

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

Certified Bold Inclusive Conversations Trainer
The Winters Group | December 2021

Psychological Suicide Autopsy
American Association of Suicidology | 2018

UNIVERSITY LEADERSHIP EXPERIENCE

📍 Spelman College April 16, 2025- Present

Spelman College is a private, historically Black liberal arts college for women. Located in Atlanta, Georgia, Spelman has approximately 2500 students enrolled. It is nationally ranked for academic excellence, leadership, and social justice. Spelman has a strong research focus, supporting undergraduate research across disciplines. It holds the #1 HBCU designation and is ranked one of the top women's colleges nationally.

Associate Provost | Faculty Affairs
Academic Affairs | April 16, 2025 – Present

Duties

- Advises the Provost and contributes to long-term academic planning.
- Manages the Office of Faculty Affairs and supervises staff, including the Faculty Affairs Manager, Faculty Affairs Specialist, Operations Specialist, and Senior Administrative Assistant.
- Oversees faculty hiring processes, onboarding, and contracts.
- Recommends salaries and supports equitable hiring in collaboration with HR.
- Tracks faculty positions and monitors retention metrics.
- Leads faculty development programming across all career stages.
- Oversees the Teaching Research and Resource Center and supports excellence in teaching.
- Manages sabbaticals, faculty grants, awards, fellowships, and mentoring initiatives.
- Guides tenure and promotion processes and supports fair faculty evaluations.
- Collaborates with Faculty Council on interpretation and updates to the Faculty Handbook.
- Advises on faculty grievances, workload, and leaves in accordance with policy.
- Collects and analyzes faculty data to inform decision-making.
- Monitors faculty engagement, course loads, and efficiencies in academic operations.

📍 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

Duties

- Provide leadership and oversight for initiatives that foster innovation, remove silos, and enhance effective resource allocation to provide improved service delivery to students, faculty, and staff
- Serve as chief international officer, providing leadership and supervision for various international and global initiatives within Academic Affairs

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

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**

- Provide oversight to the Center for Global Engagement to ensure programming effectively offers students opportunities for global experiences to promote awareness of world issues; knowledge of and an appreciation for other cultures, languages, and belief systems; a sense of global community; and a commitment to engagement at the international level
- Cultivate and lead teams that review academic programs and identify opportunities to streamline services and improve efficiencies
- Monitored and influenced the articulation, resourcing, and implementation of the Academic Affairs Strategic Plan
- Engage in the initiation and completion of Academic Affairs' strategic plan goals related to internationalization and inclusion
- Provide innovative vision and leadership in moving academic affairs towards inclusive excellence through the implementation of evidence-based practices and data-driven strategies
- Provide collaborative directives to strategic planning process for Center for Global Engagement
- Lead sustainable efforts to build in-house recruitment teams for non-traditional academic programs that equitably support student needs
- Pilot efficiency efforts to eliminate third party vendors and build capacity within the institution
- Oversee faculty hiring, recruitment and retention efforts
- Implementation and regular updating of faculty hiring guidelines and annual search committee training
- Strategically foster efforts to adopt a teacher-scholar model across academic affairs as the institution moves into a full identity of a high research activity institution (R2)
- Update and establish university policies and procedures related to international research, global affairs, and promotion and tenure
- Collaboratively explore efforts to improve shared governance across the university
- Support the planning and implementation of the Quality Enhancement Plan (QEP)
- Collaboratively participated in donor relationship building
- Review, consider, and collectively approve Academic Affairs policy changes
- Review, consider, and approve new academic programs and changes to existing programs
- Work alongside the Graduate School to assist with planning and implementing strategic enrollment management activities for the School of Professional and Continuing Education
- Oversee the development of an in-house recruitment team responsible for student recruitment for the School of Professional and Continuing Education and the Graduate School
- Interact with Academic Council, Academic Resources, Student Success, Faculty Affairs and Curriculum, and Research and Scholarship to seek information, create and communicate processes, and support decision making that impacts the division
- Work with campus leadership, including members of the President's Cabinet, to develop and support strategic initiatives and projects that enhance inclusive excellence and span multiple divisions
- Lead a summer study abroad program in Jamaica that is focused on service learning, leadership, education, and cultural competence

Associate Provost | Inclusive Strategy and Equity Initiatives
Academic Affairs | July 1, 2022 – April 30, 2023

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

C O N S U L T I N G

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 and DEI
VA Association of Gov Purchasing | Oct 2021

