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ABSTRACT

The monograph presents a classification system of vocational rehabilitation program evaluation technology and literature intended to be useful for the efficient retrieval of program evaluation information and to provide greater communication among rehabilitation personnel. The classification system's purpose is to control the nuances of expression relevant to indexing and retrieving information, technology, and literature of interest to rehabilitation personnel and others concerned with program evaluation. The classification system includes: (1) a hierarchic outline consisting of 323 terms, which provides a systematic set of constructs for describing all the elements (environment, goals, resources, methodology, results, and utilization) that relate to the input, process, and output of program evaluation in the rehabilitation service system; and (2) an alphabetic thesaurus which includes all of the terms contained in the hierarchic outline as well as terms that refer a user to an accepted system term. Both the hierarchic outline and alphabetic thesaurus were developed in a manner that complements the existing Rehabilitation Service Administration's Research Information System Thesaurus.

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WISCONSIN STUDIES IN VOCATIONAL REHABILITATION

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A CLASSIFICATION SYSTEM
FOR
REHABILITATION PROGRAM EVALUATION
TECHNOLOGY AND LITERATURE

by

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Madison
1975

PREFACE

This monograph to the Rehabilitation Services Administration (RSA) by the University of Wisconsin Regional Rehabilitation Research Institute (UW-RRRI) represents the culmination of nearly six months of planning and activity relevant to the development of a classification of program evaluation technology and literature; it is the final report of the project. The need for such a classification was initially recognized by RSA and supplementary funds were awarded to the UW-RRRI to complete this project because it complemented the UW-RRRI's core area of research, "Improving Management Effectiveness of Rehabilitation Agencies: Evaluation Techniques and Effectiveness Measures."

While the UW-RRRI coordinated and directed this effort it did not function unilaterally without technical and pragmatic input from others. State Vocational Rehabilitation agency personnel, academic professionals and independent researchers in program evaluation, information scientists, as well as RSA officials were called upon repeatedly for advice and assistance. In addition a conference was held in Madison on July 16 and 17, 1975 for the purposes of developing the basic structure of the classification system. This conference proved invaluable to the RRRI and appreciation is extended to the participants: Ed Acree, Terry Conour, John Muthard, Isabel Robinault, Claire Schultz, Judy Senkevitch, LeRoy Spaniol, Robert Struthers, and Marvin Weisinger.

Since the inception of the project both the RRRI's director, George N. Wright, and the Research Director, Ken Reagles, have served as consultants and a word of thanks is afforded to them. Finally, Brian McMahon, a doctoral student in the University of Wisconsin-Madison Rehabilitation Counseling Psychology Program and my research assistant, receives my gratitude for his relentless effort.

in helping to compile, edit and alphabetize the list of descriptors. I can honestly say that without him, the project could never have been completed within the time frame allotted to us.

INTRODUCTION

The Purpose of the Classification System

The Rehabilitation Act of 1973 (P.L. 93-112) with its mandate to "measure and evaluate the impact of all programs authorized by this Act" not only provided a series of new and multiple requirements for state Vocational Rehabilitation (VR) administrators, it also led to an increase in both the utilization of existing evaluation technology as well as the development of new evaluation strategies.

In the last two years, responses have been generated at the national and state level regarding the impact of rehabilitation programs upon the disabled population. These responses have included a variety of measurement devices aimed at assessing some of the potential benefits attributable to the receipt of VR services. Yet, because of the myriad of communication problems that exist in any large service organization, much duplication of effort results. In addition, some VR programs have established evaluation units with the intent of rigorously measuring program impact and effectiveness, while other programs have made little progress in this area, either because of insufficient resources or lack of technically trained manpower.

VR agency administrators, academic professionals in program evaluation, independent researchers, and RSA officials have contended that both practitioners and researchers in VR program evaluation could function more effectively and efficiently if a classification system of program evaluation technology and literature existed. A classification system could be used by a central clearing house to catalog program evaluation technology and literature, making them readily and economically accessible for retrieval. The efficient retrieval of

program evaluation information would encourage its proper and prompt utilization. In addition, a classification system would provide for greater communication among rehabilitation personnel, ultimately improving the exchange of ideas while preventing duplication of research efforts. Moreover, with a systematic compilation and examination of technology presently available, knowledge gaps could be easily identified, thereby encouraging new research while justifying funding of the research.

With these potential benefits in mind the UW-RRRI developed the present classification system that includes a hierarchic outline and alphabetic thesaurus. The hierarchic outline is a systematic set of constructs for describing all the elements--environment, goals, resources, methodology, results, utilization--that relate to the input, process, and output of program evaluation in the rehabilitation service system. The alphabetic thesaurus includes all of the terms contained in the hierarchic outline as well as terms that refer a user to an accepted system term, a term that exists in the hierarchic outline. Both the hierarchic outline and alphabetic thesaurus were developed in a manner that complements the existing RSA Research Information System (RIS) Thesaurus so that the users of that system will have a limited amount of difficulty adjusting to this system.

Like the RIS Thesaurus, the purpose of this system is to control the nuances of expression relevant to indexing and retrieving information, technology, and literature of interest to rehabilitation personnel and others concerned with program evaluation. Every effort was made to make it both comprehensive and potentially expandable. The independent terms were selected by taking account of the language habits of program evaluation personnel.

The Organization and Use of this Classification System

The term "Evaluation" presently exists in the RIS Thesaurus under the broader term Research. Evaluation in that system encompasses some of the components of program evaluation, client evaluation and job evaluation (analysis). The system developed by the UW-RRRI is concerned only with program evaluation, and the descriptive list of terms appearing in the hierarchic outline and alphabetic thesaurus conceptually fall under this rubric. Still, program evaluation is only one component of evaluation and it should be clear to the users of the system that omissions of client evaluation and job analysis were intended.

In contrast to the RIS Thesaurus, the hierarchic outline of terms precedes the alphabetic thesaurus. This ordering was chosen for the purpose of promulgating the thesis that program evaluation is a process, rather than a discrete entity. It is a systematic, continuous process that provides information about the value or worthwhileness of a program for the ultimate purpose of making decisions. Consequently, users of this classification system-- authors, indexers, retrievers--need to conceptualize each document in program evaluation as having a role in providing information on some component of this process. The ease with which documents can be classified and retrieved will be dependent upon the user's familiarity with the outline.

The alphabetic thesaurus is organized in a manner consistent with the RIS Thesaurus with one exception; related terms were not included. Because program evaluation is a process, rather than a series of uniterm descriptors, and since the process is explicitly operationalized in the hierarchic outline, a user should not need alternative terms for the purposes of classifying or retrieving a document, if the outline is used properly. If a user is interested in

related or alternative terms to a specific consulted term, those should be found by examining the terms in the hierarchic outline that exist on the same level and in the same section where the consulted term lies.

The system terms in the alphabetic thesaurus are accompanied by one to three types of notes: "Refer from," "Narrower terms," and "Broader terms." "Refer from" names those terms which were not accepted as system terms but do refer users to the term being consulted. "Narrower terms" are those descriptive terms that appear one level below the consulted term in the hierarchic outline. Similarly, "Broader term" refers to the descriptive term that is one level above the consulted term in the hierarchic outline. The alphabetic thesaurus also has a section of "use terms" which refer users to a term that is an accepted system term. The following example illustrates the aforementioned format.

