

# Narketta M. Sparkman-Key, PhD

## 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 | Nov 2012

**Master of Arts**  
Interdisciplinary Studies  
University of Michigan – Dearborn | April 2004

**Bachelor of Arts**  
Sociology  
Madonna University | May 2001

## GRADUATE CERTIFICATES

**DEI Certificate**  
University of South Florida Muma | May 2021

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

**College Teaching**  
Capella University | Dec 2009

## CREDENTIALS

Global Engagement Certificate

Certified Bold Inclusive Conversations Trainer

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

*Select Highlights:*

- Provide vision, leadership, and counseling on matters of diversity initiatives, strategic planning, training, education, research, community relations, policy development, campus climate issues, communication, and implementation of efforts to safeguard diversity, equity, inclusion, and mutual respect for all stakeholders.
- Responsible for reporting strategies and efforts to provost, president, President's Council, Provost's Council, and Board of Visitors.
- Responsible for brand development, universal messaging, semesterly newsletter, website development, annual reporting, and initiatives to create a more inclusive environment for faculty.
- Developed strategic recruitment plan and first scholarly recruitment program, "Excite the Dream ODU" designed to attract diverse faculty.
- Responsible for faculty development and the development of faculty supported spaces focused on group mentoring by topic, inclusive conversations and pandemic support.
- Established a diversity and inclusion lab that uses technology (i.e., virtual reality simulation) to minimize unconscious bias and increase inclusivity among faculty.
- Established and lead the first advisory committee comprised of community leaders and administrators at local universities.
- Co-founded the College of Education's Diversity Center and serve as a liaison to diversity committees across all six colleges.
- Developed faculty Blackboard organization and online resource center that houses all diversity trainings, best practices, faculty resources and provides a space to engage in critical DEI discussions. Implemented a DEI certificate training program and redesigned campus wide search committee training.
- Developed a collaborative video series on Culturally Competent Pedagogy and faculty initiative to foster and support the development of multiculturally focused pedagogy.
- Identified best practices and implemented new policies and procedures to support the recruitment and retention of faculty.
- Developed training materials and other programming related to diversity.
- Collaborate with the office of Institutional Research to gather university related data related to university culture.
- Collaborate with Student Multicultural Affairs and Institutional Equity and Diversity to address DEI matters across campus
- Interpret COACHE results into goals and strategies university wide and college specific goal planning to address areas of growth in collaboration with assessment office.
- Developed action plan to address civil unrest by increasing efforts that promote the inclusion of all voices in decision making, dismantling practices that present barriers for people of color and create a more inclusive environment for faculty and students.
- Supervise administrative staff and graduate students in Office of Faculty Diversity and Retention

## HONORS & AWARDS

**100 People to Meet in 2022**  
Virginia Business Magazine | 2021

**Mary Helen Thomas Racial Justice Award**  
YWCA South Hampton Roads | 2021

**International Outreach Award**  
Darden College of Ed. & Professional Studies | 2020

**International Leadership Recognition**  
University of West Indies | 2020

**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

**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

- Collaborate with Institutional Equity and Diversity on the development of One Virginia Diversity Plan.
- Collaborate with centers, colleges, and offices across campus to provide professional development opportunities for faculty and administrators.
- Collaborate with faculty, staff and committees across campus to improve diversity efforts and create a more inclusive community.
- Responsible for conducting scholarly research, grant writing, and interacting with media as an expert in diversity.
- Ensure equity minded student centered practices are employed by faculty.
- Primary advisor to Provost's Council and Senior Leadership Committee on DEI matters

**Assistant Chair | Department of Counseling & Human Services**  
Darden College of Education and Professional Studies | Jan 1, 2019 – Jun 1, 2019

**Human Services Program Director | Department of Counseling & Human Services**  
Darden College of Education | Jan 1, 2017 – Jun 1, 2019

- Lead Program Accreditation Process
- 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.
- Collaboratively engaged in curriculum mapping to streamline the transfer student process from community college settings to ODU.

## 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

**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

Midwest Faculty Scholarship Award  
University of Phoenix | 2012

Robert C. Ford Scholarship  
Capella University | 2012

## CONSULTING

Relationship Building and DEI  
VA Association of Gov Purchasing | Oct. 2021

Diversity Mediation  
Virginia Commonwealth University | January 2021

Youth Suicide Training  
Ramsey County | November 2020

Diversity Equity and Inclusion Training  
Wavy News | July 2020

Unconscious Bias and Civility  
Sylvan Learning Center | February 2020

View Participant Trainer  
Portsmouth Social Services | Feb 2018

Book Review  
Guilford Press | Nov 2017

Book Review  
Cengage Learning | Jul 2014

## PROFESSIONAL DEVELOPMENT

Anti-Racism Framework Training  
National Association for Diversity Officers in Higher Education | February 2022

