

# Narketta M. Sparkman-Key, PhD

## CONTACT

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📍 Atlanta, GA

## 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

## 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

*The Associate Provost advances faculty excellence and institutional effectiveness through five core areas: (1) oversight of tenure and promotion, recruitment, onboarding, compensation, leaves, separations, and accreditation; (2) leadership of faculty development, Title III initiatives, and the Teaching, Research, and Resource Center (TRRC); (3) policy clarification, mentorship, and recognition of faculty achievement; (4) collaboration with academic units to uphold teaching quality and promote research; and (5) partnership with Faculty Council and supervision of Faculty Affairs staff to strengthen shared governance and operational effectiveness.*

### Leadership, Faculty Affairs & Institutional Effectiveness

- Restructured the Office of Faculty Affairs to better meet faculty needs and improve institutional effectiveness; established the office as a standalone department through a zero-based budget model.
- Advises the Provost and contributes to long-term academic and faculty strategic planning.
- Leads accreditation processes related to faculty data, reporting, and compliance.
- Oversees faculty hiring, onboarding, contracts, and salary recommendations in collaboration with Human Resources, advancing equitable hiring practices.
- Developed and implemented streamlined processes for expedited tenure and rank review for faculty hired with tenure and rank from prior institutions.
- Improved faculty compensation processing, reducing errors and increasing accuracy and efficiency.
- Developed systems to support faculty immigration and track H-1B visa status.
- Identified and addressed data gaps and inaccuracies, resulting in the creation and hiring of a Faculty Data Analyst.
- Designed and implemented the institution's first annual faculty workload survey and established processes for use of workload data in planning.
- Improved the faculty candidate experience by streamlining reimbursement processes.
- Leads faculty-focused components of the institutional strategic plan, strengthening teaching and research infrastructure.
- Manages the Office of Faculty Affairs and supervises the Associate Director for Faculty Affairs, Academic Resource Specialist, Data Analyst, Senior Administrative Assistant, and temporary staff.
- Leads faculty development across all career stages, including oversight of the Teaching, Research, and Resource Center (TRRC), sabbaticals, faculty grants, awards, fellowships, and mentoring initiatives.
- Guides tenure and promotion processes; collaborates with Faculty Council on Faculty Handbook interpretation and updates; advises on faculty grievances, workload, and leaves.
- Collects, analyzes, and monitors faculty data related to engagement, teaching loads, retention, and operational efficiency to inform decision-making.
- Developed updated Emeritus Faculty policy in collaboration with Faculty Council and established consistent, transparent communication practices.

**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

**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 Global 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

## James Madison University

July 1, 2022- December 6, 2024

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

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

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

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

Strategic Leadership, Global Engagement, Enrollment & Academic Affairs Oversight

- Developed and implemented a data-driven tool to map inclusive excellence initiatives across Academic Affairs, ensuring alignment with institutional priorities and measurable outcomes.
- Articulated, resourced, and achieved Academic Affairs strategic plan goals related to internationalization, inclusion, and institutional identity.
- Led institution-wide efforts to advance adoption of a teacher-scholar model within international research initiatives, aligning with high research activity (R2) expectations.
- Served as Chief International Officer, representing the institution with the Association of Public and Land-grant Universities (APLU).
- Recruited, hired, and onboarded the Executive Director for the Center for Global Engagement.
- Provided full fiscal and operational oversight of the Center for Global Engagement, stabilizing the budget by eliminating unfilled roles, redefining positions, and ensuring all essential functions were sustainably funded.
- Identified compliance gaps related to State Council of Higher Education for Virginia (SCHEV) requirements for international programs and established protocols, including creation of an emergency response position.
- Developed, updated, and implemented divisional policies and procedures governing international research, global programs, and global affairs operations.
- Designed and delivered alumni and donor engagement programming in support of global initiatives.
- Directed and led a summer study abroad program in Jamaica focused on service learning, leadership development, education, and cultural competence.
- Led the strategic transition away from a third-party recruitment vendor, reallocating resources to establish in-house recruitment and advising teams for the School of Professional and Continuing Education and the Graduate School.
- Oversaw development and implementation of a comprehensive marketing strategy to support recruitment and enrollment growth in graduate and professional education.
- Participated in piloting a strategic enrollment management model through service on the Strategic Enrollment Management Committee.
- Provided oversight of faculty, administrator, and staff hiring processes within Academic Affairs, including revising faculty hiring guidelines and implementing annual search committee training.
- Chaired a shared governance committee focused on faculty hiring, strengthening transparency, equity, and accountability.
- Reviewed, evaluated, and approved Academic Affairs policy changes, new academic programs, and substantive program modifications.

