

# Narketta M. Sparkman-Key, PhD

## CONTACT

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## EDUCATION

**Doctorate of Philosophy**  
Human Services - Social and Community Service  
Capella University | Distinction | Nov 2012

**Master of Arts**  
Interdisciplinary Studies- Social Science  
University of Michigan - Dearborn | Honors | April 2004

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

## GRADUATE CERTIFICATES

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

**College Teaching Graduate Certificate**  
Capella University | Dec 2009

## TENURE / RANK

**FULL PROFESSOR WITH TENURE**  
James Madison University | June 2022

**ASSOCIATE PROFESSOR WITH TENURE**  
Old Dominion University | December 2018

**ASSISTANT PROFESSOR**  
Old Dominion University | December 2012

## CREDENTIALS

**Academic Wellness Ambassador Certification**  
Star Scholar Network & Jeevan Vigyan | Dec 2024

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

## UNIVERSITY LEADERSHIP EXPERIENCE

📍 James Madison University July 1, 2022- December 6, 2024  
James Madison University (JMU), is a public Research 2 university with approximately 20,000 enrolled students. Located in Harrisonburg, Virginia, JMU is committed to undergraduate education, civic engagement, and globalization.

### Vice Provost | Strategic Initiatives and Global Affairs (Promotion)

Academic Affairs | May 1, 2023 – December 6, 2024

*This inaugural role focused on leading projects to evaluate and enhance effectiveness and efficiency, while overseeing and stabilizing the Center for Global Engagement. Provided leadership for diversity, equity, and inclusion initiatives within Academic Affairs, ensuring alignment with institutional goals. Additionally, oversaw the administrative processes for the adjudication of Title IX cases, ensuring compliance and fairness. Direct reports included the Executive Director of Global Engagement, an Executive Assistant, and a Part-Time Recruitment Coordinator.*

### Strategic Leadership and Vision

- Develop a tool to map inclusive excellence efforts across Academic Affairs, ensuring efforts were data driven and effective in meeting intended outcomes
- Articulated, implemented, resourced, and achieved strategic plan goals for internationalization and inclusion within Academic Affairs.
- Led sustainable efforts to build in-house recruitment teams for non-traditional academic programs, ensuring equitable support for student needs.
- Led efforts to strategically foster the adoption of a teacher-scholar model within international research efforts to align with the institution's identity as a high research activity (R2) institution

### Global Engagement and Internationalization

- Hired a new Executive Director for the Center for Global Engagement.
- Stabilized the budget for the Center for Global Engagement by eliminating unfilled roles, redefining positions to meet operational needs, and ensuring essential roles were budget-supported.
- Identified gaps in SCHEV requirements for international programs and developed protocols and an emergency response position to address them.
- Updated and established divisional policies and procedures for international research, global affairs, and promotion and tenure.
- Represented James Madison University as Chief International Officer in the Association of Public & Land Grant Universities.
- Developed and hosted programming for potential alumni donors within the Center for Global Engagement.
- Led a summer study abroad program in Jamaica focused on service learning, leadership, education, and cultural competence.

### Recruitment, Marketing, and Enrollment Management

- Developed a plan to phase out a third-party vendor, reallocating funds to create in-house recruitment and advising teams for the School of Professional and Continuing Education and the Graduate School.
- Oversaw the creation of a new marketing plan to support recruitment efforts for the School of Professional and Continuing Education and the Graduate School.
- Participated in piloting a strategic enrollment management model within the Graduate School and the School of Professional and Continuing Education as part of the Strategic Enrollment Management Committee.

### Policy, Governance, and Faculty Development

- Oversaw faculty, administrator, and staff hiring processes within Academic Affairs, including revising hiring guidelines and implementing annual search committee training.
- Chaired a shared governance committee focused on faculty hiring, enhancing transparency and inclusivity.

**Certified Bold Inclusive Conversations Trainer**  
The Winters Group | December 2021

**Psychological Suicide Autopsy**  
American Association of Suicidology | 2018

**Suicide Assessment and Clinical Response**  
University of South Florida Muma | July 2017

**Certified Parent Educator**  
State of Virginia | May 2015

**Human Services Board-Certified Practitioner**  
Center Credentialing Education | September 2011

## HONORS & AWARDS

**Presidential Award for Service and Excellence**  
Star Scholar Network | 2024

**Largest Grant Award**  
ODU Darden College of Education | 2023

**ACCS Distinguished Honoree Recognition**  
African American Creative Community Series | 2022

**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**  
Speaker Con | 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

- Implemented and regularly updated faculty hiring guidelines to promote equitable and efficient recruitment processes.
- Reviewed, considered, and approved Academic Affairs policy changes and academic program updates.