Shared Equity Leadership Circle  
American Council on Education | March 2022

Virginia Network's Senior Leadership Seminar  
ACE Virginia Network | October 2021-Present

Leadership Institute  
HERS Network | June 2021

Micro intervention Training  
Dr. Derald Sue | May 2021

Diversity Equity Inclusion Workplace Training  
University of South Florida Muma College of Business | May 2021

Engaging in Bold Inclusive Conversations Program  
Winters Group | April 2021

Chief Diversity Officer Standards of Professional Practice Institute  
National Association of Diversity Officers in Higher Education | November 2020

Harvard COACHE Training

Visiting Adjunct Faculty of Sociology, Social and Behavioral Sciences  
Distance Learning | Mar 2012 – Jul 2012

## PROFESSIONAL EXPERIENCE

📍 CITY OF DETROIT DEPARTMENT OF HUMAN SERVICE

### Senior Child Development Compliance Director

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

## COURSES TAUGHT

\*\*Course Development

📍 OLD DOMINION UNIVERSITY

- HMSV 341 Orientation, Co-Developed Modules, (Distance Learning) \*\*
- HMSV 343W Human Service Methods (TeleTech net /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 449 Crisis Prevention, Intervention and Ethics (Distance Learning)
- 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)

## PUBLISHED PAPERS

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

- **Sparkman-Key, N.**, Dice, T., Gaant, A. (2021). Institutional response to the Covid-19 pandemic: Experiences of faculty and administrators. *Current Issues in Education*, 22(3), 1-25.
- **Sparkman-Key, N.**, Vajda, A., Belcher, T. (2020). Exploratory study of service learning in human services education. *Journal of Service Learning in Higher Education*, 10(1), 1-18.
- 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*, 4 (1), 1-38. \* ‡ [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*, 39 (1), 73-84.
- 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]

Harvard University | August 2019

**Program Acceleration  
for Collegiate Entrepreneurship**  
Old Dominion University | 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

## PROFESSIONAL MEMBERSHIPS

**American Association of Hispanics in Higher  
Education** | October 2020 – Present

**American Association of Blacks in Higher Education**  
| November 2020 – Present

**Phi Beta Delta Gamma Chi Chapter** |  
Honor Society for International Scholars  
September 2020

**National Association of Chief Diversity Officers** |  
Jul 2019 – Present

**American Association for Suicidology** |  
Feb 2018 – 2020

**American Public Health Association** |  
Sep 2017 – 2020

**National Organization for Human Services** |  
Oct 2013 – Present

**Southern Organization for Human Service** |  
Jan 2013 – Present

## UNIVERSITY SERVICE

### UNIVERSITY-WIDE

**Committee Member**  
President Inauguration | April 2022-Present

**Mission and Values Work Group**  
Strategic Plan | November 2021-March 2022

**President Elected Committee Member and Chair**

- **Sparkman-Key, N., Vajda, 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., & Vajda, 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., & Vajda, 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., & Vajda, 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. *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]

Faculty Grievance Committee | Aug 2020-Present

#### REYES Presenter

Unconscious Bias | July 22, 2020

#### Student Success Conference

Self-Care Workshop Presenter | June 25, 2020

#### Board Member

Women's Caucus | May 2019 – Present

#### Keynote Speaker

Conference for Girls and Young Women | Jun 2019

#### Diversity E-Portfolio Development Expert/Advisory

#### Board Member

University LEADERS Program | Apr 2018 – June 2020

#### 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

"Student 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

#### Ex Officio Committee Member

DCEPS ALLIED Committee | Aug 2020 – Present

#### Mentoring New Faculty

Visiting Faculty | Sept 2019 – June 2020

#### Committee Member

University Carnegie Community Service

Designation Committee | Feb 2018 – Dec 2020

#### Speaker

Student Awards Ceremony | May 2019

#### Presenter

Brown Bag Workshop | May 2019

#### IRB Exempt Reviewer

Darden College Human Subjects Committee

Jun 2016 – Jun 2018

- 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]

## OTHER PUBLISHED WORKS

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

### BOOK

- Johnson, K., **Sparkman-Key**, N., Meca, A., Tarver, S. (ED) (In-Press Spring 2022). *Developing Anti-Racist Practices within Helping Professions: Inclusive Theory, Pedagogy, and Application*. Palgrave Macmillan, New York, NY.

### BOOK CHAPTER

- **Sparkman-Key**, N., Tarver, S. (May 2022). Promoting mental wellness among black faculty: Strategies for coping. *We're Not Ok: Black Faculty Experiences and Higher Education Strategies*, Cambridge University Press, Cambridge, UK.

