



# DR. NARKETTA SPARKMAN-KEY

LEADER & EDUCATOR

## CONTACT

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📍 Old Dominion University  
2100 Education Building II  
Counseling and Human Services  
Norfolk, VA 23529

## EDUCATION

**Doctorate of Philosophy**  
**Human Services**  
Capella University | Dec 2012

**Master of Arts**  
**Interdisciplinary Studies**  
University of Michigan - Dearborn | May 2004

**Bachelor of Arts**  
**Sociology**  
Madonna University | Dec 2009

## GRADUATE CERTIFICATES

**Global Health**  
Old Dominion University | Aug 2017

**College Teaching**  
Capella University | Dec 2009

## CREDENTIALS

Human Services Board Certified Practitioner

Certified Parent Educator

Psychological Suicide Autopsy (in-training)

## UNIVERSITY LEADERSHIP EXPERIENCE

### 📍 OLD DOMINION UNIVERSITY

#### **Academic Affairs Director | Faculty Diversity & Retention**

Academic Affairs | Jun 10, 2019 - Present

- Developed a strategic plan for college diversity committees
- Developed the first scholarly recruitment program designed to recruit diverse faculty "Excite The Dream ODU"
- Developed a group mentoring program by topics with affinity groups "Mentoring Monday"
- Developed "Diverse Conversations" to provide faculty with a space to have inclusive conversations
- Developed Faculty Diversity Lab focused on training and coaching of faculty on diversity related issues
- Developed the "Inclusive Voice" a semesterly newsletter

#### **Interim Chair | Department of Counseling & Human Services**

Darden College of Education and Professional Studies | May 24, 2019 - Jun 11, 2019

#### **Assistant Chair | Department of Counseling & Human Services**

Darden College of Education and Professional Studies | Jan 1, 2019 - Jun 1, 2019

- Brought in the first human services focused guest lecturer from Jamaica
- Developed the first collaborative training series with Community Services Board
- Led the department wide study abroad efforts
- Organized the process for doctoral research assistant assignments

#### **Human Services Program Director | Department of Counseling & Human Services**

Darden College of Education | Jan 1, 2018 - Jun 1, 2019

- Develop the first international service learning focused study abroad
- Human Services program became accredited by the CSHSE
- Addictions certificate program was implemented
- Developed the first human services advisory council
- Responsible for hiring and onboarding of adjuncts
- Developed mentoring process for adjuncts and doctoral students
- Program recognized as #1 in the nation for producing students of color in human services by
- Diverse issues in higher education
- Curriculum mapping to improve the transfer student process

## UNIVERSITY TEACHING EXPERIENCE

### 📍 OLD DOMINION UNIVERSITY

#### **Associate Professor of Counseling and Human Services (Tenured)**

Darden College of Education and Professional Studies | Dec 25, 2018 - Present

#### **Assistant Professor of Counseling and Human Services**

Darden College of Education and Professional Studies | Dec 25, 2012 - Dec 24, 2018

