

# Narketta M. Sparkman-Key, PhD

## CONTACT

✉ nsparkmanhm@gmail.com

## 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

**PROFESSOR WITH TENURE**  
Spelman College | Department of Education  
June 2026

**PROFESSOR WITH TENURE**  
James Madison University | College of Education  
June 2022

**ASSOCIATE PROFESSOR WITH TENURE**  
Old Dominion University | College of Education  
December 2018

**ASSISTANT PROFESSOR**  
Old Dominion University | College of Education  
December 2012

## CREDENTIALS

**Navigating Board Governance Microcredential**  
Clark Atlanta University | June 2026

## 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 fair 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 Senior Faculty Data Analyst and 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, Associate Director for Faculty Data & Operations, Faculty Data Analyst, Senior Administrative Assistant, and Temporary Administrative Assistant.
- 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 Provost to be reviewed by Faculty Council and established consistent, transparent communication practices.

📍 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.

**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 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

## 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.
- 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

**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 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

- 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 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.

# PROFESSIONAL DEVELOPMENT

## AWS Machine Learning Institute Transformation Alliance

Amazon | 2026

## Title IX Decision Makers Training

Grand River Solutions | June 2026

## HBCU Executive Leadership Institute

Clark Atlanta University | 2026 Cohort

## Institute on AI, Pedagogy and the Curriculum

American Association of Colleges and Universities | 2025-2026

## MSI Aspiring Leader

Rutgers Center for MSI | 2024 Cohort

## AGB Leadership and Governance Fellow

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

## CASE Beginners Institute

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

## Trauma Informed Title IX Investigation

Grand River Solutions | Feb 2023

## Conducting Fair and Equitable Compliant Title IX Hearings

Grand River Solutions | June 2023

## HERS Executive Coaching Circle

HERS | January 2023

## Shared Equity Leadership Circle

ACE | April 2022

## Virginia Network's Senior Leadership Seminar

ACE Virginia Network | Oct 2021 - July 2022

## Global Engagement Certificate

ODU Center for Global Engagement | April 2022

## Effective Mentoring Training

National Research Mentoring Network | April 2022

## Leadership Institute

HERS Network | June 2021

## Micro intervention Training

Dr. Derald Sue | May 2021

## Diversity Equity Inclusion Workplace Training

University of South Florida Muma College of Business | May 2021

## Engaging in Bold Inclusive Conversations Program

Winters Group | April 2021

- 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.
- 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.

**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

## PROFESSIONAL MEMBERSHIPS

**American Association of Blacks in Higher Education** | June 2026 – Present

**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 – December 2024

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

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

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

- 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. 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

Southern Organization for Human Service | Jan 2013 – Present

Tau Upsilon Alpha Human Services Honor Society | Jan – Present

## UNIVERSITY SERVICE

### UNIVERSITY-WIDE

#### Credential Reviewer

Georgia Film Academy | December 2025-Present

#### 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

#### Drug Free Schools and Communities Act Task Force

Spelman College | June 2025- Present

#### Student Enrollment Management Council

James Madison University | Feb 2024-Dec 2024

#### International Recruitment Committee

James Madison University | July 2023-Dec 2024

#### Athletics Advisory Committee

James Madison University | Aug 2023-Dec 2024

#### President Cabinet

James Madison University | July 2022-Dec 2024

#### Provost Leadership Team

James Madison University | July 2022-Dec 2024

#### Academic Council

James Madison University | July 2022-Dec 2024

#### President Elected Committee Member and Chair

Faculty Grievance Committee | Aug 2020 - June 2022

#### REYES Presenter

Unconscious Bias | July 22, 2020

#### Student Success Conference

Self-Care Workshop Presenter | June 25, 2020

#### Board Member

Women's Caucus | May 2019 – June 2022

#### Keynote Speaker

Conference for Girls and Young Women | June 2019

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

University LEADERS Program | April 2018 – June 2020

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

Undergraduate Policies and Procedures |

April 2018 – June 2022

#### Committee Member

Kate Broderick Award Committee | Feb 2019

#### Committee Member

University Suspension Committee |

Feb 2018 – May 2019

#### Assignment Design Workshop Facilitator

## Spelman College

### Professor of Education (Full/Tenured)

Department of Education | June 8, 2026 – Present

## 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 (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

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. (2025). Hope, multiple minority stress and suicidal behavior in diverse LGBTQ populations: A