### **New Faculty Award Nominee**

Old Dominion University Alumni Association | 2017, 2018

### **Shining Star Award**

Student Engagement Services | 2015 – 2017

### **Miriam Clubok Leadership Award**

National Organization for Human Services | 2016

### **Top 40 Under 40 Hampton Roads**

Insider Business Magazine and Virginia Pilot Newspaper | 2016

### **President Broderick Diversity Champion Award**

Old Dominion University | 2016

### **Provost Award for Undergraduate Research Mentorship**

Old Dominion University | 2016

### **Lenora McNeer Award for Distinctive Contribution to the Field**

National Organization for Human Services | 2015

### **Inspiring Faculty Award**

DCOE Outstanding Student Award | 2015

### **Inspiring Faculty Award**

Kaufman Award Candidate | 2015

### **Howard Harris Award**

National Organization for Human Services | 2014

### **Outstanding Human Services Student Award**

National Organization for Human Services | 2012

### **Midwest Faculty Scholarship Award**

University of Phoenix | 2012

### **Robert C. Ford Scholarship**

Capella University | 2012

## **CONSULTING**

### **Co-Director and Co-PI Behavioral Health Grant**

Old Dominion University | June 31, 2022- June 31, 2026

### **Inclusive Pedagogy Faculty Training**

Huntington College | March 2023

### **Shared Equity Leadership Circle Leader**

American Council on Education | Sept - Oct 2022

### **Relationship Building**

VA Association of Gov Purchasing | Oct 2021

### **Faculty-Student Mediation**

Virginia Commonwealth University | Jan 2021

### **Youth Suicide Training**

Ramsey County | Nov 2020

### **Diversity Equity and Inclusion Training**

Wavy News | July 2020

- Led comprehensive evaluation and restructuring of the School of Continuing Education to improve operational efficiency, service delivery, and budget sustainability.

### **Associate Provost | Inclusive Strategy and Equity Initiatives**

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

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

#### **Strategic Leadership, Inclusive Excellence, & Academic Oversight**

- Collaborated with campus leaders to align inclusive excellence goals across Academic Affairs, ensuring coherence, shared accountability, and measurable outcomes.
- Synthesized short- and long-term divisional priorities to advance an inclusive academic culture and developed metrics to assess progress.
- Advised and partnered with the Academic Council to benchmark and implement inclusive excellence strategies, including equity-responsive recruitment, retention, and employee development.
- Cultivated and expanded collaborative relationships with internal and external stakeholders to advance institutional priorities.
- Partnered with Student Affairs to address student-related issues impacting teaching, learning, and faculty engagement.
- Represented the Office of the Provost in formal and informal capacities with faculty, senior leadership, the Board of Visitors, and external stakeholders.
- Coordinated inclusion-related messaging and initiatives across Academic Affairs in collaboration with University Communications, Student Affairs, and the President's Office.
- Developed the institution's first faculty recruitment program and active outreach process to attract scholars underrepresented in their fields or research agendas.
- Co-created equitable and inclusive faculty hiring guidelines through shared governance and implemented mandatory search committee training.
- Partnered with Faculty Affairs to establish inclusive tenure and promotion guidelines and practices.
- Leveraged institutional data (e.g., climate studies, COACHE) to inform and advance inclusive excellence goals.
- Led investigations of faculty misconduct, ensuring fairness, due process, and institutional accountability.
- Chaired and led task forces to realign the School of Continuing and Professional Education, improving operational efficiency and effectiveness.
- Oversaw solicitation and review of third-party RFPs for graduate program marketing and targeted student recruitment.
- Partnered with Research and Scholarship to implement faculty research grant initiatives supporting innovation and academic growth.
- Mediated between Faculty Senate leadership and administrators to resolve policy conflicts and implement agreed-upon hiring practices.
- Engaged in institutional and divisional strategic planning, incorporating faculty governance feedback and benchmarking inclusive excellence outcomes to refine strategy.

