

MICHAEL E. DOSS

Paramedic • EMS Educator • Training & Education Coordinator • Author

Nashville, Tennessee | Old Grumpy Paramedic® | Last updated August 2026

Professional Profile

Veteran paramedic, EMS educator, curriculum developer, and published author with more than three decades in urban 911 response, interfacility transport, field training, quality improvement, and EMT instruction. Retired from the Nashville Fire Department after a 32-year career and now serves as Training and Education Coordinator for Ambulnz by DocGo in Nashville. Develops practical, scenario-based education centered on clinical reasoning, professionalism, patient dignity, and sound documentation.

Areas of Expertise

- EMS curriculum design, scenario-based adult learning, skills validation, learner assessment, and LMS/SCORM development
- New-hire orientation, FTO and preceptor development, remediation, and competency programs
- Clinical documentation education, ZOLL EMSCharts workflow, CQI/QA review, and defensible narrative writing
- BLS and ALS education, airway and ventilator fundamentals, operational readiness, professionalism, and patient advocacy

Education

Associate of Applied Science, Pre-Hospital Emergency Care

Volunteer State Community College, Gallatin, Tennessee

Paramedic Education Program

University of Alabama in Huntsville • Paramedic certification completed 1999

Licensure and Instructor Credentials

Licensed Paramedic — State of Tennessee • **Tennessee EMS Instructor/Coordinator Endorsement**
NAEMSE Level I Instructor • **AHA BLS Instructor and Heartsaver Instructor**
AHA ACLS and PALS Provider • **NAEMT Mental Health Resilience Officer (MHRO)**
CEVO Instructor • **Certified Peer Support Recovery Specialist**

Professional Experience

Training and Education Coordinator | 2026–Present

Ambulnz by DocGo • Nashville, Tennessee

- Coordinates education and training for EMTs, AEMTs, and paramedics across new-hire orientation, continuing education, remediation, and competency validation.
- Designs instructor-led and online learning that translates policy, clinical expectations, and documentation standards into field-ready performance.
- Partners with operations leaders, clinical subject-matter experts, critical care paramedics, and respiratory therapy personnel to review technical content and authorize practical evaluation pathways.
- Supports CQI/QA review and targeted provider coaching, using documentation and performance trends to identify recurring education needs.
- Maintains an active clinical perspective through interfacility transport practice and field contact with crews.

Training Instructor / Paramedic | 2024–2026

Ambulnz by DocGo • Nashville, Tennessee

- Joined the organization as an interfacility transport paramedic in March 2024 and moved into a formal training role after assuming increasing responsibility for orientation, documentation education, and provider development.
- Delivered classroom and skills instruction in BLS, operational safety, emergency vehicle operations, clinical documentation, patient assessment, and professional communication.
- Developed practical resources for field use, including quick-reference guides, checklists, preceptor tools, charting aids, and performance assessments.

Adjunct EMT Instructor Coordinator | Current

Volunteer State Community College • Gallatin, Tennessee

- Provides entry-level EMT instruction, scenario facilitation, psychomotor skills coaching, and student evaluation.
- Emphasizes critical thinking, affective-domain performance, manual assessment skills, communication, and the clinical reasoning behind protocol-driven care.

Paramedic / EMT | 1990–2022

Nashville Fire Department, EMS Division • Nashville, Tennessee

- Completed a 32-year career in a high-volume urban 911 EMS system; served as an EMT from 1990 to 1999 and as a paramedic from 1999 until retirement in December 2022.
- Provided emergency assessment, treatment, resuscitation, transport, interagency coordination, and patient advocacy across the full range of medical, traumatic, behavioral, and mass-casualty incidents.
- Mentored new clinicians and precepted developing providers in field judgment, scene leadership, communication, documentation, and professional conduct.
- Served in peer-support leadership, assisting colleagues experiencing occupational stress, critical-incident reactions, and other work-related challenges.

Selected Curriculum and Program Development

In-House EMT Education Program. Designed a 12-week employer-based EMT program combining classroom instruction, BLS and CEVO preparation, skills evaluation, written assessment, and 12 twelve-hour clinical ride-outs.

