

MATT MILLS, EdD, AT, CHSE

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EDUCATION

- Edd Kent State University:** Interprofessional Leadership May 2024
Cognate: Educational Technology
Dissertation: *The Effect of Debriefing After Low-Fidelity Simulation on the Self-Efficacy and Anxiety of Athletic Training Students*
Committee: Enrico Gandolfi (Co-Director), Richard Ferdig (Co-Director), Kimberly Peer (Member)
- MA UNC-Chapel Hill:** Exercise and Sport Science May 2013
Thesis: *Effect of Restricted Hip Flexor Muscle Length on Hip Extensor Muscle Activity and Lower Extremity Biomechanics in College-Aged Female Soccer Players*
Advisor: Darin Padua
- BS Quinnipiac University:** Athletic Training/Sports Medicine May 2011
President, University Honors Program
Graduated Summa Cum Laude

TEACHING EXPERIENCE

- Springfield College, Springfield, MA** Aug 2020 to Present
Assistant Professor/Pre-Professional Athletic Training Program Director/Simulation Coordinator
- Faculty member in the Department of Athletic Training
 - Courses Taught
 - Musculoskeletal Assessment, Diagnosis, and Treatment of the Lower Extremity (Lab)
 - Musculoskeletal Assessment, Diagnosis, and Treatment of the Upper Extremity (Lecture and Lab)
 - Musculoskeletal Assessment, Diagnosis, and Treatment of the of the Head, Neck, and Spine (Lecture and Lab)
 - Therapeutic Interventions (Lecture and Lab)
 - Advanced Therapeutic Interventions (Lecture and Lab)
 - Clinical Practicum I-IV (Practicum Course)
 - Pre-Professional Practicum in Athletic Training (Practicum Course)
 - Developed and implemented virtual patient simulations to supplement clinical placements and increase critical thinking and clinical decision-making
 - Assisted faculty with developing, implementing, and evaluating formative and summative simulation experiences for students across AT coursework.
 - Served as Fieldwork Coordinator in collaboration with the Coordinator of Clinical Education to provide clinical education to athletic training students.

- Responsibilities include
 - Administration of affiliate site agreements and ensuring preceptor compliance with legal standards to maintain accreditation requirements.
 - Verification of preceptor Certification, Licensure, and CPR/AED
 - Site-specific EAPs and EAP Tables
 - Verification of modality calibration and modality tables
 - Preceptor contemporary expertise tables
 - Administration & verification of annual preceptor training
 - Provision of preceptor training
 - Clinical meetings with AT students
 - Tracking of reported ATS patient interactions and clinical hours
 - Timely submission of required student and preceptor evaluations
 - Manage and update student and preceptor profiles
 - Initial completion of all clinical education components of the CAATE Self-Study and Annual Reports
 - Coordination with outside programs regarding interprofessional experiences in clinical education
 - Scheduling of patients to the rehabilitation clinic, including waitlist management and calendar management
 - Assist with recruiting prospective ATS at open house events, clinical site visits, marketing projects, local and regional conferences, and other initiatives as directed by the Program Director.
- Served as the Pre-Professional Athletic Training Program Director
 - Responsibilities include
 - Communicating information between and to AT Faculty, AT Department Chair, and PEPSL Administrators.
 - Providing leadership in the organization, development, and administration of all aspects and day-to-day supervision of the Pre-Professional AT program:
 - Oversee academic advising for students enrolled in the Program
 - Work with the AT Department chair to assign academic advisors and provide continued support to faculty and students regarding educational requirements, expectations, and standards.
 - Maintain Program Records
 - Support faculty development and professional engagement
 - In conjunction with the Department Chair, make recommendations regarding faculty/staff teaching assignments and associated responsibilities.
 - In conjunction with the Department Chair, determine course offerings/schedules and make recommendations

