

Dennis Radman, MSW, HBSc, CBIST

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Professional Summary

With over 20 years of experience in rehabilitation, my passion for supporting individuals recovering from brain injury stems from a personal family tragedy that shaped my commitment to this field. As a skilled social worker, I am known for empathetic listening, quickly building rapport with clients and families, and collaborating effectively within interdisciplinary teams to deliver client-centred care. Currently pursuing doctoral studies in developing e-health technologies, I focus on improving digital health solutions for people with chronic conditions, enhancing engagement and outcomes for those with neurological conditions. My research, grounded in behavioural economics and a community-based participatory approach, seeks to design accessible technologies that create meaningful change. I am dedicated to giving back, having developed lasting support groups and programs tailored to meet diverse needs. My work bridges personal experience, innovation, and compassion to advance rehabilitation care and improve lives.

Licenses and Certifications

Registered Social Worker, Ontario College of Social Workers and Social Service Workers, Certification # 837560

Certified Brain Injury Specialist (CBIS), American Academy for the Certification of Brain Injury Specialists, Certification #7226

Certified Brain Injury Specialist Trainer (CBIST), American Academy for the Certification of Brain Injury Specialists, Certification #7226 (2011 – 2018)

Registered Rehabilitation Professional (RRP), Vocational Rehabilitation Association of Canada, Certification #4250 (2009 – 2016)

Experience

Social Worker, Dennis Radman Consulting, Private Practice
Southwestern Ontario, 2020 – Present

Provide individualized counselling and support to clients recovering from traumatic brain injuries. Develop and implement comprehensive care plans in collaboration with a multidisciplinary rehabilitation team. Facilitate family counselling sessions to educate and support family members in coping with the emotional and practical challenges of brain injury. Design and deliver psychoeducational materials incorporating therapeutic techniques for patients and their families. Collaborate with family members to set realistic recovery goals and develop home care plans that promote independence and quality of life. Coordinate with external agencies and support groups, connecting clients and families with community resources. Develop educational materials and resources for families, including online content and informational packets. Implement Cognitive Behavioral Therapy techniques to help patients manage emotional and behavioural challenges associated with brain injuries. Utilize Motivational Interviewing to enhance patient engagement and encourage adherence to rehabilitation programs.

Teaching Assistant, Faculty of Medicine and Health Sciences,
McGill University, Montreal, QU, 2020-present

Delivered a range of teaching and assessment activities, including tutorials directed toward delivering subjects at the undergraduate level. Applied departmental processes related to peer advising/mentoring. Involved in the development of new material for department courses. Contributed to developing appropriate teaching materials to ensure content and delivery methods meet learning objectives. Participated in the assessment process using various methods and techniques and provided students with effective, timely, and appropriate feedback to support their learning.

Information Technology Assistant, Department of Family Medicine,
McGill University, Montreal, QU, 2022-present

Built and maintained the research group's website, ensuring content was accessible and user-friendly. Assisted in knowledge translation activities to disseminate research findings effectively to academic and clinical audiences. Coordinated webinars and digital events to enhance engagement within the medical and academic communities. Contributed to developing online materials and resources to support the group's mission of advancing family medicine education.

Research Assistant, School of Social Work

Laurentian University, Barrie, ON, 2017 - 2019

Conducted literature reviews and assisted with research across several domains: Domestic violence, abuse & homicide in Indigenous women; Rural service use/accessibility for the transgender community; Community connectedness within the LGBTQ population; and Disadvantaged students: investigating agency, access, and navigating barriers.

Manager, Rehabilitation Therapy, Senior Rehabilitation Therapist

Brainworks, London, ON, 2006 – 2018

Developed clinical programs (chronic pain management, sleep intervention, brain injury), crisis interventions, and therapies based on guidelines and peer-reviewed research. Experience supporting individuals with a variety of needs: developmental disabilities, dual-diagnosis, brain injury, physical disabilities, addictions, behaviour disorders, mental health and psychiatric disorders, dementia, and communication disorders. Skilled at working with interdisciplinary clinical and community teams and linking individuals and families with the necessary community resources and support systems.

Education

PhD, Rehabilitation Science, McGill University, QU (Current student)

Master of Social Work, Laurentian University, ON

Honours Bachelor of Science, University of Western Ontario, ON

Selected Publications

- Alhasani, R., **Radman, D.P.**, Auger, C., Lamontagne, A., & Ahmed, S. (2023). Perspectives of Clinicians and Survivors on the Continuity of Service Provision during Rehabilitation after Acquired Brain Injury. *PLOS One*, 155(3), 497-505.
- Alhasani, R., George, N., **Radman, D.P.**, Auger, C., & Ahmed, S. (2023). Methodology for Evaluating Usability of Rehabilitation Technologies Aimed at Supporting Shared Decision Making: A Scoping Review. *JMIR Rehabilitation and Assistive Technologies*, 12(3), 234-241.
- George, N. C., **Radman, D.**, Zomahoun, H. T. V., Boivin, A., & Ahmed, S. (2022). Linkages between health systems and communities for chronic care: a scoping review protocol. *BMJ open*, 12(8), e060430.
- Alhasani, R., **Radman, D.**, Auger, C., Lamontagne, A., & Ahmed, S. (2021). Clinicians and individuals with acquired brain injury perspectives about factors that influence mobility: creating a core set of mobility domains among individuals with acquired brain injury. *Annals of medicine*, 53(1), 2365-2379.
- Ellis, S. A., & **Radman, D. P.** (2016). Returning to School After a Brain Injury. *The Monarch*, Brain Injury Association of London and Region, 11-13.
- Radman, D.P.** (2014). Seeds of Hope - A New Support Group Setting Goals For Tomorrow. *OBIA Review* (4) 18-19.
- Radman, D.P.** (2013). Shades of Grey: Navigating the space between regulated & unregulated professionals in rehabilitation. *Rehab Matters*, (3) 18-19.
- Radman, D.P.** (2013) 3 C's to Effective Rehabilitation: Communication, creativity and competency. *Rehab Matters*, (1) 17-18.
- Ellis, S. A., & **Radman, D. P.** (2006). Back to School – Young Adults. *The Monarch*, Brain Injury Association of London and Region, 16-18.

