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8. Explanation of Abbreviation, Symbols & Terms

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Introduction

Nicholas Coppola, CHE, compiled this list of abbreviations and terms for his Masters of Health Administration (MHA) thesis atBaylor University in 1996. Almost without exception, these definitions were taken from the various books, journals and articles he used in the body of his thesis. The terms mainly relate to disability and compensation. If you wish to obtain a copy of CaptaCoppola's thesis, which is approximately 120 pages including title and reference pages, please contact him at <Coppola@msn.com>.

8. Explanation of Abbreviation, Symbols & Terms

a. Abbreviations:

AADEP	American Academy of Disability Evaluating Physicians
ACAP	Army Career Alumni Program
ALOS	Average Length of Stay
AMEDD	Army Medical Department
AMGA	American Medical Group Association
AR	Army Regulation
CHCS	Composite Health Care System
CQI	Continuos Quality Improvement
DoD	Department of Defense
FY	Fiscal Year
GAO	General Accounting Office
GMP	Graduate Management Project
HIAA	Health Insurance Agency of America
R-CA	Republican, California
LOD	Line of Duty
MEB	Medical Evaluation Board
MEDCOM	Medical Command
MHC	Medical Holding Company
MHSS	Military Health Service System
MMRB	Military Occupation Specialty Medical Retention Board
MOS	Military Occupation Specialty
MPRJ	Military Personnel Record Jacket
MTF	Medical Treatment Facility
NCCI	National Council on Compensation Insurance
NARSUM	Narrative Summary
NHCAA	National Health Care Anti-Fraud Association
NICB	National Insurance Crime Bureau
OTSG	Office of The Surgeon General
PAT	Process Action Team
PDCAPS	Physical Disability Case Processing System
PDES	Physical Disability Evaluation System
PEB	Physical Evaluation Board
PEBLO	Physical Evaluation Board Liaison Officer
PERSCOM	Personnel Command
PMO	Personnel Management Officer
PMT	Patient Management Team
POC	Point of Contact
PTSD	Post Traumatic Stress Disorder
Signif F	Regression F-Test
Sig T	T Significance
SPSS	Statistical Package for Social Scientists

TAP	Transition Assistance Program
TRICARE	TRICARE
TQM	Total Quality Management
USAAA	United States Army Audit Agency
USAPDA	United States Army Physical Disability Agency
USR	Unit Status Report
VASRD	Veterans Schedule for Rating Disabilities
VEAP	Veterans Education Assistance Program
VIF	Variance Inflation Factor
WRAMC	Walter Reed Army Medical Center

b. Symbols:

a_0	Regression constant, or the Y intercept.
b_n	Least squares regression weight, partial regression coefficient or the slope associated with X_n
$H1_a$	Alternate Hypothesis
$H1_0$	Null Hypothesis
N	Population
n	Sample
R^2	R Square
μ	Population mean
Y	Dependent variable
α	Alpha
σ	Population Standard Deviation
X_n	Represents the predictor (independent) variables
β	Beta, product of the partial regression coefficients and the independent predictor variables or symbol for Type II error

c. Terms:

Acceptability Recommendation: With respect to acceptability, the alternative of choice must be acceptable to the key stakeholders or their designated representatives. Among the factors to be considered is the degree of disruption of the alternative being considered.

Active Duty Service Member: A person who serves full time in a uniformed service under orders that do not specify thirty days or less.

Adjudication & Processing Duration: The period of time required for a designated board of officials and agencies to satisfactorily complete a soldier's medical/administrative disposition. Processing begins with initiation of a physical for the MEB, follows through to PEB adjudication, USAPDA review and ends with final action by PERSCOM.

Adjusted R Squared (R^2): An estimate of how well the model would fit another data set from the same population.

Multiple R	.39826
R Square	.15861
Adjusted R Square	.15810
Standard Error	104.29352

Alternate Hypothesis: A research hypothesis.

ANOVA: Analysis of variance is a way of testing the null hypothesis that several group means are equal in the population, by comparing the sample variance estimated from the group means to the estimated within the group.

