

Narketta M. Sparkman-Key, PhD

CONTACT

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James Madison University
111 Sheldon Hall MSC7508
Harrisonburg, VA 22801

EDUCATION

Doctorate of Philosophy
Human Services -Social and Community Service
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 Graduate Certificate
Old Dominion University | Aug 2017

College Teaching Graduate Certificate
Capella University | Dec 2009

CREDENTIALS

Certified Bold Inclusive Conversations Trainer

Human Services Board-Certified Practitioner

Certified Parent Educator

Psychological Suicide Autopsy

Suicide Assessment and Clinical Response

UNIVERSITY LEADERSHIP EXPERIENCE

James Madison University

Associate Provost | Inclusive Strategy and Equity Initiatives
Academic Affairs | July 1, 2022 – 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.
- Primary advisor to Provost's Leadership Team.
- Member of President's Cabinet.
- Provides vision and leadership in moving academic affairs to more effective inclusive environments and experiences for faculty, staff, and students.
- Monitors and influences the articulation, resourcing, and implementation of the Academic Affairs Anti-Racist and Anti-Discrimination Agenda and updates the agenda annually
- Collaborates with DEI leaders to foster enhanced alignment of DEI-related goals created throughout the division.
- Cultivating existing and creating new collaborative DEI relationships with internal and external stakeholders
- Advises and collaborates with Academic Council on the facilitation, benchmarking and implementation of DEI plans that support university strategic goals, including DEI-responsive recruitment, retention, and development of all employees in AA.
- Synthesizes the articulated short term and long-term goals of AA units toward an inclusive culture and tracks metrics for measurement of progress
- Partners with AA leadership to improve student retention, persistence, engagement, and graduation outcomes
- Collaboratively manage messaging and assets related to DEI, coordinating with AA leadership and across divisions, on related matters (i.e., website content, institutional responses, events) to align and articulate AA values and messaging with those in other parts of the university, including University Communications, Student Affairs, and the President's Office.
- Represents the Office of the Provost in official and informal capacities with JMU faculty, senior leadership, the Board of Visitors and, as needed, external communities and stakeholders.
- Establishes partnerships and co-creates initiatives with the vice provosts and other members of the Academic Council.
- Academic Affairs Title IX coordination for faculty adjudication.
- Lead investigations of faculty misconduct
- Collaboratively develop strategic plan for Academic Affairs
- Utilize university data to develop goals and objects specific to diversity, equity and inclusion
- Led task force to inform the realignment of the School of Continuing and Professional Education
- Collaboratively develop hiring guidelines that inform equity hiring practices

HONORS & AWARDS

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
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

- Led Task Force on the review and solicitation of RFPs for marketing focused on the recruitment of students in graduate programs served by the School of Continuing Education
- Developed and implemented faculty hiring training required by all search committee

📍 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 university.
- 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

Midwest Faculty Scholarship Award
University of Phoenix | 2012

Robert C. Ford Scholarship
Capella University | 2012

CONSULTING

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

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

HERS Executive Coaching Circle
HERS I January 2023

Shared Equity Leadership Circle
ACE I April 2022

Virginia Network's Senior Leadership Seminar
ACE Virginia Network I October 2021-July 2022

Global Engagement Certificate
ODU Center for Global Engagement I April 2022

Entering Mentoring Training
National Research Mentoring Network I April 2022

Leadership Institute
HERS Network I June 2021

Micro intervention Training
Dr. Derald Sue I May 2021

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

Engaging in Bold Inclusive Conversations Program
Winters Group I April 2021

- 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
- Member of Mission, Vision and Values Strategic Plan Work Group

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

- Hiring of adjunct faculty
- Led search committees for the hiring of faculty
- Collaborative certified new faculty credentials
- Collaborating on meeting SCHEV guidelines in the establishment of new addictions certificate and minor program within Human Services Department.
- 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

📍 JAMES MADISON UNIVERSITY

Professor of Learning, Technology and Leadership Education (Tenured)
College of Education | July 1, 2022 – Present

📍 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

Chief Diversity Officer Standards of Professional Practice
Institute

National Association of Diversity Officers in Higher
Education | November 2020

COACHE Training

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 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