### OP-ED

- **Sparkman-Key**, N. (2021, October 6). How to 'Boss Up' as a Black Woman in Academe. *The Chronicle of Higher Education*, <https://www.chronicle.com/article/how-to-boss-up-as-a-black-woman-in-academe>
- **Sparkman-Key**, N. (2020, June 16). Reopening should be an opportunity for women leaders. *Virginian Pilot Newspaper*, <https://www.pilotonline.com/opinion/columns/vp-ed-column-sparkman-key-0616-20200616-mc7z4igbbfcodcy23drzmkcvkq-story.html>

### 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 ‡

### Grand Assistant Marshal

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 Service

Erin Hanley | Committee, May 2020–October 2021  
Bianca Augustine | Chair, March 2020 – August 2021  
Jill Parramore | Committee, Jul 2019 – July 2020  
Tiarra Belcher | Committee, Aug 2018 – Apr 2019  
Nicola Mead | Committee, Jul 2018 – Apr 2019  
Sandy Griffith | Committee, Jun 2018 - Jul 2018  
Debbie Lewis | Committee, Apr 2018 – Jul 2018  
Marla Newby | Committee, Jun 2017 – May 2018  
Anthony Vajda | Committee, 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 2016-20

### Committee Chair

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

### 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 – June 2019

### Advisor

College Advising Resource Center  
Jan 2017 – Jan 2019

### 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

- **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.
- **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

\*\*Under Review Grant Awards

- Rehfluss, M. (Principal), **Sparkman-Key, N.** (Co-Principal Investigator/Co-Director), Carlisle, K., McCoy, S., Winfield, C., Simmons, J., Hartsfield, J., Sawyer, J. (2022-2026) Behavioral health workforce education and training program [100912-010], \$1,616,000. [https://www.odu.edu/news/2021/9/16\\_million\\_counsel#\\_YWcdExwpBJU](https://www.odu.edu/news/2021/9/16_million_counsel#_YWcdExwpBJU)
- Rehfluss, M. (Principal), **Sparkman-Key, N.** (Co-Principal Investigator/Co-Director), Carlisle, K., McCoy, S., Winfield, C., Simmons, J., Moe, J. (2019-2022) Paraprofessional peer support opioid workforce expansion program [100819-10], HRSA \$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-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). \*

## RESEARCH PAPERS

## PROFESSIONAL SERVICE

### NATIONAL / INTERNATIONAL

#### [Re-Entry Diversity Workgroup](#)

Association of Colleges and University Housing  
Officers-International  
June 2021– August 2021

#### Diversity Marketing Committee

National Association of Diversity Officers in Higher Education  
April 2021– Present

#### Anti-Racist and Equity Practices Team

Journal of Trauma Studies in Education  
May 2021– Present

#### Editorial Review Board

Journal of Trauma Studies in Education  
January 2021– Present

#### Affiliated Graduate Faculty- Dissertation

Virginia Commonwealth University  
October 2020 – Present

#### Self-Study Accreditation Reviewer

Council for Standards in Human Service Education  
(CSHSE) | May 2014 – May 2021

#### 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

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

### PEER-REVIEWED

- **Sparkman-Key, N.** (2022, April). We are not the maid: Identifying and leveraging leadership opportunities that align with career goals, Paper presented at Faculty Women of Color in the Academy Annual Conference, Alexandria, Virginia.
- Moe, J., **Sparkman-Key, N.**, Augustine, B. Gantt, A. (2021, October). Assessing for intersectional minority stress and protective factors in suicide prevention with multiple minority youth identifying as sexual-affectional /gender expansive, Paper presented at the Society for Sexual, Affectional, Intersex, and Gender Expansive Identities Conference, Virtual
- Augustine, B., **Sparkman-Key, N.** (2020, September). The de-stigmatization of suicide and increase help seeking behaviors in Black communities, Paper presented at the Black Mental Healthy Symposium, Virtual
- Augustine, B., **Sparkman-Key, N.** (2020, April). Altering perceptions: The de-stigmatization of suicide to increase help-seeking behaviors, Paper presented at the Third Annual Conference: Clinical Counseling and Beyond, The Chicago School of Professional Psychology, Virtual
- **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, Blacksburg, Virginia
- Wittokwer, L., Wittokwer, D. **Sparkman-Key, N.** (2020, February). Making connections between general education information literacy and upper-level writing courses: An exploration of faculty and student perceptions. Paper presented at Georgia International Conference on Information Literacy, Savannah, Georgia.
- Augustine, B., **Sparkman-Key, N.** (2020, February). Safety first: 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 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.

