

JOHN R. GRAY, RKin, MSc, CSCS

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AREAS OF EXPERTISE AND COMPETENCIES

- Assessment, treatment and management of musculoskeletal health conditions.
- Movement & performance testing & training.
- Strength and conditioning for sports performance in clients ranging from recreational to international levels.

PROFESSIONAL EXPERIENCE

Private Practice, 1996 – present.

- Serving in-home private clients and also at the Orthopaedic Therapy Clinic, Toronto (1999-2006; 2013-present) with a special focus on return to sport after injury.
- Provide orthopaedic and movement assessments and interventions to clients.
- Motor control exercise for movement system impairments caused by traumatic, degenerative, or neurologic impairments.
- Sport performance conditioning for recreational to international calibre athletes.
- Design and supervision of athlete testing and conditioning programs for junior and adult recreational athletes.

Owner & Instructor, Movement First Professional Education, 2018 - present.

- Develop and teach hands-on skills in clinical musculoskeletal assessment and interventions.

Sessional Instructor, MPK4007H Practice Setting Considerations. Faculty of Kinesiology and Physical Education, University of Toronto, Winter Term, 2017

- Develop and teach lectures and laboratory sessions for 30 students.
- Delivery and evaluation of clinical skills and decision making for major chronic and complex conditions.

Clinical Lead, MPK4001Y Clinical Assessment and Intervention, Faculty of Kinesiology and Physical Education, University of Toronto, Fall 2016 & 2017.

- Reported to Professor Doug Richards, MD, Dip. Sp. Med.
- Demonstration and evaluation of clinical skills and thinking, emphasizing a treatment-based classification (Alrwaily, et al., 2016) and a clinical reasoning approach to MSK care
- Evaluation of clinical skills using group work, case studies, performance observation and written submissions.

Personal Training & Fitness Director. Toronto Lawn Tennis Club. July 2008 – Oct 2012.

- Supervise and coach/mentor 10 Personal Trainers, create operating plan, plan equipment purchases, hire/recruit staff, and develop new fitness and sport conditioning programs.
- Provide professional services focused on the assessment and retraining of pain syndromes associated with musculoskeletal injury. Clients range from elite junior tennis players to elderly clients seeking to maintain or improve mobility and function.
- Provide monthly professional education sessions to staff, including developing injury-specific protocols to integrate with services in Wellness.

Faculty, Centennial College School of Continuing Education. April 2011 – September 2013.

- Develop and instruct the “*Essentials of Personal Training Symposium*”, and “*Essentials of Strength Training and Conditioning Symposium*” 16 hour courses.

Sport Conditioning Consultant Women’s Indoor and Beach Volleyball, U. of Toronto, March 2005 – September 2013.

- Develop annual periodized conditioning and injury prevention program for Varsity Women’s Volleyball team (over 20 athletes).
- Design preseason and interim fitness assessments to track improvement and individualize conditioning programs.
- Female beach volleyball athletes trained have won national 2006 U24 championships, achieved #1 ranked U18 “Canada 1” team (2007) to represent Canada at Junior World Championships, and represented Canada on FIVB World Tour annually from 2010-2013.

Co-Developer, Sports Training Mastery. Excelsior Sports Training, CT, USA. 2006 – 2007.

- Developed and delivered advanced sports conditioning workshop series for Athletic Trainers, Strength and Conditioning Coaches, and Physical Therapy professionals across the USA & Canada.

Sport Science Consultant. Beach High Performance Committee’s Performance Enhancement Team, Volleyball Canada. 2006 – 2007.

- Designed and implemented volleyball-specific testing to establish performance competencies.
- Dartfish Advanced Video Analysis™ of top athletes to ensure progress toward international success.

Master Learning Facilitator, Weightlifting. National Coaching Certification Program. 2004 – 2007.

- Organized and facilitated coaching certification courses in Weightlifting in Ontario.

Co-Founder, Vice-President & Director of Professional Services: First Line Kinesiologists Inc., Toronto. 2003-2006.

- Developed and implemented research-based assessments and interventions for personal and occupational health and fitness services. Recent projects include:
 - Research-based health fitness assessment for the Toronto MDS Executive Health Clinic, Toronto, Ontario.
 - Functional capacity evaluation protocols as part of a proposal to help the Toronto MDS Executive Health Clinic win a contract for post-offer medical assessments for the Toronto Transit Commission.
 - Fit for Sport™ rehabilitation and sports fitness assessment for Tennis, Golf, Running and Skiing.
- Training and support of five consultants.

Course Developer: Fundamentals of Strength Training, and Advanced Strength and Conditioning, October-December, 2005.

School of Athletic Therapy, Sheridan Institute of Technology and Advanced Learning, Oakville, Ontario.

- Developed course outlines for a new Bachelor of Applied Health Sciences (BAHSc.) degree in Exercise Science and Health Promotion.

Research Assistant / Laboratory Manager

Spine Biomechanics Laboratories, University of Waterloo, Waterloo, Ontario, 2002-2005.

- Reported to, and worked closely with, Dr. Stuart McGill, PhD, Chair of the Department of Kinesiology.
- Created experimental designs, established data analysis procedures, and co-authored applications for ethics clearance for visiting faculty.
- Coordinated additional projects and laboratory resources on a variety of graduate and undergraduate student investigations on trunk muscle activity and the biomechanics of the lumbar spine in vivo.

EDUCATION

Doctor of Philosophy program (not completed), Department of Kinesiology, Faculty of Applied Health Sciences, University of Waterloo, Waterloo, Canada. 2002 – 2007.

