

Current as of November 2011

Dr. J. Douglas Salmon, Jr.
Consultation in Neuropsychology and Rehabilitation
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PROFESSIONAL DESIGNATION: Registered Psychologist in the Province of Ontario.
Registration #2229

Canadian Register of Health Service Providers
in Psychology. Registration #04695

AREAS OF SPECIALIZATION AND SPECIAL INTEREST

1. Assessment/treatment of neurological disorders, with emphasis in neurorehabilitation, cognitive rehabilitation and neuropsychological/neurovocational & cognitive/psychological functional abilities assessment.
2. Assessment and treatment of chronic pain, psychosomatic disorders, post-traumatic stress disorder and phobias, and psychological impact of disability, using a variety of psychotherapeutic approaches.
3. Consultation and lecturing in areas of vocational assessment, disability determination and vocational rehabilitation intervention, particularly for those with cognitive limitations.
4. Consultation in the determination of Catastrophic Impairment, disability employment status, disability impact on earning capacity, and anticipated treatment/rehabilitation appropriateness/effectiveness, for medical-legal/insurance purpose.
5. Expert testimony, research and consultation in clinical assessment, programme development and programme evaluation pertaining to the above and related areas.
6. Clinical instruction/training in multidisciplinary Catastrophic Impairment and Post 104 Week evaluation for clinicians, law firms and insurers.

EMPLOYMENT EXPERIENCE

April 1987 to Present Dr. J. Douglas Salmon, Jr. & Associates
Toronto, Ontario. www.drsalmonassociates.com

Position held: Executive Director, Neuropsychological and Rehabilitation Consultants

Description: Firm provides clinical, educational, research and program evaluation consultation services with emphasis in independent assessments and general rehabilitation, neurorehabilitation intervention and vocational rehabilitation directly and

to various clinics and agencies. Assessment services include psychodiagnostic, (neuro)vocational/ neuropsychological assessment, cognitive functional capacity assessment, psychoeducational-psychovocational; Designed, implemented and clinically oversaw the Comprehensive/Neurological Employability Evaluation services for two national firms, Designated Assessment Centre (DAC)/IE evaluator (psychological/ neuropsychological) in the designations of: Medical/ Rehab; Disability (Pre/post 104 week); Residual Earning Capacity; Catastrophic Impairment. Prior primary psychoeducational/psychovocational assessment service provider to Adult Learning Disability Employment Resource Centre (ALDER). Service provision in 11 languages.

Dec. 1999 to
Present

Rehabilitation Research, Education & Evaluation Services Inc. (*RREES*)
Toronto, Canada. www.rrees.com; www.rreescanada.com

Position Held: Executive Director

Description: Oversee firm specializing in primary rehabilitation oriented research and specialized research/development and distribution of state of the art rehabilitation/health assessment, education and outcome measurement systems including: Rehabilitation Checklist, Rehabilitation Activities of Daily Living Survey, Pre/Post Condition Life Event Survey, Rehabilitation Survey of Problems and Coping, Rehabilitation Education and Coping Series, Neuropsychological Evaluation Summary and Rehabilitation Strategies Series, Rehabilitation Outcome Management System.

April 2007 to
Present

RTW Integrated Health Management Inc
Toronto, Canada. www.rtwintegratedhealth.com

Position Held: Executive Director

Description: Oversee unique and dynamic firm specializing in outcome measurement guided multi-disciplinary clinical and organizational disability management (DM).

May 1995 to
May 1997

LifeMark Health (formerly Columbia Health Care)
Toronto, Ontario

Position held: Regional Director, Psychosocial Services (Eastern Region)

Description: Reporting to Eastern Region President. Revised mandate of, train, oversee psychosocial and pain management services across 15 private rehabilitation facilities; responsible for clinical program evaluation, financial performance of these services including strategic marketing plans; across company developed, trained (technical plus marketing training), implemented, supervised Vocational Profile Services, an innovative service in industry; provided psychological and neuropsychological Med. Rehab. & REC DAC Assessments.

Position held: Director, Brain Injury Program/Director, Neurovocational Services

Description: Oversaw company's brain injury program in Whitby. Oversaw Neurovocational assessment/rehabilitation services particularly in company's Neurorehabilitation Centre.

June 1994 to
April 1995

Position held: Executive Director, Columbia Comprehensive
Rehabilitation Centre

Description: Reporting to VP Operations, responsible for all aspects (administrative, financial, marketing, clinical) of large private interdisciplinary rehabilitation facility with staff of 18 professionals, 10+ medical consulting staff, plus administrative staff; direct clinical supervision of Brain Injury Program. Provided psychological and neuropsychological assessments to facility's Medical and Rehabilitation & Residual Earning Capacity DAC services. Centre's service components included Medical, Physical, Functional Ability and Vocational Assessments; Brain Injury Program, Chronic Pain Program, Work Conditioning Program; Psychological and Behavioural Interventions.