### 📍 BAKER COLLEGE

#### **Visiting Adjunct Instructor of Psychology | Department of Psychology**

College of Social Science | Aug 2012 - Dec 2012

### 📍 DAVENPORT UNIVERSITY

## CONSULTING

### View Participant Trainer

Portsmouth Social Services | Feb 2018

### Book Review

Guilford Press | Nov 2017

### Book Review

Cengage Learning | Jul 2014

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## PROFESSIONAL DEVELOPMENT

### Program Acceleration

for Collegiate Entrepreneurship  
May 2019

### Women in Leadership Training

Harvard University | Oct 2018

### Psychological Suicide Autopsy

American Association of Suicidology | Apr 2018

### Leadership Training for Department Chairs

American Council on Education | Nov 2017

### Recognizing and Responding to Suicide Risk: Essential Skills for Clinicians

American Association of Suicidology | Jul 2017

### Person Centered Thinking

Support Services of Virginia | Jun 2015

### Clinical Counseling Supervision

Virginia Counseling Association | Apr 2015

### Certified Parent Educator

Virginia Supreme Court | Apr 2015

### LGBTQ+ Allies Training

Old Dominion University | Nov 2013

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## HONORS, AWARDS & PRIZES

### Women in Business Achievement

Inside Business News | 2019

### Educator of the Year

SpeakerCon | 2019

### Support of Women & Women's Issues Recognition

University Women's Caucus | 2019

### Woman of Distinction in Research & the Sciences

YWCA of South Hampton Roads | 2019

### MLK Education Community Leader Award

Urban League of Hampton Roads | 2019

### Darden College of Education Community Service

Old Dominion University | 2018

### Kate Broderick Award for Excellence in Promoting Educational Accessibility

Old Dominion University | 2018

### Course Coordinator/Adjunct Instructor of Sociology | Distance Learning Department

College of Arts and Sciences | Sep 2010 – Dec 2012

## UNIVERSITY OF PHOENIX

### Adjunct Faculty

College of Social Science, School of Advanced Studies | Nov 2009 – Dec 2012

## ASHFORD UNIVERSITY

### Visiting Adjunct Faculty of Sociology, Social and Behavioral Sciences

Distance Learning | Mar 2012 – Jul 2012

## CITY OF DETROIT DEPARTMENT OF HUMAN SERVICE

### Senior Child Development Compliance Assistant

Training and Technical Assistance Program, Head Start | Feb 2003 – Jul 2012

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## COURSES TAUGHT

\*\*Course Development

### UNIVERSITY OF PHOENIX

- HMSV 341 Orientation, Co-Developed Modules, (Distance Learning)\*\*
- HMSV 343W Human Service Methods (Teletechnet /Distance Learning/Hybrid Study Abroad)
- HMSV 344 Career Development and Appraisal (Distance Learning)
- HMSV 346 Diversity Issues (Distance Learning)
- HMSV 368 Field Observation (Distance Learning)
- HMSV 468 Human Services Internship (On-Campus/Field Experience)
- HMSV 440W Program Development and Funding (On-Campus/Distance Learning)\*\*
- HMSV 447 Addiction Theory and Intervention (On-Campus)
- HMSV 495 Special Topics in Human Services-Study Abroad Costa Rica (Hybrid)\*\*
- HMSV 495 Special Topics in Human Services-Study Abroad Jamaica (Hybrid)\*\*
- COUN 667 Internship in Counseling (On-Campus)
- COUN 669 Practicum in Counseling (On-Campus)

### UNIVERSITY OF PHOENIX

- SOC 105 Introduction to Popular American Culture (Distance Learning)
- BSHS 402 Case Management (Distance Learning)

### BAKER COLLEGE

- PSY 111 Introduction to Psychology (Traditional Lecture)

### DAVENPORT UNIVERSITY

- FRSM 100 Career and Education Seminar (Traditional Lecture)
- SOSC 201 Diversity (Traditional Lecture/Distance Learning)

### ASHFORD UNIVERSITY

- Student Success Orientation (Distance Learning)
  - EXP 105 Personal Dimensions of Education (Distance Learning)
  - SOC 120 Introductions to Ethics and Social Responsibility (Distance Learning)
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## New Faculty Award Nominee