## Associate Editor

The Social Science Collection Journal Vol. 8  
Aug 2014

## Senior Reviewer, Conference Proposal

National Organization for Human Services  
Mar 2014 – May 2014

## 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

## COMMUNITY ENGAGEMENT

### Adopt Room, Shelter

YWCA | Feb-Aug 2020

### 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 – Aug 2020

### Middle School Girls 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 – Mar 2021

### Foster Care Volunteer

Chesapeake Social Services | Jun 2016 – Dec 2016

- **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.**, (2021, October). Developing inclusive relationships through effective communication [Closing Keynote]. Virginia Association of Governmental Purchasing, Harrisonburg, PA.
- **Sparkman-Key, N., Augustine, B.** (2021, July). Fostering positive sense of self through creativity. South Dakota Counseling Association Positive Youth Development Summer Series. <https://youtu.be/5Eu56ha4tOI>
- **Sparkman-Key, N.** (2021, May). *Family Engagement Cultural Perspectives*. Norfolk Public Schools-Old Dominion University Partnership Professional Development Series, Virtual. †
- **Sparkman-Key, N.** (2021, April). *Boss Up and Own It: Owning Your Academic Journey*. Keynote, Sisters in Higher Education Symposium, Virtual. †
- **Sparkman-Key, N.** (2020, July). *Leading with passion and perseverance: Cultivating women leaders*. Learning Short Webinar, ACE Virginia Women's Network, Virginia. <http://www.virginianetwork.org/resources.html> †
- **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. (September 17, 2021) Virginia's vaccination rates, broken down by racial demographics?. 13 News Now. <https://www.13newsnow.com/article/news/health/coronavirus/virginia-vaccine-covid19-racial-demographics/291-231d979a-42ca-414a-85ff-c3acb88bca4b>
- **Sparkman-Key**, N. (August 2, 2021) Critical Race Theory: What's the truth and why are we talking about this now?. 13 News Now. <https://www.13newsnow.com/article/news/local/13news-now-investigates/critical-race-theory-the-truth-why-are-we-talking-about-this-now/291-af3014dd-f7fa-4565-85c3-90f8b36b867b>
- **Sparkman-Key**, N. (August 2, 2021) . Myths Mystery and Truths About Black History. Samuel Dewitt Proctor Institute Reparative Justice, Racial Restoration, and Education Editorial. <https://soundcloud.com/user-219882508/rjrree-making-it-plain-with-dr-key-1>
- **Sparkman-Key**, N. (April 2, 2021) Diversity, Equity, and Inclusion in Higher Ed. The Jali Podcast. <https://podcasts.apple.com/us/podcast/the-jali-host-melyssa-barrett/id1534530322?i=1000514200504>
- **Sparkman-Key**, N. (August 2, 2021) Career ownership. Black Wall Street Today Podcast. <https://podcasts.apple.com/us/podcast/black-wall-street-today-with-blair-durham/id1477565940>
- **Sparkman-Key**, N. (March 11, 2021) Racism and traffic Bill in Virginia. 13 News Now. <https://www.13newsnow.com/article/news/politics/virginia-bill-limit-traffic-stops/291-db34199f-8ab3-4887-8d29-d358c5184683>
- **Sparkman-Key**, N. (February 24, 2021) Racism as a Public Health Crisis. 13 News Now. <https://www.13newsnow.com/article/news/local/virginia/virginia-one-step-closer-declaring-racism-as-a-public-health-crisis/291-ba06c8bd-32b9-429b-84a2-6c372caa0565>
- **Sparkman-Key**, N. Supporting the advancement of black women in the academy, *Samuel DeWitt Proctor Institute for Leadership, Equity and Justice*, Twitter Chat.
- **Sparkman-Key**, N. (September 5, 2020). Women, leadership, and COVID-19. Guest Appearance WHRO/NPR, Sarah McConnell "With Good Reason". <https://withgoodreasonradio.org/episode/working-through-history/?t=971&autoplay=1>
- **Sparkman-Key**, N. (July 29, 2020). ODU professor discuss the impact of being a pessimist. Al Jazeera Arabic News, 1 am News Bulletin, International <https://youtu.be/ZwblWH8icek>
- **Sparkman-Key**, N. (April 2020-Present). Making it Plain with Dr. Key, Podcast, iHeart Radio, GooglePlay, Spotify, National <https://makingitplain.podbean.com/>
- **Sparkman-Key**, N. (June 4, 2020). Reflecting on the Civil Rights Movement. 13 NEWS Now, Norfolk, VA. <https://youtu.be/RTnglmBumWY>
- **Sparkman-Key**, N. (June 4, 2020). ODU professor sees protests as a turning point. WAVY News, Norfolk, VA. <https://youtu.be/7q9lkBdEnic>
- **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>.