Agencies:

Refer from: State agencies

Narrower terms: Community agencies, Federal agencies, Law enforcement agencies, Manpower agencies, Vocational rehabilitation agencies, Welfare agencies

Broader term: Settings

Agency relations:

Use: Interagency linkages

The alphabetic thesaurus gives users the terms in the hierarchic outline and informs them of the terms to be used when classifying or retrieving a document. It is hoped that the thesaurus, structured in this way, will allow for the retrieval of appropriate documents when users ask questions like, "I want some information on benefit-cost studies done on alcoholic populations."

The Development of the Classification System

The hierarchic outline consists of 323 terms. Most of these were selected

by examining the titles of nearly 3,000 documents related to program evaluation.

Others were suggested by participants at a conference held in Madison, Wisconsin

(July 1975) which was concerned with the development of a skeletal model of the present hierarchic outline. The alphabetic thesaurus was completed after the hierarchic outline had been finalized; broader terms and narrower terms followed logically from the outline.

Unlike the RIS Thesaurus, this system was assembled without the aid of a computer. Thus no error detection programs were run to locate orthographic or logical inconsistencies.

With any new project with wide dissemination there will be disagreement among users concerning the placement of certain terms in different parts of the hierarchic outline. Too, terms have probably not been included that some users may feel are necessary. These should be brought to the attention of RSA's Office of Research and Demonstration as the classification system will be revised from time to time and appropriate changes will be incorporated.

While this thesaurus is an entity distinct from the RIS Thesaurus, conceivably it will be incorporated into this larger system at some later point.

PROGRAM EVALUATION

Hierarchic Outline

- I. Environment
 - A. Attitudes
 1. Bias
 2. Commitment
 3. Evaluation fears
 - a. Defenses
 - b. Resistance
 4. Personnel attitudes
 - a. Employer attitudes
 - b. Evaluator attitudes
 - c. Evaluee attitudes
 - d. Management attitudes
 - e. Staff attitudes
 5. Political attitudes
 - a. Community attitudes
 - b. Legislation
 - B. Conditions
 1. Barriers
 - a. Architectural barriers
 - b. Delays
 - c. Intrusions
 2. Economic indicators
 - a. Labor market conditions
 - b. Organized work force
 - c. Poverty
 - d. Stock market
 3. Incidence
 4. Other service resources
 - a. Ancillary services
 - b. Service duplication
 5. Prevalence
 6. Relations
 - a. Industrial relations
 - b. Interagency linkages
 - c. Interpersonal relations
 - d. Public relations
 7. Values
 - a. Ethical and legal constraints
 - b. Policies
 - C. Needs
 1. Community needs
 2. Evaluation needs
 - a. Priorities
 - b. Problem identification
 3. Interests
 4. Research needs

D. Settings

1. Agencies

- a. Community agencies
- b. Federal agencies
- c. Law enforcement agencies
- d. Manpower agencies
- e. Vocational rehabilitation agencies
- f. Welfare agencies

2. Facilities

- a. Centers
 - (1) Community centers
 - (2) Management assessment centers
 - (3) Mental health centers
 - (4) Multiservice centers
- b. Clinics
- c. Correctional facilities
- d. Halfway houses
- e. Hospitals
- f. Rehabilitation facilities
 - (1) Occupational training facilities
 - (2) Sheltered workshops
- g. Schools

3. Geographical areas

4. Services

- a. Intervention processes
 - (1) Behavior modification
 - (2) Counseling
 - (a) Family counseling
 - (b) Group counseling
 - (c) Multiple counseling
 - (d) Peer counseling
 - (3) Hypnosis
 - (4) Milieu therapy
 - (5) Occupational therapy
 - (6) Psychotherapy
 - (7) Rehabilitation processes
- b. Programs
 - (1) Compensatory programs
 - (2) Corrections
 - (3) Day care
 - (4) Education
 - (5) Foster care
 - (6) Health care
 - (a) Intensive care
 - (b) Medicare
 - (c) Methadone maintenance
 - (d) Post hospital services
 - (e) Public health
 - (7) Legal services
 - (8) Post employment services
 - (9) Psychological testing

- (10) Recreation
- (11) Social action programs
- (12) Training
 - (a) In service training
 - (b) Job training
 - (c) Mobility training
 - (d) On the job training
 - (e) Sensitivity training
- (13) Welfare programs

II. Goals

- A. Approach rationale
- B. Expectations
- C. Goal setting
- D. Mission
- E. Motivation
- F. Philosophy

III. Resources

- A. Finances
 - 1. Budget allocations
 - 2. Contracts
 - 3. Grants
 - 4. Loans
- B. Information systems
 - 1. Bibliographies
 - 2. Classification systems
 - a. Definitions
 - b. Thesauruses
 - 3. Information centers
 - a. Clearing houses
 - b. Government information sources
 - c. Other information sources
 - 4. Libraries
 - 5. Literature reviews
 - 6. Management information systems
- C. Materials
 - 1. Audiovisual aids
 - 2. Data processing equipment
 - 3. Physical plant
 - 4. Telecommunications
- D. Personnel
 - 1. Administrative personnel
 - a. Coordinators
 - b. Directors
 - c. Supervisors
 - 2. Evaluative personnel
 - a. Consultants
 - b. Data processing personnel
 - c. Evaluators
 - d. Investigators
 - e. Policy analysts
 - f. Researchers

3. Service personnel
 - a. Aides
 - b. Counselors
 - c. Educators
 - d. Placement specialists
 - e. Support staff
- E. Target populations
 1. Age groups
 - a. Adults
 - (1) Aged
 - (2) Older adults
 - (3) Young adults
 - b. Youths
 - (1) Adolescents
 - (2) Children
 - (3) Infants
 2. Disadvantaged
 3. Dysfunctional persons
 - a. Addicts
 - b. Alcoholics
 - c. Developmentally disabled
 - d. Mentally ill
 - e. Offenders
 - f. Physically disabled*
 4. Ethnic groups
 5. Military personnel
 6. Severely disabled
 7. Students
 8. Unskilled workers
- IV. Methodology
 - A. Analyses
 1. Qualitative analysis
 - a. Judgments
 - b. Narrative descriptions
 2. Statistical analysis
 - a. Descriptive statistics
 - b. Inferential statistics
 - c. Multivariate statistics
 - (1) Actuarial techniques
 - (2) Automatic interaction detector
 - (3) Factor analysis
 - (4) Multiple regression
 - d. Reliability
 - e. Validity
 - B. Data collection
 1. Data banks
 - a. Case files
 - b. Data tapes

*Specific categories of physically disabled persons can be developed from the narrower terms listed under the system term "Disabled" in the RIS Thesaurus.