### Operational Excellence and Program Development

- Led a team to evaluate the School of Continuing Education, identifying opportunities to streamline services and improve operational efficiencies.
- Directed the phasing out of a third-party vendor to enhance the budget for the School of Continuing Education.
- Oversaw the development of an in-house recruitment team focused on student enrollment for the School of Professional and Continuing Education and the Graduate School.
- Reviewed and approved new academic programs and updates to existing programs.

### Associate Provost | Inclusive Strategy and Equity Initiatives

Academic Affairs | July 1, 2022 – April 30, 2023

*As primary advisor to the provost, this role centered on providing vision, leadership, and coaching to advance inclusive excellence and strategic planning through an inclusivity lens. Key responsibilities included search committee training, inclusivity education, policy development, addressing campus climate issues, fostering community relations, and implementing initiatives to uphold diversity, equity, inclusion, and mutual respect for all stakeholders. The position oversaw an administrative assistant and maintained dotted-line reporting with 13 diversity leaders across departments. After 9 months in this role, I was promoted to Vice Provost for Strategic Initiatives and Global Affairs.*

### Strategic Leadership and Inclusive Excellence

- Collaborated with campus leaders to align inclusion goals across the division, ensuring coherence and shared commitment.
- Synthesized short- and long-term goals within Academic Affairs units to foster an inclusive culture and developed metrics to track progress.
- Advised and collaborated with the Academic Council to benchmark and implement inclusive excellence plans, including equity-responsive recruitment, retention, and employee development.

### Collaboration and Stakeholder Engagement

- Cultivated and expanded collaborative relationships with internal and external stakeholders to advance institutional goals.
- Partnered with Student Affairs to address student-related issues impacting teaching and learning.
- Represented the Office of the Provost in official and informal capacities with faculty, senior leadership, the Board of Visitors, and external stakeholders.
- Managed inclusion-related messaging and initiatives across Academic Affairs, collaborating with University Communications, Student Affairs, and the President's Office to align and articulate institutional values.

### Faculty Development and Inclusive Excellence

- Developed the institution's first faculty recruitment program and active process to attract underrepresented scholars.
- Collaboratively created equitable and inclusive hiring guidelines, incorporating feedback from faculty senate.
- Implemented mandatory faculty hiring training for search committees to promote fair and consistent practices.
- Partnered with Faculty Affairs to establish inclusive tenure and promotion guidelines.
- Utilized university data to develop diversity, equity, and inclusion goals and objectives.
- Led investigations of faculty misconduct, ensuring fairness and accountability.

### Program and Policy Leadership

**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

## CONSULTING

**Co-Director and Co-PI Behavioral Health Grant**  
Old Dominion University | June 31, 2022- Present

**Inclusive Pedagogy Faculty Training**  
Huntington College | March 2023

**Shared Equity Leadership Circle Leader**  
American Council on Education | Sept - Oct 2022

**Relationship Building**  
VA Association of Gov Purchasing | Oct 2021

**Faculty-Student Mediation**  
Virginia Commonwealth University | Jan 2021

**Youth Suicide Training**  
Ramsey County | Nov 2020

**Diversity Equity and Inclusion Training**  
Wavy News | July 2020

**Unconscious Bias and Civility**  
Sylvan Learning Center | Feb 2020

**View Participant Trainer**  
Portsmouth Social Services | Feb 2018

**Book Review**  
Guilford Press | Nov 2017

**Book Review**  
Cengage Learning | July 2014

- Led a task force to realign the School of Continuing and Professional Education, streamlining operations and improving effectiveness.
- Oversaw the solicitation and review of third-party RFPs for marketing graduate programs, focusing on targeted student recruitment.
- Partnered with Research and Scholarship to implement faculty research grants, fostering academic growth and innovation.
- Reviewed and enhanced hiring guidelines to ensure equity and transparency.
- Mediated between faculty senate and administrators to resolve conflicts and implement agreed-upon hiring practices.

### Strategic Planning and Assessment

- Collaboratively engaged in strategic planning activities to align division priorities with institutional goals.
- Developed and led processes to incorporate faculty senate feedback into hiring guidelines, ensuring inclusivity and shared governance.
- Benchmarked progress on inclusive excellence initiatives, using data to refine and improve outcomes.

## OLD DOMINION UNIVERSITY      December 25, 2012-June 31, 2022

Old Dominion University (ODU), is a public Research 1 university with approximately 24,000 enrolled undergraduate and graduate students. Located in Norfolk, Virginia and is designated as a Minority Serving Institution (MSI), ODU is committed to its diverse student population with a focus on first generation and military veterans.