Old Dominion University Alumni Association |  
2017, 2018

## Shining Star Award

Student Engagement Services | 2015 – 2017

## Miriam Clubok Leadership Award

National Organization for Human Services | 2016

## Top 40 Under 40 Hampton Roads

Insider Business Magazine and Virginia Pilot  
Newspaper | 2016

## President Broderick Diversity Champion Award

Old Dominion University | 2016

## Provost Award for Undergraduate

### Research Mentorship

Old Dominion University | 2016

## Lenora McNeer Award for

### Distinctive Contribution to the Field

National Organization for Human Services | 2015

## Inspiring Faculty Award

DCOE Outstanding Student Award | 2015

## Inspiring Faculty Award

Kaufman Award Candidate | 2015

## Howard Harris Award

National Organization for Human Services | 2014

## Outstanding Human Services Student Award

National Organization for Human Services | 2012

## Midwest Faculty Scholarship Award

University of Phoenix | 2012

## Robert C. Ford Scholarship

Capella University | 2012

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## PROFESSIONAL MEMBERSHIPS

### National Association of Chief Diversity Officers

Jul 2019 – Present

### American Association for Suicidology

Feb 2018 – Present

### American Public Health Association

Sep 2017 – Present

### National Organization for Human Services

Oct 2013 – Present

### Southern Organization for Human Service

Jan 2013 – Present

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## UNIVERSITY SERVICE

### UNIVERSITY-WIDE

#### Board Fellow

Women's Caucus | May 2019 – Present

## PUBLISHED PAPERS

\*Peer Reviewed Journal Articles; † Invited; ‡Student Co-authored

- **Sparkman-Key**, N., Vадja, A., Belcher, T. (2020). Exploratory study of service learning in human services education. *Journal of Service Learning in Higher Education*, 10(1).
- Snyder, N., **Sparkman-Key**, N. (2019). An exploratory investigation of a flipped classroom model in human service education. *Journal of Human Services: Training, Research and Practice*, 39 (1), 73-84. \* ‡ [Acceptance Rate 15%]
- **Sparkman-Key**, N. Snyder, N., Borden, N. (2019). Advancing the field of human services: Development of LGBT competences. *Journal of Human Services*. (In-Press)
- Moe, J., Perera, D., **Sparkman-Key**, N. (2019). Exploring the relationship between practitioners' consultation skills, competence to counsel lesbian, gay and bisexual clients, and attitudes towards transgender people. *Journal of Gay and Lesbian Social Services*, 12 (4), 1-19. \* [Impact Factor .89 Scopus 20 H-Index, National Readership]
- **Sparkman-Key**, N., Vадja, A., Borden, N. (2018) Human Services Identity Development: Exploration of Student Perceptions. *Journal of Human Services*, 38 (1). \* ‡ [Acceptance Rate 17%-19%, Flagship HMSV journal, National Readership]
- Winfield, C., **Sparkman-Key**, N., & Vадja, A. (2017). Interprofessional collaboration among helping professions: Experiences with holistic client care. *Journal of Interprofessional Education & Practice*, 9, 66-73. <http://dx.doi.org/10.1016/j.xjep.2017.08.004>\* ‡ [Impact factor.45 Scopus, 2H-Index, National Readership]
- **Sparkman-Key**, N., Winfield, C., & Vадja, A. (2017). Emergence of the family oriented human services practitioner: A grounded theory inquiry. *The Journal of International Interdisciplinary Cultural Studies*, 12(3), 13-32. <http://doi.org/10.18848/2327-008X/CGP> \* [Impact factor .03 Scopus 1 H-Index 34% Cabell's, International Readership]
- Johnson, K., **Sparkman-Key**, N., & Kalkbrenner, M.(2017). Human service students' and professionals' knowledge and experiences of interprofessionalism: Implications for education. *Journal of Human Services*, 37(1), 5-14. \* ‡ [Acceptance Rate 17%-19%, Flagship HMSV journal, National Readership]
- Winfield, C., **Sparkman-Key**, N., & Vадja, A. (2017). Professional standards: Moving towards preventive ethics in Human Services. *Journal of Human Services*, 37(1), 55-62. \* ‡ [Acceptance Rate 17%-19%, Flagship journal, National Readership]
- Neukrug, E., **Sparkman**, N., & Moe, J. (2017). The Holland Code of human service professionals: An examination of National Organization for Human Services members. *Journal of Employment Counseling*, 54, 146-156. <http://doi.org/10.0000/j.0000-0000.2013.00000.x> \* [Impact factor JCR .91 Scopus 19 H-Index 40% Cabell's 1.1.(58/80 Q3 applied psych), National Readership]
- **Sparkman-Key**, N., & Reiter, A. (2016). Gaining understanding of human services professionals: A survey of NOHS membership. *Journal of Human Services*, 36(1), 75-79. \* ‡ [Acceptance Rate 17%-19%, Flagship journal, National Readership]
- **Sparkman-Key**, N., & Neukrug, E. (2016) Inclusion of human service professional in the Standard Classification Occupation System. *Journal of Human Services*, 36(1), 69-72. \* [Acceptance Rate 17%-19%, Flagship HMSV journal, National Readership]
- **Sparkman**, N., & Morgan-Gardner, I. (2015). An exploratory study of parenting dimensions and family conflict among Head Start participants: An examination of Hispanic mothers. *Journal of Human Service*, 35(1), 39-46. \* [Acceptance Rate 17%-19%, Flagship HMSV journal, National Readership]
- Moe, J., & **Sparkman**, N. (2015). Assessing service providers at GLTBQ-affirming community agencies on their perceptions of training needs and barriers to service. *Journal of Gay and Lesbian Social Services*, 27(3), 350-370. <http://doi.org/10.1080/10538720.2015.1051687>\* [Impact Factor .89 Scopus 20 H-Index, National Readership]
- **Sparkman**, N., Woodrow, K., & Brown, K. (2015). Parenting differences in minority families: A study of parenting dimensions in Hispanic and African American families.

### Keynote Speaker

Conference for Girls and Young Women | Jun 2019

### Diversity Expert

University LEADERS Program | Apr 2018 – Present

### Member-at-Large, Committee B Faculty Senate

Undergraduate Policies and Procedures  
Apr 2018 – Present

### Committee Member

Kate Broderick Award Committee | Feb 2019

### Committee Member

University Suspension Committee  
Feb 2018 – May 2019

### Assignment Design Workshop Facilitator

Office of Institutional Effectiveness and  
Assessment | Jan 2018

### Advisory Board Member

Coalition of Black Faculty and Administrators  
Jul 2017 – Present

### Advisory Board Member

Interdisciplinary Writing Advisory Board  
Sep 2016 – Jan 2019

### Presenter

“Leadership Lecture” Series | Nov 2014, 15, 17

### IDW Assessment Rater

Improving Disciplinary Writing Assessment  
Summit | Jun 2016

### Lecturer

“Fall Freshman First Class” Initiative | Aug 2013-16

### Workshop Presenter

Faculty Summer Institute | May 2014, 15

## COLLEGE

### Committee Member

University Carnegie Community Service  
Designation Committee | Feb 2018 – Present