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

#### 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

#### Ex Officio Committee Member

DCEPS ALLIED Committee | Aug 2020 – June 2022

#### Mentoring New Faculty

Visiting Faculty | Sept 2019 – June 2020

#### Committee Member

University Carnegie Community Service Designation Committee | Feb 2018 – Dec 2020

#### Speaker

Student Awards Ceremony | May 2019

#### Presenter-Research for Public Use

Brown Bag Workshop | May 2019

#### IRB Exempt Reviewer

Darden College Human Subjects Committee  
June 2016 – June 2018

#### Grand Assistant Marshal

Marshal Commencement | Dec 2017, May 2018

#### Marshal Commencement

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). <https://doi.org/10.52678/001c.90175> \*
- Belcher, T., **Sparkman-Key**, N., Borden, N., Augustine, B. (2023). E-Portfolio: Advancing human services education through technology. *The International Journal of E-Portfolio*, 13(1), 69-82. ISSN 2157-622X \*
- Moe, J., **Sparkman-Key**, Gantt, A., N., Augustine, B. (2023). Hope and multiple minority stress as predictors of suicidal behavior. *Journal of LGBTQ Issues in Counseling* 17(1). <https://doi.org/10.1080/26924951.2022.2105773> \*
- **Sparkman-Key**, N., Dice, T., Gaant, A. (2021). Institutional response to the Covid-19 pandemic: Experiences of faculty and administrators. *Current Issues in Education*, 22(3), 1-25. <https://doi.org/10.14507/cie.vol22iss3.1993> \*
- **Sparkman-Key**, N., Vajda, A., Belcher, T. (2020). Exploratory study of service learning in human services education. *Journal of Service Learning in Higher Education*, 10(1), 1-18. EISSN-2162-6685 \*
- Snyder, N., **Sparkman-Key**, N. (2019). An exploratory investigation of a flipped classroom model in human service education. *Journal of Human Services: Training, Research and Practice*, 4 (1), 1-38. ISSN2472-131x \* ‡
- **Sparkman-Key**, N. Snyder, N., Borden, N. (2019). Advancing the field of human services: Development of LGBT competences. *Journal of Human Services*, 39 (1), 73-84. ISSN 2689-7059\* ‡
- Moe, J., Perera, D., **Sparkman-Key**, N. (2019). Exploring the relationship between practitioners' consultation skills, competence to counsel lesbian, gay and bisexual clients, and attitudes towards transgender people. *Journal of Gay and Lesbian Social Services*, 12 (4), 1-19. <https://doi.org/10.1080/10538720.2018.1516170> \*
- **Sparkman-Key**, N., Vajda, A., Borden, N. (2018) Human Services Identity Development: Exploration of Student Perceptions. *Journal of Human Services*, 38 (1). ISSN 2689-7059 \* ‡
- Winfield, C., **Sparkman-Key**, N., & Vajda, A. (2017). Interprofessional collaboration among helping professions: Experiences with holistic client care. *Journal of Interprofessional Education & Practice*, 9, 66-73. <http://dx.doi.org/10.1016/j.xjep.2017.08.004> \* ‡
- **Sparkman-Key**, N., Winfield, C., & Vajda, A. (2017). Emergence of the family oriented human services practitioner: A grounded theory inquiry. *The Journal of International 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\* ‡

Marshal Commencement | Dec 2014, Dec 2015, Dec 2016, May 2017, Dec 2018, May 2019

#### Secretary

Faculty Governance Technology Committee  
Aug 2015 – May 2016

#### 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

##### 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, Spring Break

HMSV Study Abroad | Mar 2014 - Mar 2020

##### Faculty Mentor

Undergraduate Symposium | Nov 2013 – Jan 2014,  
Nov 2015 – Jan 2016, Nov 2016 – Jan 2017, Nov 2017 –  
Feb 2018