- Developing and implementing plans and procedures for student engagement, including student recruitment, development, and mentoring in the following areas:
 - Direct the development and implementation of criteria for student selection in conjunction with Undergraduate Admissions for PPAT
 - Verify student progression through the achievement of matriculation and retention standards each semester.
 - Create and send letters to high-achieving students (Dean's list, etc.) each semester
 - In conjunction with the Office of Marketing and Communication, develop content for marketing materials (website, social media, brochures, flyers, postcards)
 - Attendance and promotion of Open Houses
 - Promotion and advocacy for the PPAT Program through campus engagement
 - Direct the development and implementation of criteria for the retention and progression of students in the Programs.
- Completing annual assessment and evaluation of all aspects of the PPAT Program, including but not limited to:
 - Curriculum
 - Student Recruitment, Matriculation, Retention, and Attrition
 - Program Outcomes
- Reviewing the website, course catalog, and other recruiting material for accuracy
- Completing the Annual Program Review Report for the College and submitting reports as appropriate to the Department Chair for Athletic Training.
- Assessing and recommending program needs to the Chair and Dean through monitoring and implementation of the budget.
- Served as a research mentor for 2-3 athletic training student research projects annually, including assistance with ROL, methods, results, and presentations
- Served as an academic advisor for athletic training students, including professional development, course advising, monitoring of matriculation, and academic support
- Utilized educational technology, including Brightspace, FlipGrid, and Zoom, to create synchronous and asynchronous delivery of content across courses, including written content, modules, videos, and assessment tools
- Served on an advisory group to the NCAA president regarding athletic training shortage in college athletics
- Served as a clinical preceptor for athletic training students while providing athletic healthcare for student-athletes in the athletic training clinic
- Served as an orientation advisor as part of the SOAR program for incoming first-year students
- Served on committees within the department, school, and institution, including

- Wellness Institute Advisory Board, a multidisciplinary group designed to provide a strategic vision for programming, opportunities, and threats to the mission of the Wellness Institute
- Scholars in Action Day, an interdisciplinary research symposium for undergraduate students
- Interprofessional education task force to facilitate cross-departmental educational offerings within majors
- Interdisciplinary task force focused on internal processes, external comparison groups, and programming to encourage interdisciplinary teaching and learning across campus
- AT Department Faculty Senator, Faculty Senate Secretary, and member of the Undergraduate Academic Affairs Committee
- Faculty Senate Grievance Committee (Alternate)
- Served on search committees across the institution:
 - Assistant Professor of Athletic Training: Chair
 - Associate Dean for the School of Health Sciences: Member
 - Assistant Professor of Health Sciences: Member
 - Assistant Professor of Physician Assistant Studies: Member

Quinnipiac University, Hamden, CT

Aug 2018 to July 2020

Clinical Assistant Professor/Coordinator of Clinical Education

- Faculty member in the Department of Rehabilitation, Health, and Wellness in the Athletic Training/Sports Medicine Program
 - Courses Taught
 - Organization and Administration
 - Evaluation and Treatment of the Upper Extremity
 - Evaluation and Treatment of the Spine
 - Evaluation and Treatment of the Lower Extremity
 - Clinical Practicum I-V
 - Utilized educational technology, including Blackboard, TechSmith, and Zoom, to create synchronous and asynchronous delivery of content across courses, including written content, modules, videos, and assessment tools
 - Developed and maintained clinical sites for undergraduate athletic training students
 - Completed in-person site visits to ensure accreditation compliance
 - Collected data on clinical sites and supervisors to drive quality improvement processes
 - Facilitated legal compliance with clinical site affiliation agreements across over 25 clinical sites
 - Facilitated conflict resolution between students and clinical educators
 - Ensured high-quality assessment of athletic training students through regular audits and remediation of suboptimal outcomes

- Ensured clinical preceptors met and maintained all accreditation requirements, including appropriate credentialing
- Provided technical assistance for all electronic software for student tracking
- Developed and implemented simulation to assess athletic training students, including standardized patients, mannequins, and low-fidelity simulation.
- Collected, analyzed, and interpreted educational data to drive decision-making processes for educational outcomes
- Published and presented on the effects of virtual communities of practice and the development of confidence in healthcare students
- Streamlined and digitized processes to improve efficiency in completing regulatory and accreditation requirements
- Utilized and optimized web-based collection tools to monitor clinical progress and compliance with regulatory requirements
- Member of Department, School, and University Committees for Interprofessional Development and Simulation, Electronic Health Records/Simulation
- Developed and implemented simulation to improve interprofessional education, including standardized patients and low-fidelity table-based simulation.
- Served as an academic advisor for approx. 20 athletic training students annually, to include professional development, course advising, monitoring of matriculation, and academic support