Diversity 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

P R O F E S S I O N A L
D E V E L O P M E N T

MSI Aspiring Leader
Rutgers Center for MSI | 2024 Cohort

AGB Leadership and Governance Fellow

- Provided vision, leadership, and coaching 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
- Served as the primary advisor to Provost’s Leadership Team
- Provided vision and leadership in moving academic affairs to more effective, inclusive environments and experiences for faculty, staff, and students.
- Monitored and influenced the articulation, resourcing, and implementation of the Academic Affairs Strategic Plan
- Collaborated with campus leaders to foster enhanced alignment of inclusion related goals created throughout the division
- Cultivated existing and created new collaborative relationships with internal and external stakeholders
- Advised and collaborated with the Academic Council on the facilitation, benchmarking, and implementation of inclusive excellence plans that support university strategic goals, including equity-responsive recruitment, retention, and development of all employees in AA
- Synthesized the articulated short-term and long-term goals of AA units toward an inclusive culture and developed metrics for the measurement of progress
- Partnered with AA leadership to improve student retention, persistence, engagement, and graduation outcomes
- Collaboratively managed messaging and assets related to inclusion, by coordinating with AA leadership and across divisions, on related matters (i.e., website content, institutional responses, events) to align and articulate AA values, and by messaging with those in other parts of the university, including University Communications, Student Affairs, and the President’s Office
- Represented 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
- Established partnerships and co-created initiatives with the Vice Provosts and other members of the Academic Council
- Led investigations of faculty misconduct
- Collaboratively engaged in strategic planning activities
- Utilized university data to develop goals and objectives specific to diversity, equity, and inclusion
- Led a task force to inform the realignment of the School of Continuing and Professional Education
- Partnered with student affairs to address student related issues that impact teaching and learning
- Partnered with faculty affairs on establishing inclusive tenure and promotion guidelines
- Collaboratively developed hiring guidelines that inform equitable and inclusive hiring practices
- Led a task force on the review and solicitation of third-party RFPs for marketing that was focused on the recruitment of students in graduate programs served by the School of Continuing Education
- Developed and implemented faculty hiring training which was required by all search committee

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
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

- Developed the first faculty recruitment program and active process to attract underrepresented scholars
- Partnered with research and scholarship to implement faculty research grants
- Led processes to incorporate the feedback of faculty senate into hiring guidelines
- Served as a mediator between faculty senate and administrators, as it related to the development and implementation of hiring guidelines

📍 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

- Provided vision, leadership, and consultation 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
- Reported strategies and efforts to Provost, President, President's Council, Provost's Council, and Board of Visitors
- Was responsible for brand development, universal messaging, semester newsletters, website development, annual reporting, and initiatives to create a more inclusive environment for faculty
- Developed strategic recruitment plans and the first scholarly recruitment program, "Excite the Dream ODU" which was designed to attract diverse faculty
- Was responsible for faculty development and the development of faculty supported spaces which were 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 led the first advisory committee comprised of community leaders and administrators at a local university
- Mentorship to deans and administrators related to hiring practices, misconduct, recruitment, and retention
- Co-founded the College of Education's Equity Center and served as a liaison to inclusive excellence committees across all six colleges
- Developed a faculty online resource center that houses all inclusion trainings, best practices, and faculty resources, and provides a space to engage in critical inclusion discussions.
- Implemented a inclusive excellence certificate training program and redesigned the campus-wide search committee training
- Developed a collaborative video series on Culturally Competent Pedagogy and faculty initiatives 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 within Academic Affairs
- Developed training materials and other programming related to inclusive excellence
- Collaborated with the Office of Institutional Research to gather university related data related to university culture

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 – December 2024

Association of Chief Academic Officers | December
2022 – December 2024

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

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

- Collaborated with Student Multicultural Affairs and Institutional Equity and Diversity to address equity and inclusion matters across campus
- In collaboration with the assessment office, engaged in interpreting COACHE results into goals and strategies to address areas of growth
- Developed action plans 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 creating a more inclusive environment for faculty and students
- Supervised administrative staff and graduate students in the Office of Faculty Diversity and Retention
- Collaborated with Institutional Equity and Diversity on the development of One Virginia Diversity Plan
- Worked collaboratively with centers, colleges, and offices across campus to provide professional development opportunities for faculty and administrators
- Collaborated with faculty, staff, and committees across campus to improve diversity efforts and create a more inclusive community
- Was Responsible for conducting scholarly research, grant writing, and interacting with the media as an expert in inclusive excellence
- Ensure equity-minded and student-centered practices are employed by faculty
- Served as the primary advisor to the Provost's Council and Senior Leadership Committee on equity and inclusion matters
- Was a member of Mission, Vision and Values Strategic Plan Work Group
- Provided leadership on the improvement of university values
- Chaired the faculty grievance committee and oversaw grievance processes
- Collaborated with ombudsman and mediation in meeting the needs of faculty
- Strategically and collaboratively participated in the development of Quality Enhancement Plan (QEP)