2. Data collection instruments
 - a. Checklists
 - b. Forms
 - c. Questionnaires
 - d. Tests
 - (1) Achievement tests
 - (2) Aptitude tests
 - (3) Intelligence tests
 - (4) Interest tests
 - (5) Personality tests
 - (6) Situational tests
 3. Data collection strategies
 - a. Incentives
 - b. Mail surveys
 - c. Observations
 - (1) Direct observations
 - (2) Participant observations
 - (3) Unobtrusive observations
 - d. Personal interviews
 - e. Telephone interviews
 4. Sampling techniques
 - a. Matching
 - b. Probability sampling
 - c. Random sampling
 - d. Stratified random sampling
- C. Designs
1. Cost analysis
 2. Experimental designs
 3. Non experimental designs
 - a. Case studies
 - b. Correctional studies
 - c. Field studies
 - d. Follow up studies
 - e. Longitudinal studies
 - f. Simulations
 4. Quasi experimental designs
 5. Systems analysis
 - a. Critical incidents technique
 - b. Management by objectives
 - c. Operations research
 - d. Path analysis
 - e. Program evaluation review technique
 - f. Program planning and budgeting system
- D. Evaluation criteria
1. Evaluation outcomes
 2. Evaluation standards
 - a. Case difficulty
 - b. Caseload size
 - c. Expectancy ratios
 - d. Norms
 - e. Staff to client ratios

E. Measurement

1. Client assessment methods
2. Scaling
 - a. Attitude scaling
 - b. Empirical scaling
 - c. Goal attainment scaling
 - d. Multidimensional scaling
 - e. Semantic differential

F. Record keeping procedures

V. Results

A. Documents

1. Abstracts
2. Books
3. Handbooks
4. Journal articles
5. Monographs
6. Reports

B. Indicators

1. Effectiveness indicators
 - a. Client satisfaction
 - b. Counselor effectiveness
 - c. Goal attainment
2. Efficiency indicators
 - a. Cost benefit ratios
 - b. Effort
 - c. Evaluation length
 - d. Service length
3. Performance indicators
 - a. Abilities
 - b. Achievement
 - c. Job performance
 - d. Ratings
 - e. Recidivism rates
 - f. Skill acquisition
 - g. Vocational adjustment
4. Social indicators

C. Indices

1. Benefits
2. Earnings
3. Employment
 - a. Attrition
 - b. Job placement
 - c. Tenure
4. Rehabilitation gain
5. Status
 - a. Acceptance
 - b. Closure
 - c. Employability
 - d. Intake
 - e. Referral
 - f. Socioeconomic status

D. Interpretation

VI. Utilization

- A. Change
 - 1. Attitude change
 - 2. Policy change
 - 3. Program change
 - a. Personnel reassignment
 - b. Relocation
 - 4. Service change
- B. Communications
 - 1. Dissemination
 - 2. Feedback
- C. Decision making
 - 1. Program continuation
 - 2. Program implementation
 - 3. Program justification
 - a. Accreditation
 - b. Certification
 - 4. Recommendations
- D. Demonstration
- E. Evaluation adequacy
- F. Implications
 - 1. Politicalization
 - 2. Prediction
 - 3. Social reform
- G. Replication studies

Alphabetic Thesaurus

Abilities

Refer from: Educability
Broader term: Performance indicators

Abstracts

Broader term: Documents

Academic achievement

Use: Achievement

Academic accreditation

Use: Accreditation

Acceptance

Broader term: Status

Accountability

Use: Program justification

Accreditation

Refer from: Academic accreditation,
Facility accreditation
Broader term: Program justification

Achievement

Refer from: Academic achievement,
Vocational achievement
Broader term: Performance indicators

Achievement tests

Broader term: Tests

Action programs

Use: Social action programs

Activities

Use: Methodology

Acts

Use: Legislation

Actuarial techniques

Broader term: Multivariate statistics

Adaptation

Use: Change

Addicts

Broader term: Dysfunctional persons

Adequacy of evaluation

Use: Evaluation adequacy

Adjustment

Use: Change

Administrative personnel

Narrower terms: Coordinators,
Directors,
Supervisors
Broader term: Personnel

Adolescents

Broader term: Youths

Advertising

Use: Public relations

Adult education

Use: Education

Adults

Narrower terms: Aged, Older adults, Young adults
Broader term: Age groups

Advice

Use: Recommendations

Advisers

Use: Consultants

AFDC

Use: Welfare program

Aftercare

Use: Health care

Age groups

Narrower terms: Adults, Youths
Broader term: Target populations

Aged

Refer from: Elderly
Broader term: Adults

Agencies

Refer from: State agencies
 Narrower terms: Community agencies,
 Federal agencies,
 Law enforcement
 agencies, Manpower
 agencies, Voca-
 tional rehabilita-
 tion agencies,
 Welfare agencies

Broader term: Settings

Agency relations

Use: Interagency linkages

Aides

Refer from: Case aides
 Broader term: Service personnel

Alcoholics

Broader term: Dysfunctional persons

Amputees

Use: Physically disabled

Analyses

Refer from: Comparisons
 Narrower terms: Qualitative analy-
 sis, Statistical
 analysis
 Broader term: Methodology

Ancillary services

Broader term: Other service
 resources

Antipoverty programs

Use: Social action programs

Anxiety

Use: Evaluation fears

Aphasics

Use: Physically disabled

Apparati

Use: Materials

Approach rationale

Refer from: Rationale of approach
 Broader term: Goals

Approaches

Use: Designs

Appropriations

Use: Finances

Aptitude tests

Broader term: Tests

Architectural barriers

Broader term: Barriers

Asians

Use: Ethnic groups

Assertiveness training

Use: Counseling

Assessment

Use: Client assessment methods

Attitude change

Broader term: Change

Attitude scaling

Broader term: Scaling

Attitudes

Refer from: Dispositions, Negative
 attitudes, Temperament
 Narrower terms: Bias, Commitment,
 Evaluation fears,
 Personnel attitudes,
 Political attitudes
 Broader term: Environment

Attrition

Refer from: Turnover
 Broader term: Employment

Audiovisual aids

Refer from: Charts, Films, Graphs,
 Histograms, Illustra-
 tions, Tables, Video-
 tapes, Visual aids
 Broader term: Materials

Auditors

Use: Investigators

Audits

Use: Cost analysis

Automatic interaction detector

Broader term: Multivariate statistics

Barriers

Refer from: Obstacles, Problems

Narrower terms: Architectural barriers, Delays, Intrusions

Broader term: Conditions

Baseline data

Use: Norms

Behavior modification

Refer from: Conditioning, Contingency contracting, Desensitization, Extinction, Instrumental conditioning, Modeling, Operant conditioning, Shaping, Token economy

Broader term: Intervention processes

Benefits

Broader term: Indices

Bias

Refer from: Objectivity, Open-mindedness, Prejudice, Racism, Rosenthal effect

Broader term: Attitudes

Bibliographies

Refer from: References

Broader term: Information systems

Blacks

Use: Ethnic groups

Blind

Use: Physically disabled

Books

Broader term: Documents

Budget allocations

Refer from: Capital expenditures

Broader term: Finances

Capital expenditures

Use: Budget allocations

Cardiacs

Use: Physically disabled

Case aides

Use: Aides

Case difficulty

Broader term: Evaluation standards

Case files

Broader term: Data banks

Case management

Use: Rehabilitation processes

Case studies

Broader term: Non-experimental designs

Caseload size

Broader term: Evaluation standards

Casework

Use: Rehabilitation processes

Centers

Narrower terms: Community centers, Management assessment centers, Mental health centers, Multi-service centers