June 1987 to
Aug. 1995

Downsview Rehabilitation Centre
Neurology Program
Ontario Workers' Compensation Board

Position held: Neuropsychological Consultant
Supervised Cognitive Rehabilitation Service; program development/evaluation consultation to Neurology Program; research.

Description: Provided neuropsychological, clinical and neurovocational assessment, treatment and case management to Head Injury and Neurology Program which included management of Province-wide external and on-site cognitive rehabilitation program and treatment effectiveness monitoring/evaluation; determined neuropsychological impairment/disability pension ratings for Ontario Workers' Compensation Board. Developed, implemented and coordinated Mild to Moderate Head Injury Rehabilitation Programme.

Feb. 1991 to
June 2000

Whitby Mental Health Centre
Whitby, Ontario

Position held: Neuropsychological Consultant
Description: Supervise neuropsychological consultation services to Neuropsychiatry Unit and hospital wide.

June 1986 to
Sept. 1987

Downsview Rehabilitation Centre
Workers' Compensation Board
Downsview, Ontario

Position held: Psychological Intern
Description: Clinical internship with involvement in: individual assessment and treatment, group therapy, biofeedback, group relaxation, neuropsychological assessment, and Back Education Programme.

Position held: Rehabilitation Counsellor (initially Intern)
Description: Development and implementation of client rehabilitation plan; supportive counseling, community resource utilization, employer development and vocational placement; Implemented (coordinator and trainer for) WCB-wide vocational rehabilitation computerized career guidance facility; Job Club

implementation/planning committee member.

Sept. 1984 to
Dec. 1985

Michigan State University
University Center for International Rehabilitation
East Lansing, MI

Position held: Research Assistant

Description: Wrote reports on (1) long term care for children with chronic illnesses in Britain and France; (2) state of the art research in driver education for the physically disabled and head injured; Researched and compared national policies toward and rehabilitation/care facilities for the elderly in Canada, Europe, and Japan.

Sept. 1983 to
June 1984

Michigan State University
University Housing Programs Office
East Lansing, MI

Position held: Graduate Residence Advisor

Description: Supervisor of six staff members; (see House Advisor description for further details). Delegated areas: (1) alcohol education resource person; underwent three month training, presented seminars to staff/residents, developed resource manual; (2) advisor to Minority Caucus. Developed: Seminar on depression, and time/stress management; Mental Health Resource File; Mental Health Training Manual, and policy paper for advisory staff and administrators (Fall 1984).

Sept. 1982 to
May 1983

University of British Columbia
Department of Student Housing
Vancouver, B.C.

Position held: Residence Director

Description: Chief Administrator of the 1200 person residence; supervised and trained 19 staff members and disciplinary board members; counselled residents; member of Housing Department's disciplinary Appeal Board and Mental Health Planning Committee. Developed and implemented: (1) New planning and decision making system; (2) Training manual for disciplinary board chairpersons; (3) Comprehensive tutorial/programming/services exchange system.

Sept. 1981 to
May 1982

Position held: Residence Advisor

Description: Counsellled residents in their academic and personal concerns; liaison with campus services; prepared and presented programmes to the residence community; responded to emergencies; co-supervised four assistant advisors in a unique 'team approach'.

April 1980 to
Sept. 1980

Ministry of Labour
Ontario Human Rights Commission
Race Relations Division
Toronto, Ontario

Position held: Acting Executive Officer to the Race Relations
Commissioner

Description: Assisted Commissioner with administration, research and field work; wrote feasibility study and developed pilot model for Race Relations Committees across Metropolitan Toronto after researching similar committees in the US and UK. (The final version of this report was presented to the Attorney General of Ontario and the Metropolitan Toronto Mayors; adapted models were implemented successfully in certain boroughs).

Position held: Human Rights Counsellor

Description: Intake and referral duties on the 24-hour Human Rights Hotline; counselled callers and clients who had experienced discrimination contrary to the Human Rights Code, or had other difficulties. Promoted from this position to Office of the Race Relations Commissioner.

EDUCATIONAL/TRAINING BACKGROUND

July 1988 Michigan State University
East Lansing, MI

Doctor of Philosophy in Counselling Psychology. Areas of specialization: Neuropsychology/Neurorehabilitation and General Rehabilitation. Dissertation: "Sensory integration and cognitive remediation: A preliminary analysis towards a theoretical framework for clinical intervention."

June 1985 **Master of Arts** in Rehabilitation Counselling. Practicum: Michigan Rehabilitation Services. Thesis Topic: Factors predictive of rehabilitation success in industrially injured workers.

April 1983 University of British Columbia
Vancouver, B.C.

Honours Bachelor of Arts in Economics majoring in International and Development Economics and Canadian Macroeconomics. Thesis: "Understanding the black market for goods and services in Ghana, West Africa."

April 2008 Fetal Alcohol Spectrum Disorders Diagnostic Certification. University of Washington, Seattle WA.