##### Faculty Advisor

Tau Upsilon Alpha Human Service Honor Society  
Sep 2013 – Dec 2016

- **Sparkman-Key, N., & Neukrug, E. (2016)** Inclusion of human service professional in the Standard Classification Occupation System. *Journal of Human Services, 36*(1), 69-72. ISSN 2689-7059\*
- **Sparkman, N., & Morgan-Gardner, I. (2015).** An exploratory study of parenting dimensions and family conflict among Head Start participants: An examination of Hispanic mothers. *Journal of Human Service, 35*(1), 39-46. ISSN 2689-7059\*
- **Moe, J., & Sparkman, N. (2015).** Assessing service providers at GLTBQ-affirming community agencies on their perceptions of training needs and barriers to service. *Journal of Gay and Lesbian Social Services, 27*(3), 350-370. <http://doi.org/10.1080/10538720.2015.1051687>\*
- **Sparkman, N., Woodrow, K., & Brown, K. (2015).** Parenting differences in minority families: A study of parenting dimensions in Hispanic and African American families. *The Journal of International Interdisciplinary Cultural Studies, 9*(2), 1-12. <https://doi.org/10.18848/2327-008X/CGP/v09i02/53212> \* †
- **Lott, T., & Sparkman, N. (2015).** Rural child welfare professionals perceive themselves culturally competent? Cultural competence training. *The International Journal of Interdisciplinary Cultural Studies, 10*(2), 1-8. <https://doi.org/10.18848/2327-008X/CGP/v10i02/53158>\*
- **Sparkman, N., & Lott, T. (2015).** African American family functioning: Relationship between parenting dimensions and family conflict. *The International Journal of Interdisciplinary Social and Community Studies, 9*(1), 2-9. <https://doi.org/10.18848/2324-7576/CGP/v10i01/53526>\*
- **Moe, J., Finnerty, P., Sparkman, N., & Yates, C. (2015).** Initial assessment and screening with LGBTQ clients: A critical perspective. *Journal of LGBT Issues in Counseling, 9*(1), 37-56. <http://dx.doi.org/10.1080/15538605.2014.997332>\* †
- **Sparkman, N., & Neukrug, E. (2014).** Perceptions of the HS-BCP credential: A survey of human service professionals. *Journal of Human Services, 34*(1), 24-37. ISSN 2689-7059\*
- **Sparkman, N., & Lott, T. (2014).** HS—BCP: A review of current state. *Journal of Human Services, 34*(1), 184-189. ISSN 2689-7059\*
- **Craigien, 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].

### Committee Chair

Human Service Program Advisory Board  
Jan 2015 – Aug 2016

### Presenter

Psychology Department HMSV Recruitment  
Dec 2016

## PROFESSIONAL SERVICE

### NATIONAL / INTERNATIONAL

#### Carnegie Strategic Advisory Committee

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– Present

#### ACE Virginia Women's Network

Jan 2023– Present

#### ACE Virginia Network Mentor

ACE Virginia Women's Network  
Jan 2023– May 2023

#### FWCA Advisory Board

Virginia Tech  
Sept 2022– Present

#### Editorial Review Board

Journal of Trauma Studies in Education  
Jan 2021– Present

#### Council of Diversity Equity Inclusion

Association of Public Land Grant Universities  
July 2022– Present

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

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

#### Diversity Marketing Committee

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

- **Sparkman-Key**, N., Tarver, S. (April 2022). Promoting mental wellness among black faculty: Strategies for coping. *We're Not Ok: Black Faculty Experiences and Higher Education Strategies*, Cambridge University Press, Cambridge, UK.  
<https://doi.org/10.1017/9781009064668>

