

## John P. Mills Ph.D., FHEA, CPsychol

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2017-	Lecturer	University of Essex
2015-2017	Senior Lecturer	University of Chichester
2014-2015	Associate Lecturer	Bucks New University
2014-2014	Associate Lecturer	Anglia Ruskin University
2012-2013	Teaching Fellow	Aberystwyth University
2011-2012	Associate Lecturer	Aberystwyth University
2001-2010	Various Coaching Roles	Football Clubs and Schools

### Education

#### Degrees

- Ph.D. 2015, University of Birmingham  
 Thesis: Transformational leadership integrity: an investigation of coach social cognition  
 Advisor: Dr Ian Boardley
- B.Sc. 2011, University of Suffolk  
 Thesis: Exploring the Role of Peer Leadership in Youth Sport  
 Joint Hons: Psychology and Childhood Studies  
 Advisor: Prof. Emma Bond

### Research Interests

Values and character; Leadership; Implicit social cognition; Open Science; Research Methodology; Metascience.

### SportRxiv: Founder (2017)

Website: [www.sportrxiv.org](http://www.sportrxiv.org)

SportRxiv is the first community-led and open access subject repository dedicated to sport, exercise, performance, and health research. As a repository, we appreciate the interdisciplinary nature of our respective fields and accept submissions from those working in all aspects of sport and exercise science (also known as kinesiology and movement science), sport and exercise studies, rehabilitation and therapy, through to theatre, dance, and performance studies. SportRxiv currently has close to 300-submissions.

### Society for Transparency, Openness, and Replication in Kinesiology (STORK): Founder and Past President (2018-present)

Website: [www.storkinesiology.org](http://www.storkinesiology.org)

The Society for Transparency, Openness, and Replication in Kinesiology (STORK) provides a platform for kinesiologists, movement scientists, sport and exercise scientists, physical activity and health scientists to come together to improve methods and practices within our respective disciplines. STORK currently has over 70 paying members from around the world.

### Child and Adolescent Research (CARE): Group Lead (2019-present)

Website: <https://www.essex.ac.uk/departments/sport-rehabilitation-and-exercise-sciences/research/development-of-young-people-through-sport>

The CARE Group (Formerly The Developing Young People through Sport group) examines ways to (1) use recreational activities for positive individual and group-level outcomes, (2) develop effective training programmes, (3) facilitate optimal development environments, (4) train effective and efficacious coaches, mentors, and facilitators, and (5) improve the lives of disadvantaged and disengaged young people and youth at risk.

### Team Research Lab: Director (2019-present)

Website: [www.teamresearchlab.org](http://www.teamresearchlab.org)

In 2019 I developed my first research lab. Within the group, I currently supervise five PhD candidates, two MSD

candidates, two MSc project students, and six undergraduate project students. We also have two honorary members/former students who continue to help out with consultancy work for the lab.

## Memberships

Member, American Psychological Society	2020-present
Member, Society for the Improvement of the Psychological Sciences	2018-present
Member, North American Society for the Psychology of Sport and Physical Activity	2018-present
Fellow, Higher Education Academy	2018-present
Member, Society for Transparency, Openness, and Replication in Kinesiology	2017-present
Chartered Psychologist, British Psychological Society	2017-present
Associate Fellow, Higher Education Academy	2014-2018

## Accepted Grants and Contracts

**Total as PI = £157,857 / Total Combined = £1,097,026**

Movember Foundation, Social Connection Grant, £96,840 (PI)	Co-Development
Reva App Ltd, Banish Training Programme, £3,000 (PI)	2020-present
The Norwich School, Consultancy, £4,500 (PI)	2020-present
Global Challenges Research Fund, Enhancing Moral Character through Sport, £3,186 (PI)	2020-present
Leverhulme Research Leadership Award, Competition and Competitiveness, £822,440 (Associate Fellow)	2020-present
World Anti-Doping Agency, Examining the Role of Personal Ethics in Athlete and Stakeholder Perceptions of Anti-Doping, £136,000 (PI)	2019-present
University of Essex Cross-Faculty PhD Studentship, Internal (PI)	2020-2022
Football Beyond Borders, Support in the development and piloting of a training programme to develop life skills, £1,226 (PI)	2018-2020
Rugby Football Union, Age Grade Rugby: Half Game Voluntary Role Out, £14,000 (Co-I)	2018-2020
British Academy, Under the radar: Examining Sub-National-level athlete's attitudes towards prohibited forms of performance enhancement, £9,945 (PI)	2018-2020
Make it Happen, Attitudes towards higher education: An evaluation of the Jump Higher project, £5,728 (Co-I)	2018-2019
World Anti-Doping Agency, The effects of permitted forms of performance enhancement on determinants of doping in UK student-athletes, £87,000 (Co-I)	2016-2019
Leadership Foundation for Higher Education, Assessing and enhancing leaders' value-centred behaviours to improve collegiality and citizenship, £10,000	2013-2014