PUBLICATIONS

Salmon, J. D. & Gouws, J. (in preparation). A practical biopsychosocial model of impairment and occupational disability determination: Ontario motor vehicle accident jurisdiction. Invited article, *Psychological Injury & Law*.

Salmon, J. D. (in preparation). Comparative numerical rating methodologies and case law considerations for mental/behavioural Catastrophic Impairment determination: AMA impairment guides methods vs. California model.

- Salmon, J. D. & Celinski, M.J. (2011). Rehabilitation survey of problems and coping: A brief measure of health resilience and resourcefulness. Invited chapter in K. Gow, Ed. *Continuity versus creative response to challenge: The primacy of resilience and resourcefulness in life and therapy*, Volume II. Nova Science Publishing.
- Salmon, J. D. & Celinski, M.J. (2010). Measuring coping versus symptom intensity: Implications for clinical practice. Invited chapter in K. Gow, Ed. *Continuity versus creative response to challenge: The primacy of resilience and resourcefulness in life and therapy*, Volume I. Nova Science Publishing.
- Salmon, J. D. & Celinski, M.J. & Young, G. (2007). Considering course and treatment in rehabilitation: Sequential and dynamic causality. Invited chapter in G. Young, A. W. Kane, & K. Nicholson, K. (Eds.), *Causality in psychological injury: Presenting evidence in court* (pp. 243-257). New York: Springer.
- Salmon, J. D. (2007). Ask the expert: Overcoming attention/concentration difficulties. *Communique: The publication of the Learning Disability Association of Ontario* Volume 37(1), Fall/Winter. LDAO, Toronto.
- Salmon, J. D. (2005). The role of cognitive assessments in the workplace. In, Hammett, C., Greene-Black, J., Salmon Jr, JD, Mascarenhas, G, *Benchmarking: A Guide to hiring and managing persons with learning disabilities*. ALDER, Toronto.
- Salmon, J. D. (2005). Neurovocational strength clusters. In Hammett, C., Greene-Black, J., Salmon Jr, JD, Mascarenhas, G, *Benchmarking: A Guide to hiring and managing persons with learning disabilities*. ALDER, Toronto.
- Salmon, J.D. (2005). Assessing for Attention Deficit/Hyperactivity Disorder. Information brochures for Learning Disabilities Association of Ontario (LDAO).
- Salmon, J.D. & McMullan, E. (2005). Supporting parents in early child development: Research and resources. *Centre for Family, Child & Adolescent Advancement (CFCAA)*, Toronto, ON.
- Salmon, J.D. & Bigalow, B. (2005). Recent developments in the effects of early parental intervention and subsequent adaptation of children, adolescents and adults with commonly diagnosed learning disorders: An indictment of poverty and dysfunctional parenting. *Centre for Family, Child & Adolescent Advancement (CFCAA)*, Toronto, ON.
- Salmon, J. D. (2004). Addressing client schemas & determining reasonable & necessary intervention: Concepts and measurement. Invited submission for *Rehab Review*, Fall 2004.
- Salmon, J. D. (2004). Rehabilitation Outcome Management System (ROMS): A software/internet based tracking and monitoring system of rehabilitation and health outcomes. *Rehabilitation Research, Education and Evaluation Services (RREES), Inc*, Toronto.
- Salmon, J. D. (2003). Rehabilitation Outcome Measurement System (ROMS) User's Manual Version 1.0. *RREES Inc*, Toronto.
- Salmon, J.D. (2003). Recovery from Whiplash and Brain Injury. A guide and workbook for injured persons, their loved ones and caregivers. *RREES Inc*, Toronto.