### Speaker

Student Awards Ceremony | May 2019

### Presenter

Brown Bag Workshop | May 2019

### IRB Exempt Reviewer

Darden College Human Subjects Committee  
Jun 2016 – Jun 2018

### Grand Assistant

Marshal Commencement | Dec 2017, May 2018

### Marshal Commencement

Marshal Commencement | Dec 2014, Dec 2015,  
Dec 2016, May 2017, Dec 2018, May 2019

### Secretary

Faculty Governance Technology Committee  
Aug 2015 – May 2016

## DEPARTMENT

### Dissertation Committee Member

Jill Parramore | Jul 2019 – Present  
Tiarra Belcher | Aug 2018 – Apr 2019  
Nicole Snyder | Jul 2018 – Apr 2019  
Sandy Griffith | Jun 2018 - Jul 2018  
Debbie Lewis | Apr 2018 – Jul 2018

*The Journal of International Interdisciplinary Cultural Studies*, 9(2), 1-12.  
<https://doi.org/10.18848/2327-008X/CGP/v09i02/53212> \* ‡ [Impact factor .03 Scopus  
1 H-Index 34% Cabell's, International Readership]

- Lott, T., & **Sparkman**, N. (2015). Rural child welfare professionals perceive themselves culturally competent? Cultural competence training. *The International Journal of Interdisciplinary Cultural Studies*, 10(2), 1-8. <https://doi.org/10.18848/2327-008X/CGP/v10i02/53158>\* [Impact factor .03 Scopus 1 H-Index 34% Cabell's, International Readership]
- **Sparkman**, N., & Lott, T. (2015). African American family functioning: Relationship between parenting dimensions and family conflict. *The International Journal of Interdisciplinary Social and Community Studies*, 9(1), 2-9. <https://doi.org/10.18848/2324-7576/CGP/v10i01/53526>\* [Impact factor .06 Scopus 1 H-Index 34% Cabell's, International Readership]
- Moe, J., Finnerty, P., **Sparkman**, N., & Yates, C. (2015). Initial assessment and screening with LGBTQ clients: A critical perspective. *Journal of LGBT Issues in Counseling*, 9(1), 37-56. <http://dx.doi.org/10.1080/15538605.2014.997332>\* ‡ [Impact factor .79 Scopus 15 H-Index, National Readership]
- **Sparkman**, N., & Neukrug, E. (2014). Perceptions of the HS-BCP credential: A survey of human service professionals. *Journal of Human Services*, 34(1), 24-37. \* [Acceptance Rate 17%-19%, Flagship HMSV journal, National Readership]
- **Sparkman**, N., & Lott, T. (2014). HS—BCP: A review of current state. *Journal of Human Services*, 34(1), 184-189. \* [Acceptance Rate 17%-19%, Flagship HMSV journal, National Readership]
- Craigen, L., & **Sparkman**, N. (2014). International human service study abroad. *Journal of Human Services*, 34(1), 126-130. \* [Acceptance Rate 17%-19%, Flagship HMSV journal, National Readership]

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## OTHER PUBLISHED WORKS

\*Peer Reviewed Journal Articles; † Invited; ‡Student Co-authored

## MONOGRAPH

- Lott, T., Morgan-Gardner, I., Comer, H., & **Sparkman**, N. (2015). The impact of cultural competence training on rural human service professionals. *Journal of Human Services Monograph*, 1, 37-40. \*‡

## CONFERENCE PROCEEDINGS

- McCoy, S., & **Sparkman-Key**, N. (2016). Culturally competent pedagogy: Inclusiveness that extends beyond diversity. *Proceedings of the Virginia Tech Conference on Higher Education Pedagogy*, USA, 8, 89-90.
- Comer, H., Bower, J., & **Sparkman**, N. (2016). Showtime: Pop Culture's Impact on Societies' View of the LGBTQ Population. Conference Proceeding: National Organization for Human Services Conference, 1, 43-48. ‡

## ENCYCLOPEDIA ENTRIES

- **Sparkman**, N., & Comer, H. (2015). Costa Rica. In T. Walzer (Ed.), *Encyclopedia of Cancer and Society* (317-319). United States: Sage Publications. doi:10.4135/9781483345758.n155 ‡
- **Sparkman**, N., & Comer, H. (2015). Chaos Comprehensive Care Center. In Walzer, T. (Ed.), *Encyclopedia of Cancer and Society* (261-262). United States: Sage Publications. doi:10.4135/9781483345758.n132‡
- **Sparkman**, N., & Woodrow, K. (2014). Family services overview. In L. H. Cousins & J. G. Golson (Eds.), *Encyclopedia of Human Service and Diversity*, (2nd ed.) (pp. 531-534). United States: Sage Publications. ‡
- **Sparkman**, N., & Boston, Q. (2014). LGBT Clients and Special Needs. In L. H. Cousins and J. G. Golson (Ed.), *Encyclopedia of Human Service and Diversity*, (2nd ed.) (pp.790-792). United States: Sage Publications.