### Academic Affairs Director | Faculty Recruitment & Retention

#### Academic Affairs | June 10, 2019 – June 31, 2022

*This inaugural role focused on providing visionary leadership and consultation in diversity initiatives, strategic planning, training, education, research, community engagement, policy development, and campus climate enhancement. It emphasized fostering diversity, equity, inclusion, and mutual respect through effective communication and implementation strategies. The position was instrumental in safeguarding an inclusive environment for all stakeholders. Direct reports included an Administrative Assistant and Director of Faculty Recruitment and Retention.*

#### Selected Accomplishments

##### Strategic Leadership in Inclusion and Equity

- Developed annual Academic Affairs goals related to inclusion, incorporating branding, universal messaging, semester newsletters, website updates, annual reporting, and initiatives fostering inclusivity for faculty.
- Designed and implemented "Excite the Dream ODU," the university's first scholarly recruitment program, aimed at attracting diverse faculty.
- Established a "Diversity and Inclusion Lab" leveraging advanced technologies like virtual reality simulations to reduce unconscious bias and enhance faculty inclusivity.
- Created action plans to address civil unrest by amplifying diverse voices in decision-making, dismantling systemic barriers for people of color, and fostering a more inclusive campus environment.
- Collaborated with Institutional Equity and Diversity to develop the "One Virginia Diversity Plan" and ensure equity-minded practices across the university.

##### Faculty Development and Mentorship

- Led initiatives to develop faculty-supported spaces focused on group mentoring, inclusive conversations, and pandemic-related support.
- Co-founded the College of Education's Equity Center and acted as a liaison to inclusive excellence committees across six colleges.
- Implemented an "Inclusive Excellence Certificate Training Program" and redesigned campus-wide search committee training for equitable hiring practices.
- Developed a collaborative video series on Culturally Competent Pedagogy, fostering multicultural teaching practices among faculty.

# PROFESSIONAL DEVELOPMENT

## MSI Aspiring Leader

Rutgers Center for MSI | 2024 Cohort

## AGB Leadership and Governance Fellow

Association of Governing Boards of Universities  
and Colleges | 2023-2024 Cohort

## CASE Beginners Institute

Council for Advancement and Support of Education  
District III | Feb 2023

## Trauma Informed Title IX Investigation

Grand River Solutions | Feb 2023

## Conducting Fair and Equitable Compliant Title IX Hearings

Grand River Solutions | June 2023

## HERS Executive Coaching Circle

HERS | January 2023

## Shared Equity Leadership Circle

ACE | April 2022

## Virginia Network's Senior Leadership Seminar

ACE Virginia Network | Oct 2021 - July 2022

## Global Engagement Certificate

ODU Center for Global Engagement | April 2022

## Effective Mentoring Training

National Research Mentoring Network | April 2022

## 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 | Nov 2020

## COACHE Training

Harvard University | Aug 2019

## Program Acceleration for Collegiate Entrepreneurship

Old Dominion University | May 2019

## Women in Leadership Training

- Established a faculty online resource center that houses training materials, best practices, and a platform for critical inclusion discussions.
- Provided mentorship to deans and administrators on hiring practices, misconduct investigations, recruitment, and retention strategies.

## Policy Development and Governance

- Identified best practices and implemented new policies to support faculty recruitment and retention within Academic Affairs.
- Chaired the Faculty Grievance Committee, overseeing grievance processes and collaborating with the Ombudsman and mediation offices to address faculty needs.
- Provided leadership on the development of the Quality Enhancement Plan (QEP) and participated in strategic planning work groups focused on Mission, Vision, and Values.

## Collaborative Initiatives and Stakeholder Engagement

- Established and led the first advisory committee comprising community leaders and university administrators to strengthen engagement.
- Partnered with centers, colleges, and offices across campus to provide professional development for faculty and administrators.
- Collaborated with the Office of Institutional Research to analyze university culture data and develop actionable goals based on COACHE survey results.
- Worked with Student Multicultural Affairs and Institutional Equity to address equity and inclusion challenges across campus.
- Collaborated with faculty, staff, and committees to improve diversity efforts and foster a more inclusive community.

## Supervision, Training, and Resources

- Supervised administrative staff and graduate students in the Office of Faculty Diversity and Retention.
- Developed training materials and programming related to inclusive excellence and equity-minded practices.
- Provided leadership on professional development opportunities for faculty and staff through partnerships with various departments.

## Strategic Communication and Advocacy

- Served as the primary advisor to the Provost's Council and Senior Leadership Committee on equity and inclusion matters.
- Represented the university as a subject matter expert on inclusive excellence through scholarly research, grant writing, and media interactions.
- Advocated for equity-minded, student-centered practices among faculty to improve teaching and learning outcomes.

## Operational Leadership and Values Alignment

- Led initiatives to enhance university values through strategic collaborations with leadership.
- Played a key role in creating inclusive strategic goals through engagement in mission and vision workgroups.
- Acted as a key advisor and collaborator on improving institutional culture and aligning strategic goals with inclusivity.

