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Dr. Alison Rushton, Appointments Committee Chair

School of Physical Therapy

Faculty of Health Science

Room 1008A, Elborn College

Western University

London, ON, N6G 1H1

**Supervisor Reference Letter for:** Joshua Vincent

**Date**:  **December 3, 2021**

Dear Dr Rushton

This letter is written to share my perspectives and experience as supervisor of Dr Joshua Vincent that form the basis of my given my confidence that Joshua would make an excellent faculty member.

**OVERVIEW/CONTEXT:**  Joshua Vincent was an excellent PhD student who completed his training with me as of September 2014 and recently returned to my lab for post-doctoral work. He has demonstrated exceptional research productivity during his training (summarized below). As evidence of this, he completed his comprehensive examination within 9-months of entry into the program- something that no other student in the program has achieved. During the same nine-month interval he completed all his PhD course requirements. Then he focused on his research. His dedication and resulting track record are truly impressive and amongst the top students I have. I hired him to work as my research assistant during his PhD due to his aptitude and commitment to precision. This might have reduced his time for even greater numbers of publications, but provided valuable work experience in managing studies, budgets, recruitment etc. His work was excellent, and his record is outstanding.

**CRITICAL THINKING**: Joshua has demonstrated strong ability to synthesize research and develop a research plan that arises from it. His systematic review of measurement of disability in elbow conditions completed a literature synthesis that defined the current knowledge and gaps. He then completed a series of 4 quantitative studies to address the gaps he had identified in the literature. He completed his PhD at Western with distinction (grades > 90%) and was the top student in his class during his previous degrees

**RESEARCH ABILITY/PRODUCTIVITY**: His track record (see CV) indicates exceptional research productivity for his stage of career. During his training he prepared 18 manuscripts, 13 as first author. From these 11 are published, 1 has positive review and is undergoing revisions, 2 are submitted waiting review responses and 4 are in the final stages of preparation. The journals include open access journals and some of the higher impact journals in the fields of measurement or MSK disability. He has been successful in several competitive grants/awards including twice receiving an Ontario Graduate Scholarship, and CIHR travel awards. The 18 manuscripts represent an extremely high productivity level and indicate his ability to become a very productive faculty member.

**LEADERSHIP**: Joshua has exceptionally initiative and dedication. The accelerated timeline, targets and multiple publications were initiated by himself. Simultaneously, he has shown leadership in my lab providing guidance to junior students, initiating and leading a journal club to facilitate in-depth literature analysis; and volunteered to assist with the rehabilitation of injured clients in the hand unit. He has taken a leadership role within the health centre as a research assistant completing these duties while doing his PhD.

Joshua has a long-standing commitment to volunteerism, helping the disadvantaged and is very dedicated to insuring that despite his hard work he makes time to serve the needs of others. He has completed volunteer activities in India and Canada. For the last 3 years, he served lunches to homeless people on most Sundays. He also completed volunteer work assisting patients in the health centre. Prior to coming to Canada he also did volunteer work in India working with disadvantaged youth where he helped set up leadership camps, organizing field visits and youth retreats.

Joshua also has shown leadership in student supervision. He recently co-supervised a Masters thesis group with me and was the primary supervisor for the Rasch analysis. The students have written an article for submission which he will co-author. He has supervised several high school co-op students in my lab and has been a resources person for incoming students in my graduate student group who want to learn Rasch analysis.

**ATTITUDE**; Joshua is humble, dedicated and highly ethical. He is committed to excellence and doing the right thing. He is flexible and aware of the way that context affects how you approach a problem. He is committed to living a meaningful life and doing good work.

**ORIGINALITY/IMPORTANCE OF THE WORK:** Joshua’s research interest is minimizing the impact of musculoskeletal (MSK) disability; with a specific focus on measurement issues and mobility limitations due to MSK injury, disease or aging-related decline. MSK disability represents the largest economic burden in Canada, mostly through the impacts on work impairment and associated disability costs. For his thesis he focused on advancing our understanding of disablement due to elbow disorders. He has conducted an extensive synthesis of the literature that confirmed this area has many gaps in knowledge and his work made important contributions to fill these gaps. His findings will assist himself and others to advance research and practice in MSK health conditions. Joshua is now conducting more advanced measurement research investigating response shift, and complex multi-dimensional measures.

**ORGANIZATIONAL SKILLS:** Joshua demonstrated strong organizational skills by taking the course work and comprehensive examination PhD milestones that other students typically achieve over a three-year period and condensing them into one year. He can effectively manage multiple research projects, international conference travel, coursework and volunteer activities. He was able to manage the demands of multiple projects as the RA at the Roth│McFarlane Hand and Upper Limb Centre where I was his direct supervisor.

**COMMUNICATION SKILLS:** Joshua has completed 14 presentations during his training and was nominated for a best scientific presentation award. He has exceptionally good writing skills for this level of his training. He uses feedback effectively and become an excellent writer and educator.

**EDUCATIONAL SKILLS**: He has taught Rasch analysis to trainees at McMaster University in my clinical measurement course and this was excellent despite Rasch being a difficult topic. He has been an effective TA teaching critical appraisal of research to professional Master’s students and a taught a full course on measurement in an online Master’s program. He was selected to revise the curriculum of that course and these revisions are still in use by the program. He understands curriculum development and implementation and can work within multiple educational delivery models both online and in-person.

**POTENTIAL:** Joshua has strong research, leadership, productivity and analytical/methodological skills that would serve him well as a faculty member. After taking come family time he is now returning to academics and is well positioned to resume his high productivity. He is well suited to Queens and would work well with other faculty. I recommend him with confidence based on my substantial experience with him as a PhD supervisor, employer and independent researcher.

With respect,



Joy C. MacDermid PT PhD FCAHS

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Google Scholar Homepage: [https://scholar.google.com/citations?user=O8LegU4AAAAJ&hl=en](https://fhshc.csu.mcmaster.ca/owa/redir.aspx?REF=Bg8MIqru8joWGaQ3Bojg-nlb5XbycjRcN5C6mMFweOPKbsAW8orTCAFodHRwczovL3NjaG9sYXIuZ29vZ2xlLmNvbS9jaXRhdGlvbnM_dXNlcj1POExlZ1U0QUFBQUomaGw9ZW4.)

Website: <https://www.lawsonresearch.ca/hulc/clinical-research-HULC>