Marla Newby | Jun 2017 – May 2018  
Anthony Vадja | Oct 2017 – May 2018

#### Search Committee Co-Chair

Human Services Tenure Track and Lecturer  
Position | Jul 2018 – Mar 2019

#### Teaching Mentor

Doctoral Student Teaching | Fall 2016-18

#### Committee Chair

Department Student Professional Development  
Scholarship Committee | Oct 2013 – Aug 2014,  
Aug 2015 – Jul 2016, Nov 2017 – Present

#### Search Committee Member

Counseling (two positions) and Human Services  
(four positions) | May 2013 – Jul 2014

#### Search Committee Member

Counseling (two positions) and Human Services  
(four positions) | May 2013 – Jul 2014, Oct 2013 –  
Apr 2014, Nov 2015 – May 2016, Nov 2016 – Apr  
2017

#### Committee Member

Department Personnel Committee  
Aug 2014 – Aug 2015

#### Undergraduate Program Director

Jan 2018 – Present

#### Advisor

College Advising Resource Center  
Jan 2017 – Present

#### Faculty Lead, Spring Break

Human Services Study Abroad | Mar 2014-18

#### Faculty Mentor

Undergraduate Symposium | Nov 2013 – Jan 2014,  
Nov 2015 – Jan 2016, Nov 2016 – Jan 2017, Nov  
2017 – Feb 2018

#### Faculty Advisor

Tau Upsilon Alpha Human Service Honor Society  
Sep 2013 – Dec 2016

#### Committee Chair

Human Service Program Advisory Board  
Jan 2015 – Aug 2016

#### Presenter

Psychology Department HMSV Recruitment  
Dec 2016

## PROFESSIONAL SERVICE

### NATIONAL / INTERNATIONAL

#### Self-Study Accreditation Reviewer

Council for Standards in Human Service Education  
(CSHSE) | May 2014 – Present

#### Ethics Chair

National Organization for Human Services  
Sep 2018 – May 2019

#### Public Health Film Festival Film Proposal Reviewer

American Public Health Association | Jul 2018

#### Intl. Health Conference Proposal Reviewer

- **Sparkman, N.** (2014). Pregnancy and Parenting Services. In L. H. Cousins and J. G. Golson (Ed.), *Encyclopedia of Human Services and Diversity*, (2nd ed.) (pp. 1048-1050). United States: Sage Publications.
- **Sparkman, N.** (2014). Families "Non-Traditional". In L. H. Cousins and J.G. Golson (Ed.), *Encyclopedia of Human Service and Diversity*, (2nd ed.) (pp. 512-516). United States: Sage Publications.

## GRANTS AWARDED

\*Internal Grant Awards

- Reh fuss, M. (Principal), Sparkman-Key, N. (Co-Principal Investigator), Carlisle, K., McCoy, S., Winfield, C., Simmons, J., Moe, J. (2019-2023) Paraprofessional peer support expansion program, \$900,000.
- Santo, A. (Principal Investigator) **Sparkman-Key, N.** (Co- Principal Investigator) , Jovanovic, V. (2019-2020) Design Thinking Robotics Programming for Displaced Youth, Tidewater Children's Foundation, \$4,671.
- **Sparkman-Key, N.** (Principal), Wittkower, D. E. (Principal), Rush, L. (Project Consultant). (2018-2019) Integrating and Scaffolding Student Training Across in-Discipline Writing-Intensive Courses and Information Literacy to Improve Writing Student Learning Outcomes, Interdisciplinary Writing (IDW) Advisory Board, Old Dominion University, \$7000\*
- **Sparkman, N.** (Principal) Service Learning Grant, Office of Leadership and Student Development, Old Dominion University, \$1000, March 2018.\*
- **Sparkman, N.** (Principal) Service Learning Grant, Office of Leadership and Student Development, Old Dominion University, \$1000, March 2017.\*
- **Sparkman, N.** (Principal) Service Learning Grant, Office of Leadership and Student Development, Old Dominion University, \$1000, March 2016.\*
- **Sparkman, N.** (Principal) Service Learning Grant, Office of Leadership and Student Development, Old Dominion University, \$500, March 2015.\*
- **Sparkman, N.** (Principal), "Research Grant," Sponsored by National Organization for Human Service, Other, \$500.00. (October 23, 2013 - October 23, 2014).\*
- Craigen, L. M. (Principal), **Sparkman, N.** (Co-Principal), Dustin, J. C. (Co-Principal), "Quality Enhancement Plan Improving Disciplinary Writing Action Project," Sponsored by QEP Advisory Board, Old Dominion University, \$20,000.00. (September 2013 - May 2014).\*