### **📍 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

**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

## PROFESSIONAL DEVELOPMENT

**HBCU Executive Leadership Institute**  
Clark Atlanta University | 2026 Cohort

**MSI Aspiring Leader**  
Rutgers Center for MSI | 2024 Cohort

**AGB Leadership and Governance Fellow**  
Association of Governing Boards of Universities  
and Colleges | 2023-2024 Cohort

**CASE Beginners Institute**  
Council for Advancement and Support of Education  
District III | Feb 2023

**Trauma Informed Title IX Investigation**  
Grand River Solutions | Feb 2023

**Conducting Fair and Equitable Compliant Title IX  
Hearings**  
Grand River Solutions | June 2023

**HERS Executive Coaching Circle**  
HERS | January 2023

**Shared Equity Leadership Circle**  
ACE | April 2022

**Virginia Network's Senior Leadership Seminar**  
ACE Virginia Network | Oct 2021 - July 2022

**Global Engagement Certificate**  
ODU Center for Global Engagement | April 2022

**Effective Mentoring Training**  
National Research Mentoring Network | April 2022

**Leadership Institute**  
HERS Network | June 2021

**Micro intervention Training**  
Dr. Derald Sue | May 2021

**Diversity Equity Inclusion Workplace Training**

and is designated as a Minority Serving Institution (MSI), ODU is committed to its diverse student population with a focus on first generation and military veterans.

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

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

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

#### **Strategic Leadership in Inclusion, Equity, & Faculty Advancement**

- Developed and led annual Academic Affairs inclusion and equity goals, integrating branding, universal messaging, newsletters, websites, annual reporting, and campus-wide initiatives to advance inclusive faculty culture.
- Designed and implemented Excite the Dream ODU, the university's first scholarly recruitment program focused on attracting and retaining underrepresented faculty.
- Established and led a Diversity and Inclusion Lab, leveraging emerging technologies (including virtual reality simulations) to mitigate unconscious bias and strengthen inclusive faculty practices.
- Created and executed action plans addressing periods of civil unrest by amplifying marginalized voices, dismantling systemic barriers, and advancing equity-centered institutional decision-making.
- Collaborated with Institutional Equity and Diversity to co-develop and implement the One Virginia Diversity Plan, embedding equity-minded practices across the university.
- Led faculty development initiatives centered on group mentoring, inclusive dialogue, wellness, and pandemic-related academic support.
- Co-founded the College of Education Equity Center and served as liaison to inclusive excellence committees across six colleges.
- Designed and implemented an Inclusive Excellence Certificate Training Program and redesigned campus-wide search committee training to promote equitable hiring practices.
- Developed a university-wide video series on Culturally Competent Pedagogy, supporting multicultural teaching excellence.
- Created and managed a centralized online faculty resource hub housing training materials, best practices, and platforms for critical inclusion dialogue.
- Provided mentorship and consultation to deans and senior administrators on faculty hiring, misconduct investigations, recruitment strategies, and retention planning.
- Identified best practices and implemented Academic Affairs policies to strengthen faculty recruitment, retention, and equity.
- Chaired the Faculty Grievance Committee, overseeing grievance processes and partnering with the Ombudsman and mediation offices to ensure fairness and resolution.
- Provided leadership in development of the Quality Enhancement Plan (QEP) and served on strategic planning workgroups focused on Mission, Vision, and Values.
- Established and chaired the university's first advisory committee composed of community leaders and senior administrators to strengthen engagement and institutional trust.
- Partnered with colleges, centers, and administrative units to deliver professional development for faculty and academic leaders.
- Collaborated with Institutional Research to analyze campus climate and COACHE data and translate findings into actionable inclusion strategies.