## Assistant Chair | Department of Counseling & Human Services

Darden College of Education and Professional Studies | Jan 1, 2019 – June 1, 2019  
*As an Assistant Chair, I served as a liaison between faculty, administration and students while supporting the chair's vision for the department. The Department of Counseling and Human Services has over 20 full-time faculty and over 1200 students. My portfolio included the leading all international programming and curriculum, supporting four program directors, assigning graduate assistantships, leading promotion and tenure reviews, and handling faculty grievances fostering effective communication and promoting a positive departmental environment. In addition, I served as interim chair to ensure the department had a smooth transition after the chair stepped down.*

Harvard University | Oct 2018

**Psychological Suicide Autopsy**

American Association of Suicidology | April 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 | April 2015

**Certified Parent Educator**

Virginia Supreme Court | April 2015

**LGBTQ+ Allies Training**

Old Dominion University | Nov 2013

**PROFESSIONAL  
MEMBERSHIPS**

**American Association of Colleges and Universities |**  
July 2022 – Present

**Council for Advancement and Support of Education**  
| July 2022 – Present

**Association of Public Land Grant Universities |** July  
2022 – Present

**Association of Chief Academic Officers |** December  
2022 – Present

**American Association of University Administrators**  
| Feb 2023– Present

**Phi Beta Delta Gamma Chi Chapter |** Honor Society  
for International Scholars  
Sept 2020- Present

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

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

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

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

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

**Tau Upsilon Alpha Human Services Honor Society |**  
Jan – Present

**UNIVERSITY SERVICE**

*Select Accomplishments*

Program Oversight

- Provided strategic support and oversight to Program Directors of Human Services, Human Services Online, School Counseling, and Mental Health Counseling programs.

Faculty Development

- Collaboratively improved departmental tenure and promotion materials.
- Mentored faculty in the preparation of tenure and promotion dossiers.
- Oversaw the external review process for tenure and promotion materials.
- Developed and implemented a mentorship protocol for new faculty.

Policy Development

- Strategically developed and enhanced departmental and graduate program policies.

Departmental Leadership

- Served as Interim Chair during a departmental transition period.
- Assisted in the development and proposal of new curricula.
- Addressed faculty concerns and resolved student complaints.

Graduate Education Leadership

- Led onboarding and mentorship for first-year graduate students.
- Assigned graduate assistantships and managed their integration into department.
- Mentored graduate students in academic and professional development.
- Spearheaded the development of a graduate study abroad program.

Global Programming

- Led international initiatives and programming for the department.

**Human Services Program Director | Counseling & Human Services**

Darden College of Education | Jan 1, 2017 – June 1, 2019

*As the Human Services Program Director, I led program development, implementation, evaluation, and accreditation to align with institutional goals and student needs. I managed curriculum changes, course scheduling, articulation agreements, and strategic planning while overseeing 10 full-time faculty and over 1,000 traditional and non-traditional students. I hired, mentored, and assigned courses to adjunct faculty, fostering collaboration with faculty, administrators, and external stakeholders to enhance program quality. Utilizing data-driven strategies, I ensured accreditation compliance, assessed program performance, and advanced initiatives to promote equity and inclusion.*

*Selected Accomplishments*

Program Leadership and Accreditation

- Led the accreditation process, earning recognition for the Human Services program by the Council for Standards in Human Services Education.
- Annually reviewed and updated program policies and procedures in the Human Services Handbook to ensure program quality and compliance.
- Collaboratively engaged in curriculum mapping to streamline transfer pathways from community colleges to ODU.
- Directed program initiatives during its recognition as #1 in the nation for producing students of color in human services (\*Diverse Issues in Higher Education\*).

Faculty Recruitment, Development, and Mentorship

- Developed and implemented processes for hiring, onboarding, and mentoring adjunct faculty and doctoral students.
- Led search and hiring committees for tenure-track faculty, ensuring diversity and excellence in recruitment.
- Collaboratively certified new faculty credentials and provided mentorship for their professional growth.
- Served on tenure and promotion committees, overseeing the development of tenure and promotion recommendation letters.

