

TESTING INTERNATIONAL

Vol. 28, December, 2012 Editor: Jan Bogg



PRESIDENT

Prof. Fanny Cheung
Chinese University of Hong Kong
Hong Kong

PRESIDENT-ELECT

Prof. Dave Bartram
SHL Group, UK

SECRETARY

Prof. Dragos Iliescu
SNSPA Bucharest, Romania

TREASURER

Prof. Kurt Geisinger
Buros Center on Testing & University
of Nebraska, USA

PAST-PRESIDENT

Prof. John Hattie
The University of Melbourne, Australia

COUNCIL MEMBERS

Elected Members

Prof. Frederick Leong
Michigan State University, USA
Aletta Odendaal

University of Johannesburg,
South Africa

Dr. Anna Brown, University of Kent,
UK

Prof. Neil Schmitt
Michigan State University, USA

Co-Opted Members

Dr. David Foster, Kryterion, USA

Prof. Ron Hambleton,
University of Massachusetts, USA

Dr. Solange Wechsler,
Pontificia Universidad Catolica de
Campinas, Sao Paulo Brazil

Observers

Dr. Kadriye Ercikan
University of British Columbia, Canada

Dr. Paula Elosua, Universidad del País
Vasco, San Sebastián, Spain

REPRESENTATIVES

IUPsyS Representative

Dr. Merry Bullock
American Psychological Association,
USA

IAAP Representative

Prof. Tom Oakland
University of Florida, USA

EDITORS

International Journal of Testing

Dr. Mike Nering

Measured Progress, USA

Dr. Avi Allalouf

The National Institute for Testing and
Evaluation, Israel

Testing International

Dr. Jan Bogg
University of Liverpool, UK

CONTENTS

PRESIDENTS LETTER

2

MEET YOUR PRESIDENT

2

ITC COUNCIL NEWS

3

NEWS

5

REPORT ON THE INTERNATIONAL CONFERENCE ON EDUCATIONAL MEASUREMENT AND EVALUATION

6

COUNCIL WORK UPDATE

6

REPORT ON THE ITC AMSTERDAM CONFERENCE

7

CONFERENCE WATCH

8

PRESIDENTS LETTER



Dear ITC Members and Friends,

In this first letter to you as President, I'd like to share with you the latest developments of the ITC.

It has been my pleasure to meet many of you at the July 2012 ITC Conference in Amsterdam. The ITC Conference is growing in interest and strength in recent years, and over 530 participated in the Amsterdam conference. The scientific programme and the social activities received enthusiastic feedback. Seven scholars from emerging economies, including Belize, Brazil, Bulgaria, Malawi, Pakistan, Philippines, and Ukraine sponsored by ITC to attend the conference presented their posters at a special session. Everyone is looking forward to the San Sebastian conference in 2014. We will be launching the first International Test Commission Award for Distinguished Contributions to International Assessment which will be presented at the San Sebastian conference.

In addition to the international conferences, the ITC Council has expanded its regional outreach with ITC tracks in regional conferences in order to promote research and best practices in testing and assessment around the world. Other than the ITC tracks at the International Congress of Psychology in Cape Town in 2012, we have designated tracks at the European Congress of Psychology in Stockholm in 2013, the International Congress of Applied Psychology in Paris in 2014, as well as in the Iberoamerican SIP (Sociedad Iberoamericana de Psicología) conferences in Bolivia in 2012 and Brazil in 2013. We are also exploring ITC tracks in regional conferences in Asia and Africa.

At the General Meeting in Amsterdam in July 2012, new officers were elected to serve the Council of the ITC:

President-Elect: Dave Bartram
Secretary-General: Dragos Iliescu
Treasurer: Kurt Geisinger
Council member: Anna Brown
Council member: Neil Schmitt

Our new co-editors of the International Journal of Testing are Avi Allalouf and Michael Nering.

