



The Visiting Scholars Program was established by ETS to further its commitment to creating a corporate environment that reflects the cultures of its test takers.

Each summer for four weeks, 20 – 22 visiting scholars from underrepresented groups come to ETS to study fairness and other issues of test design and development while learning to write and review test questions and related materials for several testing programs. They also may work on educational measurement and policy issues related to equity. Through open dialogue, scholars and ETS staff learn to think about fairness in testing from different perspectives.

The scholars are experienced university faculty and administration members from a wide variety of schools (community colleges, universities, public and private institutions, HBCUs, HSIs, tribal colleges), from all over the United States and Puerto Rico, and from a variety of disciplines, including English, ESL, math, science, social science, statistics, psychometrics, and education.

During their four-week stay, the scholars are given orientation and training that exposes them to the major ETS programs (e.g., the SAT[®] Test, the GRE[®] Test, *The Praxis Series*[™], the TOEFL[®] Test, AP[®], CLEP, the *Criterion*SM Online Writing Evaluation Service, NAEP) and to major ETS procedures (e.g., Fairness Review, DIF, the ETS internal audit, ETS disability policies, ETS diversity, Research, Global initiatives, fundamental measurement procedures and concepts, the Social Investment Fund).

At the same time, under the guidance of individual mentors, the scholars work on a variety of projects including writing and reviewing test questions and entire tests for an extensive array of programs, reviewing ancillary materials, finding suitable and diverse sources for reading sets in tests, contributing materials for program and student bulletins, and writing and recording material of their own choice for listening comprehension tests.

Throughout their stay, in special sessions and in weekly sessions with the Visiting Scholars Core Team, they offer advice on a broad spectrum of fairness issues. The focus during their tenure is on equity. In their final week, they meet with the ETS president to offer recommendations not only for the program but also — and more importantly — for ETS, particularly with regard to equity.

After their four-week stay, the scholars are expected to function as contributors to ETS in several related capacities. Examples of work subsequently done by scholars include: writing and reviewing items and tests; performing fairness reviews on potential reading passages; serving as external auditors in the ETS self-audit program; serving on Differential Item Functioning (DIF) panels; serving on test committees or advisory committees; advising on revisions to fairness review materials; serving as AP readers or online scorers of essays; serving as policy or research consultants and performing

collaborative research with ETS staff. They also are on tap to serve with ETS staff on symposia at professional meetings. In addition, some past scholars help recruit and orient new scholars, and serve as a resource to ETS in helping to attract staff from underrepresented groups. They provide a prime link between ETS and the academic world, serving to explain the ETS mission and ETS procedures.

In summary, both during their four-week stay here and after they leave, the scholars bring a necessary diversity to ETS, a diversity that flows from the ETS mission and that is reflected in myriad activities, all of which are aimed at enhancing the fairness of ETS products.