## UNIVERSITY-WIDE

### Student Enrollment Management Council

James Madison University | Feb 2024-Dec 2024

### International Recruitment Committee

James Madison University | July 2023-Dec 2024

### Athletics Advisory Committee

James Madison University | Aug 2023-Dec 2024

### President Cabinet

James Madison University | July 2022-Dec 2024

### Provost Leadership Team

James Madison University | July 2022-Dec 2024

### Academic Council

James Madison University | July 2022-Dec 2024

### President Elected Committee Member and Chair

Faculty Grievance Committee | Aug 2020 - June 2022

### REYES Presenter

Unconscious Bias | July 22, 2020

### Student Success Conference

Self-Care Workshop Presenter | June 25, 2020

### Board Member

Women's Caucus | May 2019 - June 2022

### Keynote Speaker

Conference for Girls and Young Women | June 2019

### Diversity E-Portfolio Development Expert/Advisory

#### Board Member

University LEADERS Program | April 2018 - June 2020

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

Undergraduate Policies and Procedures | April 2018 - June 2022

### 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 - June 2020

### Advisory Board Member

Interdisciplinary Writing Advisory Board | Sep 2016 - Jan 2019

### Presenter

"Leadership Lecture" Series | Nov 2014, 2015, 2017

### IDW Assessment Rater

Improving Disciplinary Writing Assessment Summit | Jun 2016

### Lecturer

### Curriculum and Academic Development

- Collaborated on the creation of the Addictions Certificate Program and a minor in addictions, ensuring compliance with SCHEV guidelines.
- Developed the first international service-learning, cultural competence-focused study abroad program, leading it for eight consecutive years.
- Introduced and implemented program-specific academic policies to enhance consistency and quality.
- Participated in the development and execution of the university's Quality Enhancement Plan (QEP).

### Student Support and Community Engagement

- Founded the Human Services Advisory Council, connecting community agencies and employers to enhance student opportunities.
- Developed strong relationships with employers and community organizations, creating a master placement list for student internships and practicums.
- Oversaw the placement of students in internship programs funded by OWEP and BHWET grants.
- Taught both traditional and online courses, contributing to student success and engagement.

### Grant Management and Research

- Served as Co-Principal Investigator (Co-PI) for OWEP and BHWET training grants, overseeing grant objectives and outcomes.
- Represented the department on the IRB committee, overseeing research compliance and integrity.

### Innovation and Strategic Initiatives

- Participated in the Entsminger Entrepreneurship Faculty Training, integrating innovative practices into program initiatives.
- Led collaborations with faculty to develop policies and resources to support student and program success.

## UNIVERSITY TEACHING EXPERIENCE

### 📍 JAMES MADISON UNIVERSITY

#### Professor of Education (Full/Tenured)

College of Education | July 1, 2022 - December 6, 2024

### 📍 OLD DOMINION UNIVERSITY

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

Darden College of Education and Professional Studies | Dec 25, 2018 - July 1, 2022

#### Assistant Professor of Counseling and Human Services

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

### 📍 DAVENPORT UNIVERSITY

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

College of Arts and Sciences | Sep 2010 - Dec 2012

## PROFESSIONAL EXPERIENCE

### 📍 CITY OF DETROIT DEPARTMENT OF HUMAN SERVICES

#### Senior Child Development Compliance Director

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

“Fall Freshman First Class” Initiative | Aug 2013-2016

#### Workshop Presenter

Faculty Summer Institute | May 2014, 2015

### COLLEGE

#### Ex Officio Committee Member

DCEPS ALLIED Committee | Aug 2020 – June 2022

#### 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-Research for Public Use

Brown Bag Workshop | May 2019

#### IRB Exempt Reviewer

Darden College Human Subjects Committee

June 2016 – June 2018

#### 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 - Oct 2021

Bianca Augustine | Chair, Mar 2020 – Aug 2021

Jill Parramore | Committee, Jul 2019 – July 2020

Tiarra Belcher | Committee, Aug 2018 – April 2019

Nicola Mead | Committee, Jul 2018 – April 2019

Sandy Griffith | Committee, June 2018 - Jul 2018

Debbie Lewis | Committee, April 2018 – Jul 2018

Marla Newby | Committee, June 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 - 2020

#### 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 –

*As one of four Senior Compliance Directors for the City of Detroit, I provided strategic oversight for two large grantees, ensuring their programs adhered to government compliance standards. I led evaluation teams in conducting annual program reviews and facilitated monthly monitoring of classrooms and curricula at Head Start sites to ensure quality education and operational efficiency. My role also involved delivering ongoing training and technical assistance to all grantees across the city. This included designing and conducting targeted training sessions, planning professional development initiatives, and organizing conferences to address specific compliance and operational needs. Through these efforts, I supported grantees in meeting federal and state standards, fostering program sustainability and continuous improvement. By collaborating with teams, I enhanced compliance processes and ensured the consistent delivery of high-quality programs.*