The chairpersons of our various committees are:

Conference: Aletta Odendaal

Membership: David Bartram

Outreach Task Force: Ron Hambleton

Policies: Tom Oakland

Publication & Communication: Frederick Leong

Research & Guidelines: Dragos Iliescu

We welcome your active participation in any of our committees. To better serve your needs, we will be sending out a survey to seek your views as to what ITC could do for you, and what you would like to contribute to ITC. We look forward to your input.

I'd like to take this opportunity to thank our colleagues who are leaving the Council: John Hattie has stepped down as President; Barbara Byrnes has stepped down as Treasurer; Steve Sireci and Rob Meijer as Journal Editors. Their leadership, dedication and contributions to ITC have been invaluable and deeply appreciated.

Fanny Cheung

Meet your president

Fanny Cheung received her BA from the University of California at Berkeley and her PhD from the University of Minnesota. She returned to work in Hong Kong after her graduation. She is currently Chair Professor of Psychology and Director, Hong Kong Institute of Asia Pacific Studies at The Chinese University of Hong Kong. Fanny is the translator of the Chinese version of the MMPI, MMPI-2 and MMPI-A, and developed a comprehensive indigenous personality measure for the Chinese cultural context, the Chinese Personality Assessment Inventory, which was later extended as the Cross-cultural Personality Assessment Inventory (CPAI-2).

New Council Members

Highly regarded internationally as an expert in cross-cultural personality assessment and gender research with over 200 publications, Fanny's recent publications include a 2009 book chapter "The cultural perspective of personality assessment" in Butcher (Ed.). *Oxford Handbook of Personality Assessment* (Oxford University Press), a co-edited book in 2011, *The IAAP Handbook of Applied Psychology* (Wiley-Blackwell) with Martin, Knowles, Kyrios, Littlefield, Overmier, & Prieto, and the 2011 article "Toward a new approach to the study of personality in culture" with Van de Vijver and Leong in *American Psychologist* (Issue 66, pp.593-603). Her international psychology awards include the 2012 American Psychological Association Award for Distinguished Contributions to the International Advancement of Psychology. Her 2012 APA award article, "Mainstreaming culture in psychology" is published in *American Psychologist* (Issue 67, pp.721-730).

Fanny is also recognized as a pioneer in gender research and women's development in Asia. From 1996-99, she took leave from the University to become the Founding Chairperson of the Equal Opportunities Commission in Hong Kong. She was selected as a 2004 Fulbright New Century Scholar to work on the theme "Toward Equality: Global Empowerment of Women", which resulted in a 2008 book with Halpern, *Women at the top: Powerful leaders tell us how to combine work and family* (Wiley-Blackwell), and an 2010 article "Women at the top: Powerful leaders define success as work + family in a culture of gender" in *American Psychologist* (Issue 65, pp. 182-193).

Fanny joined the ITC Council in 2006. She chaired the ITC Conference held in Hong Kong in 2010. She was elected as President-Elect of the ITC in 2010, and assumed the ITC Presidency in July 2012.

Anna Brown has been involved in applying mathematics and statistics to psychological measurement for nearly 20 years. She was awarded an MSc in Mathematics from Moscow State University in 1992. During her studies Anna became interested in the applied field of psychometrics, and went on to model psychological data in occupational applications at the university's faculty of Psychology. In 1998 she joined the internationally renowned test publisher SHL Group, where she carried out psychometric test development, test adaptation and research, eventually becoming the Principal Research Statistician of the SHL Head Office Research team. Anna never gave up her academic ambitions and continued her studies part-time. In 2010 she completed a PhD at the faculty of Psychology, University of Barcelona under supervision of Prof Alberto Maydeu-Olivares. Anna's PhD research led to development of a new item response model (the Thurstonian IRT model), which has been described as a breakthrough in scoring and designing of forced-choice questionnaires and received the "Best Dissertation" award from the Psychometric Society. Applications of this new methodology include the development of a new IRT-scored version of the Occupational Personality Questionnaire (OPQ32r). In 2010 Anna left commercial test publishing and went on to teach short courses in applied psychometrics funded by the ESRC Researcher Development Initiative, and hosted by the University of Cambridge. Earlier this year she joined the University of Kent as lecturer in Psychological Methods and Statistics.