- Salmon, J.D. (2003). Understanding muscle contraction headaches: Headache management and coping self-help guide and poster series. MultiHealth Systems, Toronto.
- Salmon, J.D. (2003). Overcoming Attention/Concentration Difficulties in Learning Disabilities and other Cognitive Disorders. ALDER Newsletter, Fall, 2003.
- Salmon, J.D., & Celinski, M.J. (2002). Rehabilitation Survey of Problems & Coping (R-SOPAC): A Coping Measure & Technical Manual. MultiHealth Systems, Toronto.
- Salmon, J.D. Celinski, M.J. (2001). Reliability, validity and base rates of a self-rating symptom and coping survey for posttraumatic and postconcussive conditions. Archives of Clinical Neuropsychology, 16 (8), p. 768 (abstract & poster presentation).
- Salmon, J.D. (2000). Neuropsychological Evaluation Summary and Rehabilitation Strategies: A series of self-help educational materials for patients. MultiHealth Systems, Toronto.
- Salmon, J.D. (1999). Rehabilitation Activities of Daily Living Survey (R-ADLS) & Manual. RREES Inc., Toronto.
- Salmon, J.D. (1998). Rehabilitation Checklist (RCL): An Awareness of Disability Measure & Technical Manual. MultiHealth Systems, Toronto.
- Salmon, J.D. (1998). Pre/Post Condition Life Event Survey (PPCLES). RREES Inc., Toronto.
- Salmon, J.D. (1998). LECB/LTD Overexposure the problem: Are you choosing your earning capacity assessment tools well? Sibley & Associates, Rehabilitation Review and Research Series, 1(1).
- Salmon, J.D. (1997). Residual earning capacity & employability assessment: Why transferable skills are not enough. Canadian Association of Rehabilitation Personnel Newsletter, February.
- Salmon, J.D. (1996) Rehabilitation, Education and Coping Series: A series of self-help educational materials for patients. MultiHealth Systems, Toronto.
- Salmon, J.D. & Celinski, M.J. Rehabilitation, Neuropsychological and Health Status Inventory and Manual: A comprehensive clinical evaluation software system. MultiHealth Systems, Toronto (in validation stage).
- Celinski, M.J. & Salmon, JD (2008). Resilience to Trauma Scale. Scale and model are presented as book appendices and reviewed in the Chapter "Measuring resilience to psychological outcomes of natural disasters: More questions than answers". In K. Gow and D. Paton (Eds). *The Phoenix of Natural Disasters: Community Resilience*. New York: Nova York: Nova Science Publishers Inc.
- Celinski, M.J., Salmon, J.D. Jr. & Allen III, L. (2007). *Social Intelligence Test-Revised*. CogniSyst. Inc. Durham, NC.
- Palucka, A.M., Celinski, Salmon, J.D., & Shermer, P. (2011). Emotional intelligence: Contributors to resilience and resourcefulness. Wayfinding Through Life's Challenges: Coping and survival *creative response to challenge: The primacy of resilience and resourcefulness in*

life and therapy, Volume II. Kathryn Gow & Marek J. Celinski, Eds., Nova Science Publishing.

Palucka, A.M., Celinski, M.J., Allen III, L.M., Salmon, J.D., Jr., Spik, A., Dobrzynski, M. & Shermer, P. (November, 2007). Norming the Social Intelligence Test-Revised (STI-R): New norms and applications. Poster session presented at the 27th Annual Conference of the National Academy of Neuropsychology, Scottsdale, Arizona.

Celinski, MJ, Salmon Jr., JD, Allen III, LM, Palucka, A, Antczak, E (2006). Social intelligence test – revised as a neuropsychological instrument. Archives of Clinical Neuropsychology. Vol 21 (6) & Poster presentation to the National Academy of Neuropsychology, 26th Annual Convention.

Hammett, C., Greene-Black, J., Salmon, J.D., & Mascarenhas, G. (2005). Benchmarking: A Guide to hiring and managing persons with learning disabilities. Adult Learning Disability Employment Resources, Toronto.

Millikin, C.P., Shore D., Rourke B.P., Salmon, J.D. & Celinski, M.J. (In review). Empirically Derived MCMI and MCMI-II Subgroups in Two Workers' Compensation Traumatic Brain Injury Samples.

Celinski, M.J., Salmon, J.D., Jr., Medved, M., & Wosinski, M. (2004, November). Social Intelligence Scale in neuropsychological clinical practice. Paper presented at the 24th Annual Conference of National Academy of Neuropsychology, Seattle, Washington.

Celinski, M.J., Salmon, J.D., & Denis, D (2002). The new scale for measuring changes of behaviour in post-traumatic rehabilitation. In Psychologia w Perspektywie XXI Wieku. Proceedings of XXXI Convention of The Polish Psychological Association, Lublin, 5th-8th September 2002. Abstract of the presentation, p.62.

Millikin, C.P., Shore D., Rourke B.P., Fisk J., Salmon, J.D. & M. Celinski (2001). Cluster analysis of MCMI and MCMI-II in traumatic brain injury. Archives of Clinical Neuropsychology, 16 (8), p. 744 (abstract & poster presentation).

Celinski, M.J. & J.D. Salmon (1991). Towards a comprehensive model of rehabilitation in Ontario. The Ontario Psychologist, 6(17).

PRESENTATIONS, WORKSHOPS & INTERVIEWS

February 2012 *Disability management and return to work: Practical integration of clinical and vocational principles*. Invited seminar leader, Canadian medical conference, Costa Rica.

October 2011 *CAT Assessments: Updating case law re mental/behavioural, Desbiens & pain disorder ratings*. Post September 2010 SABS educational seminar for legal community. A RREES Inc. sponsored event.

October 2011 *Vocational Rehabilitation of Brain Injured Persons: A conceptual framework, principles and practical methods*. Invited lecture Neuropsychology Rounds, York University, Toronto.