## Publications

### *Peer-reviewed publications*

1. Kolliari-Turner, A., Oliver, B., Lima, G., Mills, J. P., Wang, G., Pitsiladis, Y., & Guppy, F. M. (In Press). Doping Practices in International Weightlifting: Analysis of sanctioned athletes/support personnel from 2008-2019 and retesting of samples from the 2008 and 2012 Olympic Games. *Sports Medicine*.
2. Jones, B., Mills, J. P., Hope, E., Moran, J., Leeder, T., & Hammond, A. (In Press) Play more, Enjoy more, Keep Playing; Rugby is a simple Game" has been accepted for publication in *International Journal of Sports Science & Coaching*.
3. Morris, P., Hope, E., Foulsham, T., & Mills, J. P. (In Press). Dancing Out for a Voice; a Narrative Review of the Literature Exploring Autism, Physical Activity and Dance.. doi:[10.31236/osf.io/u2rvk](https://doi.org/10.31236/osf.io/u2rvk)
4. Morris, P., Hope, E., Foulsham, T., & Mills, J. P. (In Press). Dance, Rhythm, and Autism Spectrum Disorder: A Scoping Study. *The Arts in Psychotherapy*.
5. Morris, P., Hope, E., Foulsham, T., & Mills, J. P. (In Press). The Effectiveness of Mirroring- and Rhythm-based interventions for children with Autism Spectrum Disorder: A Systematic Review. *Review Journal of Autism and Developmental Disorders*.
6. Caldwell, A., Vigotsky, A., Lahart, I., Tenan, M., Radel, R., Mellor, D., . . . Boisgontier, M. (2020). Moving Sport and Exercise Science Forward: A Call for the Adoption of More Transparent Research

Practices. *Sports Medicine*. doi:[10.1007/s40279-019-01227-1](https://doi.org/10.1007/s40279-019-01227-1)