Field Training Officer and Preceptor Program. Developed a structured FTO selection and education pathway with online coursework, interviews, clinical and affective-domain evaluation, handbooks, quick-start tools, and field documentation. The online FTO course received approval for two operational continuing-education hours.

ZOLL EMSCharts Documentation Competency Training. Built scenario-based instruction that teaches providers why information belongs in each part of the patient care record, with emphasis on assessment, vital-sign trending, interventions, continuity of care, medical necessity, and defensible narratives.

Transport Ventilator Training Series. Serves as course director and instructional designer for a three-part program covering ventilator fundamentals, troubleshooting, respiratory-failure decision points, disease-specific pathophysiology, and specialty populations, with SME and respiratory-therapy review.

Sapphire Infusion Pump Training. Developed device-focused instruction and competency content addressing setup, safe operation, common errors, troubleshooting, and transport use.

Biannual Clinical Competency Program. Developed recurring spring and fall competency plans combining cognitive review, psychomotor validation, documentation expectations, and targeted remediation.

Peer-Reviewed and Professional Publications

Journal of Emergency Medical Services (JEMS)

Doss, M. (2025). [*From Blood, Sweat and Tears to Coronary Artery Disease: A Paramedic's Journey Through the EMS Trenches*](#). JEMS. April 10, 2025.

Doss, M. (2025). [*Welcome to EMS: The Journey Begins*](#). JEMS. May 16, 2025.

Doss, M. (2025). [*A Look at EMS Education, Testing and Why You Shouldn't Try to Shortcut It*](#). JEMS. June 26, 2025.

Doss, M. (2025). [*The Truth You Don't Want: An EMS Veteran on PTSD, Stigma and the Fight to Stay Whole*](#). JEMS. July 15, 2025.

Doss, M. (2025). [*Lessons from the Bench Seat: Why Your Bedside Manner Matters More Than Your Monitor*](#). JEMS. July 29, 2025.

Doss, M. (2025). [*Lessons from the Bench Seat: Why We Need No-Win Scenarios in EMT and Paramedic Education*](#). JEMS. October 30, 2025. *Followed by a published response addressing evidence-based simulation, learner readiness, psychological safety, progressive stress exposure, and structured debriefing.*

Doss, M. (2025). [*The Author Responds*](#). in EMS Educators and Author Respond to 'No-Win Scenarios' Commentary, JEMS. November 21, 2025.

Invited Media and Professional Discussion

Brown, M., with Belk, W., & Doss, M. (2026). [*Balancing Realism, Stress, and Resilience in EMS Simulation Training*](#). EMS Today / JEMS podcast. February 5, 2026. *Invited discussion on scenario design, learner safety, resilience, and structured debriefing.*

Books

EMS Education, Professional Practice, and Memoir

Doss, M. E. (2026). [*Lessons From The Bench Seat: You've Got Your EMT License... Now What?*](#). Independently published. July 1, 2026. *Volume Two.*

Doss, M. E. (2025). [*Old Grumpy Paramedic's Survival Guide to The NREMT For Basic EMT Students*](#). Independently published. October 12, 2025.

Doss, M. E. (2025). [*Lessons From The Bench Seat: What They Didn't Teach You In EMT School*](#). OGP. July 7, 2025.

Doss, M. (2023). [*Emergency Exit: One Paramedic's Journey To Hell and Back*](#). Independently published. July 5, 2023.

Selected Fiction

Doss, M. E. (2026). [*The Silent Directive: Book 1: Harrow's Bay*](#). Independently published. February 21, 2026.

Doss, M. (2023). [*Gripping Tales From The Case Files of Slaughterhouse Investigations*](#). Independently published. February 25, 2023. *Crime-noir anthology.*

Educational Philosophy

Effective EMS education should teach more than steps and checkboxes. Clinicians need to understand why information matters, how decisions affect the patient, and what professional responsibility looks like when a call becomes difficult. Instruction should use realistic scenarios, measurable expectations, deliberate practice, honest feedback, psychological safety, and respect for the people EMS is trusted to serve.