Broader term: Facilities

Certification

Refer from: Licenses

Broader term: Program justification

Change

Refer from: Adaptation, Adjustment, Conformance, Maladjustment, Modifications, Reform

Narrower terms: Attitude change, Policy change, Program change, Service change

Broader term: Utilization

Charts

Use: Audiovisual aids

Checklists

Broader term: Data collection instruments

Chicanos

Use: Ethnic groups

Child care

Use: Day care

Children

Broader term: Youth

Chronically ill

Use: Severely disabled

Civil rights

Use: Ethical and legal constraints

Classification systems

Refer from: Codes, Indexing, Nomenclature, Taxonomy, Typology

Narrower terms: Definitions, Thesauruses

Broader term: Information systems

Clearing houses

Broader term: Information centers

Client assessment methods

Refer from: Assessment, Diagnostics

Broader term: Measurement

Client satisfaction

Refer from: Satisfaction

Broader term: Effectiveness indicators

Clinics

Broader term: Facilities

Closure

Broader term: Status

Codes

Use: Classification systems

Collections

Use: Data collections

College students

Use: Students

Colleges

Use: Schools

Commitment

Broader term: Attitudes

Communications

Refer from: Dialogue

Narrower terms: Dissemination, Feedback

Broader term: Utilization

Community action programs

Use: Social action programs

Community agencies

Broader term: Agencies

Community attitudes

Broader term: Political attitudes

Community centers

Broader term: Centers

Community mental health centers

Use: Mental health centers

Community needs

Broader term: Needs

Community services

Use: Services

Comparisons

Use: Analyses

Compensation

Use: Earnings

Compensatory programs

Broader term: Programs

Comprehensive health care

Use: Health care

Computers
Use: Data processing equipment

Conclusions
Use: Results

Conditioning
Use: Behavior modification

Conditions
Refer from: Situations
Narrower terms: Barriers, Economic indicators, Incidence, Other service resources, Prevalence, Relations, Values
Broader term: Environment

Confidentiality
Use: Ethical and legal constraints

Conformance
Use: Change

Consequences
Use: Implications

Consultants
Refer from: Advisors, Consultation
Broader term: Evaluative personnel

Consultation
Use: Consultants

Context
Use: Settings

Contingency contracting
Use: Behavior modification

Contracts
Broader term: Finances

Cooperation
Use: Interagency linkage

Cooperative programs
Use: Interagency linkages

Coordination
Use: Interagency linkages

Coordinators
Refer from: Organizers
Broader term: Administrative personnel

Correctional facilities
Broader term: Facilities

Corrections
Refer from: Delinquency prevention programs, Parole
Broader term: Programs

Correlational studies
Broader term: Non-experimental designs

Cost analysis
Refer from: Audits
Broader terms: Designs

Cost benefit ratios
Broader term: Efficiency indicators

Costs
Use: Finances

Co-therapy
Use: Multiple counseling

Counseling
Refer from: Assertiveness training, Crisis intervention, Guidance, Psychotherapy, Therapy, Vocational counseling
Narrower terms: Family counseling, Group counseling, Multiple counseling, Peer counseling
Broader term: Intervention processes

Counselor effectiveness
Broader term: Effectiveness indicators

Counselors
Refer from: Lay counselors, Rehabilitation counselors
Broader term: Service personnel

Criminal justice projects
Use: Legal services

- Criminals
Use: Offenders
- Crisis intervention
Use: Counseling
- Criteria
Use: Evaluation criteria
- Critical incidents technique
Broader term: Systems analysis
- Cross validation
Use: Replication studies
- Culturally disadvantaged
Use: Disadvantaged
- Data banks
Narrower terms: Case files, Data tapes
Broader term: Data collection
- Data collection
Refer from: Collection, Self-reports
Narrower terms: Data banks, Data collection instruments, Data collection strategies, Sampling techniques
Broader term: Methodology
- Data collection instruments
Refer from: Instruments, Measures
Narrower terms: Checklists, Forms, Questionnaires, Tests
Broader term: Data collection
- Data collection strategies
Narrower terms: Incentives, Mail surveys, Observations, Personal interviews, Telephone interviews
Broader term: Data collection
- Data processing equipment
Refer from: Computers
Broader term: Materials
- Data processing personnel
Broader term: Evaluative personnel
- Data tapes
Broader term: Data banks
- Day care
Refer from: Child care
Broader term: Programs
- Deaf
Use: Physically disabled
- Decision making
Refer from: Planning
Narrower terms: Program continuation, Program implementation, Program justification, Recommendations
Broader term: Utilization
- Defenses
Broader term: Evaluation fears
- Deficiencies
Use: Resources
- Deficits
Use: Finances
- Definitions
Refer from: Meanings, Operational definitions, Terminology
Broader term: Classification systems
- Delays
Refer from: Undue delays
Broader term: Barriers
- Delinquency prevention program
Use: Corrections
- Delinquents
Use: Offenders
- Delivery systems
Use: Services
- Demonstration
Refer from: Pilot studies
Broader term: Utilization

Depressed areas

Use: Geographical areas

Descriptive statistics

Broader term: Statistical analysis

Desensitization

Use: Behavior modification

Designs

Refer from: Approaches, Models

Narrower terms: Cost analysis, Experimental designs, Non experimental designs, Quasi experimental designs, System analysis

Broader term: Methodology

Developmentally disabled

Refer from: Epileptics, Mentally retarded

Broader term: Dysfunctional persons

Diagnostics

Use: Client assessment methods

Dialogue

Use: Communications

Direct costs

Use: Finances

Direct observations

Broader term: Observations

Directors

Broader term: Administrative personnel

Disabled

Use: Physically disabled

Disadvantaged

Refer from: Culturally disadvantaged, Economically disadvantaged, Indigents, Migrant workers, Poor

Broader terms: Target populations

Discontinuation

Use: Program continuation

Dispositions

Use: Attitudes

Dissemination

Broader term: Communications

Districts

Use: Geographical areas

Division of Vocational Rehabilitation

Use: Vocational rehabilitation agencies

Documents

Narrower terms: Abstracts, Books, Handbooks, Journal articles, Monographs, Reports

Broader term: Results

Drug education

Use: Education

Dysfunctional persons

Narrower terms: Addicts, Alcoholics, Developmentally disabled, Mentally ill, Offenders, Physically disabled

Broader term: Target populations

Earnings

Refer from: Compensation, Income, Payment, Salaries, Wages

Broader term: Indices

Economic indicators

Narrower terms: Labor market conditions, Organized work force, Poverty, Stock market

Broader term: Conditions

Economically disadvantaged

Use: Disadvantaged

Educability

Use: Abilities

Education

Refer from: Adult education, Drug education, Instruction, Programmed instruction, Remedial education, Special education