## GRANTS APPLIED FOR

### UNDER REVIEW

- Agho, A. (Principal Investigator), **Sparkman-Key, N.** (Co-Principal Investigator), Stuart, B., Daines, D., Garner, J. (2020-2023) Targeted Inclusive Diversity and Equitable Structures (TIDES) Advancing Women in STEM, National Science Foundation, \$ 1,228,196.
- Payne, B. (Principal Investigator), Sanzo, K.(Co-Principal Investigator), Galney, R. , Paredes, T., Triplett, R., Sumpter, M., Dice, T., **Sparkman-Key, N.** (Contributing Faculty). (2020-2023) REU Site: Using Design Thinking to Promote Social Innovation in the Social and Behavioral Sciences: Training Undergraduates as Researchers and Design Thinkers, National Science Foundation, \$387,248.
- Jovanovic, V. (Principal Investigator), **Sparkman-Key, N.**(Co-Principal Investigator), Santo, A. (Co-Principal Investigator), Galadima, H. (2020-2023) Resilient robot: A STEM design thinking after school program for homeless children, National Science Foundation, \$1,037,854.

### UNFUNDED

- Jovanovic, V. (Principal Investigator), **Sparkman-Key, N.**(Co-Principal Investigator), Santo, A. (Co-Principal Investigator). (2019-2022) Resilient robot: A STEM design

American Public Health Association  
Mar 2018 – Apr 2018

**Conference Moderator**  
National Organization for Suicidology  
Mar 2018 – Apr 2018

**Editorial Review Board**  
Humanities and Social Science Journal  
Nov 2017 – Dec 2019

**International Women's Day Speaker**  
Women's Center Foundation of Montego Bay,  
Jamaica | Mar 2015-18

**Parent Group Facilitator**  
Women's Center Foundation of Montego Bay,  
Jamaica | Mar 2015, Mar 2017

**Membership Chair**  
National Organization for Human Services  
Oct 2013 – Oct 2017

**Peer Reviewer**  
The Social Science Collection Journal  
Aug 2014, Aug 2015, Sep 2017

**Ethics Standards Development Committee**  
Council for Standards in Human Service Education  
(CSHSE) | Nov 2015 – Sep 2016

**Committee Chair, Conference Proposal**  
National Organization for Human Services  
Apr 2015 – Jan 2015

**Associate Editor**  
The Social Science Collection Journal Vol. 8  
Aug 2014

**Senior Reviewer, Conference Proposal**  
National Organization for Human Services  
Mar 2014 – May 2014

**Editor, Conference Proceedings**  
National Organization for Human Services  
Jun 2013

**Junior Reviewer, Conference Proposal**  
National Organization for Human Services  
Apr 2013 – Jun 2013

## STATE / REGIONAL

**Curriculum Vitae Review**  
Teaching and Mentoring Conference, Southern  
Regional Board | Sep 2019

**External Human Service Program Reviewer**  
Walden University | Jun 2019

**Board Member, Human Service Advisory Board**  
City of Chesapeake | Jan 2015 – Dec 2018

**Board Member**  
Virginia Statewide Parent Education Coalition  
Nov 2015 – Sep 2017

**Board Member – Virginia State Rep**  
Southern Organization for Human Service  
Jan 2013 – Dec 2013

**External Human Service Program Reviewer**  
Lincoln University | May 2015

**External Human Service Program Reviewer**  
Walden University | Oct 2014

thinking after school program for homeless children, National Science Foundation,  
\$1,558,961.

- **Sparkman-Key, N.** (Principal Investigator), Jovanovic, V., Cigularova, D., Cigularov, K., Anthony, B, Grdn, N. (2018-2021) Entrepreneurship Based Peer Support Network for the Improvement of Transfer Student Retention in Engineering Technology, National Science Foundation, \$598,530.
- **Sparkman-Key, N.** (Principal Investigator), Berger, C., Ricks, S. (2017-2019) Educational Intervention in Support of Service Delivery to Diverse Youth Populations, William T Grant Foundation, \$50,000
- Moe, J. (Principal), **Sparkman, N.** (Co-Principal Investigator), Kemer, G., Hoque, K., Goodman-Scott, E. Sink, C., McCoy, S., Berger, C. (2016-2018) Predicting mental health utilization in sexual and gender minority populations: Testing the Intersectional Ecology Model of LGBTQ Health, National Institute of Health, \$374,068.00.
- **Sparkman, N.**(Principal Investigator), Moe, J., Dahl, H., Bertolet, C. (2015-2016) Training school counselors to provide open and affirming career counseling for LGBTQ students, Spencer Foundation, \$50,000 .
- **Sparkman, N.** (Principal Investigator), Moe, J., Hays, D., Goodman-Scott, E. (2015-2018) Evaluating Community-Based Intimate Partner Violence Prevention and Intervention for Lesbian, Bisexual, and Transgender Women, National Center for Injury Prevention and Control Centers for Disease Control and Prevention, \$1,134,337.
- **Sparkman, N.** (Principal Investigator), Moe, J., Hays, D., Goodman-Scott, E. (2015-2018) Domestic Violence and Intimate Partner Violence in Lesbian, Transgender and Bisexual Individuals: A needs assessment, Department of Justice, \$544,000.