- Tanega, C., **Radman, D. P.**, Flowers, B., Sterba, T., & Wagner, G., F. (2004). Evidence for stanniocalcin and a related receptor in annelids. *Peptides*, 25(10), 1671-1679.
- Radman, D. P.**, McCudden, C., James, K., Nemeth, E. M., & Wagner, G.F. (2002). Evidence for calcium-sensing receptor mediated stanniocalcin secretion in fish. *Molecular and Cellular Endocrinology*, 186(1), 111-119.
- Niu, P. D., **Radman, D. P.**, Jaworski, E.M., Doel, H., Gentz, R., Su, J., Olsen, H. S., & Wagner, G. F. (2000). Development of a human stanniocalcin radioimmunoassay: serum and tissue hormone levels and pharmacokinetics in the rat. *Molecular and Cellular Endocrinology*, 162(1-2), 131-144.
- Zhang, J., Alfonso, P., Thotakura, N. R., Su, J., Buerger, M., Parmelee, D., Collins, A. W., Oelkuct, M., Gaffney, S., Gentz., S., **Radman, D. P.**, Wagner, G.F., & Gentz, R. (1998). Expression, purification, and bioassay of human stanniocalcin from baculovirus-infected insect cells and recombinant CHO cells. *Protein Expression & Purification*, 12(3), 390-398.
- Wagner, G. F., Jaworski, E. M., & **Radman, D. P.** (1997). Salmon calcitonin inhibits whole body Ca²⁺ uptake in young rainbow trout. *Journal of Endocrinology*,. 155(3), 459-65.
- Wagner, G. F., De Niu P., Jaworski, E., **Radman, D.**, & Chiarot, C. (1997). Development of a dose-response bioassay for stanniocalcin in fish. *Molecular and cellular endocrinology*, 128(1-2), 19-28.
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Selected Presentations

Prioritizing the Feature, Functionality, and Design Needs of Stakeholders as a First Step to Developing an Electronic Mobility Monitoring and Intervention Program: The Technique for Research of Information by Animation of a Group of Experts (TRIAGE) Method.

Oral presentation at the Scientific Day in Rehabilitation, Lethbridge-Layton-Mackay Rehabilitation Center, Montreal, Canada, 2022.

Embedding a Novel Adaptive Platform Trial in a Learning Health System. Poster presentation in the Quebec Learning Health System Support Unit (SSA) Symposium, Montreal, Canada, 2022.

Digital Health to Support a Person-Centered Learning Healthcare System. Poster presentation at the International Conference in Knowledge Translation in Rehabilitation, McGill University, 2021.

An exploratory qualitative study of information use needs and perspectives of and by people with lived experience of ABI. Oral presentation at the Faculty of Health Conference, Laurentian University, Sudbury, Ontario, 2017.

eRehabilitation - The Future of Rehabilitation, Brain Injury Canada, Halifax, Nova Scotia, 2015

Sleep: The Foundation to Rehab, Brain Injury Association of London & Region, Woodstock

Goal Setting: From Process to Outcome, Brain Injury Association of London & Region, St. Thomas, 2014

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Becoming a Hope-Focused Therapist in Brain Injury Rehabilitation, Brain Injury Association of Canada Conference, Gatineau, Quebec, 2014

Cultivating Tiny Habits: A Goal-Setting Exploration, Brain Injury Association of Windsor/Essex County, Windsor, 2014

Hope Therapy in Rehabilitation, Brain Injury Association of Durham & Region, Oshawa, 2014

Re-establishing community relationships after brain injury, Brain Injury Association of Sarnia & Lambton County, Sarnia, 2013

The Art of Community-Based Functional Rehabilitation, Hotel-Dieu Hospital, Windsor, 2009

Assistive Technologies: Functional & Compensatory Strategies for ABI Rehabilitation, Sleep-Language Therapy Coalition, Windsor, 2009

Honours & Community Engagement

PhD, Rehabilitation Science, McGill University, QU (Current student)

- **Graduate Excellence Fellowship**, 2023
- **CIHR's Healthy Cities Research Initiative Fellowship**, 2023
- **Max E. Binz Fellowship**, 2021

Brain Injury Canada, Board Member, Vice-President, 2017 to 2020

- Developed an interdisciplinary strategic working group to implement strategies and build an overarching web-based framework for brain injury education for patients, families & caregivers.
- Established and leveraged relationships and alliances with provincial and national service providers and stakeholders to enhance the mission and vision of the organization.

Brain Injury Association of Windsor & Essex County, Board Member, 2009 – 2016

- Facilitated support groups for families, caregivers and survivors of brain injury for six years. Assisted with procurement of Trillium and United Way grants.

Ontario Neurotrauma Foundation, Stakeholder, 2012 to Present

Ontario Brain Injury Association, Volunteer of the Year 2015

Core Competencies

Assessment • Treatment • Planning • Crisis Intervention • Counselling • Rehabilitation
Health Program Development • Project Management • Community Engagement
Empathy • Collaboration • Client-centred Care