Broader term: Programs

Educators

Refer from: Faculty, Instructors, Teachers

Broader term: Service personnel

Effectiveness

Use: Effectiveness indicators

Effectiveness indicators

Refer from: Effectiveness, Effectiveness studies, Success

Narrower terms: Client satisfaction, Counselor effectiveness, Goal attainment

Broader term: Indicators

Effectiveness studies

Use: Effectiveness indicators

Effects

Use: Implications

Efficiency

Use: Efficiency indicators

Efficiency indicators

Refer from: Efficiency, Efficiency studies

Narrower terms: Cost benefit ratios, Effort, Evaluation length, Service length

Broader term: Indicators

Efficiency studies

Use: Efficiency indicators

Effort

Refer from: Energy

Broader term: Efficiency indicators

Elderly

Use: Aged

Emotionally disturbed

Use: Mentally ill

Empirical scaling

Broader term: Scaling

Employability

Refer from: Job readiness, Vocational fitness, Readiness for work

Broader term: Status

Employer attitudes

Broader term: Personnel attitudes

Employment

Refer from: Unemployment

Narrower terms: Attrition, Job placement, Tenure

Broader term: Indices

Energy

Use: Effort

Environment

Narrower terms: Attitudes, Conditions, Needs, Settings

Epileptics

Use: Developmentally disabled

Equipment

Use: Materials

Error detection

Use: Validity

Estimation

Use: Measurement

Ethical and legal constraints

Refer from: Civil rights, Confidentiality, Ethics, Informed consent, Invasion of privacy, Legal, Rights

Broader term: Values

Ethics

Use: Ethical and legal constraints

Ethnic groups

Refer from: Asians, Blacks,
Chicanos, Immigrants,
Negroes, Orientals,
Race

Broader term: Target populations

Evaluation adequacy

Refer from: Adequacy of evaluation

Broader term: Utilization

Evaluation criteria

Refer from: Criteria

Narrower terms: Evaluation out-
comes, Evaluation
standards

Broader term: Methodology

Evaluation fears

Refer from: Anxiety, Fears of
evaluation

Narrower terms: Defenses,
Resistance

Broader terms: Attitudes

Evaluation length

Refer from: Length of evaluation

Broader term: Efficiency indicators

Evaluation methodology

Use: Methodology

Evaluation needs

Narrower terms: Priorities, Problem
identification

Broader term: Needs

Evaluation outcomes

Refer from: Hawthorne effects,
Outcomes, Undesirable
outcomes

Broader term: Evaluation criteria

Evaluation standards

Refer from: Guidelines, Standards

Narrower terms: Case difficulty,
Caseload size,
Expectancy ratios,
Norms, Staff to
client ratios

Broader term: Evaluation criteria

Evaluation strategies

Use: Methodology

Evaluative personnel

Narrower terms: Consultants, Data
processing per-
sonnel, Evaluators,
Investigators,
Policy analysts,
Researchers

Broader term: Personnel

Evaluator attitudes

Broader term: Personnel attitudes

Evaluators

Broader term: Evaluative personnel

Evaluatee attitudes

Broader term: Personnel attitudes

Evaluees

Use: Target populations

Evidence

Use: Results

Examinations

Use: Tests

Expectancy ratios

Broader term: Evaluation standards

Expectations

Broader term: Goals

Expenditures

Use: Finances

Experimental designs

Refer from: Experiments

Broader term: Designs

Experiments

Use: Experimental designs

Experts

Use: Personnel

Exploitation

Use: Utilization

Extinction

Use: Behavior modification

Extrinsic gain

Use: Rehabilitation gain

Facilities

Narrower terms: Centers, Clinics, Correctional facilities, Halfway houses, Hospitals, Rehabilitation facilities, Schools

Broader term: Settings

Facility accreditation

Use: Accreditation

Factor analysis

Broader term: Multivariate statistics

Faculty

Use: Educators'

Family counseling

Refer from: Family planning
Broader term: Counseling

Family planning

Use: Family counseling

Fears of evaluation

Use: Evaluation fears

Federal agencies

Refer from: HEW, Social Security
Broader term: Agencies

Federal grants

Use: Grants

Federal legislation

Use: Legislation

Federal policies

Use: Policies

Feedback

Broader term: Communications

Field studies

Refer from: Site visits

Broader term: Non experimental designs

Films

Use: Audiovisual aids

Finances

Refer from: Appropriations, Costs, Deficits, Direct costs, Expenditures, Funding, Indirect costs, Money, Subsidies

Narrower terms: Budget allocations, Contracts, Grants, Loans

Broader term: Resources

Findings

Use: Results

Follow-up studies

Broader term: Non experimental designs

Forms

Broader term: Data collection instruments

Foster care

Broader term: Programs

Funding

Use: Finances

Gain

Use: Rehabilitation gain

Generalizations

Use: Implications

Geographical areas

Refer from: Depressed areas, Districts, Ghettos, Municipalities, Rural, States, Urban

Broader term: Settings

Ghettos

Use: Geographical areas

Goal attainment
Broader term: Effectiveness indicators

Goal attainment scaling
Broader term: Scaling

Goal setting
Broader term: Goals

Goals
Refer from: Objectives, Program goals, Purposes, Reasons

Narrower terms: Approach rationale, Expectations, Goal setting, Mission, Motivation, Philosophy

Government information sources
Broader term: Information centers

Graduate schools
Use: Schools

Graduates
Use: Students

Grants
Refer from: Federal grants, Stipends
Broader term: Finances

Graphs
Use: Audiovisual aids

Group counseling
Broader term: Counseling

Guidance
Use: Counseling

Guidelines
Use: Evaluation standards

Halfway houses
Broader term: Facilities

Handbooks
Broader term: Documents

Hawthorne effects
Use: Evaluation outcomes

Health care
Refer from: Aftercare, Comprehensive health care, Patient care
Narrower terms: Intensive care, Medicare, Methadone maintenance, Public health, Post-hospital services
Broader term: Programs

HEW
Use: Federal agencies

High schools
Use: Schools

Histograms
Use: Audiovisual aids

History
Use: Literature reviews

Hospitals
Refer from: Mental hospitals, Nursing homes
Broader term: Facilities

Human relations
Use: Interpersonal relations

Hypnosis
Broader term: Intervention processes

Illustrations
Use: Audiovisual aids

Immigrants
Use: Ethnic groups

Impact
Use: Utilization

Implications

Refer from: Consequences, Effects,
Generalizations,
Inferences

Narrower terms: Politicalization,
Prediction, Social
reform

Broader term: Utilization

In basket techniques

Use: Management by objectives

In service training

Broader term: Training

Incentives

Refer from: Monetary rewards,
Praise, Punishment,
Reinforcement,
Rewards, Tokens

Broader term: Data collection
strategies

Incidence

Refer from: Rates

Broader term: Conditions

Income

Use: Earnings

Indexing

Use: Classification systems

Indicators

Narrower terms: Effectiveness
indicators, Effi-
ciency indicators,
Performance indi-
cators, Social
indicators