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## RESEARCH PAPERS PRESENTED AT PROFESSIONAL MEETINGS

### PEER-REVIEWED

- **Sparkman-Key, N.** (2020, April). Women of color in leadership: the internal work of addressing the gap, Paper presented at 8th Annual Women of Color in the Academy National Conference Virginia Tech, Virginia
- Augustine, B., **Sparkman-Key, N.** (2020, February). Impact of news media on minority individuals' perceptions of personal safety, Paper presented at the National Cross Cultural Counseling and Education Conference, Georgia
- **Sparkman-Key, N.** (2018, October) E-portfolio: Advancing human services education through technology. Paper presented at the National Organization for Human Service Conference, Philadelphia.
- Jovanovic, V., **Sparkman-Key, N.**, Anthony, B., Cigularov, K., Cigularova, D. (2018, June). *Transfer Students' Characteristics in Engineering Programs at Mid-sized University* Paper presented at American Society for Engineering Annual Conference and Exposition, Utah.
- **Sparkman-Key, N.** (2017, July). *Emergence of the family oriented human services practitioner.* Paper presented at the 12<sup>th</sup> International Conference on Interdisciplinary Social Sciences, Virtual.
- **Sparkman-Key, N.** (2017, April). *Emergence of the family oriented human services practitioner: grounded theory study.* Paper presented at the Midwest Organization for Human Services Web Conference, Virtual.
- **Sparkman-Key, N.** (2017, March). *International service learning: A catalyst for cultural competence.* Paper presented at the University of West Indies Public Lecture, Jamaica. †
- **Sparkman-Key, N.**, Neukrug, E. (2016, October). *Advocating for human services: The establishment of a Holland Code for human services.* Paper presented at the National Organization for Human Services Conference: The New "Realities" in America Preparing for the Challenges Ahead, Florida.
- **Sparkman-Key, N.**, Winfield, C. (2016, April). *Families in conflict: Emergence of the family oriented human services practitioner.* Paper presented at the Virginia Wesleyan College

# COMMUNITY ENGAGEMENT

**Recognizing and Responding to Suicide Training**  
Zeta Phi Beta Youth Conference | Jul 2019

**Keynote Speaker, Girls and Young Women's Conference**  
Old Dominion University | Jun 2019

**Keynote Speaker, Membership Brunch**  
Girls with Goals Alliance | Apr 2019

**Keynote Speaker, Scholarship Luncheon**  
Chi Omicron Zeta | May 2019

**Top 40 Under 40 Judge**  
Insider Business News | Jul 2018 – Present

**Middle School Girls Camp Organizer**  
Design Thinking Robotics | Mar 2018

**Self Esteem Development Volunteer**  
Union Mission Ministries Women's Shelter  
Jan 2017 – Present

**Board Advisor**  
Strong Willed Cancer Survivors  
Sep 2017 – Sep 2018

**Keynote Speaker**  
Annual Cancer Survivors Gala  
Sep 2017 – Sep 2018

**Group Facilitator**  
Women's Centre Foundation | Mar 2015 – Present

**Foster Care Volunteer**  
Chesapeake Social Services | Jun 2016 – Dec 2016

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## WORKS IN PROGRESS

### UNDER REVIEW

- **Sparkman-Key, N.,** Belcher, T., Borden, N. E-portfolio: Advancing human services education through technology. *Journal of Technology in Human Services.*

### IN PROGRESS

- **Sparkman-Key, N.** Global human services: an Examination of the presence of human services profession globally.
- **Sparkman-Key, N.** Human services student preparation as gatekeepers: An exploratory study of suicide assessment preparedness .
- **Sparkman-Key, N.** Virtual reality in human services education: An exploration of student experiences
- **Sparkman-Key, N.** Improving disciplinary writing in human services.
- **Sparkman-Key, N.,** Henry-Ferguson, V. Self Esteem development among Jamaican teen mothers.

Works in Progress Conference: A Regional Interdisciplinary Conference of Feminist Scholarship, Virginia.