Anna's areas of expertise and research interests include modelling response processes to cognitive and non-cognitive assessments (personality, motivation, attitude etc.) using item response theory. She is particularly interested in modelling preference decisions, modelling processes contributing to common response biases and impression management in self-

report measures, and in feedback reports to individuals and organisations. The main motivation for this research is to increase validity of non-cognitive assessments by reducing response biases, optimizing tests and developing computer adaptive testing (CAT) technologies.

Neal Schmitt obtained his Ph. D. from Purdue University in 1972 in Industrial/Organizational Psychology and is currently University Distinguished Professor of Psychology and Management at Michigan State University. He was editor of *Journal of Applied Psychology* from 1988-1994 and has served on ten editorial boards.



Neal has been a Fulbright Scholar at the University of Manchester Institute of Science and Technology. He has received the Society for Industrial/Organizational Psychology's Distinguished Scientific Contributions Award (1999) and its Distinguished Service Contributions Award (1998). He served as the Society's President in 1989-90 and as President of Division 5 of APA (Measurement, Evaluation, and Statistics). Schmitt is a Fellow of Divisions 5 and 14, APA, and APS. He was also awarded the Heneman Career Achievement Award from the Human Resources Division of the Academy of Management and Distinguished Career Award from the Research Methods Division of the Academy of Management. He has co-authored three textbooks, *Staffing Organizations* with Ben Schneider and Rob Ployhart, *Research Methods in Human Resource Management* with Richard Klimoski, *Personnel Selection* with David Chan, co-edited *Personnel Selection in Organizations* with Walter Borman and *Measurement and Data Analysis* with Fritz Drasgow and published approximately 160 articles. His current research centers on the effectiveness of organizations' selection procedures and the outcomes of these procedures, particularly as they relate to subgroup employment and applicant reactions and behavior. Over the past decade, he has also been working on the development and validation of noncognitive measures for college admissions.

university entrance tests conducted by NITE, including the Psychometric Entrance Test (PET). He received his PhD in Psychology from the Hebrew University in Jerusalem in 1995, with a thesis on the effect of coaching on the predictive validity of scholastic aptitude tests. He held a post-doctoral fellowship at the University of Massachusetts at Amherst, USA in 1996-1997. Since 2001 Avi Allalouf has been teaching at the Academic College of Tel-Aviv-Yaffo, courses in classical & modern test theory; fairness and bias in testing; and personnel selection. From 2002-2007 he served as the director and principal investigator for the school feedback project in science and technology, commissioned by Israel's Ministry of Education, which developed test tasks in Hebrew and Arabic.

Avi's primary areas of research include test adaptation & translation; differential item functioning (DIF); test scoring and equating; quality control procedures in testing; essay scoring procedures for professional raters, and dissemination of measurement concepts to the general public. Since 2009 Dr. Allalouf has been heading the Exhibit on Testing and Measurement, an international project under the auspices of NITE and the Bloomfield Science Museum in Jerusalem, together with the Educational Testing Service, the Franklin Institute, and Boston College in the U.S.A. Avi is an active member of the American Educational Research Association (AERA), the National Council on Measurement in Education (NCME), the International Test Commission (ITC) and the Israeli Psychometric Association (ISPA) where he served as president in 2010-2011. In 2008, he began developing the Quality Control Guidelines for the ITC. The document, which was reviewed and commented by fifteen professionals, was approved at the ITC Council in 2012. In the same year he served as guest editor for a special issue of *Educational Measurement: Issues and Practice* that was entitled, "Dissemination of measurement concepts and knowledge to the public." Avi Allalouf is a coeditor of the *International Journal of Testing* (IJT), the official journal of the ITC, and also serves on the editorial board of several other journals in the field.