Broader term: Results

Indices

Narrower terms: Benefits, Earn-
ings, Employment,
Rehabilitation
gain, Status

Broader term: Results

Indigents

Use: Disadvantaged

Indirect costs

Use: Finances

Industrial relations

Refer from: Organizational
relations

Broader term: Relations

Infants

Broader term: Youths

Inferences

Use: Implications

Inferential statistics

Broader term: Statistical
analysis

Information centers

Refer from: Media

Narrower terms: Clearing houses,
Government, infor-
mation sources,
Other information
sources

Broader term: Information systems

Information systems

Narrower terms: Bibliographies,
Classification
systems, Informa-
tion centers,
Libraries, Litera-
ture reviews, Man-
agement information
systems

Broader term: Resources

Informed consent

Use: Ethical and legal constraints

Instruction

Use: Education

Instructors

Use: Educators

Instrumental conditioning

Use: Behavior modification

Instruments

Use: Data collection instruments

Intake

Broader term: Status

Intelligence tests

Broader term: Tests

Intensive care

Broader term: Health care

Interagency linkages

Refer from: Agency relations,
Cooperation, Cooperative programs, Coordination, Interagency relations, Linkage systems, Non vocational rehabilitation agency relations, Vocational rehabilitation agency relations, Vocational rehabilitation and non vocational rehabilitation agency relations

Broader term: Relations

Interagency relations

Use: Interagency linkages

Interests

Refer from: Preferences

Broader term: Needs

Interest tests

Refer from: Preference tests

Broader term: Tests

Interpersonal relations

Refer from: Human relations

Broader term: Relations

Interpretation

Broader term: Results

Intervention processes

Refer from: Treatment

Narrower terms: Behavior modification, Counseling, Hypnosis, Milieu therapy, Occupational therapy, Psychotherapy, Rehabilitation Processes

Broader term: Services

Intrusions

Broader term: Barriers

Invasion of privacy

Use: Ethical and legal constraints

Inventories

Use: Tests

Investigators

Refer from: Auditors

Broader term: Evaluative personnel

Job performance

Refer from: Work performance

Broader term: Performance indicators

Job placement

Refer from: Placement

Broader term: Employment

Job readiness

Use: Employability

Job training

Refer from: Vocational training

Broader term: Training

Journal articles

Broader term: Documents

Judgments

Refer from: Misjudgments

Broader term: Qualitative analysis

Juveniles

Use: Youths

Labor market conditions

Refer from: Lay offs

Broader term: Economic indicators

Law enforcement agencies

Broader term: Agencies

Laws

Use: Legislation

Lay counselors

Use: Counselors

Lay offs

Use: Labor market conditions

Legal

Use: Ethical and legal constraints

Legal services

Refer from: Criminal justice projects

Broader term: Programs

Legislation

Refer from: Acts, Federal legislation, Laws, Mandates

Broader term: Political attitudes

Length of evaluation

Use: Evaluation length

Length of service

Use: Service length

Libraries

Broader term: Information systems

Licenses

Use: Certification

Linkage systems

Use: Interagency linkages

Literature reviews

Refer from: History, State of the art

Broader term: Information systems

Loans

Broader term: Finances

Longitudinal studies

Broader term: Non experimental designs

Mail surveys

Refer from: Surveys

Broader term: Data collection strategies

Maladjustment

Use: Change

Management assessment centers

Broader term: Centers

Management attitudes

Broader term: Personnel attitudes

Management by objectives

Refer from: In basket techniques

Broader term: Systems analysis

Management information systems

Broader term: Information systems

Mandates

Use: Legislation

Manpower agencies

Broader term: Agencies

Matching

Refer from: Paired sample

Broader term: Sampling techniques

Materials

Refer from: Apparati, Equipment, Tools

Narrower terms: Audiovisual aids, Data processing equipment, Physical plant, Telecommunications

Broader term: Resources

Meanings

Use: Definitions

Measurement

Refer from: Estimation

Narrower terms: Client assessment methods, Scaling

Broader term: Methodology

Measures

Use: Data collection instruments

Media

Use: Information centers

Medicare

Broader term: Health care

Mental health centers
 Refer from: Suicide prevention centers
 Broader term: Centers

Mental hospitals
 Use: Hospitals

Mentally ill
 Refer from: Emotionally disturbed, Neurotics, Psychotics
 Broader term: Dysfunctional persons

Mentally retarded
 Use: Developmentally disabled

Methodone maintenance
 Broader term: Health care

Methodology
 Refer from: Activities, Evaluation methodology, Evaluation strategies, Methods, Procedures, Processes
 Narrower terms: Analyses, Data collection, Designs, Evaluation criteria, Measurement, Record keeping procedures

Methods
 Use: Methodology

Middle aged
 Use: Older adults

Migrant workers
 Use: Disadvantaged

Milieu therapy
 Broader term: Intervention processes

Military personnel
 Broader term: Target populations

Misjudgments
 Use: Judgments

Mission
 Refer from: Mission statement
 Broader term: Goals

Mission statement
 Use: Mission

Mobility training
 Refer from: Motor training
 Broader term: Training

Modeling
 Use: Behavior modification

Models
 Use: Design

Modifications
 Use: Change

Monetary rewards
 Use: Incentives

Money
 Use: Finances

Monographs
 Broader term: Documents

Motivation
 Broader term: Goals

Motor training
 Use: Mobility training

Multidimensional scaling
 Broader term: Scaling

Multiple counseling
 Refer from: Co-therapy
 Broader term: Counseling

Multiple regression
 Refer from: Regression
 Broader term: Multivariate statistics

Multiservice centers
 Broader term: Centers

Multivariate statistics

Narrower terms: Actuarial techniques, Automatic interaction detector, Factor analysis, Multiple regression

Broader term: Statistical analysis

Municipalities

Use: Geographical areas

Narrative description

Broader term: Qualitative analysis

Needs

Narrower terms: Community needs, Evaluation needs, Interests, Research needs

Broader term: Environment

Negative attitudes

Use: Attitudes

Negroes

Use: Ethnic groups

Neurotics

Use: Mentally ill

Nomenclature

Use: Classification systems

Non experimental designs

Narrower terms: Case studies, Correlational studies, Field studies, Follow up studies, Longitudinal studies, Simulations

Broader term: Designs

Non vocational rehabilitation agency relations

Use: Interagency linkages

Norms

Refer from: Baseline data
Broader term: Evaluation standards

Nursing homes

Use: Hospitals

Objective tests

Use: Tests

Objectives

Use: Goals

Objectivity

Use: Bias

Observations

Refer from: Work samples

Narrower terms: Direct observations, Participant observations, Unobtrusive observations