PROFESSIONAL EXPERIENCE

MKM Consulting, Cheshire, CT
Owner

June 2020 to Present

- Instructional and educational design consultant working with companies to develop and improve educational offerings for students and clients.
 - Provided insights into educational trends, pedagogical strategy, and accreditation insights to improve product impact and rollout.
 - Provided experience with marketing and strategic deployment of promotional offerings to drive the adoption of educational materials
 - Provided expert advice for optimal deployment of instructional and educational technology to key stakeholders within and outside of the organization
 - Responsible for simulation design, content creation, organization, and coordination with key stakeholders to ensure optimal launch consistent with corporate goals and brands
 - Designed and implemented mixed media offerings to provide a variety of options for end-users to ensure optimal retention, including photo, video, and virtual interactive simulation experiences

- Completed comprehensive programmatic reviews, including system analysis, gap identification, and consistencies with current best practices to drive action-driven solutions for organizations and individuals.

SyncThink Inc., Palo Alto, CA

June 2017 to July 2018

Director of Customer Education

- Responsible for onboarding and training of users, customer service, and design and implementation of customer success initiatives.
- Designed and implemented customer journeys for new and current customers
- Worked with CCO and CTO to facilitate and implement new features and collaborate with researchers regarding study design.
- Implemented injury assessment protocols and clinical research collection at partner sites
- Worked on updating customer-facing materials and launched a website with educational offerings
- Collected and analyzed data concerning clinical validation, utility, and other relevant metrics

Stanford University, Stanford, CA

July 2013 to July 2017

Associate Athletic Trainer

Director, Post Graduate Athletic Training Program

- Athletic Trainer with a primary focus on Men's Gymnastics and Women's Rowing
 - Responsible for implementation and support of all information technology services, including
 - Electronic Medical Records
 - Electronic Pre-Participation Clearance Forms
 - Development of the Stanford Sports Medicine website
 - Electronic-based concussion testing
 - Completed advanced training in
 - Graston Technique Therapy
 - Dry Needling
 - Kinesiotaping (KT1-KT4)
 - Myofascial Decompression
 - Mulligan techniques
 - Selective Functional Movement Assessment (SFMA)
 - Postural Restoration Institute (PRI)
 - Dynamic Neuromuscular Stabilization (DNS)
 - Janda Technique
 - McKenzie Methods
- Member of a multidisciplinary healthcare team charged with creating and implementing concussion clinical protocol consistent with emerging literature.
- Collaborated with various healthcare providers, including orthopedic surgeons, nurses, radiology technicians, neurologists, primary care physicians, and physical therapists, to provide comprehensive medical care for patients.

- Collected, analyzed, and disseminated medical trend reports trends for Stanford Sports Medicine staff, including concussions, overuse injuries, and treatments performed to improve and develop standardized processes.
- Worked to design and develop research projects focused on electronic health data, concussion, and injury trends in athletes. Trained and monitored staff for compliance with data collection parameters.
- Part of a multidisciplinary team to attend the International Olympic Committee (IOC) Sports Medicine Clinical Symposium
- Provided additional championship medical care, including NCAA Division I Women's Soccer Tournament, NCAA Division I Tennis tournament, and large track and field events.
- Served as football injury spotter for all home football contests, including coordination with conference officials
- Director of the Post-Graduate Athletic Training Program
 - Assessed current programmatic design considering the professional transition in athletic training
 - Developed and implemented curriculum to improve critical thinking, human-centered design thinking, and collaborative practice through scheduled meetings and book/journal clubs
 - Oversaw and provided mentorship for medical services provided by post-graduate athletic trainers
 - Advocated for increased compensation for athletic training team members to ensure high-quality candidate recruitment

PUBLICATIONS/SCHOLARSHIP

(https://www.researchgate.net/profile/Matthew-Mills-20?ev=HDR_XPRE)