Attending Physician: The physician who has the primary responsibility for the medical diagnosis and treatment of the patient. A consultant, an assistant-at-surgeon or an anesthesiologist is not an attending physician. Under very extraordinary circumstances, because of the presence of complex, serious and multiple but unrelated medical conditions, a patient may have more than one attending physician concurrently rendering medical treatment during a single period of time.

B: Partial regression coefficient for the independent variable. Also identifies slope and intercept of the line. Where " b_n " of $b_n X_n =$ Partial regression coefficient.

Variable	B	SE B	95% Confdnce Intrvl B	Beta
COMPAWD	13.860272(slope)	1.141170	11.623290	16.097255
(Constant)	383.550041(Intercept)	8.588816	347.111252	419.988829

Backward Elimination: All independent variables are included in the regression equation. At each step, a variable is removed that reduces R^2 the least.

Behavioral Model: A model which seeks to capture the unpredictable manner or behavior of a social population's data set and categorize the aggregate observable responses to external and internal stimuli in a semantic fashion which can be used to make predictions about a similar population occupying a similar point in time and space.

Beta or Beta Weights: Partial regression coefficients when all independent variables are expressed in standardized (Z -Score) form.

Variable	B	SE B	95% Confdnce Intrvl B	Beta
COMPAWD	13.860272	1.141170	11.623290	16.097255

Bivariate: Involving two variables.

Business Process Reengineering: Dramatic and radical reorganization of labor, human resources and past practices.

C-Rating: A one through five Likert scale denoting unit preparedness and combat readiness. C-1 denoting *Fully Capable* and decreasing thereafter.

Case Management: Active, concurrent coordination of medical care in complex, high cost cases.

Central Limit Theorem: A rule that states the sampling distribution μ , of means from any population will be normal for a large sample or population, N .

Chi-Square: Statistic used to test the hypothesis that the row (up and down) and column (left to right) variables are independent. Allows for comparison of two pairs of dichotomous data.

Collinearity: See multicollinearity.

Composite Health Care System (CHCS): A computer database containing privileged medical and personal data on a soldier undergoing medical review.

Concurrent Review: An ongoing assessment of the appropriateness and necessity of the investigations, treatments, procedures and course of a patient's hospitalization.

Confidence Interval: Interval estimates based on specified confidence levels; upper and lower limits of the interval are known as confidence limits. The 95 percent confidence band for the mean is obtained from the sample mean, standard deviation and sample size. The confidence band is based on the sample mean, plus or minus 1.96 times the standard error of the mean. 1.96 is used because 95 percent of the area under the normal curve is within 1.96 standard deviations of the mean:

<u>Confidence Coefficient</u>	<u>Z - value</u>
90	1.645
95	1.96
99	2.575

Congressional Involvement: A soldier requests assistance through his or her legislative representative.

Continental United States (CONUS): Refers to a soldier's primary duty assignment falling within the forty-eight continental United States.

Continuous Quality Improvement: Improvements to existing TQM programs.

Correlation (Pearson's r): Measures the relationship between two sets of data that are scaled to be independent of the unit of measurement +1 to -1.

Cost Containment: An approach to managed care and health care which seeks to reduce expenditures through quality improvement measures.

Counseling: When a soldier is referred for a MEB/PEB, the Physical Evaluation Board Liaison Officer (PEBLO) assigned to the MTF counsels the soldier on MEB/PEB findings and the related rights and benefits. If the MTF determines that the soldier is not mentally competent, the PEBLO counsels the designated next-of-kin. The soldier may also participate in such programs as the Army Career Alumni Program (ACAP), and the Transition Assistance Program (TAP).

Criterion Validity: (Criterion = Y and predictor of X). The assessment of criterion validity deals with how well the instrument which is doing the measuring yields results that correlate highly with the criterion against which it is being checked. Key to this validity measure is the reliability and validity of the criterion, the standard against which the instrument is being compared.

Critical Pathways: Ideal management of a given condition. Highly detailed and outcome oriented designed to decrease variation and clarify expectation of outcomes.