Avi Allalouf is the Director of Scoring & Equating at the National Institute for Testing and Evaluation (NITE) in Jerusalem, Israel. He is responsible for the scoring & equating processes of all the

New Editor for International Journal of Testing - Michael Nering



Michael has a Ph.D. in psychology with a specialization in psychometric methods from the University of Minnesota and a Bachelor's degree in psychology from Kent State University, Kent, OH. He joined Measured Progress as a psychometrician in 1999. As Vice President of Psychometrics and Research, he is responsible for all psychometric services provided by Measured Progress. Prior to joining Measured Progress he was a psychometrician for ACT, Inc., where he was extensively involved in research on the computerized adaptive test version of the ACT assessment. In addition to his experience in psychometrics, Michael taught at college level, served as an item writer for a variety of assessment instruments, tested and developed software packages, and published and presented numerous papers on measurement and testing.

Michael's research interests include person fit, item response theory, computer-based testing, and equating. He has presented and published numerous articles on a wide range of psychometric topics. He is a member of the National Council of Measurement in Education, American Educational Research Association, American Psychological Association, and the Psychometric Society. He has served as reviewer for journals, including the Journal of Educational Measurement, Applied Psychological Measurement, Psychometrika, and the Journal of Experimental Education.

Barbara Byrne steps down as ITC treasurer

In 2012, Barbara Byrne stepped down as ITC treasurer, after service on the Council since 1995. Barbara has seen many changes and developments in that time and the Council is grateful for her dedication and service to the ITC over the years.



Apart from her ITC work, Barbara is Professor Emeritus in the School of Psychology, University of Ottawa. An internationally recognized expert in the area of structural equation modeling (SEM), her research focuses on construct validity issues as they relate to theoretical constructs and measuring instruments, particularly as they bear on tests for equivalence within and across cultural groups. Barbara is the author of 7 popular introductory books on SEM and has conducted over 100 SEM workshops at conferences, universities, and test publishers around the globe.

In addition to the publication of over 100 scholarly journal articles, book chapters, book reviews and monologues, she is the author of an important reference book, *Measuring Self-concept across the Lifespan: Issues and Instrumentation* (1996). Barbara is the recipient of three Distinguished Teaching Awards presented by the Canadian Psychological Association, the American Psychological Association (APA), and APA Division 5 (Jacob Cohen Award). She is a Foundation member on the International Board of the SELF Research Centre, University of Western Sydney, Australia, an elected member of the Society of Multivariate Experimental Psychology, and an APA Fellow.

The ITC Council would like to say a BIG THANK YOU to Barbara for her ITC service.

ITC President to receive prestigious reward

Our President Professor Fanny Cheung is co-recipient of the 2012 APA Award for Distinguished Contribution to the International Advancement of Psychology. Fanny will give an award address at the 2013 APA convention in Honolulu. Two other Council members Fred Leong and Tom Oakland are both former recipients of this international award. The APA has produced an article on her contribution to international psychology

<http://www.apa.org/international/pi/2012/06/cheung-landis.aspx>

Report
International Conference on
Educational Measurement and Evaluation

Thomas Oakland
USA

The 1st International Conference on Educational Measurement and Evaluation was held in Manila, Philippines, on August 9-11. The Philippine Educational Measurement and Evaluation Association (PEMEA) sponsored the conference in conjunction with the Southeast Asian Ministers of Education Organization Regional Center for Educational Innovation and Technology. Dr. Richard Gonzales, President and Chair of PEMEA, served as the conference director.

The conference program included various keynote addresses, seven thematic plenary sessions (each of which had four related papers), 48 breakout presentations, a poster presentation, and four workshops. Their topics focused on structural equation modeling, authentic-based assessment, temperament, and empowerment evaluation. I had the pleasure of presenting the first keynote address and two workshops.

The conference was well organized and held in a lovely hotel. The conference had almost 200 participants, many who came from other countries, including Hong Kong, Mongolia, New Zealand, Singapore, Samoa, Thailand, and the United States. Unfortunately, a number of registrants were unable to attend because the simultaneous occurrence of an extended monsoon rain that remained above the city for days, resulting in deaths, the closing of all public institutions, and the destruction of many homes.