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

**Certified Parent Educator**  
Virginia Supreme Court | April 2015

**LGBTQ+ Allies Training**  
Old Dominion University | Nov 2013

## UNIVERSITY SERVICE

### UNIVERSITY-WIDE

**Deputy Title IX Coordinator**  
Spelman College | December 2025-Present

**Spelman, Awards, Grants, & Gifts Ecosystem**  
Spelman College | November 2025-Present

**AAC&U AI Committee**  
Spelman College | Aug 2025- Present

**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

- Worked closely with Student Multicultural Affairs and Institutional Equity to address systemic equity challenges impacting faculty and students.
- Supervised administrative staff and graduate students within the Office of Faculty Diversity and Retention.
- Designed and delivered training programs advancing inclusive excellence and equity-minded academic practices.
- Served as primary advisor to the Provost's Council and Senior Leadership Committee on equity and inclusion strategy.
- Represented the university as a subject-matter expert in inclusive excellence through scholarship, grant activity, and media engagement.
- Advocated for equity-minded, student-centered pedagogical practices to enhance teaching, learning, and faculty success.
- Led institution-wide initiatives aligning core values, strategic goals, and organizational culture with principles of inclusion and equity.

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

Darden College of Education and Professional Studies | Jan 1, 2019 – June 10, 2019  
*As an Assistant Chair, I served as a liaison between faculty, administration and students while supporting the chair's vision for the department. The Department of Counseling and Human Services has over 20 full-time faculty and over 1200 students. My portfolio included the leading all international programming and curriculum, supporting four program directors, assigning graduate assistantships, leading promotion and tenure reviews, and handling faculty grievances fostering effective communication and promoting a positive departmental environment. In addition, I served as interim chair to ensure the department had a smooth transition after the chair stepped down.*

#### Academic Program Oversight, Faculty Advancement & Graduate Education

- Provided strategic leadership and oversight to Program Directors for Human Services, Human Services Online, School Counseling, and Mental Health Counseling programs.
- Collaboratively strengthened departmental tenure and promotion materials; mentored faculty in preparation of tenure and promotion dossiers and oversaw external review processes.
- Designed and implemented a structured mentorship protocol for new faculty.
- Strategically developed and revised departmental policies to strengthen academic quality and operational clarity.
- Partnered with program directors to revise and enhance undergraduate and graduate student handbooks.
- Served as Interim Department Chair during a period of transition, providing continuity of leadership and operational stability.
- Led development and proposal of new curricula aligned with disciplinary standards and student needs.
- Addressed faculty concerns and resolved student complaints with professionalism and equity.
- Led onboarding, advising, and mentorship for first-year graduate students.
- Assigned and supervised graduate assistantships and supported effective integration into departmental operations.
- Mentored graduate students in academic progression and professional development.
- Spearheaded development of a graduate study abroad program and led international initiatives and global programming for the department.

### Human Services Program Director | Counseling & Human Services

Darden College of Education & Professional Studies | Jan 1, 2017 – June 1, 2019  
*As the Human Services Program Director, I led program development, implementation, evaluation, and accreditation to align with institutional goals and student needs. I managed curriculum changes, course scheduling, articulation agreements, and strategic planning while overseeing 10 full-time faculty and over 1,000 traditional and non-traditional students.*

**President Elected Committee Member and Chair**  
Old Dominion University Faculty Grievance  
Committee | Aug 2020 - June 2022

**Member-at-Large, Committee B Faculty Senate**  
Old Dominion University Undergraduate Policies  
and Procedures |  
April 2018 – June 2022

**Committee Member**  
Old Dominion University Suspension Committee |  
Feb 2018 – May 2019

## COLLEGE

**Spelman Scholar Research Showcase**  
Spelman College | October 2025

**Student Wellness Presenter-Diversity Conference**  
Spelman College | October 2025

**Ethics Panelist Department of Education**  
Spelman College | Sept 2025

**Graduate School New Student Keynote**  
James Madison University | Sept 2022

**New Faculty Mentor**  
Old Dominion University Visiting Faculty Program |  
Sept 2019 – June 2020

**Committee Member**  
University Carnegie Community Service  
Old Dominion University Designation Committee |  
Feb 2018 – Dec 2020

**IRB Exempt Reviewer**  
Old Dominion University Darden College Human  
Subjects Committee | June 2016 – June 2018

## DEPARTMENT

**Faculty Lead Summer Abroad**  
James Madison University  
Jamaica Education Study Abroad | June-Aug 2023

**Committee Member**  
Old Dominion University  
Counseling Human Services Personnel Committee |  
Aug 2014 – Aug 2015

**Faculty Lead, Spring Break Old Dominion University**  
Jamaica HMSV Study Abroad | Mar 2014 - Mar 2020

## PROFESSIONAL SERVICE

### NATIONAL / INTERNATIONAL

Carnegie Strategic Advisory Committee

*I hired, mentored, and assigned courses to adjunct faculty, fostering collaboration with faculty, administrators, and external stakeholders to enhance program quality. Utilizing data-driven strategies, I ensured accreditation compliance, assessed program performance, and advanced initiatives to promote equity and inclusion.*