Broader term: Data collection strategies

Obstacles

Use: Barriers

Occupational therapy

Broader term: Intervention processes

Occupational training facilities

Broader term: Rehabilitation facilities

Offenders

Refer from: Criminal, Delinquents
Broader term: Dysfunctional persons

Older adults

Refer from: Middle aged
Broader term: Adults

On the job training

Broader term: Training

Openmindedness

Use: Bias

Operant conditioning

Use: Behavior modification

Operational definitions

Use: Definitions

Operations research

Broader term: Systems analysis

Options

Use: Recommendations

Organizational analysis

Use: Systems analysis

Organizational relations

Use: Industrial relations

Organizational resistance

Use: Resistance

Organizations

Use: Settings

Organized work force

Refer from: Trade unions, Unions

Broader term: Economic indicators

Organizers

Use: Coordinators

Oriental

Use: Ethnic groups

Orientation

Use: Training

Other information sources

Broader term: Information centers

Other service resources

Narrower terms: Ancillary services,
Service duplication

Broader term: Conditions

Outcomes

Use: Evaluation outcomes

Paired sample

Use: Matching

Paraplegics

Use: Physically disabled

Parole

Use: Corrections

Participant observations

Broader term: Observations

Path analysis

Broader term: Systems analysis

Patient care

Use: Health care

Payment

Use: Earnings

Peer counseling

Broader term: Counseling

Performance

Use: Performance indicators

Performance indicators

Refer from: Performance

Narrower terms: Abilities,
Achievement, Job
performance,
Ratings, Recidi-
vism rates, Skill
acquisition, Voca-
tional adjustment

Broader term: Indicators

Performance tests

Use: Tests

Personal interviews

Broader term: Tests

Personnel

Refer from: Experts

Narrower terms: Administrative
personnel, Evalua-
tive personnel,
Service personnel

Broader term: Resources

Personnel attitudes

Narrower terms: Employer attitudes,
Evaluator attitudes,
Evaluee attitudes,
Management attitudes,
Staff attitudes

Broader term: Attitudes

- Personnel reassignment
Broader term: Program change
- Philosophy
Broader term: Goals
- Physical plant
Broader term: Materials
- Physically disabled
Refer from: Amputees, Aphasics,
Cardiacs, Blind, Deaf,
Disabled, Paraplegics,
Quadruplegics
Broader term: Dysfunctional persons
- Pictorial tests
Use: Tests
- Pilot studies
Use: Demonstration
- Placement
Use: Job placement
- Placement specialists
Broader term: Service personnel
- Planning
Use: Decision making
- Policies
Refer from: Federal policies,
Public policies,
Requirements, Rules,
Social policies
Broader term: Values
- Policy analysis
Broader term: Evaluative personnel
- Policy change
Broader term: Change
- Political attitudes
Narrower terms: Community atti-
tudes, Legislation
Broader term: Attitudes
- Politicalization
Broader term: Implications
- Poor
Use: Disadvantaged
- Populations
Use: Target populations
- Post employment services
Broader term: Programs
- Post hospital services
Broader term: Health care
- Poverty
Broader term: Economic indicators
- Poverty programs
Use: Social action programs
- Praise
Use: Incentives
- Prediction
Broader term: Implications
- Preference tests
Use: Interest tests
- Preferences
Use: Interests
- Prejudice
Use: Bias
- Prevalence
Broader term: Conditions
- Principles
Use: Values
- Priorities
Broader term: Evaluation needs
- Probability sampling
Broader term: Sampling techniques
- Problem identification
Refer from: Troubleshooting
Broader term: Evaluation needs
- Problems
Use: Barriers

Procedures

Use: Methodology

Processes

Use: Methodology

Proficiency tests

Use: Tests

Program change

Narrower terms: Personnel reassignment, Relocation

Broader term: Change

Program continuation

Refer from: Discontinuation

Broader term: Decision making

Program evaluation review technique

Broader term: Systems analysis

Program goals

Use: Goals

Program implementation

Broader term: Decision making

Program justification

Refer from: Accountability

Narrower terms: Accreditation, Certification

Broader term: Decision making

Program planning and budgeting system

Broader term: Systems analysis

Programmed instruction

Use: Education

Programs

Refer from: Projects

Narrower terms: Compensatory programs, Corrections, Day care, Education, Foster care, Health care, Legal services, Post employment services, Psychological testing, Recreation, Social action programs, Training, Welfare programs

Broader term: Services

Projects

Use: Programs

Proof

Use: Results

Psychoanalysis

Use: Psychotherapy

Psychological testing

Refer from: Psychometrics

Broader term: Programs

Psychometrics

Use: Psychological testing

Psychotherapy

Refer from: Psychoanalysis

Broader term: Intervention processes

Psychotics

Use: Mentally ill

Public health

Broader term: Health care

Public policies

Use: Policies

Public relations

Refer from: Advertising, Publicity

Broader term: Relations

Public welfare agencies

Use: Welfare agencies

Public welfare programs

Use: Welfare programs

Publicity

Use: Public relations

Punishment

Use: Incentives

Purposes

Use: Goals

Quadraplegics

Use: Physically disabled

Qualitative analysis

Narrower terms: Judgments, Narrative descriptions

Broader term: Analyses

Quantitative analysis

Use: Statistical analysis

Quasi experimental designs

Broader term: Designs

Questionnaires

Broader term: Data collection instruments

Race

Use: Ethnic groups

Racism

Use: Bias

Random sampling

Broader term: Sampling techniques

Rapport

Use: Relations

Rates

Use: Incidence

Ratings

Broader term: Performance indicators

Rationale of approach

Use: Approach rationale

Readiness for work

Use: Employability

Reasons

Use: Goals

Recidivism rates

Broader term: Performance indicators

Recommendations

Refer from: Advice, Options, Solutions

Broader term: Decision making

Record keeping procedures

Broader term: Methodology

Recreation

Broader term: Programs

Reexamination

Use: Replication studies

References

Use: Bibliographies

Referral

Broader term: Status

Reform

Use: Change

Regression

Use: Multiple regression

Rehabilitation counselors

Use: Counselors

Rehabilitation facilities

Narrower terms: Occupational training facilities, Sheltered workshops

Broader term: Facilities

Rehabilitation gain

Refer from: Gain

Broader term: Indices

Rehabilitation processes

Refer from: Case management, Casework, Vocational rehabilitation

Broader term: Intervention processes

Reinforcement

Use: Incentives

Relations

Refer from: Rapport

Narrower terms: Industrial relations, Inter-agency linkages, Interpersonal relations, Public relations

Broader term: Conditions

Reliability
Broader term: Statistical analysis

Relocation
Broader term: Program change

Remedial education
Use: Education

Replication studies
Refer from: Cross validation,
Reexamination
Broader term: Utilization

Reports
Refer from: Technical reports
Broader term: Documents

Requirements
Use: Policies

Research needs
Broader term: Needs

Research utilization
Use: Utilization

Researchers
Refer from: Technologists
Broader term: Evaluative personnel

Resistance
Refer from: Organizational
resistance
Broader term: Evaluation fears

Resources
Refer from: Deficiencies, Sources
Narrower terms: Finances, Informa-
tion systems,
Materials, Per-
sonnel, Target
populations

Results
Refer from: Conclusions, Evidence,
Findings, Proof
Narrower terms: Documents, Indica-
tors, Indices,
Interpretation