- June 2010 *Clinical/vocational outcome measurement guided rehabilitation: A multi-disciplinary clinical coordination based approach.* Invited speaker for the 2010 Canadian Vocational Rehabilitation Association Annual Convention, Niagara Falls, Ontario.
- May 2010 *Evolving case law informed Catastrophic Impairment rating methodology and medical-legal perspective.* RREES/Bloomington Medical and Rehabilitation Seminar for personal injury legal professionals, Toronto, Ontario.
- Nov. 2011 Canadian Memorial Chiropractic College & The Canadian Society of Chiropractic Evaluators course entitled *AMA Guides to Impairment Rating: Musculoskeletal & Neurological Systems & Catastrophic Impairment.* Senior lecturer (to hundreds of medical specialists and rehabilitation professionals) providing didactic sessions on clinical methodology, case law & interpretive challenges for rating under Catastrophic Impairment Glasgow Outcome Scale, Mental/Behavioural and Desbiens criteria; only university based course of its kind in Ontario. Toronto/Ottawa/Toronto.
- April 2010
Sept. 2009
- June 2009 *A practical biopsychosocial model of impairment and occupational disability determination: Ontario motor vehicle accident jurisdiction.* Invited speaker (Dr. J. Gouws, co-presenter) First Interdisciplinary Conference on Psychological Injury and Law (PIL): Trauma, Psychological Injury, Law: Controversies and Advances, Toronto, Ontario.
- February 2009 Co-chair/organizer for integrated full day symposium entitled: *Cross-cultural integrative framework for psychotherapy practice;* and, *Applying cross-cultural concepts to clinical service provision within the Canadian South Asian community.* Invited Ontario Psychological Association Annual Convention symposium. (Drs. J. Pilowsky, K. T. Tsang, P. Kanagaratnam, A. Pillai and A. Biswas co-presenters)
- February 2009 *Catastrophic impairment, disability analysis and case law perspective.* Invited panelist for OPA MVA Task Force Symposium, Ontario Psychological Association Annual Convention.
- February 2009 *State of the Art Methodology & Case Law Evolution of GOS and Mental/Behavioural Catastrophic Ratings.* Invited speaker, North York Rehabilitation Centre, Catastrophic Assessor Training Seminar.
- May 2008 *The ubiquitous nature of post-concussive, relative to general injury/stress related symptomatology: Cumulative research findings.* Invited presentation for Mild Traumatic Brain Injury Symposium, Canadian Academy of Psychologists in Disability Assessment (CAPDA), Toronto. (Dr. M. Celinski co-presenter)
- February 2008 *Diversity in Psychology: Are we moving towards directing those that we serve? Drawing on examples from the Canadian Aboriginal, Hispanic, Asian and Disability communities.* Ontario Psychological Association Annual Convention symposium Chair. (Drs. J. Pilowsky, C. Chovas, A. Pillai, & Bonny Cann co-presenters)
- February 2008 *Pre/Post 104 week disability determination: Case law and best practices.* Invited speaker for OPA MVA Task Force Symposium, Ontario Psychological Association Annual Convention.

- January 2008 *Considering course and treatment in rehabilitation: Sequential and dynamic causality.*
Invited presentation for Ontario WSIB regional medical and adjudication staff, also webcasted. Drs. Marek J. Celinski and Gerald Young co-presenters.
- Nov/Dec 2007 Canadian Memorial Chiropractic College & The Canadian Society of Chiropractic Evaluators course entitled *AMA Guides to Impairment Rating: Musculoskeletal & Neurological Systems*. Invited course instructor (to medical specialists and rehabilitation professionals) providing didactic sessions on clinical methodology, case law & interpretive challenges for rating under Catastrophic Impairment Glasgow Outcome Scale and Mental/Behavioural criteria.
- Sept 2007 Catastrophic Impairment advanced training: Glasgow Outcome Scale and AMA Guides mental & behavioural disorders ratings. LifeMark Health.
- Oct. 2007 Outcome measurement: From concept to implementation. University of Toronto, Department of Occupational Science & Occupational Therapy & Rehabilitation Sciences. Invited lecturer.
- June 2007 Catastrophic impairment training workshop: Clinical methodology, case law & interpretive challenges for rating under Glasgow Outcome Scale and Mental/Behavioural criteria. Invited speaker to designated Catastrophic Impairment Training Workshop for Canadian Academy of Psychologists in Disability Assessment (CAPDA).
- May 2007 Clinical training to facilitate a unique model of in-home parenting and life skills intervention for staff of Native Child & Family Services of Toronto. (1.5 days; CFCAA staff co-facilitators)
- May 2007 Mental health diagnoses in the context of, and differential diagnosis relative to learning disabilities. Invited speaker, ALDER, Toronto.
- April 2007 Learning and cognitive disabilities in an Aboriginal context: Parental advocacy & enhancing your child's inner being. Invited speaker. Saugeen First Nation Family Wellness Conference.
- April 2007 A comprehensive review of learning and cognitive disabilities in a vocational rehabilitation context: Diagnoses, accommodations & intervention strategies Half-day workshop. Invited speaker, Jewish Vocational Services, Toronto.
- Jan. 2007 Double invisibility: Learning disabilities and mental health, interviewed by and article by Carter Hammett. *Communique: The publication of the Learning Disability Association of Ontario* Volume 37(1), Fall/Winter. LDAO, Toronto.
- Fall 2006 Mental Health Claims Management Seminar I: An introduction and overview. Invited speaker, St. John's Rehabilitation Hospital, Disability Claims Management Seminar Series.
- Fall 2006 Post 104 Week Disability Determination and Benefit Exposure Minimization. Invited speaker, Motors Insurance.
- Winter 2006/2007 Provided training sessions on revised clinical protocols to CAT DAC/IE Occupational Therapists involved in Catastrophic Impairment assessments, with