Books/Chapters

- **Mills, M.,** Winston, B. (2021). *Administering Interactive Simulations to Supplement Traditional Clinical Placements* in C Ford. K Garza (Eds.) *Updating and Innovating Health Professions Education: Post-Pandemic Perspectives*. IGI Global

Courses

- **Mills, M.** (2025). *Evaluation and Management of Low-Back Pain; An Evidence-Guided Approach* [Asynchronous Course]: ICEU On-Demand CEU Portal
- **Mills, M.** (2025). *When Nonspecific Low Back Pain Goes Sideways: Fibromyalgia in the College Student Athlete* [Asynchronous Course]: National Athletic Trainers Association EducATe's On-Demand Portal
- **Mills, M.** (2024). *When Nonspecific Low Back Pain Goes Sideways: Fibromyalgia in the College Student Athlete* [Asynchronous Course]: HealthyRoster On-Demand CEU Portal

- **Mills, M.** (2024). *Legal and Ethical Considerations for Athletic Trainers* [Asynchronous Course]: HealthyRoster On-Demand CEU Portal

Peer-Reviewed Publications

- **Mills, M.**, (2024). Business Structure for Athletic Training: What Makes Sense for You? *Sports Medicine Legal Digest*, 7(4) 6-7.
- **Mills, M.**, Ferdig, R. & Gandolfi, E. (2023). The Utility of Asynchronous Low-Fidelity Simulation for Student Self-Efficacy and Anxiety: A Preliminary Analysis. In E. Langran (Ed.), *Proceedings of Society for Information Technology & Teacher Education International Conference* (pp. 569-573). New Orleans, LA, United States: Association for the Advancement of Computing in Education (AACE). Retrieved April 10, 2023 from <https://www.learntechlib.org/primary/p/221911/>
- **Mills, M.**, Frank, B., Goto, S., Blackburn, T., Cates, S., Clark, M., Aguilar, A., & Padua, D. (2015). Effect of Restricted Hip Flexor Muscle Length on Hip Extensor Muscle Activity and Lower Extremity Biomechanics in College-Aged Female Soccer Players. *International Journal of Sports Physical Therapy*, 10(7), 946.

PRESENTATIONS AND INVITED LECTURES

Poster Presentations

- **Mills, M.**, (2024). *Higher Isn't Always Better: Optimizing Simulation Fidelity Based on Learning Objectives* [Poster Presentation]: Athletic Training Educators Conference, Virtual
- Miller, H., Sacko, R., Duncan, G., James, S., Kay, J., **Mills, M.**, Fraley, A., (2024, May 28-31). *The Effect of Concussion History on the Vestibular System and Postural Stability in Reserve Officers Training Corps Cadets* [Poster Presentation]: American College of Sports Medicine Annual Meeting, Boston, MA
- Butler, P., **Mills, M.**, (2023, January 6-8). *Extensor Carpi Ulnaris Subsheat Tear in a 20 yro Male Gymnast: A Case Study* [Poster Presentation]: Eastern Athletic Trainers' Association Annual Meeting and Clinical Symposium, Boston, MA.
- Langer, K., **Mills, M.**, (2023, January 6-8). *SLAP Tear with Associated Axillary Nerve Impingement in a 20-Year-Old Male Wrestler: A Clinical Case Study* [Poster Presentation]: Eastern Athletic Trainers' Association Annual Meeting and Clinical Symposium, Boston, MA.
- Lukaszewicz, M., Hartmann, K., **Mills, M.**, Greveldig, K., Glynn, B., Booth, J., Grgurich, T (2020). *Online Synchronous Interprofessional Educational Experience Focusing on the Ethics of COVID-19* [Poster Presentation]: NEXUS Annual Conference, Virtual

Peer-Reviewed Lectures:

National:

- **Mills, M.,** Barrett, J. (2025, June 25). *Building a Winning Culture: Addressing the Labor Challenges in Athletic Training* [Conference Session]: 76th National Athletic Trainers' Association Clinical Symposia & AT Expo, Orlando, FL, United States
- **Mills, M.,** Schlabach, G., Cohen, D., (2024, June 26). *Using CIRCA and LERPS to Guide Good and Right Decision-Making* [Conference Session]: 75th National Athletic Trainers' Association Clinical Symposia & AT Expo, New Orleans, LA, United States
- **Mills, M.** (2023, June 23). *When Nonspecific Low Back Pain Goes Sideways: Fibromyalgia in the College Student Athlete* [Conference Session]: 74th National Athletic Trainers' Association Clinical Symposia & AT Expo, Indianapolis, IN, United States
- **Mills, M.** (2022, November 5). *Use of an Unfolding Case Study to Facilitate Interprofessional Collaboration in Athletic Training and Athletic Counseling Students* [Conference Session]: Athletic Training Educators Conference, Virtual
- **Mills, M.** (2022, October 20). *Using an Unfolding Case Study to Facilitate Interprofessional Collaboration* [Conference Session]: Association of Schools Advancing Health Professions Annual Conference, Long Beach, CA, United States
- **Mills, M.,** Winston, B. (2021, October 20). *Designing and Implementing Problem-Based Learning Techniques to Supplement Clinical Experiences* [Conference Session]: Association of Schools Advancing Health Professions Annual Conference, Virtual

Regional:

- **Mills, M.,** (2025, January 11). *Evaluation and Management of Low-Back Pain; An Evidence-Guided Approach* [Conference Session]: 77th EATA Annual Conference, Philadelphia, PA, United States
- **Mills, M.** (2024, January 6). *Lessons from Silicon Valley: Human-Centered Design for Athletic Training QI* [Conference Session]: 76th EATA Annual Conference, Ledyard, CT, United States
- **Mills, M.** (2024, January 5). *Using Learning Outcomes to Guide Simulation Mode Choices* [Featured Presentation]: 76th EATA Annual Conference Educator Summit, Ledyard, CT, United States
- **Mills, M.,** Lewis M. (2020, January 12). *Crisis of Confidence: What Confidence Means and What We Can Do to Improve It?* [Conference Session]: EATA Annual Conference, Ledyard, CT, United States
- **Mills M.,** Norkus S. (2020, January 10). *VCOP and Video Journaling in Athletic Training Clinical Education* [Conference Session]. EATA Annual Conference Educator Summit, Ledyard, CT, United States

State:

- **Mills, M.** (2025, June 6). *Navigating Legal and Ethical Considerations to Guide Complex Decision Making* [Conference Session]: Athletic Trainers of Massachusetts Symposium, Boston, MA, United States
- **Mills, M.** (2023, May 23). *Evidence-Based Concussion Assessment and Return to Life: An Update* [Conference Session]: Rhode Island Athletic Trainers' Association Annual Symposium, Providence, RI, United States

Invited Lectures:

- **Mills, M.** (2025, June 25). *What Can These Committees Do For You?* [Invited Speaker] 76th Annual National Athletic Trainers' Association Clinical Symposium & AT Expo Student Program: Orlando, FL, United States
- **Mills, M.** (2024, June 14). *Leveraging Simulation to Optimize Student Outcomes with ATU* [Invited Guest Lecturer]: Virtual
- **Mills, M.** (2022, June 30). *Emerging Practice Settings for Athletic Trainers* [Invited Panelist]: National Athletic Trainers' Association Clinical Symposium & AT Expo Student Program: Philadelphia, PA, United States
- **Mills, M.** (2016). *Concussion Management for Athletic Trainers* [Invited Guest Lecturer] Dublin City University Athletic Training Program, Dublin, Ireland

Workshops:

- Lewis M., **Mills M.** (2018, July 27-29). *Abdominal Injuries: Differentiating Systemic from Muscular Injuries Through the Clinical Exam* [Workshop Session]. National Athletic Trainers' Association Annual Conference and Clinical Symposium, New Orleans, LA, United States
- **Mills, M.** (2016). *Evidence-Based Assessment of Concussion and Cervical Injury* [Invited Guest Lecturer and Workshop Instructor]. University College Cork, Cork, Ireland

GRANTS

- **Appleton Fund Grant: \$3700 (2023, Funded):** To provide AI-powered camera systems to improve assessment for athletic training students using high-fidelity simulation
- **Dean's Scholarship Fund: \$3513 (Fall 2023, Funded):** To support scholarship on simulation best practices on educational goals, particularly low-fidelity simulation in athletic training students.