- Zenko, Z., Mills, J., & Steele, J. (2020). Communications in Kinesiology: A new open access journal from the Society for Transparency, Openness, and Replication in Kinesiology. *Communications in Kinesiology*, 1(1). doi:[10.5526/cik.v1i1.26](https://doi.org/10.5526/cik.v1i1.26)
- Mills, J. (2019). When the Managerial Merry-go-round Stops: A Case Study of how Disconfirming Episodes Affect the Identities of Expert Football Managers. *The Psychologist-Manager Journal*, 22(1), 46-64. doi:[10.1037/mgr0000083](https://doi.org/10.1037/mgr0000083)
- Mills, J. P., Ing, C., Markham, T., & Guppy, F. (2018). It is Not Black and White: A Comparison of Skin Tone by Playing Position in the Premier League and English Football. *International Journal of Sports Science and Coaching*. doi:[10.1177/1747954117749747](https://doi.org/10.1177/1747954117749747)
- Boardley, I. D., Smith, A. L., Mills, J. P., Grix, J., Wynne, C., & Wilkins, L. (2018). Development of Moral Disengagement and Self-Regulatory Efficacy Assessments Relevant to Doping in Sport and Exercise. *Psychology of Sport and Exercise*, 36, 57-70. doi:[10.1016/j.psychsport.2018.01.007](https://doi.org/10.1016/j.psychsport.2018.01.007)
- Boardley, I., Smith, A. L., Mills, J. P., Grix, J., Wynne, C., & Wilkins, L. (2018). Development of Moral Disengagement and Self-Regulatory Efficacy Assessments Relevant to Doping in Sport and Exercise. doi:[10.31236/osf.io/y8v4q](https://doi.org/10.31236/osf.io/y8v4q)
- Mills, J. P., & Ing, C. (2018). "Hey, look at me" An {auto}ethnographic account of experiencing ADHD symptoms within sport.. *Qualitative Research in Sport and Exercise*. doi:[10.1080/2159676X.2017.1405362](https://doi.org/10.1080/2159676X.2017.1405362)
- Boardley, I. D., Smith, A. L., Mills, J. P., Grix, J., & Wynne, C. (2017). Empathic and Self-Regulatory Processes Governing Doping Behavior. *Frontiers in Psychology*, 8. doi:[10.3389/fpsyg.2017.01495](https://doi.org/10.3389/fpsyg.2017.01495)
- Mills, J. P., & Boardley, I. D. (2017). Development and initial validation of an indirect measure of transformational leadership integrity. *Psychology of Sport and Exercise*, 32, 34-46. doi:[10.1016/j.psychsport.2017.05.005](https://doi.org/10.1016/j.psychsport.2017.05.005)
- Boardley, I., & Mills, J. P. (2017). *Response to: Cruickshank and Collins (2017) 'Response to Mills and Boardley "Advancing leadership in sport: time to 'actually' take off the blinkers?"*". SportRxiv. doi:[10.17605/OSF.IO/U2ZD5](https://doi.org/10.17605/OSF.IO/U2ZD5)
- Mills, J. P., & Boardley, I. D. (2017). Advancing Leadership in Sport: Time to 'Actually' Take the Blinkers Off?. *Sports Medicine*, 47(3), 565-570. doi:[10.1007/s40279-016-0661-3](https://doi.org/10.1007/s40279-016-0661-3)
- Mills, J. P., & Boardley, I. D. (2016). Expert Premier League soccer managers' use of transformational leadership behaviours and attitude towards sport integrity: An intrinsic case study. *International journal of Sports Science and Coaching*, 11(3), 382-394. doi:[10.1177/1747954116645011](https://doi.org/10.1177/1747954116645011)
- Mills, J. P. (2015). An [AUTO]ethnographic account of constructing, deconstructing, and partially reconstructing a coaching identity. *Qualitative Research in Sport, Exercise and Health*, 7(5), 606-619. doi:[10.1080/2159676x.2015.1008804](https://doi.org/10.1080/2159676x.2015.1008804)

#### Preprints

- Morris, P., Hope, E., & Mills, J. P. (2021, March 31). The Non-Fitness-Related Benefits of Exergames for Young Individuals Diagnosed with Autism Spectrum Disorder: A Systematic Review. <https://doi.org/10.31236/osf.io/czexa>
- Morris, P., Foulsham, T., Hope, E., & Mills, J. P. (2021, January 6). Preprint: Parent-reported social-communication changes in Children diagnosed with Autism Spectrum Disorder during the COVID-19 pandemic in the UK. <https://doi.org/10.31234/osf.io/5sqxe>
- Mills, J. P. (2020). Authentic Arseholes and the Problem with Transformational Leaders. doi:[10.31234/osf.io/5zfcs](https://doi.org/10.31234/osf.io/5zfcs)

#### Books

- Mills, J. (2019.). *First-Time Sports Coach*. Retrieved from <https://www.amazon.co.uk/First-Time-Sports-Coach-John-Mills-ebook/dp/B07W984CNP>

#### Book Chapters

- Mills, J. P., & Mayglothling, T. (2021). Values Based Coaching and the Coaches Role in Moral Development. In *Essentials of Exercise and Sport Psychology: An Open Access Textbook*.