respect to functional/home assessments in context of Glasgow Outcome Scale and Mental/Behavioural Disorders (AMA Guides) criteria.

- Salmon, J. D. (2005). Invited panel participant: "The role of assessment: Panel discussion". Strategies to Employment for People with Disabilities. Strategic Employment Solutions (SES).
- Fall 2003 The principles of outcome measurement and application to Ontario's new motor vehicle accident (MVA) legislation. Invited speaker, Ontario Psychological Association MVA Task Force workshop on Bill 198.
- Feb. 2003 The Anticipated New OCF-18: How will you be measuring outcomes? Ontario Psychological Association Annual Convention symposium. (Dr. M. Celinski co-presenter).
- Feb. 2003 Operationally Defining Symptom Coping: Its relationship to symptom intensity, psychopathology and function, within Symposium on Resiliency, Coping and Trauma. Ontario Psychological Association Annual Convention symposium. (Drs. L. Mainwaring & M. Celinski, co-presenters).
- Feb. 2001 New rehabilitation assessment instruments: Brief, comprehensive, valid & efficient. Ontario Psychological Association Annual Convention symposium. (Co-Chair, Drs. M. Celinski, G. Sitarenios, P. Miller, J. Parker co-presenters)
- May 1999 Post 104 Week Disability DAC assessment under Bill 59. Canadian Association of Rehabilitation Personnel (Ontario) Annual Conference.
- Nov. 1998 Mental and behavioural disorders Catastrophic Impairment criteria and protocols. Bill 59 Insight Conference. Toronto. Invited speaker.
- July 1997 Psychosocial aspects of disability management. Invited speaker, Disability Management Seminar (Sibley & Associates/Vision Claims Management).
- June 1997 Principles of causality determination in Psychological Disability DAC/IE assessments. Invited speaker for Rehabilitation Symposium at Canadian Psychological Association annual conference. (Dr. J. Pilowsky chair)
- June 1997 Bill 59: A Medical and Rehabilitation DAC perspective. Moderator. National health facility broadcast sponsored by Telemedicine Canada. (Drs. L. Mermigis, M. Gadon panelists)
- May 1997 Bill 59: A Medical and Rehabilitation DAC perspective. Moderator. National health facility broadcast sponsored by Telemedicine Canada. (Drs. H. Becker, H. Grisdale panelists)
- April 1997 Employability assessment: A multidisciplinary approach. National health facility broadcast sponsored by Telemedicine Canada.
- Feb. 1997 Catastrophic impairment and psychological treatment protocols under Bill 59. Invited speaker to Ottawa Accumed Seminar (Dr. M. Lacerte co-presenter)
- Feb. 1997 DAC/IE Treatment protocols and their role in the development of a Bill 59 treatment plan. Invited speaker for Ontario Psychological Association Annual Convention

Symposium on Bill 59. Toronto.

- Feb. 1996 Disability determination, treatment criteria, & outcome measurement in rehabilitation psychology. Ontario Psychological Association Annual Convention Symposium on Bill 59. Toronto.
- Feb. 1995/
May 1996 Neurovocational assessment and intervention. National health facility broadcast sponsored by Telemedicine Canada.
- Feb. 1995 Neuropsychological assessment and treatment in the Ontario correctional system: A proposed study & program to the Ontario Ministry of Corrections. Ontario Psychological Association Annual Convention. (Drs. M. Celinski, V. Poplovski co-presenters)
- May. 1995 Brain injury management and treatment system and services within the Ontario Workers' Compensation Board. Invited speaker for Brain Injury Rehabilitation Conference. Chedoke-McMaster Hospitals.
- May 1995 Neurovocational assessment in mild brain injury. Invited speaker for University of Western Ontario Conference on Mild Traumatic Brain Injury Disability (Sutton Place Hotel).
- May 1995 Managing psychological disabilities in the workplace. Invited speaker for Canadian Institute Conference on Disabilities In The Workplace.
- May 1994 Hearings on the Status of Wellness of Brain Injured Persons sponsored by the Ontario Head Injury Association for the Ontario Legislature. Queen's Park. Invited presentation on comprehensive WCB clinical management system (Drs. D. Bodasing, W. Horsey, A. MacArthur, co-presenters)
- April 1994,
1995 Neurovocational assessment and rehabilitation. Invited lecturer for University of Western Ontario Faculty of Medicine Continuing Vocational Rehabilitation Educational Series 1994. London, Ontario.
- Feb. 1994 Individualized Written Rehabilitation Plan: Determining clinical and vocational rehabilitation barriers and priorities. Invited panelist for Insurance Institute of Ontario professional seminar. Royal York Hotel, Toronto.
- Feb. 1994 Individualized Written Rehabilitation Plan: Determining clinical and vocational rehabilitation barriers and priorities. Invited speaker for Canadian Association of Rehabilitation Personnel, Ottawa Chapter. Ottawa, Ontario. (Dr. M. Lacerte, L. Desjardin co-presenters)
- July 1993 Accident specific and non-specific psychological disorders among industrially injured workers. Poster presentation. American Psychological Association Annual Meeting. Toronto, Ontario. (S. Kimel, J. Pilowsky, M. Celinski, co-presenters)
- June 1993 Rehabilitation and treatment of traumatic brain injury. Invited speaker for Annual Clinical Day for Workers' Compensation Board physicians.
- July 1992 Physical or Psychological Trauma: Which is a better predictor of post-traumatic psychopathology in head injured patients? 25th International Congress of Psychology,