Other visitors and I were impressed with the quality of research, including the level of sophistication displayed in the use of advanced statistics. Test development and use together with knowledge and use of statistical methods in the Philippines exceeded my expectations. Additionally, the conference served as an important regional forum, bringing together scholars, practitioners, and policy specialists from various countries in Southeast Asia.

PEMEA has held a number of successful na-

tional conferences. This was its first international conference. The Association seems poised to host an ITC conference in the near future. The conference could allow the ITC to begin to partner with others in this important region.

Council Work Update

The **Research and Guidelines Committee** is working currently on one update and three new Guidelines. The task force headed by Ron Hambleton as almost finished the ***Second Edition of the Guidelines on Test Adaptation***. This second edition will officially be released in the Summer of 2013 and probably be circulated to ITC membership for feedback prior to this. A task force lead by Dave Foster is focusing on closing the project on the ***Guidelines on Test Security***. This project is well advanced and, depending on the late-project evolutions, it could be released in Summer 2013 or 2014. Alina von Davier and her task force work at the ***Guidelines for Testing in Non-native Language***. This important Guideline project is expected to yield a first version in Summer 2013, with a potential release in 2014/2015. Finally, a task force lead by Tom Oakland focuses on developing ***Guidelines on Test Disposal***. This project started in 2012, and the deadline for release is to be confirmed.

The ITC has always relied heavily on its members. All other Guidelines have been developed with the help and involvement of our members who have considered that they had the competence, and were willing to get involved, for the benefit of our community. It may be that you wish to be part of one of the task forces, have a first read of a Guideline, or give feedback, if you wish to get involved, please contact us. We urge our members who wish to contribute in any of the three ongoing projects to contact either the task force leader or the Chair of the Research and Guidelines Committee (Dragos Iliescu).

**Report on the ITC Conference
Amsterdam 2012
Helen Baron
UK**

The International Testing Commission (ITC) is a worldwide organisation, which defines and promotes standards in the development and use of tests. Several of the guidelines available from the PTC were developed by the ITC. The ITC holds an international conference on tests and testing every two years. This year it was held in Amsterdam at the very beautiful Royal Tropical Institute. It was a pleasure to sit in conference rooms which had intricately carved wooden panels and fascinating display cases.

The conference was well attended with over 500 delegates from all continents and many different countries. It provided an insight into testing programmes and approaches around the world. Delegates included a mix of academics, people working in large testing programmes and those associated with test publishing as well as some test users. The conference theme was "Modern Advances in Assessment: Testing and Digital Technology, Policies and Guidelines. It covered all strands of testing from large scale educational testing programmes to individual clinical assessment. Occupational testing featured strongly in the programme.

There were a series of pre-conference workshops which were an opportunity to learn about testing topics before the conference proper began. These included quite a few advanced statistical techniques, as well as practical issues including test adaptation and translation and psychometric issues in using tests in a clinical context. The workshops often provided an opportunity to learn from the people that write the textbooks on topics. For example Barbara Byrne presented the SEM workshop and Ron Hambleton the introduction to IRT.

The conference itself provided a mix of keynotes, state of the art lectures, symposia and individual presentations. Everyone's conference experience is different depending on your choice of sessions. For me this conference is an opportunity to hear how people are addressing technical testing issues both theoretically and practically. For example with the expansion of unsupervised internet based testing

there were quite a few presentations about test security – how to maintain it and how to identify when it has been breached. There are some sophisticated software and hardware tools available now although they do come at a price.

In the area of personality measurement a topic exercising a number of presenters was the relative benefits of shorter and longer scales. Work was presented that showed that many longer clinical scales could be substantially shortened with no loss of reliability or validity. The merits of occupational personality scales of only one or two items were also discussed although not everyone was in favour of such short scales. Another area where different opinions were presented was around the existence of a 'general factor' of personality. The finding by some researchers of a substantial first factor that loaded across all scales was interpreted by some as evidence of a general factor and by others as a method effect. Expect more discussion on this topic before a consensus is achieved.