#### Peer-Reviewed Journal Abstracts

- Clements, K., Freeman, P., & Mills, J.P. (2020). Development of the Youth Coaching Effectiveness

Scale. *The North American Society for the Psychology of Sport and Physical Activity, Vancouver, Canada.*

2. Clements, K., Mills, J.P. (2020). A Longitudinal Examination of the Influence of Coaching Effectiveness on Youth Academy Footballers. *The North American Society for the Psychology of Sport and Physical Activity, Vancouver, Canada.*
3. Lohse, K., Hill, C., Zenko, Z., Miramonti, A., & Mills, J.P. (2019) Workshop on open-science practices in kinesiology. NASPSPA
4. Mills, J.P. (2019). The role of personal ethics in athlete and stakeholder perceptions of anti-doping. Society for the Improvement of Psychological Sciences
5. Mills, J. P., Zenko, Z., & Boardley, I. (2018, June 20). SportRxiv Hackathon. In *The North American Society for the Psychology of Sport and Physical Activity*. Denver, Colorado, US..
6. Mills, J. P., & Boardley, I. (2018, June 20). Development and validation of indirect measures of athletes' attitudes towards controlled and uncontrolled forms of performance enhancement in sport. In *The North American Society for the Psychology of Sport and Physical Activity*. Denver, Colorado, US.
7. Mills, J. P., & Boardley, I. (2015, July 20). An auto ethnographic account of constructing, deconstructing, and reconstructing a coaching identity.. In *14th European Congress of Sport Psychology*. Bern, Switzerland.
8. Mills, J. P., & Boardley, I. (2015, July 20). Coach ethical virtues and integrity as predictors of amateur football participants sport commitment. In *14th European Congress of Sport Psychology*. Bern, Switzerland.
9. Mills, J. P., & Boardley, I. (2015, December 16). Expert Premier League soccer managers' use of transformational leadership behaviours, and attitude towards sport integrity: An intrinsic case-study.. In *British Psychological Society, Division of Sport and Exercise Psychology Conference, Leeds*. Leeds.
10. Mills, J. P., Caliskan, G., & Winstanley, C. (2014, July 21). A retrospective exploration into the impact of career transitions on the identities of expert soccer managers. In *International Congress of Applied Psychology*. Paris.
11. Mills, J. P. (2013, December 18). Measuring leaders' implicit biases towards authentic and pseudo-transformational leadership values.. In *British Psychological Society, Division of Sport and Exercise Psychology Conference*. Manchester.

## Invited Talks and Media

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|------|---|
| 2021 | BBC Documentary on Race in Sport  |
| 2019 | Café Scientifique, Sport as a Dress Rehearsal for Life?   |
| 2019 | California State University Bakersfield   |
| 2019 | Nominated for an ACSM keynote session with Kristin Sanaini and Simine Vazire (rejected)   |
| 2018 | Nominated for an ACSM keynote on Open Science (rejected)  |
| 2018 | BBC World News ( <a href="https://youtu.be/jMKn2mT23wM">https://youtu.be/jMKn2mT23wM</a> )  |
| 2018 | ITV Anglia News ( <a href="http://www.itv.com/news/anglia/update/2018-01-16/skin-colour-impacts-football-position-essex-study-finds/">http://www.itv.com/news/anglia/update/2018-01-16/skin-colour-impacts-football-position-essex-study-finds/</a> ) |
| 2018 | The Times   |
| 2018 | iNews   |
| 2018 | BBC World Service   |
| 2018 | BBC Newsday   |
| 2018 | BBC Focus on Africa   |

## Noteworthy Blog Posts

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| 2017 | The Conversation, Ashes 2017: Why Underdog Status Could do England's Cricket Team a Big Favour = 6,500 reads |
| 2016 | Medium, How to Manage a Football Team = 16,000+ reads  |

## Editorial Boards

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|--------------|---|
| 2019-present | Registered Reports in Kinesiology, Co-Editor in Chief |
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2019-present	Section Editor, Communications in Kinesiology
2020-present	Editorial Board Member (Open Science) Science and Medicine in Football
2015-2017	Editorial Board, Frontiers.

## Ad-hoc Reviewer

Journal of Sport and Exercise Psychology. Psychology of Sport and Exercise. PLOS One. The Sport Psychologist. International Review of Sport and Exercise Psychology. Scandinavian Journal of Medicine and Science in Sport. Journal of Applied Sport Psychology. Qualitative Research in Sport, Exercise and Health. Frontiers in Psychology.