- 19-24 July 1992, Brussels. (Dr. M. Celinski, co-presenter)
- Feb. 1992 Rehabilitation and neuropsychology in the '90's and beyond. Paper presented at Ontario Psychological Association Conference symposium: Projected directions of psychological practice.
- Feb. 1992 Impact of injury scale, symptomatology and psychopathology in back and head injured patients. Ontario Psychological Association Conference.
- Dec. 1991 Neuropsychology: Unveiling the black box. Grand Rounds presentation, Whitby Psychiatric Hospital. (Ms. N. Vondell, co-presenter)
- Oct. 1991 Ethnicity, psychopathology and physical trauma. III Congress, World Association for Psychosocial Rehabilitation, Montreal, October 13-16, 1991 (S. Bacal, J. Pilowsky, M. Celinski, co-presenters)
- June 1991 Bacal, S., Pilowsky, J., Celinski, M. J., & Salmon, D. (1991, June). *Bodily Injury and Psychopathology*. Paper presented at the Annual Meeting of the Canadian Psychological Association, Calgary, AB
- Feb. 1991 Therapeutic optimism and cognitive schemas in industrially injured back patients. Paper presented at the Ontario Psychological Association Annual Conference. (Drs. M. Celinski and M. Lacroix co-presenters)
- Jan. 1991/
Dec. 1989 Organic Brain Disorders: An overview and clinical perspective.
Invited lecturer for the Alfred Adler Institute.
- June 1990 New scales for differential, clinical and neuropsychological assessment and for psychological impact of injury. Adapted paper presented as part of symposium: Psychology and Compensation: Assessment and treatment issues at annual Canadian Psychological Association convention, Ottawa. (Dr. M. Celinski, co-presenter).
- April 1990 Analysis of applicability of sensory integration theory in the assessment and treatment of adult persons with brain injury. Research poster presentation at World Federation of Occupational Therapists: 10th International Congress, Melbourne, Australia. (Dr. M. Kulkarni, co-presenter)
- 1988-1990 The role of psychovocational evaluation measures in the rehabilitation process. Numerous full day training workshops for WCB caseworkers/ rehabilitation counsellors at head office and in regional offices.
- Sept. 1989 Rehabilitation of the mild to moderately head injured. Invited lecturer for Ontario Society of Occupational Therapists-Neurology Interest Group.
- June 1989 A comprehensive approach to the rehabilitation of the mild to moderate head injured. Workshop presentation at the 4th Canadian Congress of Rehabilitation. (Dr. M. Celinski, co-presenter)
- June 1989 Sensory integration and cognitive rehabilitation: Towards a theoretical framework for clinical intervention. Rehabilitation Rounds lecture at the Downsview Rehabilitation Centre.

- May 1989 Time-related psychodynamics within the frontal lobe syndrome. Research poster presentation at Perspectives on the Frontal Lobes: Research, Remediation and Reintegration Conference. (Dr. M. Celinski, co-presenter)
- Feb. 1989 An introduction to vocational (psychometric) assessment. Training workshop for new case managers of Rehabilitation Management Inc.
- Feb. 1989 Severity of post-concussion symptoms in ethnic populations. Research paper presented at Ontario Psychological Association Conference symposium: Ethnicity factors in psychology. (Dr. M. Celinski, co-presenter)

