

Invited Panel Discussion

Early Career Development: Go to Industries?

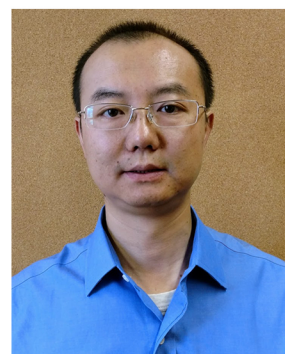
Organizer: Dr. Huijuan Meng (Senior Psychometrician and Research Director at the Graduate Management Admission Council)

Abstract: A group of well-known practitioners who have management roles at prestigious testing companies and professional licensure boards will share their experience with staff hiring, new employee training, career development, and working philosophies. This panel discussion is aimed to help graduate students and young scholars who want to work in the testing industry better understand the employers' expectations and possible career development paths in companies and boards.



Dr. Fanmin Guo is the Vice President of Psychometric Research at the Graduate Management Admission Council, the owner of the computerized adaptive GMAT Exam. He earned his M.A. (1994) and Ph.D. (1997) in Research Methodology, majoring in educational measurement, from University of Pittsburgh. He was a lead measurement statistician and the Statistical Analysis Group Leader for both GMAT and GRE Exams at Educational Testing Service (ETS) where he worked for eight years (1997-2005). His research interests cover practical measurement issues in applications of item response theory and operations of computer adaptive testing. Before coming to the United States, he was an associate professor of English linguistics and Vice-Dean, Faculty of Basic Studies, China University of Geosciences, Wuhan, China.

Dr. Lixiong Gu is a Psychometric Manager at Educational Testing Service. His team of psychometricians provides support to the TOEFL family of testing programs. Before joining the TOEFL team, he was a lead Psychometrician and Psychometric Manager for a number of K-12 state testing programs. His research interests are in the practical issues of test equating and computerized adaptive testing. Dr. Gu earned his Ph. D. in Measurement and Quantitative Methods from Michigan State University.



Dr. Ye Tong is the Vice President of Psychometric Services at Pearson, overseeing psychometric work in K-12 assessment. Dr. Tong was recently elected to serve as an NCME Board of Director; her term will start with the NCME conference this year. Her professional experience has largely been in the role of a measurement practitioner, supporting state assessment programs in the United States. She has also conducted extensive research in equating, scaling, vertical scaling, the use of technology in assessment, standard setting, and automated test assembly. At the 2017 NCME conference, she is co-chairing two training sessions: *Vertical Scaling Methodologies, Applications and Research* and *Moving from Paper to Online Assessment: Psychometric, Content, and Classroom Considerations*.

Dr. Ada Woo is the Director of Measurement and Testing at the National Council of State Boards of Nursing (NCSBN). NCSBN develops four nursing and allied health testing programs, including its flagship NCLEX examinations. Dr. Woo is responsible for the psychometrics and development of NCSBN's examinations, as well as the research efforts associated with these programs. She has over a decade of experience in the licensure and certification industry. In 2016, Dr. Woo served as chairperson of the Association of Test Publishers (ATP) Certification and Licensure Division. She was recently appointed by the ATP Board of Directors as the 2018 ATP Innovations in Testing Conference program vice-chair. Prior to joining NCSBN, Dr. Woo was a part of the psychometric team at the Federation of State Boards of Physical Therapy. She holds a doctorate in Quantitative Psychology from the University of Texas at Arlington.



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