### PUBLISHED PAPERS

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

- **Sparkman-Key, N., Moe, J., Belcher, T, Augustine, B.** (2023). Human services student's preparedness for assessing suicidality: Recommendations for human services education. *Journal of Human Services, 42*(2). <https://doi.org/10.52678/001c.90175> \*
- Belcher, T, **Sparkman-Key, N., Borden, N., Augustine, B.** (2023). E-Portfolio: Advancing human services education through technology. *The International Journal of E-Portfolio, 13*(1), 69-82. ISSN 2157-622X \*
- Moe, J., **Sparkman-Key, Gantt, A., N., Augustine, B.** (2023). Hope and multiple minority stress as predictors of suicidal behavior. *Journal of LGBTQ Issues in Counseling 17*(1). <https://doi.org/10.1080/26924951.2022.2105773> \*
- **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. <https://doi.org/10.14507/cie.vol22iss3.1993> \*
- **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. EISSN-2162-6685 \*
- 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. ISSN2472-131x \* ‡
- **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. ISSN 2689-7059\* ‡
- 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. <https://doi.org/10.1080/10538720.2018.1516170> \*
- **Sparkman-Key, N., Vajda, A., Borden, N.** (2018) Human Services Identity Development: Exploration of Student Perceptions. *Journal of Human Services, 38* (1). ISSN 2689-7059 \* ‡
- 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> \* ‡
- **Sparkman-Key, N., Winfield, C., & Vajda, A.** (2017). Emergence of the family oriented human services practitioner: A grounded theory inquiry. *The Journal of International*

April 2014, Nov 2015 – May 2016, Nov 2016 – April 2017

#### Committee Member

Department Personnel Committee  
Aug 2014 – Aug 2015

#### Advisor

College Advising Resource Center  
Jan 2017 – Jan 2019

#### Faculty Lead, Spring Break

HMSV Study Abroad | Mar 2014 - Mar 2020

#### 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

#### Vice President of Academic Wellness

Star Scholars Network  
June 2024– Present

#### Commission on International Initiatives

Association of Public Land Grant Universities  
July 2023– Present

#### ACE Virginia Women's Network

Jan 2023– Present

#### ACE Virginia Network Mentor

ACE Virginia Women's Network  
Jan 2023– May 2023

#### FWCA Advisory Board

Virginia Tech  
Sept 2022– Present

#### Editorial Review Board

Journal of Trauma Studies in Education  
Jan 2021– Present

#### Council of Diversity Equity Inclusion

Association of Public Land Grant Universities  
July 2022– Present

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

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

#### Diversity Marketing Committee

*Interdisciplinary Cultural Studies*, 12(3), 13-32. <http://doi.org/10.18848/2327-008X/CGP>  
\*

- 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. \* ‡
- 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. \* ‡
- 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> \*
- **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. ISSN 2689-7059\* ‡
- **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. ISSN 2689-7059\*
- **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. ISSN 2689-7059\*
- 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> \*
- **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> \* ‡
- 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> \*
- **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> \*
- 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> \* ‡
- **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. ISSN 2689-7059\*
- **Sparkman**, N., & Lott, T. (2014). HS—BCP: A review of current state. *Journal of Human Services*, 34(1), 184-189. ISSN 2689-7059\*
- Craigen, L., & **Sparkman**, N. (2014). International human service study abroad. *Journal of Human Services*, 34(1), 126-130. ISSN 2689-7059\*

## OTHER PUBLISHED WORKS



National Assoc. of Diversity Officers in Higher Ed  
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  
Jan 2021– Present

**Affiliated Graduate Faculty- Dissertation**  
Virginia Commonwealth University  
Oct 2020 – June 2022

**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 – April 2018

**Conference Moderator**  
National Organization for Suicidology  
Mar 2018 – April 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 - March 2020

**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

## STATE / REGIONAL

Curriculum Vitae Review

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

## BOOKS

- Moe, J., Pope, A., Perera, D., **Sparkman-Key**, N. (ED) (October 2024). *LGBT affirmative counseling: An evidence-based guide for students and practitioner.*, Cambridge University Press. [In Press](#)
- Johnson, K., **Sparkman-Key**, N., Meca, A., Tarver, S. (ED) (June 2022). *Developing Anti-Racist Practices within Helping Professions: Inclusive Theory, Pedagogy, and Application.* Palgrave Macmillan. <https://doi.org/10.1007/978-3-030-95451-2>

## BOOK CHAPTERS

- **Sparkman-Key**, N., & Augustine, B. (October 2024). International Perspectives on Gender, Sexual, and Affectional Diversity. *LGBTQ Affirmative Counseling: An Evidence-Based guide for Students and New Practitioners*, Taylor and Francis Online, UK. [In-Press]
- Ford, J., Smith, M., Kalt, M., Edmondson, D., Locklear, H., Bigler, K., Moe, J., & **Sparkman-Key**, N. (October 2024). LGBTQ family dynamics and mental health. *LGBTQ Affirmative Counseling: An Evidence-Based guide for Students and New Practitioners*, Taylor and Francis Online, UK. [In-Press].
- **Sparkman-Key**, N., Tarver, S. (April 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. <https://doi.org/10.1017/9781009064668>