VOLUNTEER/EXTRACURRICULAR EXPERIENCES

- Fall 2011 to Present Member, Board of Directors, Alliance for Community Medical and Rehabilitation Providers (www.ontariorehaballiance.com); Co-chair, Standards & Guidelines Committee, with invitation to present recommendations to and consult with two subcommittees of the Ministry of Finance Auto-insurance Anti-Fraud Task Force; and, undertaking Ontario rehabilitation accreditation initiative
- Fall 2007 to Spring 2011 Associate Canadian Vice President/Ontario Vice President, Association for Scientific Advancement in Psychological Injury and Law (ASAPIL)
- March 2009 to 2010 Invited subcommittee Member, Healthy Communities (social determinants of health) Subcommittee, to Minister's Advisory Committee, Ministry of Health and Long Term Care. Time limited commitment
- Dec. 2000 to Present Chair, Board of Directors, founding member & Executive Director, The Centre for Family, Child & Adolescent Advancement (CFCAA). Toronto. www.cfcaa.com
- Fall 2010 to Present Standards and Guidelines Committee Member, Canadian Association of Psychologists in Disability Assessment (CAPDA)
- Winter 2010 Chair, Ontario Psychological Association, Ad Hoc Advocacy/Professional Development Committee.
- Winter 2008 to Present Co-chair, Ontario Psychological Association, Diversity Task Force, whose mandate it is to: increase competency of clinicians in working with diverse populations; and, psychological resource competency building within diverse populations. Also provided formal review and analytical report to DSM-5 workgroup from clinical and diversity perspectives.
- Winter 2001 to Fall 2005 Program development/policy/training consultant to staff and Board of Directors, Adult Learning Disability Employment Resource (ALDER).
- Winter 2003 Chair, Catastrophic Impairment DAC Province-Wide Rounds, re Mental/Behavioural Impairments Clinical Protocols & Issues. Financial Services Commission of Ontario.

Fall 2002	Chair, Catastrophic Impairment DAC Province-Wide Rounds, re Glasgow Outcome Scale review of clinical protocols and Issues. Also, provided training to CAT DAC Occupational Therapists re related clinical protocols. Financial Services Commission of Ontario.
2000 to 2001	Invited consultant to Catastrophic DAC Subcommittee of the Ontario Minister of Finance, Designated Assessment Centre (DAC) Committee.
Dec 1997 to 1998	Chair, Catastrophic DAC Mental and Behavioural Disorders Subcommittee and member GOS Development Committee; Member, Financial Services Commission of Ontario Catastrophic DAC Development Subcommittee of the Ontario Minister of Finance, Designated Assessment Centre (DAC) Committee.
1996	Member, Ontario Insurance Commission, Residual Earning Capacity Assessment Development Committee.
Oct. 1995 to 1997	Chair, Ad Hoc Medical/Rehabilitation DAC Psychologists' Psychological Treatment Guidelines Development Committee.
Dec. 1996 to 2000	Ontario Psychological Association MVA Task Force Member.
Jan. 1990 to June 1993	Homeward Family Shelter Scarborough, Ontario Position held: Vice President and acting Treasurer Position held: Member, Board of Directors Description: An innovative transitional housing shelter for abused women, their children and for families in crisis; oversee \$1.1 million budget.
June 1984 to Sept. 1984	Overseas Professional Rehabilitation Tour Self-sponsored educational visit overseas in student capacity and as representative of the University Centre for International Rehabilitation; Included: (1) Israel: three week 'practicum' experience in eight rehabilitation facilities, Haifa University, and two relevant national government departments (policy level); (2) Jordan, India, Hong Kong, Japan: site visits to twelve rehabilitation facilities, met and conducted interviews with field staff and administrators.
Oct. 1983 to Dec. 1984	Student Rehabilitation Association Michigan State University Position held: Director of Administration Description: Executive committee administrative officer; developed constitution; Member of MSU Rehabilitation Counselling Advisory Counsel.
May 1981 to Aug. 1981	Canadian Crossroads International Toronto, Ontario Position held: Volunteer placement in Ghana, West Africa; Assistant to Agricultural Station Manager

Description: Taught Ghanaian farmers about soil erosion, fertilization and cultivation techniques emphasizing organic farming, animal traction, forest and water management; collected evidence of need for grain storage facilities and other methods to help manage the dry season prices; discussed Western technology (capital and methods) with farmers, and how it is not always best for their purposes.

Sept. 1981 to Economics Students Association

Positions held: Vice President (1982-1983)
Economics Student Representative to Arts Faculty (1981-1982) Description: Student member on Undergraduate Curriculum Committee, and International Relations Committee.

Oct. 1982 to Appropriate Technology Group
Aug. 1983 University of British Columbia

Aug. 1983 University of British Columbia

Description: Involved in developing an interdisciplinary course on "The Technologist's Role in Development" (third world and otherwise) in the Bioresource Engineering Department; responsible for course section on "Technology and Economic Considerations/Impact".

Dec. 1982 World University Services of Canada (WUSC), University of British Columbia

Description: Appointed member of a four-person Vancouver Selection/interview Committee to choose (eight) candidates for the 1983 WUSC Development Seminar in Egypt.