Cronbach's α : If the items are standardized (have a standard deviation of one), the reliability coefficient is based on the average correlation of items within a test. If the items are not standardized, it is based on the average covariance among items. Negative values for alpha (α) occur when the average interitem correlation is negative, which violates the reliability model.

Degree of Freedom: A parameter used to help select the critical value in some probability distributions.

Analysis of Variance			
	DF	Sum of Squares	Mean Square
Regression	5	16811472.98607	3362294.59721
Residual	8199	89181655.62624	10877.13814

Delphi Technique: A group decision making procedure in organizational dynamics.

Dependent Variable: A variable to be measured or estimated; it is customarily plotted on the vertical or Y axis of a chart and is therefore identified by the symbol Y .

Deployable: See Worldwide Deployability.

Direct Cost: Expenses that can be directly identified with costing object such as a product and department.

Disability: A physical or a mental impairment that substantially limits one or more major life activities of an individual. It may be partial or total. (See Partial Disability or Total Disability).

Efficiency Recommendation: With respect to efficiency, the alternative of choice, all else being equal, is the alternative which is the most economical to be implemented. The alternative must potentially pay for itself in potential cost or manpower savings.

Effectiveness Recommendation: With respect to effectiveness, the alternative of choice, all else being equal is that alternative which reduces the problem in the shortest span of time with the least reduction to available administrative resources. Any alternative to be considered must be able to be implemented in twelve months after adoption.

“F” or F ratio: The F ratio tests that all coefficients are zero. They are computed by dividing each of the main effect and interaction mean squares by the residual mean square. If the null hypothesis for an effect is true, the corresponding F ratio is expected to be one. The Significance level of the F ratio (Signif F in SPSS) is used to reject the corresponding null hypothesis if Signif F < .05, if .05 is used.

F = 309.11574 Signif F = .0000

Factors Affecting Compensation: Military disability compensation is based on disposition, rank, and years of service.

Fiscal Year: The twelve month accounting period of the Federal Government running from October 1 to September 30 of the following year.

Fitness For Duty Medical Examination: When a commander believes a soldier of his or her command is unable to perform MOS related duties due to a medical condition, the commander may refer the soldier to the MTF for medical evaluation. If evaluation results in a MEB, and the MEB determines that the soldier does not meet medical retention standards, the soldier is referred to a PEB.

Fixed Cost: Expenses that remain constant in total regardless of changes in activity within a relevant range.

Full Cost: The direct cost of a cost object plus a fair share of its indirect cost.

Gatekeeper: A benefit plan approach that attempts to control over-utilization by requiring that a primary care physician provides or authorizes all medical care.

Governing Statute and Implementing Publications: Title 10, USC, chapter 61, provides the Secretaries of the Military Departments with authority to retire or separate a member if the Secretary finds the member unfit to perform their military duties because of physical disability. DoD Directive 1332.18 and AR 635-40 establish policies and procedures to implement the statute.

Immutable Variables: Consistencies with a designated event or occurrence.

Inadequate Duty Performance: The soldier, because of disability, is physically unable to perform adequately the duties of office, grade, rank or rating. This circumstance is aimed at long-term conditions. Efficiency reports or other performance related evidence must show that the soldier was not reasonably performing the duties of his or her office, rank, grade, or rating. Essentially, the burden of proof is on the soldier to establish unfitness. Ability to perform duty in the future is not considered.

Incremental Cost: Difference in costs between two or more alternatives.

Independent Variable: A variable that presumably exerts an influence on or explains variations in the dependent variable.

Indirect Cost: Expense that is difficult to trace directly to a specific costing object.

Linear Regression: Linear regression is used to assess the contribution of one or more independent variables on one dependent variable. The relationship is generally expressed as $y = a + bx$.

Managerial Accounting: Provides information which will improve the efficiency and effectiveness of the use of the economic resource.

Managed Care: Managed care contains costs, provides quality in health delivery and constrains inappropriate care by using combined economic leverage of coordination and competition. Focus is on an enrolled population, designated providers within the organization system and management of shared risk for both provider and patient.