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 |

Course Coordinator/Adjunct Instructor of Sociology | Distance Learning Department
College of Arts and Sciences | Sep 2010 – Dec 2012

📍 UNIVERSITY OF PHOENIX

Adjunct Faculty

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

📍 ASHFORD UNIVERSITY

Visiting Adjunct Faculty of Sociology, Social and Behavioral Sciences

Distance Learning | Mar 2012 – Jul 2012

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

PUBLISHED PAPERS

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

- Belcher, T, **Sparkman-Key**, N., Borden, N., Augustine, B. (Accepted). E-Portfolio: Advancing human services education through technology. *The International Journal of E-Portfolio*.
- Moe, J., **Sparkman-Key**, Gantt, A., N., Augustine, B. (2023, March). Hope and multiple minority stress as predictors of suicidal behavior. *Journal of LGBTQ Issues in Counseling* 17(1).
- **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]
- **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*

UNIVERSITY SERVICE

UNIVERSITY-WIDE

President Elected Committee Member and Chair
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
"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

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]
- 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]

Student Awards Ceremony | May 2019

Presenter

Brown Bag Workshop | May 2019

IRB Exempt Reviewer

Darden College Human Subjects Committee
Jun 2016 – Jun 2018

Grand Assistant Marshal

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 2016-2020

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 – 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

- 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]

UNDER REVIEW

- Belcher, T, Brown, N., Gillis, C., **Sparkman-Key**. (Under review). A meta-analysis of the effectiveness of multisystemic therapy on four juvenile delinquency variables. *Journal of Mental Health Counseling*.
- Augustine, B., **Sparkman-Key**, N. (Under review). An exploration of service learning in Jamaica: Experiences of human services students. *Journal of Service Learning in Higher Education*
- Borden, B., **Sparkman-Key**, N., Augustine, B., Rivas, F. (Under review). International service learning and skill development: Multicultural development in human services undergraduates through study abroad. *Journal of Service Learning in Higher Education*.
- Augustine, B., **Sparkman-Key**, N. (Under review). An exploration of minoritized students' perceptions of safety as influenced by new media. *The Qualitative Report*.

OTHER PUBLISHED WORKS

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

BOOK

- Moe, J., **Sparkman-Key**, N., Pope, A., Perera, D. (ED) (Spring 2024). *LGBT affirmative counseling: An evidence-based guide for students and practitioner.*, Cambridge University Press, Cambridge, UK.
- 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, New York, NY. <https://doi.org/10.1007/978-3-030-95451-2>

BOOK CHAPTER

- **Sparkman-Key**, N., Tarver, S. (Spring 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 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

Human Service Program Advisory Board
Jan 2015 – Aug 2016

Presenter

Psychology Department HMSV Recruitment
Dec 2016

PROFESSIONAL SERVICE

NATIONAL / INTERNATIONAL

ACE Virginia Network Mentor
ACE Virginia Women's Network
January 2023– Present

FWCA Advisory Board
Virginia Tech
September 2022– Present

Editorial Review Board
Journal of Trauma Studies in Education
January 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– August 2021

Diversity Marketing Committee
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
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

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

ENCYCLOPEDIA ENTRIES

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

- **Sparkman-Key**, N. (Principal). (2022-2023) Supporting diverse voices grant, Princeton University Publishing, \$5000.
- Reh fuss, 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>
- Reh fuss, 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. *

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

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

Speaker, HERS 50th 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 | 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

- **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

PRESENTED AT PROFESSIONAL MEETINGS

PEER-REVIEWED

- 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-affectual /gender expansive, Paper presented at the Society for Sexual, Affectual, 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 12th 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

Middle School Girls Camp Organizer
Design Thinking Robotics | Mar 2018

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

Board Advisor
Strong Willed Cancer Survivors
Sep 2017 – Sep 2018

Keynote Speaker
Annual Cancer Survivors Gala
Sep 2017 – Sep 2018

Group Facilitator
Women's Centre Foundation | Mar 2015 – Mar 2021

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

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

INVITED

- **Sparkman-Key**, N., (2022, November). Academic Branding. Adultspan Journal Fellows, Virtual.
- **Sparkman-Key**, N. (2022, October). Graduate School DEI 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*. 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. †

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.
- **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>.