Given the theme of the conference, there were a number of sessions about standards and guidelines in the use of tests. One topic was the issue of testing people not in their primary language. It is generally accepted that for most purposes, where possible, psychological testing should be carried out in a person's primary language, but this is not always possible. While testing materials have been translated into most major languages there are many minority language groups where this is not feasible for economic and other reasons. In addition with movement of populations there is a growing population of people with a mixed language heritage who may not have primary fluency in any language. Testing in English may be the best option for these people, but test users need to consider what impact this will have and to what extent results can be interpreted in the same way as for mainstream test takers. A tester needs to have an understanding of what is normal and abnormal behaviour for the minority group, and to consider the impact of factors such as a poorer vocabulary e.g. responses may be less elaborated. Test developers need to bear in mind the needs of this growing group when creating instruments to try to ensure that measures remain construct relevant for test takers with more limited language skills.

In one session a group of prominent researchers were asked to suggest what are the next things that should be addressed in the world of testing. Wim van der Linden wanted automated systems that could generate questions, develop and score tests that would provide test users with greater flexibility of measurement and better quality measures. Bruno Zumbo discussed solutions to the problem of correlated predictors leading to a high chance of type one errors in incremental validity studies. He is developing what he calls the Pratt Index as an improved indicator of the relative importance of different predictors. Ron Hambleton called for a greater focus on score reporting. We can create increasingly sophisticated measurement tools but if the people that receive the scores do not understand the results or lack a basic appreciation of error of measurement the process may be at best wasted and at worst lead to harmful incorrect inferences. We need to think about how to present the results so that they are meaningful to those who receive them. For example he suggested that rather than developing sub scores with little reliability when asked for more information from tests it would be better to provide more detailed information about behaviour/ability at any given score level.

The last session was a thoughtful presentation by Stephen Sireci on our approach to validation. He suggested that it was important to consider a broader framework including whether the test met its intended purpose, whether scores are being interpreted appropriately and whether the test is fair to all. Validity studies should be designed to address these issues. He advocated a variety of study designs rather than just repeating correlational studies. A useful exercise would be to look at the matrix of validity questions by validity evidence to plan a selection of studies to provide evidence for all aspects of validity.

Attending the ITC conference would be very useful for anyone for whom the design and implementation of testing is a major focus. It is a good place to network with those working on similar problems from other parts of the world and to be updated on leading edge work in the field of testing.

The next conference will be held in 2014 in San Sebastian, Spain and details can be found via the ITC website - <http://www.intestcom.org> as can the programme for the 2012 conference, with listings of presentation authors who can be contacted for copies of their papers.

This article was first published in Assessment and Development Matters (ADM Volume 4 No 4 Winter 2012). ADM is a publication of the British Psychological Society. For more information on ADM visit

<http://www.psychtesting.org.uk/members/assessment-&-development-matters.cfm>

CONFERENCE WATCH

**European Association of
Psychological Assessment (EAPA)
July, 2013
San Sebastian
Spain**

This conference will bring together researchers and practitioners from various parts of the world. For more information visit <http://www.ecpa12.com>.

**Buros Center for Testing
Big Issues in Testing Conference:
Improving Admissions and
Learning in Higher Education**

**March 28-29th, 2013
University of Nebraska-Lincoln
USA**

Buros Center for Testing is sponsoring a conference on testing issues in higher education. The conference will highlight research and insights regarding the current and future state of admissions and learning assessment at both the undergraduate and graduate level. Issues to be discussed include the extent to which testing and assessment produces desired results or effects, influence of the context in which assessment occurs, implications for special and minority populations, and lessons higher education can learn from K-12 assessment for accountability. Online registration for attending in-person or via live webcast now available.

For more information visit <http://buros.org/big-issues-testing>