Medical Command (MEDCOM): Formerly referred to as the Health Services Command (HSC) which, as of October 1994, was reorganized into the MEDCOM.

Medical Evaluation Board (MEB): When a soldier has received maximum benefit of medical treatment for a condition that may render him or her unfit for further military service, the medical treatment facility (MTF) conducts a MEB to determine whether the soldier meets the medical retention standards of AR 40-501, Chapter 3. If the soldier does not meet medical retention standards, he or she is referred to a PEB to determine physical fitness under the policies and procedures of AR 635-40.

Medical Evaluation Board Dictation (MEB-dictation): A soldier's fitness is called into question and a physician evaluates the level of impairment on a standard format.

Medical Holding Company (MHC): A company where soldiers are placed when they are discharged from *ward* bed occupied status, but remain under the control of the military community health care settings' administrators and mentors.

Medical Retirement: Permanent retirement: Permanent disability retirement occurs if the condition is permanent and stable and rated at a minimum of 30 percent or the soldier has twenty years of active federal service. Temporary retirement: Temporary disability retirement occurs if the soldier is entitled to permanent disability retirement except that the disability is not stable for rating purposes. “Stable” is in terms of whether the condition will change within the next five years so as to warrant a different disability rating. However, stability does not include latent impairment; ~~what~~*might* happen in the future.

Medical Retirement’s Relationship to Fifteen-Year Retirement A soldier eligible for retirement under the Temporary Early Retirement Authority (TERA) is not eligible for physical disability retirement unless the disability rating is 30 percent. However, if a soldier enters the physical disability system after having been approved for early retirement under TERA and is determined physically unfit with less than a 30 percent rating, the soldier will be given the option of nondisability retirement under TERA or separation for physical disability with entitlement to disability severance pay. Soldiers who were not approved for retirement under TERA before entering the physical disability system and who are rated at less than 30 percent do not have an option as a matter of policy. However, they may request retirement under TERA as an exception to policy.

Medical Separation: Separation with disability severance pay occurs if the soldier has less than twenty years of active federal service and a disability rating of less than 30 percent.

Medical Treatment Facility (MTF): Refers to the military medical health care community and its regent military medical activities and communities.

Military Health Services System (MHSS): Combined resources available to the Department of Defense for medical operations.

Min Toler: The smallest tolerance for any independent variable in the regression model, if the variable enters into the equation next.

Variable	Beta In	Partial Tolerance	VIF	Min Toler	T	Sig T
AGE	.015160	.015172	.842720	1.187	.842720	1.374 .1695

Moral Hazard: An increase in the use of health care utility because this increase in use does not affect individual out-of-pocket costs, but affects the allocation of resources from the care-giving organization.

MOS Medical Retention Board (MMRB): The MMRB is an administrative screening board which evaluates the ability of soldiers with permanent three or four medical profiles to physically perform in a worldwide field environment in their primary military occupation specialty.

Mutable Variables: Alterable or changing characteristics associated with an event.

Multicollinearity: Multicollinearity is an approximate linear dependence and can occur when some of the independent predictor variables are highly correlated. Diagnostics include examination of variable *Tolerances* and *Variance Inflation Factor*(VIF). Tolerances < 0.1 and VIF ≥ 10 suggest collinearity.

Variable	Beta In	Partial Tolerance	VIF	Min Toler	T	Sig T
AGE	.015160	.015172	.842720	1.187	.842720	1.374 .1695

Multiple R: The correlation coefficient between the observed value of the dependent variable and the predicted value based on the regression model. A value of one indicates that the dependent variable can be perfectly predicted from the independent variables. A value close to zero indicates that the independent variables are not linear related to the dependent variable. A value close to one indicates that the linear regression model predicts very well in most types of data.

Multiple R	.39826
R Square	.15861

NARSUM: Narrative Summary. See MEB-dictation.

Null Hypothesis: The hypothesis to be tested. It is a statement that no difference exists between the parameter and the statistic being compared to it.