## OP-ED

- **Sparkman-Key**, N. (2022, June). What Black women need to succeed at the top: It's time to create a culture that values leaders of color. Diverse leadership for a new era. *The Chronicle of Higher Education*, <https://store.chronicle.com/products/diverse-leadership-for-a-new-era>
- **Sparkman-Key**, N. (2021, October 6). How to 'Boss Up' as a Black Woman in Academia, *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

Teaching and Mentoring Conference, Southern Regional Board | Sep 2019 | Oct 2023

**External Human Service Program Reviewer**  
Walden University | June 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

**Speaker, HERS 50<sup>th</sup> Anniversary**  
American University | June 2022

**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 | June 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 Camp Organizer**  
Design Thinking Robotics | Mar 2018

**Self Esteem Development Volunteer**  
Union Mission Ministries Women's Shelter  
Jan 2017 – Jan 2019

**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 | June 2016 – Dec 2016

- **Sparkman, N., & Comer, H. (2015).** Costa Rica. In T. Walzer (Ed.), *Encyclopedia of Cancer and Society* (317-319). United States: Sage Publications.  
<https://doi.org/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.  
<https://doi.org/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*, (2<sup>nd</sup> 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*, (2<sup>nd</sup> 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*, (2<sup>nd</sup> 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*, (2<sup>nd</sup> ed.) (pp. 512-516). United States: Sage Publications.

## GRANTS AWARDED

\*Internal Grant Awards

- **Sparkman-Key, N. (Writer).** Re-envisioning inclusive and sustainable excellence (RISE): Advancing women in STEM at Old Dominion University, Dodge, G., Finley-Crosswhite, A., Jovanovic, V., Ringleb, S. Jenkins, S. (2023-2025). National Science Foundation, \$1,000,000. <https://www.odu.edu/article/1-million-nsf-grant-to-help-odu-hire-more-women-as-stem-faculty>
- **Sparkman-Key, N. (Principal).** (2022-2023). Supporting diverse voices grant. Princeton University Publishing, \$5000.
- 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/2021/9/16millioncounsel#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.** & 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). \*

## P R E S E N T A T I O N S

### PEER-REVIEWED

- **Sparkman-Key, N.**, Thomas, L. (2024, November). Leading Uncertainty: Navigating conflict utilizing the core elements of leadership. AAC&U Credo Senior Leaders Institute for Women and Gender-Diverse Leaders.
- **Sparkman-Key, N.**, Winfield, C. (2024, November). Old Dominion University's Behavioral Health Workforce Education and Training Grant for Paraprofessionals. National Organization for Human Services Annual Conference, New Orleans, LA.
- **Sparkman-Key, N.** (2024, May). Academic mobbing: Understanding, recognizing, protection, and healing for women of color. ACE Virginia Network Women of Color Conference, Petersburg, VA.
- **Sparkman-Key, N.**, Thomas, L., & Willingham, T. (2023, November). Radical Self-Care for Women Leaders. AAC&U Credo Women in Leadership Cabinet Level Conference, Greensboro, NC.
- **Sparkman-Key, N.**, Wade, L., Jackson, DeSanctis, M. & Constantin, T. (2023, October). Effective Leadership. Women In Leadership NATDC Conference, Boston, MA.
- **Sparkman-Key, N.**, Lovell, S., Thomas, L., Prins, S., & Nowwiskie, B. (2023, June). Radical Self-Care Panel. Virginia Network Conference, Williamsburg, VA.
- 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-affectational /gender expansive, Paper presented at the Society for Sexual, Affectational, 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.
- McCoy, S. **Sparkman-Key**, N. (February 2016), Culturally competent pedagogy: Inclusiveness that extends beyond diversity. Virginia Tech Conference on Higher Education Pedagogy, Blacksburg, VA.
- **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.
- **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.
- Craigen, L., **Sparkman**, N., Dustin, J. (2014, May) Faculty Summer Institute, "QEP Action Project: Human Services," Center for Learning and Teaching, Norfolk, VA.

- **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
- Reh fuss, M. C., Craigen, L. M., Milliken, T., Dustin, J. C., **Sparkman, N.**, Levingston, K. (2013, October). Sailing into Our Future, "Expanding Student Options for Success through Online HMSV Training," National Organization for Human Service, Baltimore, Maryland.
- **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.