Assistant Chair | Department of Counseling & Human Services

Darden College of Education and Professional Studies | Jan 1, 2019 – June 1, 2019

- Provided support and oversight to Human Services Program Director, Human Services Online Program Director, School Counseling Program Director, and Mental Health Counseling Program Director
- Collaboratively improved tenure and promotion materials for the department
- Strategically developed and improved departmental policies
- Mentored faculty in the development of tenure and promotion materials
- Oversaw the process for external review of tenure and promotion materials
- Served as interim chair during departmental transition
- Assisted in the development and proposal of new curriculum
- Developed and led the mentorship protocol for new faculty for the department
- Led the onboarding and assignment of graduate assistance for the department
- Addressed faculty issues and student complaints
- Led global programming for the department
- Assign graduate assistantships
- Mentor graduate students
- Support on-boarding of first year graduate students
- Collaborate on graduate departmental policy development
- Led graduate study abroad program development

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

"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

Human Services Program Director | Department of Counseling & Human Services

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

- Provided oversight to 10 full-time faculty and over 1000 traditional and online students
- Led the accreditation process that contributed to the Human Services program becoming accredited by the Council for Standards in Human Services Education
- Developed a process for the hiring and interviewing of adjunct faculty
- Led search committees for the hiring of faculty
- Was the department IRB committee representative and oversaw research
- Developed and introduced program specific academic policies
- Collaboratively certified new faculty credentials
- Collaborated on meeting SCHEV guidelines in the establishment of a new addictions certificate and minor program within Human Services Department
- Developed the first international service-learning cultural competence focused study abroad and led the program for 8 consecutive years
- Collaboratively led the implementation of the Addictions Certificate Program
- Developed the first Human Services Advisory Council, in which community agencies and employers were represented
- Was responsible for hiring and onboarding of adjuncts
- Developed a comprehensive mentoring process for adjuncts and doctoral students
- Led the program during the time of recognition 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
- Annually reviewed and updated program policies and procedures within Human Services Handbook
- Served on tenure and promotion committees, and oversaw the development of tenure and promotion letters
- Led hiring committees for the recruitment and hiring of tenure track faculty
- Developed relationships with employers and community organizations and developed a master list for student placement during practicum and internship
- Oversaw the placement of internship students for OWEP and BHWET grants
- Served as Co-PI for OWEP and BHWET training grants
- Taught in both traditional and online human services program
- Participated in the implementation of the Quality Enhancement Plan (QEP)
- Participation in the Entsminger entrepreneurship faculty training

UNIVERSITY TEACHING EXPERIENCE**📍 JAMES MADISON UNIVERSITY****Professor of Education (Full/Tenured)**

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

Courses Taught (**Courses Developed):

EDUC 305 Critical Studies in Education: Race, Culture, and Politics**

📍 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

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 – April 2014,
Nov 2015 – May 2016, Nov 2016 – April 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 Study Abroad, Spring Break

HMSV Study Abroad Jamaica | Mar 2014 - Mar 2020

Faculty Lead Study Abroad, Summer

5-week Study Abroad Jamaica | June 2023 – July 2023

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

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

Courses Taught (**Courses Developed):

HMSV 341 Orientation, Co-Developed Modules, (Distance Learning) **
HMSV 343W Human Service Methods (TeleTech net /Distance Learning/Hybrid Study
Abroad)
HMSV 344 Career Development and Appraisal (Distance Learning)
HMSV 346 Diversity Issues (Distance Learning)
HMSV 368 Field Observation (Distance Learning)
HMSV 468 Human Services Internship (On-Campus/Field Experience)
HMSV 440W Program Development and Funding (On-Campus/Distance Learning) **
HMSV 447 Addiction Theory and Intervention (On-Campus)
HMSV 449 Crisis Prevention, Intervention and Ethics (Distance Learning)
HMSV 495 Special Topics in Human Services-Study Abroad Costa Rica (Hybrid)**
HMSV 495 Special Topics in Human Services-Study Abroad Jamaica (Hybrid)**
COUN 667 Internship in Counseling (On-Campus)
COUN 669 Practicum in Counseling (On-Campus)
COUN 898 Dissertation Seminar
COUN 899 Dissertation

DAVENPORT UNIVERSITY

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

College of Arts and Sciences | Sep 2010 – Dec 2012

Courses Taught:

SOSC201 Diversity in Society (Distance Learning)

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

PUBLISHED PAPERS

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

- Moe,J., Robins, L., Corley, P., Bumpas, C., Augustine, B., **Sparkman-Key**, N. (Under-Review). Hope, multiple minority stress and suicidal behavior in diverse LGBTQ populations: A longitudinal study. *Counseling Outcome Research and Evaluation*.
- **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> *

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– December 2024

ACE Virginia Women's Network

Jan 2023– April 2025

ACE Virginia Network Mentor

ACE Virginia Women's Network

Jan 2023– May 2023

FWCA Advisory Board

Virginia Tech

Sept 2022– January 2024

Editorial Review Board

Journal of Trauma Studies in Education

Jan 2021– June 2023

Council of Diversity Equity Inclusion

Association of Public Land Grant Universities

July 2022– December 2024

[Re-Entry Diversity Workgroup](#)

Association of Colleges and University Housing

Officers-International

June 2021– Aug 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

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

- **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 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*

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

Teaching and Mentoring Conference, Southern

Regional Board | Sep 2019

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 50th Anniversary

American University | June 2022

Adopt A Room, Domestic Abuse Shelter

YWCA | Feb - Aug 2020

Recognizing and Responding to Suicide Training

Zeta Phi Beta Youth Conference | Jul 2019

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

* 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>

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-Key**, N. (2020, June 16). Reopening should be an opportunity for women leaders. *Virginian Pilot Newspaper*, <https://www.pilotonline.com/opinion/columns/vp-ed-column-sparkman-key-0616-20200616-mc7z4igbbfcodcy23drzmkcvkq-story.html>

MONOGRAPH

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

CONFERENCE PROCEEDINGS

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

ENCYCLOPEDIA ENTRIES

- **Sparkman**, N., & Comer, H. (2015). Costa Rica. In T. Walzer (Ed.), *Encyclopedia of Cancer and Society* (317-319). United States: Sage Publications.
<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*, (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

- Reh fuss, M. (Principal), **Sparkman-Key**, N. (Co-Principal Investigator/Co-Director), Carlisle, K., Winfield, C., Hartsfield-Jackson, J. (2026-2030) Human Services Paraprofessional Enhancement Program 2, HRSA, \$1,400,000.**Under Review
- **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.
- 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], HRSA, \$1,616,000. <https://www.odu.edu/news/2021/9/16millioncounsel#.YWcdExwpBjU>

- Rehfuss, 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). *

PRESENTATIONS

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-affectional /gender expansive, Paper presented at the Society for Sexual, Affectional, Intersex, and Gender Expansive Identities Conference, Virtual

- Augustine, B., & **Sparkman-Key**, N. (2020, September). The de-stigmatization of suicide and increase help seeking behaviors in Black communities, Paper presented at the Black Mental Healthy Symposium, Virtual
- Augustine, B., & **Sparkman-Key**, N. (2020, April). Altering perceptions: The de-stigmatization of suicide to increase help-seeking behaviors, Paper presented at the Third Annual Conference: Clinical Counseling and Beyond, The Chicago School of Professional Psychology, Virtual
- **Sparkman-Key**, N. (2020, April). Women of color in leadership: the internal work of addressing the gap, Paper presented at 8th Annual Women of Color in the Academy National Conference Virginia Tech, Blacksburg, Virginia
- Wittokwer, L., Wittokwer, D. & **Sparkman-Key**, N. (2020, February). Making connections between general education information literacy and upper-level writing courses: An exploration of faculty and student perceptions. Paper presented at Georgia International Conference on Information Literacy, Savannah, Georgia.
- Augustine, B., & **Sparkman-Key**, N. (2020, February). Safety first: Impact of news media on minority individuals' perceptions of personal safety, Paper presented at the National Cross-Cultural Counseling and Education Conference, Georgia
- **Sparkman-Key**, N. (2018, October) E-portfolio: Advancing human services education through technology. Paper presented at the National Organization for Human Service Conference, Philadelphia.
- Jovanovic, V., **Sparkman-Key**, N., Anthony, B., Cigularov, K., & Cigularova, D. (2018, June). *Transfer Students' Characteristics in Engineering Programs at Mid-sized University* Paper presented at American Society for Engineering Annual Conference and Exposition, Utah.
- **Sparkman-Key**, N. (2017, July). *Emergence of the family oriented human services practitioner*. Paper presented at the 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.
- 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 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.
- 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.**, Livingston, 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). Be well: Navigating the job search through a wellness lens, HERS Next Stages Next Steps, 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.**, (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

- **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
- **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>
- **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.** (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>

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