Opportunity Cost: Benefits given up by not selecting next best alternative.

Outliers: Data items that are extremely large or small in comparison to the rest of the data set.

Outcomes Assessment: A systemic measurement of a patient's or a populations response to treatment.

Outside The Continental United States (OCONUS): Soldiers whose primary duty assignment is in a base outside the forty-eight states and continental US.

P-Value: The statistical significance level is the conditional probability that a relationship as strong as the one observed in the data would be present if the null hypothesis were true.

Partial: If the partial correlation coefficient is large in absolute value, the variable has unique information to the contribution of the equation.

Variable	Beta In	Partial Tolerance	VIF	Min Toler	T	Sig T
AGE	.015160	.015172	.842720	1.187	.842720	1.374 .1695

Partial Disability: The result of an illness or injury which prevents an individual from performing one or more of the functions of his/her regular job.

Partial Regression Coefficient: Instead of just intercept and slope, the multiple linear regression equation contains a constant and various coefficients, one for each independent variable. These coefficients are called partial regression coefficients (see also Slope): $Y = a_0 + b_1X_1 + b_2X_2 + b_3X_3 + b_4X_4 + \dots + b_nX_n$

Pearson's R: See correlation.

Physical Evaluation Board Liaison Officer (PEBLO): Civilian personnel who act as consultants to patients during disability review and consolidate medical data and information such as the NARSUM. Counselors consolidate MEBs and forward results to the PEB.

Performance-Based: The PDES relies heavily on the performance data provided by the soldier's immediate commander. Variance in case findings is often the result of inadequate information being provided relative to the soldier's duty performance.

Physical Evaluation Board (PEB): A board of officers whose responsibility it is to determine a soldier's fitness to stay on active duty and the amount of compensation he or she may receive, if applicable. Evaluation is by a three-member board composed of a (Colonel) President, a Personnel Management Officer (PMO) and a physician who may be civilian or military. The President and PMO may be of any branch except medical. The PMO is usually Reserve Component.
Informal Board: The initial findings and recommendation is based on a records review without the soldier's presence.
Formal Board: If the soldier disagrees with the informal findings he or she is entitled by law to a formal hearing. The soldier may elect to appear or not appear and to have the appointed counsel or counsel of choice at no expense to the government. The soldier may request essential witnesses to testify in his or her behalf. The PEB President determines whether a witness is essential.

Physical Fitness/Unfitness (Disability): A soldier is determined physically fit or unfit based upon whether the record of evidence shows that the medical condition does or does not preclude reasonable performance of the duties required of the soldier's office, grade, rank, or rating.

Physical Disability Evaluation System (PDES):Chapter 61, Title 10, US Code provides the Secretaries of the Military Departments with the authority to retire or discharge a member if he or she finds the member unfit to perform duties due to a disability. The USAPDA, under the operational control of the Commander, PERSCOM is responsible for operating the physical disability evaluation system and executes Secretary of the Army decision-making authority as directed by Congress in Chapter 61, 10 US Code, and in accordance with DoD Directive 1332.18 and Army Regulation 635-40.

Population: A well defined collection of persons, objects or events.

Presumption of Fitness for Retirement Eligible PersonnelWhen a soldier is referred for physical disability evaluation after having applied for length of service retirement or who is within nine months of mandatory retirement or who has been approved for certain separation actions, the soldier enters the disability system under the presumption that he or she is physically fit. This is known as the Presumption of Fitness Rule.
Philosophy: The soldier is presumed fit because he or she has continued to perform military duty up to the point of separation for reasons other than physical disability. The purpose of military disability retired or severance pay is not to compensate soldiers for any service-incurred condition, but to compensate these conditions which are causing the termination of their military career.
History: The presumption rule originated in 1973 as a result of Congressional dissatisfaction over general and medical officers retiring for physical disability when they were eligible for length of service retirement. It was incorporated into DoD Directive 1332.18, *Separation from the Military Service by Reason of Physical Disability* and applies to all soldiers.
Overcoming the presumption:Application of the Presumption of Fitness Rule does not mandate a finding of fit. The presumption is overcome if the preponderance of evidence establishes circumstances described per DoD Directive 1332.18.