Rewards
Use: Incentives

Rights
Use: Ethical and legal constraints

Role playing
Use: Simulations

Rosenthal effect
Use: Bias

Rules
Use: Policies

Rural
Use: Geographical areas

Salaries
Use: Earnings

Sampling techniques
Narrower terms: Matching, Proba-
bility sampling,
Random sampling,
Stratified random
sampling
Broader term: Data collection

Satisfaction
Use: Client satisfaction

Scaling
Narrower terms: Attitude scaling,
Empirical scaling,
Goal attainment
scaling, Multi-
dimensional
scaling, Semantic
differential
Broader term: Measurement

Schools
Refer from: Colleges, Graduate
schools, High schools,
Universities
Broader term: Facilities

Self reports
Use: Data collection

Semantic differential

Broader term: Scaling

Sensitivity training

Broader term: Training

Service change

Broader term: Change

Service duplication

Broader term: Other service resources

Service lengthRefer from: Length of service
Broader term: Efficiency indicators**Service personnel**Narrower terms: Aides, Counselors,
Educators, Placement specialists,
Support staff

Broader term: Personnel

ServicesRefer from: Community services,
Social servicesNarrower terms: Intervention processes,
Programs

Broader term: Settings

SettingsRefer from: Context, Organizations,
SitesNarrower terms: Agencies, Facilities,
Geographical areas, Services

Broader term: Environment

Severely disabledRefer from: Chronically ill
Broader term: Target populations**Shaping**

Use: Behavior modification

Sheltered workshopsRefer from: Workshops
Broader term: Rehabilitation facilities**Simulations**Refer from: Role playing
Broader term: Non experimental designs**Singer Graflex**

Use: Situational tests

Site visits

Use: Field studies

Sites

Use: Settings

Situational testsRefer from: Singer Graflex,
Tower system
Broader term: Tests**Situations**

Use: Conditions

Skill acquisition

Broader term: Performance indicators

Social action programs

Refer from: Action programs, Anti-poverty programs, Community action programs, Poverty programs, Work incentive programs

Broader term: Programs

Social adjustment

Use: Social indicators

Social indicatorsRefer from: Social adjustment
Broader term: Indicators**Social policies**

Use: Policies

Social reform

Broader term: Implications

Social Security

Use: Federal agencies

Social Security Disability Income

Use: Welfare programs

Social services
Use: Services

Social welfare agencies
Use: Welfare agencies

Social welfare services
Use: Welfare programs

Socioeconomic status
Broader term: Status

Solutions
Use: Recommendations

Sources
Use: Resources

Special education
Use: Education

Staff attitudes
Broader term: Personnel attitudes

Staff to client ratios
Broader term: Evaluation standards

Standards
Use: Evaluation standards

State agencies
Use: Agencies

State of the art
Use: Literature review

States
Use: Geographical areas

Statistical analysis
Refer from: Quantitative analysis
Narrower terms: Descriptive statistics, Inferential statistics, Multi-variate statistics, Reliability, Validity
Broader term: Analyses

Status
Narrower terms: Acceptance, Closure, Employability, Intake, Referral, Socio-economic status

Broader term: Indices

Stipends
Use: Grants

Stock market
Broader term: Economic indicators

Stratified random sampling
Broader term: Sampling techniques

Students
Refer from: College students, Graduates, Undergraduates
Broader term: Target populations

Subjects
Use: Target populations

Subsidies
Use: Finances

Success
Use: Effectiveness indicators

Suicide prevention centers
Use: Mental health centers

Supervisors
Broader term: Administrative personnel

Support staff
Refer from: Technicians
Broader term: Service personnel

Surveys
Use: Mail surveys

Systems analysis

Refer from: Organizational analysis

Narrower terms: Critical incidents technique, Management by objectives, Operations research, Path analysis, Program evaluation review technique, Program planning and budgeting system

Broader term: Designs

Tables

Use: Audiovisual aids

Target populations

Refer from: Evaluatees, Populations, Subjects

Narrower terms: Age groups, Disadvantaged, Dysfunctional persons, Ethnic groups, Military personnel, Severely disabled, Students, Unskilled workers

Broader term: Resources

Taxonomy

Use: Classification systems

Teachers

Use: Educators

Technical reports

Use: Reports

Technicians

Use: Support staff

Technologists

Use: Researchers

Telecommunications

Broader term: Materials

Telephone interviews

Broader term: Data collection strategies

Temperament

Use: Attitudes

Tenure

Broader term: Employment

Terminology

Use: Definitions

Tests

Refer from: Examinations, Objective tests, Performance tests, Pictorial tests, Proficiency tests

Narrower terms: Achievement tests, Aptitude tests, Intelligence tests, Interest tests, Personality tests, Situational tests

Broader term: Data collection instruments

Theme

Use: Mission

Therapy

Use: Counseling

Thesauruses

Broader term: Classification systems

Token economy

Use: Behavior modification

Tokens

Use: Incentives

Tools

Use: Materials

Tower system

Use: Situational tests

Trade unions

Use: Organized work force

Training

Narrower terms: In service training, Job training, Mobility training, On the job training, Orientation, Sensitivity training

Broader term: Programs

Treatment

Use: Intervention processes

Troubleshooting

Use: Problem identification

Turnover

Use: Attrition

Typologies

Use: Classification systems

Undergraduates

Use: Students

Undesirable outcomes

Use: Evaluation outcomes

Undue delays

Use: Delays

Unemployment

Use: Employment

Unions

Use: Organized work force

Universities

Use: Schools

Unobtrusive observations

Broader term: Observations

Unskilled workers

Broader term: Target populations

Urban

Use: Geographical areas

Utilization

Refer from: Exploitation, Impact, Research utilization

Narrower terms: Change, Communications, Decision-making, Demonstrations, Evaluation adequacy, Implications, Replication studies

Validity

Refer from: Error detection

Broader term: Statistical analysis

Values

Refer from: Principles

Narrower terms: Ethical and legal constraints, Policies

Broader term: Conditions

Videotapes

Use: Audiovisual aids

Visual aids

Use: Audiovisual aids

Vocational achievement

Use: Achievement

Vocational adjustment

Refer from: Work adjustment

Broader term: Performance indicators

Vocational counseling

Use: Counseling

Vocational fitness

Use: Employability

Vocational rehabilitation

Use: Rehabilitation process

Vocational rehabilitation agencies

Refer from: Division of Vocational Rehabilitation

Broader term: Agencies

Vocational rehabilitation and non
vocational rehabilitation agency
relations

Use: Interagency linkages

Vocational training

Use: Job training

Wages

Use: Earnings

Welfare agencies

Refer from: Public welfare agen-
cies, Social welfare
agencies

Broader term: Agencies

Welfare programs

Refer from: AFDC, Public welfare
programs, Social
Security Disability
Income, Social welfare
services

Broader term: Programs

Work adjustment

Use: Vocational adjustment

Work incentive programs

Use: Social action programs

Work performance

Use: Job performance

Work samples

Use: Observations

Workshops

Use: Sheltered workshops

Young adults

Broader term: Adults

Youths

Refer from: Juveniles

Narrower term: Adolescents,
Children, Infants

Broader term: Age groups