When Don Rubin and I decided to hire Henry Braun into the research statistics group, we had no inkling of just how far Henry would go at Educational Testing Service (ETS). He became my boss as the director of the division and then my boss’s boss when he rose to the vice president for research. I liked having a statistician up there in the administrative stratosphere of the organization. Moreover, he was somehow able to continue to do research while in these roles and has made many contributions to educational research with a current emphasis on educational policy at the national level.

In the late 1980s, Neil Dorans and I were both interested in developing good methods for detecting test questions that exhibited differential item functioning (DIF). Neil came at it as part of his work on the SAT®, while I had begun to think about providing DIF methods that had good statistical properties but were easy to compute. I was unhappy with what the field of psychometrics had come up with regarding measuring DIF in those days, and Neil wanted something that could be used with the huge data sets that arose with the SAT. We came up with different but closely related approaches that are now widely applied. Over the years Neil and I have had many opportunities to collaborate. One of the most satisfying for me was our chapter on linking and equating in the fourth edition of *Educational Measurement* edited by Robert Brennan. In every respect, Neil has been an outstanding example of the great ETS research combination of scholarship and practical work.