Profile: A one through four, ordinal designation assigned to a soldier's functional capabilities. One denoting fully fit and decreasing thereafter.

Process Action Team (PAT): A group of subject matter experts or educated personnel who pool resource material together to achieve certain goals.

Psychometrics: Divination of facts concerning an object or its measurement.

R²: R Square. Proportion of variability "explained" by the presence of the independent variables. Explanation of variance ranges from zero to one. Higher R² may be preferred with some types of data, but is not necessarily always better than lower R². An R² = .82655 means that 82.7 percent of the dependent variables can be explained by the predictor coefficients.

Multiple R	.39826
R Square	.15861

Range: Difference between the smallest and largest measures in a set.

Reliability: Precision and efficiency; measuring the variable right. Measuring if the hypothesis can be tested under similar circumstances with the same instrument time and time again.

Residual Mean Square: Indicates how much the observations within a certain cell vary. This estimate does not depend on the null hypothesis being true.

Analysis of Variance			
	DF	Sum of Squares	Mean Square
Regression	5	16811472.98607	3362294.59721
Residual	8199	89181655.62624	10877.13814

Retiree: A former member of a uniformed service who is entitled to retired, retainer or equivalent pay based on duty in a uniformed service.

Retired Pay: For permanent retirement or placement on the TDRL, compensation is based on the higher of two computations: (1) disability rating times retired pay base; (2) 2.5 x years of service x retired pay base. Soldiers on the TDRL receive no less than 50 percent of their retired pay base. Retired pay base depends upon when the soldier entered the service. For soldiers on Active Duty prior to 8 September 1980, it is the basic pay of the highest rank held.

Sample: ($n = \text{subset of } N$) A subset of a population.

Scientific Model: A method of research involving empirical testing on relevant data.

SE B: The standard error of the slope and intercept

Variable	B	SE B	95% Confidence Intrvl B	Beta
COMPAWD	13.860272	1.141170	11.623290	16.097255 .123764

Self Activism: Behavior relating to direct involvement in either delaying or expediting disability processing for personal gain.

Semantic Differential: A scientific process involving the classification and categorizing of data into similar groups for investigation and interpretation of the information it contains.

Severance Pay: Disability severance pay equals two months basic pay for every year of service not to exceed twelve years.

Signif F (Regression F-Test): The F ratio tests that all coefficients are zero. They are computed by dividing each of the main effect and interaction mean squares by the residual mean square. If the null hypothesis for an effect is true, the corresponding F ratio is expected to be one. The Significance level of the F ratio (Signif Fin SPSS) is used to reject the corresponding null hypothesis if Signif F < .05, if .05 is used.

F = 309.11574 **Signif F = .0000**

Sig T or “T-Significance”: If T-Significance is below specified error ($\alpha = 0.05$), it is significant and will be included in the final regression equation.

Variable	Beta In	Partial Tolerance	VIF	Min Toler	T Sig T	
AGE	.015160	.015172	.842720	1.187	.842720	1.374 1695

Slope: A measure of a lines slant. Represents one of the least square’s regression weights, partial regression coefficient or the slope of the linear equation.

Standard Deviation: A measure of the random variability, the square root of the variance.

Standard Error: The estimate of the variance of the dependent variable for each value of the independent variable.

Multiple R	.39826
R Square	.15861
Adjusted R Square	.15810
Standard Error	104.29352

Statistical Package for Social Scientists (SPSS): Statistical software package used in computing complex statistical equations.

Sum of Squares Residual: If you square the residuals for all the cases and add them up, you have a measure of how much variability in the dependent variable is not explained by the independent predictor variable.

Analysis of Variance			
	DF	Sum of Squares	Mean Square
Regression	5	16811472.98607	3362294.59721
Residual	8199	89181655.62624	10877.13814

T: Tests that partial regression coefficient for the variable is zero.