- **Springfield College Faculty Travel Grant:** To support faculty traveling to present at conference proceedings
 - **2024-2025: \$1000**
 - **2023-2024: \$1000**
 - **2022-2023: \$1000**
 - **2021-2022: \$750**

HONORS AND AWARDS

- **Kent State University**
 - Robert E Wilson Fellowship (2023-2024)
 - Dr. Pat Eva Crisci Endowed Scholarship (2023-2024)
- **The University of North Carolina at Chapel Hill**
 - Marvin E Allen Excellence in Teaching Award (2012-2013)
- **NATA Research and Education Foundation**
 - Outstanding Master's Oral Award (2013)
 - Foundation Scholarship (2011)
- **Connecticut Athletic Trainers' Association**
 - Penny Dunker-Polek Scholarship (2011)
- **Eastern Athletic Trainers' Association**
 - Carl Krein Scholarship Award (2010)

PROFESSIONAL CERTIFICATIONS/CREDENTIALS

- **Board of Certification: Certified Athletic Trainer (ATC)**
 - Certification # 2000006528
 - Massachusetts Department of Public Health: License # 2212
 - Connecticut Department of Public Health: License # 1393
 - NPI Number: 1780979328
- **Society for Simulation in Healthcare: Certified Healthcare Simulation Educator (CHSE)**
- **National Academy of Sports Medicine: Performance Enhancement Specialist (PES)**
- **American Red Cross: CPR/AED for the Professional Rescuer**
- **Graston Technique Therapy: M2 Trained**

PROFESSIONAL AFFILIATIONS/MEMBERSHIPS

- **National Athletic Trainers' Association (NATA)**
- **Eastern Athletic Trainers' Association (EATA)**
- **Connecticut Athletic Trainers Association (CATA)**
- **Society for Simulation in Healthcare (SSIH)**

PROFESSIONAL SERVICE

- **National Athletic Trainers Association:**
 - Professional Responsibilities in Athletic Training Committee Member (2023-present)
 - Communication and Outreach Sub-Committee Chairperson
 - Sports Medicine Legal Digest Sub-Committee Member
 - Awards Sub-Committee Member
 - Executive Council for Education Preceptor Development Research Workgroup (2025-present)
 - Convention Abstract Reviewer (2018, 2019, 2020, 2021, 2022, 2023, 2024, 2025, 2026)
 - Educator's Academy Subcommittee Member (2022-2023)
 - Convention Program Moderator (2017, 2019, 2023, 2024)
- **National Athletic Trainers Association Research and Education Foundation**
 - Scholarship Committee Member (2023-present)
- **Commission on Accreditation of Athletic Training Education**
 - Peer Review Committee Member (2023-present)
 - Peer Reviewer (2024-present)
- **Eastern Athletic Trainers' Association (District Service)**
 - Long-Term Strategic Planning Committee Member (2025-present)
 - Finance Sub-Committee Member
 - Educators Conference Committee Member (2024-present)
 - Moyer Award Committee Chairperson (2019-2025)
- **Journal of Athletic Training**
 - Peer Reviewer (2024-present)
- **Interactive Learning Environments**
 - Peer Reviewer (2024-present)
- **Society for Simulation in Healthcare**
 - IMSH Conference Content Reviewer (2023, 2024, 2025)
- **Athletic Training and Sports Health Care**
 - Peer Reviewer (2018-2020)
- **Far West Athletic Trainers' Association**
 - College and Universities Committee Division I Representative (2015-2017)
- **California Athletic Trainers' Association:**
 - Governmental Action Committee Member (2016-2018)

OTHER VOLUNTEER EXPERIENCE

- **Chesprocott Health Department**
 - Medical Reserve Corps Member (2020-2023)
- **Advancing Connecticut Together**
 - Volunteer Income Tax Assistance Program Volunteer (2025-present)

MEDIA APPEARANCES

- **Mills, M. (2023).** Interviewed by Kristen Burnell for WWLP 22 [News Segment on Athletic Trainers In High Schools](#)
- **Mills, M. (2023).** Interviewed by Glenn Kittle for [Western Mass News regarding Bronny James' Cardiac Arrest](#)