at my university in terms of time and finances. My newsletter commitments and online correspondence was time-consuming but not onerous."*

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

*"I am not in a position to answer this one."*

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

*"I don't know that I have a 'lasting legacy'. I do have a box of ITC materials in storage and may have some copies of older ITC newsletters if those interest anyone."*