Variable	Beta In	Partial Tolerance	VIF	Min Toler	T	Sig T
AGE	.015160	.015172	.842720	1.187	.842720	1.374 .1695

T-Test: Method of determining the differences between means based on paired observations between the sample and population.

Table of Distribution and Allowances (TDA): Resource allocations normally applied to fixed facilities.

Table of Organization and Equipment (TO&E): Resource allocation normally applied to deployable organizations.

Tolerances: See multicollinearity.

Total Disability: An illness or injury which prevents an individual from continuously performing every duty pertaining to his/her occupation or engaging in any other type of work.

Total Quality Management (TQM): Incremental decreases in variation and redundancy which statistically improve output with decrease in energy and/or resources. Deming's Fourteen Quality Measures include:

- Constantly strive to improve products and services.
- Adopt a total quality philosophy
- Correct defects as they happen, rather than rely on inspection of end products.
- Award business on factors other than price.
- Continually improve the system of production and service.
- Institute training.
- Drive out fear.
- Break down barriers among staff areas.
- Eliminate superficial slogans and goals.
- Eliminate standard quotas.
- Remove barriers to pride of workmanship.
- Institute vigorous education and retraining.
- Require that management take action to achieve the transformation.

TRICARE: DoD Managed Care Program

Type I Error: Rejecting the Null Hypothesis when it is true.

Type II Error: Accepting the Null Hypothesis when it is false.

United States Army Physical Disability Agency (USAPDA): Agency responsible for final review and adjudication authority for all soldiers undergoing disability review in the Army.

USAPDA Organization: The functional proponent for PDES is the US Army Physical Disability Agency, located at Bethesda, Maryland. Subordinate Physical Evaluation Boards are located at WRAMC, Washington, DC, Fort Sam Houston, Texas and Fort Lewis, Washington. Quality review: USAPDA reviews those cases in which the soldier disagrees with the findings of the PEB and submits a rebuttal. Additionally, USAPDA designates certain cases for mandatory review and conducts a sample review of others. If USAPDA changes the findings of the PEB and the soldier nonconcur, the case is forwarded to the Army Physical Disability Appeal Board for final decision.

Unit Status Report (USR): A comprehensive review of a unit's designated resources.

Utilization Review: A process by which certain medical services are reviewed for appropriateness. This review is usually done by the UR staff of the managed care program, but it may also be done by a separate UR organization. The components of a UR program usually include some combination of the preadmission hospital review, concurrent hospital review, outpatient surgical review, determination of need for second surgical opinion and pre-authorization of diagnostic procedures.

Validity: Accuracy, effectiveness, measuring the right variable.

VASRD-Rating Schedule: Once a determination of physical unfitness is made, the PEB is required by law to determine the physical disability rating using the Veterans Schedule for Rating Disabilities (VASRD). Ratings can range from zero to 100 percent rising in increments of ten.

Variance Inflation Factor (VIF): See multicollinearity.

Waddell Test: The Waddell test is commonly used in the disability and insurance industry by providers to discern between the behavior and medical level of impairment between patients. Test distinguish between nonorganic physiological signs (tenderness, simulation, distraction, regionalization and over reaction) that are independent of those commonly used to detect organic disease, but correlate with treatment failure, with long standing symptoms, with elevated hypochondriasis and hysteria scores of the Multiphasic Personality Inventory, and with various other psychological factors. *Waddell Scores* may be used to normalize responses between patients.

Waddell Scores: The Waddell score has been validated as a useful tool to distinguish between nonorganic physiological signs and physiological disorders in low back pain.

Worldwide deployability (non-deployable): Per DoD Directive 1332.18 Separation from the Military Service by Reason of Physical Disability, inability to perform the duties of his or her office, grade, rank or rating in every geographic location and under every conceivable circumstance will not be the sole basis for a finding of unfitness. Where feasible consideration should be given to reclassifying the service member to an office or MOS for which he or she would be fit before disability separation or retirement is accomplished.

Z-Score: A unit of measurement obtained by subtracting the mean and dividing by the standard deviation.

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