- Moe, J., **Sparkman-Key, N.,** Clark, M., Gerwe, C. (2015, October). *Queering research.* Paper presented at the Association Counselor Education and Supervision Conference, Pennsylvania.
- **Sparkman, N.** (2015, April). *Parenting differences among minority families.* Paper presented at the Interdisciplinary Social Science 10<sup>th</sup> International Conference, Croatia.
- **Sparkman, N.,** Neukrug, E. (2014, October). *Views of the HS-BCP credential: A survey of human service professionals.* Paper presented at the National Organization for Human Services Conference: Strategic Action: Going Beyond the Gamble of Chance, Nevada.
- **Sparkman, N.,** Bower, J., Comer, H. (2014, October). *Pop culture influence on LGBTQ populations.* Paper presented at the National Organization for Human Services Conference: Strategic Action: Going Beyond the Gamble of Chance, Nevada.
- Craigen, L., **Sparkman, N.** (2014, October). *Human Service Study Abroad Program Development.* Paper presented at the National Organization for Human Services Conference: Strategic Action: Going Beyond the Gamble of Chance, Nevada.
- **Sparkman, N.,** Lott, T. (2014, June). *African American family functioning: Examining the relationship between conflict and parenting.* Paper presented at the Interdisciplinary Social Science Conference, Canada.
- Lott, T., **Sparkman, N.** (2014, June). *Do rural child welfare professionals perceive themselves culturally competent: Cultural competence training.* Paper presented at the Interdisciplinary Social Science Conference, Canada.
- **Sparkman, N.,** (2013, October). *A study of parenting dimensions and family conflict in Hispanic and African American Families: Implications for social research.* Paper presented at the National Organization for Human Service Conference: Sailing into Our Future, Maryland.
- **Sparkman, N.** (2013, April). *It takes a village: Understanding parenting and conflict in minority families.* Southern Organization for Human Service: Becoming a Community Champion, Florida.

### INVITED

- **Sparkman-Key, N. ,** Key, R.(2019, July). Creating positive pro social behavior through cognitive behavioral interventions. Andrew Chisholm Institute, National Association for Blacks in Criminal Justice, Tampa, FL.
- **Sparkman-Key, N.** (2019, February). Suffering in silence: Mental health awareness for parents in urban communities. SciencePubs, Old Dominion University, Norfolk, VA.
- **Sparkman-Key, N.** (2018, March). *Required skills of family oriented human service practitioners: Preparing students for practice.* Paper presented at Global Social Welfare Conference, Virtual. †
- **Sparkman-Key, N.** (2018, March). Recognizing and responding to suicide: A training for school paraprofessionals. Paper presented at the University of West Indies, Jamaica. †
- **Sparkman-Key, N.** (2016, March). *Human service practice in the United States.* Paper presented at Montego Bay Community College School of Social Work Public Lecture, Jamaica.†
- McCoy, S. **Sparkman-Key, N.** (2016, August). *Culturally competent pedagogy: Inclusiveness that extends beyond diversity.* Paper presented at Juniata College Faculty Conference, Pennsylvania.†

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## CREATIVE WORKS

- **Sparkman-Key, N.** (January 18, 2019). The silver dollar approach to black youth suicide. TedXRitenourRoad, St. Louis, MO. <https://youtu.be/ekaLFgue8AM>.
- **Sparkman-Key, N.,** (February 12, 2019 ). Facebook suicide prevention efforts. Guest interview with Al Jazeera News, Doha, Qatar. <https://youtu.be/g3YbKr4CLDw>.

- **Sparkman-Key, N.**, (March 12, 2019). Suicide prevention: What you need to know.. Guest interview on KMB Podcast, Virtual. [https://youtu.be/MFUCCWr\\_wSw](https://youtu.be/MFUCCWr_wSw).
- **Sparkman-Key, N.**, (November 7, 2018). College stress. Interview with David Alan 13NewsNow, Norfolk, VA. <https://www.13newsnow.com/article/life/what-is-stressing-todays-college-kids/291-612227413>.
- **Sparkman-Key, N.**, (March 22, 2019). Black youth suicide. Guest Appearance WHRO/NPR Another View, Norfolk, VA. <https://youtu.be/ekalFgue8AM>.
- **Sparkman-Key, N.**, (March 28, 2019). Male suicide. Guest Appearance WHRO/NPR Watching America, Norfolk, VA. <https://mediaplayer.whro.org/program/watchingamerica/e/watchingamerica-thursday-march-28th-2019>.
- **Sparkman-Key, N.**, (February 22, 2019). Youth mental health. WTKR News 3, Norfolk, VA. <https://wtkr.com/2019/02/20/is-there-a-link-between-marijuana-usage-depression-and-suicide-in-teens-researchers-at-odu-say-yes/>.
- **Sparkman-Key, N.** (n.d.). Parenting and mental health. Blavity content contributor. Virtual. <https://blavity.com/author/TheDrKey>.



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