## National and International Service

Reviewer, Canadian Social Sciences and Humanities Research Council (SSHRC)	2020-present
Advisory board member, Sport and Exercise Science Replication Consortia, Technological University Dublin	2019-present
Executive Committee Member, STORK	2017-present
Steering Board Chair, SportRxiv	2017-2019
Organising Committee Member, 5 <sup>th</sup> International Conference on Qualitative Research in Sport and Exercise	2017-2017
BASES, Social Media Editor	2012-2014

## University and Department Service

Department UCU Rep	2020-present
Open Science Working Group (Psychology)	2020-present
Research Committee Member	2018-present
University Open Access Steering Group	2018-2020
Faculty Ethics Committee	2017-2019
Department. Ethics Officer	2017-2019
Programme Lead – University of Chichester	2015-2017

## Graduate Student Committees

Ella Malloy (PhD), External Examiner (University of Birmingham)	2021
Katherine McCulloch (PhD), Internal Examiner	2019
Marie Winter (PhD), Panel Chair	2018-present

## Research-based Degree Supervision

Kyran Clements, MSD	2019-2020
Nick Foan, MSD	2019-2020
Phoebe Morris, PhD	2020-present
Bradley Maxwell, PhD	2019-present
Tristan Mayglothling, PhD	2019-present
Henry Titley-Wall, PhD	2019-present
Julius Mikuzis, PhD	2019-present
Emily Bell, MSD	2019-present
Catherine Lutz, PhD	2017-present
Alexandria Olton, PhD	2016-2018

## Master's Thesis Supervision

Viola Paoletti	2020-present
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Siyang Yu	2020-present
Joel Connor-Saunders	2019-present
Fraser Field	2018-2019
Darragh Grothier	2018-2019
Aisha Idowu	2018-2019
Colleen Leung	2017-2018
Charles Ing	2016-2017

### **Undergraduate Honours Thesis Supervision**

Sam Williams	2020-present
Elizabeth Norman	2020-present
Keir Tiani	2020-present
Billy Hudson	2020-present
Leo Tiffney	2020-present
Estelle Handy	2020-present
Harry Hughes	2019-2020
Abbie Parsons	2019-2020
Dylan Rose	2018-2019
Kyran Clements	2018-2019
Emily Bell	2018-2019
Dimitris Hadjiconstaninou	2017-2018
Aaron Williams	2017-2018
Phillip Muyingo	2017-2018
Toheeb Tijani	2017-2018
Armani Singh	2017-2018
Daniel Thompson	2012-2013
Sarah Howells	2012-2013
Ellis Edwards	2012-2013

\* Please note there is a gap between 2015-2017 where I did not record my students.

### **Employed Research Assistants**

Harry Hughes	2018-2020
Kyran Clements	2019-2020
Abbie Parsons	2018-2019

### **Other Notable Industry Partnerships**

Sports Interactive	2015-2018
Kick it Out	2015-2016
The League Managers Association	2014-2016

### **Teaching Activity**

#### **Modules taught**

Masterclasses in Coaching (Lead)	2020-present
Teaching and Learning Through Sport (Lead)	2019-present
Talent Identification and Recruitment in Sport	2019-present
Sport and Exercise Psychology	2018-present
Introduction to Coaching	2017-present

Professional Skills and Development 1	2017-present
Research Methods in Sport and Exercise Research Project	2017-present
Applied techniques in sport and exercise psychology	2018-present
Social psychology in sport and exercise (Lead)	2018-present
Cognitive Processes in Sport and Exercise Psychology	2018-present
Professional Skills 2 (Lead)	2017-2021
Issues in Sport and Exercise Science	2018-2021
Sport and Performance Psychology	2017-2020
Performance Analysis	2019-2020
Professional practice in sport and exercise psychology	2019-2020
Sport and Performance Psychology	2017-2020
Psychology of Sports Coaching (Lead)	2017-2019
Research Methods 1 (Lead)	2015-2017
Research Methods 2 (Lead)	2015-2017
Psychological Profiling for Sport (Lead)	2013-2014
Sport and Exercise Psychology	2014-2014
Skills for the Sport and Exercise Scientist 1	2012-2013
Skill for the Sport and Exercise Scientist 2 (Lead)	2012-2013
Applied and Integrated Skills 2	2012-2013
Group Dynamics (Lead)	2012-2013
Foundations of Sport and Exercise (Lead)	2012-2013
Psychobiology and cognition (Lead)	2011-2012