Supervisor: Stuart M. McGill, Ph.D.

Dissertation title: An investigation of the mechanisms of dynamic training for the low back and lower extremity.

Master of Science (MSc), Biomechanics. 1995. Queen's University, Kingston, Ontario, Canada.

Thesis title: Clinical anatomy of the femur.

Honours Bachelor of Physical and Health Education (BPHE). 1993. University of Toronto, Toronto, Ontario, Canada.

AWARDS & DISTINCTIONS

- Named an “*Educational Influential*” in kinesiology by the Institute for Work and Health (IWH), August, 2004.

PEER REVIEWED PUBLICATIONS

Freeman, S, **Gray, JR**, and McGill, SM. Quantifying muscle patterns during various forms of the push-up: implications for spine loading and stability. *Medicine and Science in Sports and Exercise*. March 2006; 38(3): 570-7.

Vera-Garcia, FJ, Brown, SHM, **Gray, JR**, & McGill, SM. Effects of different levels of torso co-activation on trunk muscular and kinematic responses to posteriorly applied sudden loads. *Clinical Biomechanics*. June 2006; 21(5): 443-55.

Chavet, P, Lafortune, MA & **Gray, JR**. Asymmetry of lower extremity responses to external impact loading. *Human Movement Science*. June 1997; 391-406.

BOOK CHAPTERS:

John Gray and Stuart McGill. **Weightlifting**. In *The Functional Training Handbook: Flexibility, Core Stability, and Athletic Performance*. 2014. Springhouse Publishing (Craig Liebenson, Ed.)

INVITED LECTURES AND PRESENTATIONS

It's Not About the Exercise: The Importance of Core Control to Prevent Back Pain and Improve Athleticism in Any Client. (Hands-on Practical.) Ontario Society for Health and Fitness Annual Conference. November 7, 2016.

Spine Control: The New Science of Core Stability Training. Ontario Kinesiology Association Spring Education Day, May 7, 2016.

Performance Stability (Lecture and Practical). Ontario Kinesiology Association Annual Conference, Oct 14-16, 2011.

Performance Stability. Certified Professional Trainers' Network Annual Conference June 2-4, 2011.

Core Stability – Is It Working? National Strength and Conditioning Association National Conference, Atlanta, USA, July 14-17, 2007.

Validating Core Stability Testing. 2007 Annual Sports Conference, College of Chiropractic Sports Science, Toronto, May 5-6, 2007.

Quantifying Core Stability. Ontario Kinesiology Association Annual Conference. Oct 15, 2006.

Beyond Core Stability: Improving Injury Prevention and Athletic Performance in Athletes. International Scientific Symposium on Strength Training Science for Power, Endurance and Stability Development. Hong Kong Sports Institute, Hong Kong, September 9, 2006.

Ultimate Back Fitness and Performance. S.M. McGill & J. Gray. National Strength and Conditioning Association Conference, Minneapolis, MN. July 14-17, 2004.

PROFESSIONAL AFFILIATIONS

Ontario Kinesiology Association (1996-2014, 2018-present)

National Strength and Conditioning Association (since 1998)

PROFESSIONAL CREDENTIALS

Registered Kinesiologist, College of Kinesiologists of Ontario (Registration #CKO-10423)

Certified Strength and Conditioning Specialist, National Strength and Conditioning Association (Certification #98-50-29-007)

First Aid & CPR, Red Cross

SERVICE & ADMINISTRATION

Peer Assessor, College of Kinesiologists of Ontario. July 2016 – present

- Evaluate Registered Kinesiologists' essential competencies of practice
- Report to the Director of Quality Assurance, College of Kinesiologists of Ontario.

Member of Council, College of Kinesiologists of Ontario. July 2013 – Sept 2015

- Participate in decision-making responsibilities including the creation of a new professional development program and practice standards.
- Served on Registration and Quality Assurance committees.

President, Ontario Weightlifting Association. 2005 – 2008.

- Oversee and direct the operations of the Association, including fundraising, organizing competitive events and Athlete assistance.

Chair, Course Development Committee, National Coaching Certification Program CBET (Competency-Based Education and Training) Certification in Weightlifting, 2005 – 2008.

- Led a committee to develop a new Weightlifting coaching certification program having “competition” and “instruction” streams as part of the new NCCP-CBET structure.

Reviewer, Strength and Conditioning Journal, the official journal of the National Strength and Conditioning Association. 2005 – 2009.

Provincial Director, National Strength and Conditioning Association (NSCA), Ontario. 2005 – 2008.

- Organize annual educational clinics and develop semi-annual newsletter for over 450 Ontario members.

Vice President, Technical, Ontario Weightlifting Association, 2004 – 2006.

- Organize officiating and drug testing procedures at seven annual Ontario competitions attracting over 300 competitors.
- Write annual base funding application (approximately \$10,000 per annum.)
- Wrote successful Active2010 applications for over \$2500 of additional funding toward weightlifting.

Member, Ad hoc Committee on Kinesiology Application for Regulation. March – June, 2005.

- Researched content and was principal contributor to “risk of harm” section of the Ontario Kinesiology Association’s Application for Regulation to the Health Professions Regulatory Advisory Council (HPRAC) of Ontario.

President, Ontario Kinesiology Association, 2002.

- Led board restructuring project, which included selecting and retaining a health law firm (Tremayne-Lloyd Partners, LLP) which set the path toward regulating kinesiology as a new health profession.
- Managed association of 1300 members and an annual revenue of over \$350,000.