### Program Leadership, Accreditation, & Academic Innovation

- Led national accreditation for the Human Services program, securing recognition from the Council for Standards in Human Services Education (CSHSE).
- Conducted annual review and revision of program policies and procedures to ensure quality, compliance, and continuous improvement.
- Directed program initiatives during national recognition as #1 in the nation for producing students of color in human services (Diverse Issues in Higher Education).
- Led curriculum mapping efforts to strengthen transfer pathways from community colleges to Old Dominion University.
- Chaired and served on tenure-track faculty search committees and developed processes for adjunct and doctoral student onboarding and mentoring.
- Certified new faculty credentials and provided structured mentorship to support professional growth and retention.
- Served on tenure and promotion committees, overseeing development of promotion and tenure recommendation letters.
- Co-developed the Addictions Certificate Program and Minor in Addictions in compliance with SCHEV guidelines.
- Designed and led the program's first international service-learning, cultural competence-focused study abroad program for eight consecutive years.
- Founded the Human Services Advisory Council and built employer and community partnerships supporting internships and practicums.
- Served as Co-Principal Investigator on OWEP and BHWET training grants and oversaw student placements supported by grant funding.
- Represented the department on the Institutional Review Board (IRB), ensuring research compliance and ethical integrity while integrating innovative practices into program development.

## UNIVERSITY TEACHING EXPERIENCE

### 📍 JAMES MADISON UNIVERSITY

**Professor of Education (Full/Tenured)**  
College of Education | July 1, 2022 – December 6, 2024

### 📍 OLD DOMINION UNIVERSITY

**Associate Professor of Counseling and Human Services (Associate/Tenured)**  
Darden College of Education and Professional Studies | Dec 25, 2018 – July 1, 2022

**Assistant Professor of Counseling and Human Services (Tenure-Track)**  
Darden College of Education and Professional Studies | Dec 25, 2012 – Dec 24, 2018

### 📍 DAVENPORT UNIVERSITY

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

## PROFESSIONAL EXPERIENCE

Carnegie Higher Educations  
October 2025– Present

**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 Network Mentor**  
ACE Virginia Women's Network  
Jan 2023– May 2023

**FWCA Advisory Board**  
Virginia Tech  
Sept 2022–December 2024

**Editorial Review Board**  
Journal of Trauma Studies in Education  
Jan 2021– June 2024

**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– December 2024

**Anti-Racist and Equity Practices Team**  
Journal of Trauma Studies in Education  
May 2021– June 2024

**Editorial Review Board**  
Journal of Trauma Studies in Education  
Jan 2021– June 2024

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

**Self-Study Accreditation Reviewer**  
Council for Standards in Human Service Education  
(CSHSE) | May 2014 – May 2021

**Ethics Chair**  
National Organization for Human Services  
Sep 2018 – May 2019

**Public Health Film Festival Film Proposal Reviewer**  
American Public Health Association | Jul 2018

**Intl. Health Conference Proposal Reviewer**  
American Public Health Association  
Mar 2018 – April 2018

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

**Editorial Review Board**  
Humanities and Social Science Journal

## 📍 CITY OF DETROIT DEPARTMENT OF HUMAN SERVICES

### Senior Child Development Compliance Director

Training and Technical Assistance Program, Head Start | Feb 2003 – Jul 2012  
*As one of four Senior Compliance Directors for the City of Detroit, I provided strategic oversight for two large grantees, ensuring their programs adhered to government compliance standards. I led evaluation teams in conducting annual program reviews and facilitated monthly monitoring of classrooms and curricula at Head Start sites to ensure quality education and operational efficiency. My role also involved delivering ongoing training and technical assistance to all grantees across the city. This included designing and conducting targeted training sessions, planning professional development initiatives, and organizing conferences to address specific compliance and operational needs. Through these efforts, I supported grantees in meeting federal and state standards, fostering program sustainability and continuous improvement. By collaborating with teams, I enhanced compliance processes and ensured the consistent delivery of high-quality programs.*