## INVITED

- **Sparkman-Key, N.**, (2025, January). Navigating the job search through a lens of wellness, HERS Network Next Stages Next Step, Washington, DC.
- **Sparkman-Key, N.**, (2024, December). Engaging communities, leaders, and practitioners: Advancing transformative research and education, STAR Global Conference, Katmandu, Nepal.
- **Sparkman-Key, N.**, Bingham-Risher, R., Dominques, V., Pathan, A. (2024, November). Navigating career paths: Finding joy through self-care and career ownership, HERS Critical Conversations, Virtual.
- **Sparkman-Key, N.**, (2024, August). Culturally competent leadership: Embracing your authentic self, Angelo State University, Virtual.
- **Sparkman-Key, N.**, (2024, August). Radical self-care: A global necessity, STAR Scholar Executive Committee, Virtual.
- **Sparkman-Key, N.**, Nenonene, R., Melchoir, S., Caraballo, S., Dixon-Reeves, R., Pathak, A., Collins, K. (2024, April). Connecting, supporting, and empowering ourselves and each other, Virginia Tech Faculty Women of Color in the Academy Conference, Arlington, VA.
- **Sparkman-Key, N.** (2024, March). The journey towards Inclusive Excellence in Higher Education, Teaching Prevention 2024: Advancing Population Health Across Disciplines, Alexandria, VA.
- **Sparkman-Key, N.** (2023, November). Black Podcasting, University of Maryland College Park, Virtual
- **Sparkman-Key, N.**, Pathak, A., Jowers-Barber, S., McCollum, G. (2023, March). Empower hour: The FWCA Live Podcast, Faculty Women of Color Conference, Arlington, VA.
- **Sparkman-Key, N.**, (2022, November). Academic Branding. Adultspan Journal Fellows, Virtual.
- **Sparkman-Key, N.** (2022, October). Graduate School Welcome Keynote. James Madison University, Virtual
- **Sparkman-Key, N.**, (2022, September). Convocation Keynote. James Madison University, Harrisonburg, VA
- **Sparkman-Key, N.**, Tarver, S., Anderson, B., Clarke, L., Phillips, D. (2022, February). Silences and Silencing 2: Empowering voices, championing diversity, and promoting

acceptance. James Madison University African and Diaspora Studies Center Conference, Virtual.

- **Sparkman-Key, N., Pratt-Clarke, M.** (2022, February). *AYA: Black Women in Higher Education*. James Madison University African and Diaspora Studies Center Conference, Virtual.
- **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., Tarver, S., Anderson, B., Clarke, L., Phillips, D.** (2021, February). *Silences and Silencing: Empowering voices, championing diversity, and promoting acceptance*. James Madison University African and Diaspora Studies Center Conference, Virtual.
- **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*. Science Pubs, 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.** (2017, March), *International service learning: Gateway to developing cultural competence*. University of West Indies, Montego Bay, Jamaica.
- **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. †
- **Sparkman-Key, N., Winfield, C.** (2016, March), *Pledge for Parity: International Women's Day*. Women's Centre Foundation, Montego Bay, Jamaica.
- McCoy, S., **Sparkman-Key, N.** (2016, August). *Culturally competent pedagogy: Inclusiveness that extends beyond diversity*. Paper presented at Juniata College Faculty Conference, Pennsylvania. †
- **Sparkman, N.** (2015, October) Leadership Lecture Series, "How to Get Away with Social Change", Office of Leadership and Student Involvement. Retrieved from: [https://online.odu.edu/seminars/leadership\\_student\\_involvement/index.php](https://online.odu.edu/seminars/leadership_student_involvement/index.php)

- **Sparkman, N.** (2015, March) Jamaica Human Service Study Abroad, "7 Habits of Highly Successful Families", Women's Centre Foundation, Montego Bay, Jamaica.
- **Sparkman, N.** (2014, November) Leadership Lecture Series, "Strong Leadership Demands Soft Skills", Office of Leadership and Student Involvement.) Retrieved from: [https://online.odu.edu/seminars/leadership\\_student\\_involvement/index.php](https://online.odu.edu/seminars/leadership_student_involvement/index.php)
- **Sparkman, N.** (2013, August) Diversity and Counseling Institute, "Global Perspectives in Diversity: An Examination of the Experiences and Treatment of LGBT Population," Old Dominion University, Ireland.

## MEDIA APPEARANCE / INTERVIEW

- **Sparkman-Key, N.** (February 2023) After the crisis. Interview. *Virginia Business Magazine*. <https://www.virginiabusiness.com/article/after-the-crisis/>
- **Sparkman-Key, N.** (December 2021) Top 100 People to meet. Interview. *Virginia Business Magazine*. <https://content.yudu.com/web/1sfs5/0A1shn6/December2021/html/index.html?page=78&origin=reader>
- **Sparkman-Key, N.** (November 26, 2021) From slavery to Jim Crow to George Floyd: Virginia universities face a long racial reckoning. Interview. *Washington Post*. <https://www.washingtonpost.com/education/2021/11/26/virginia-universities-slavery-race-reckoning/>
- **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>
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## CREATIVE WORKS

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