## PUBLISHED PAPERS

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

- Moe, J. Robins, L., Corley, P., Bumpas, C. Augustine, B., **Sparkman-Key, N.** (2025). Hope, multiple minority stress and suicidal behavior in diverse LGBTQ populations: A longitudinal study. *Counseling Outcome Research and Evaluation*, 1-16. <https://doi.org/10.1080/21501378.2025.2542154>\* ‡
- **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), 15-26. <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, N.**, Gantt, A., N., Augustine, B., **Clarke, M.** (2023). Hope and multiple minority stress as predictors of suicidal behavior. *Journal of LGBTQ Issues in Counseling* 17(1), 40-56. <https://doi.org/10.1080/26924951.2022.2105773> \*
- **Sparkman-Key, N.**, Dice, T., Gantt, A. (2021). Institutional response to the Covid-19 pandemic: Experiences of faculty and administrators. *Current Issues in Education*, 22(3), 1-25. <https://doi.org/10.14507/cie.vol22iss3.1993> \*
- **Sparkman-Key, N.**, Vajda, A., Belcher, T. (2020). Exploratory study of service learning in human services education. *Journal of Service Learning in Higher Education*, 10(1), 1-18. EISSN-2162-6685 \*
- Snyder, N., **Sparkman-Key, N.** (2019). An exploratory investigation of a flipped classroom model in human service education. *Journal of Human Services: Training, Research and Practice*, 4 (1), 1-38. ISSN2472-131x \* ‡
- **Sparkman-Key, N.** Snyder, N., Borden, N. (2019). Advancing the field of human services: Development of LGBT competences. *Journal of Human Services*, 39 (1), 73-84. ISSN 2689-7059\* ‡
- Moe, J., Perera, D., **Sparkman-Key, N.** (2019). Exploring the relationship between practitioners' consultation skills, competence to counsel lesbian, gay and bisexual

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

**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 Reviewer**

Teaching and Mentoring Conference, Southern  
Regional Education Board | Sep 2019 | Oct 2023 |  
October 2025

**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

**External Human Service Program Reviewer**

Lincoln University | May 2015

**External Human Service Program Reviewer**

Walden University | Oct 2014

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- **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> \*
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- 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> \*
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- **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>
- **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-mc7z4igbbfcodcy23drzmckvcyq-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*, (2<sup>nd</sup> ed.) (pp. 531-534). United States: Sage Publications. ‡
- **Sparkman**, N., & Boston, Q. (2014). LGBT Clients and Special Needs. In L. H. Cousins and J. G. Golson (Ed.), *Encyclopedia of Human Service and Diversity*, (2<sup>nd</sup> ed.) (pp. 790-792). United States: Sage Publications.
- **Sparkman**, N. (2014). Pregnancy and Parenting Services. In L. H. Cousins and J. G. Golson (Ed.), *Encyclopedia of Human Services and Diversity*, (2<sup>nd</sup> ed.) (pp. 1048-1050). United States: Sage Publications.
- **Sparkman**, N. (2014). Families "Non-Traditional". In L. H. Cousins and J.G. Golson (Ed.), *Encyclopedia of Human Service and Diversity*, (2<sup>nd</sup> ed.) (pp. 512-516). United States: Sage Publications.

## GRANTS AWARDED

\*Internal Grant Awards

\*\*Under Review Grant Awards

- **Sparkman-Key**, N. (Writer). Re-envisioning inclusive and sustainable excellence (RISE): Advancing women in STEM at Old Dominion University, Dodge, G., Finley-Crosswhite, A., Jovanovic, V., Ringleb, S. Jenkins, S. (2023-2025). National Science Foundation, \$1,000,000. <https://www.odu.edu/article/1-million-nsf-grant-to-help-odu-hire-more-women-as-stem-faculty>
- **Sparkman-Key**, N. (Principal). (2022-2023). Supporting diverse voices grant. Princeton University Publishing, \$5000.
- Rehfuss, 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/2021/9/1\\_6\\_million\\_counsel#.YWcdExwpBjU](https://www.odu.edu/news/2021/9/1_6_million_counsel#.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). \*

**\*\*Detailed CV can be found [Here](#)\*\***