### OP-ED

- **Sparkman-Key**, N. (2022, June). What Black women need to succeed at the top: It's time to create a culture that values leaders of color. Diverse leadership for a new era. *The Chronicle of Higher Education*, <https://store.chronicle.com/products/diverse-leadership-for-a-new-era>
- **Sparkman-Key**, N. (2021, October 6). How to 'Boss Up' as a Black Woman in Academia, *The Chronicle of Higher Education*, <https://www.chronicle.com/article/how-to-boss-up-as-a-black-woman-in-academe>
- **Sparkman-Key**, N. (2020, June 16). Reopening should be an opportunity for women leaders. *Virginian Pilot Newspaper*, <https://www.pilotonline.com/opinion/columns/vp-ed-column-sparkman-key-0616-20200616-mc7z4igbbfcodcy23drzmkcvkq-story.html>

### MONOGRAPH

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

### CONFERENCE PROCEEDINGS

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

### ENCYCLOPEDIA ENTRIES

- **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

Sep 2018 – May 2019

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

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

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

**Editorial Review Board**  
Humanities and Social Science Journal  
Nov 2017 – Dec 2019

**International Women's Day Speaker**  
Women's Center Foundation of Montego Bay, Jamaica  
| Mar 2015 - March 2020

**Parent Group Facilitator**  
Women's Center Foundation of Montego Bay, Jamaica  
| Mar 2015, Mar 2017

**Membership Chair**  
National Organization for Human Services  
Oct 2013 – Oct 2017

**Peer Reviewer**  
The Social Science Collection Journal  
Aug 2014, Aug 2015, Sep 2017

**Ethics Standards Development Committee**  
Council for Standards in Human Service Education  
(CSHSE) | Nov 2015 – Sep 2016

**Committee Chair, Conference Proposal**  
National Organization for Human Services  
Apr 2015 – Jan 2015

**Associate Editor**  
The Social Science Collection Journal Vol. 8  
Aug 2014

**Senior Reviewer, Conference Proposal**  
National Organization for Human Services  
Mar 2014 – May 2014

## STATE / REGIONAL

**Curriculum Vitae Review**  
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

- **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], HRSA, \$1,616,000. [https://www.odu.edu/news/2021/9/1\\_6\\_million\\_counselor\\_YWcdExwpBjU](https://www.odu.edu/news/2021/9/1_6_million_counselor_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.** (2025, October). Promoting academic wellness across borders: A global commitment to scholar wellbeing, Star Scholar Global Conference, Istanbul, Türkiye.
- **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, Greensboro, NC.
- **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.

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

**Adopt Room, Shelter**  
YWCA | Feb - Aug 2020

**Recognizing and Responding to Suicide Training**  
Zeta Phi Beta Youth Conference | Jul 2019

**Keynote Speaker, Girls and Young Women's Conference**  
Old Dominion University | June 2019

**Keynote Speaker, Membership Brunch**  
Girls with Goals Alliance | Apr 2019

**Keynote Speaker, Scholarship Luncheon**  
Chi Omicron Zeta | May 2019

**Top 40 Under 40 Judge**  
Insider Business News | Jul 2018 - Aug 2020

**Middle School Girls Camp Organizer**  
Design Thinking Robotics | Mar 2018

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

**Board Advisor**  
Strong Willed Cancer Survivors  
Sep 2017 - Sep 2018

**Keynote Speaker**  
Annual Cancer Survivors Gala  
Sep 2017 - Sep 2018

**Group Facilitator**  
Women's Centre Foundation | Mar 2015 - Mar 2021

**Foster Care Volunteer**  
Chesapeake Social Services | June 2016 - Dec 2016

- **Sparkman-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., & Nowviskie, 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-affectual /gender expansive, Paper presented at the Society for Sexual, Affectual, Intersex, and Gender Expansive Identities Conference, Virtual
- Augustine, B., & **Sparkman-Key, N.** (2020, September). The de-stigmatization of suicide and increase help seeking behaviors in Black communities, Paper presented at the Black Mental Healthy Symposium, Virtual
- Augustine, B., & **Sparkman-Key, N.** (2020, April). Altering perceptions: The de-stigmatization of suicide to increase help-seeking behaviors, Paper presented at the Third Annual Conference: Clinical Counseling and Beyond, The Chicago School of Professional Psychology, Virtual
- **Sparkman-Key, N.** (2020, April). Women of color in leadership: the internal work of addressing the gap, Paper presented at 8th Annual Women of Color in the Academy National Conference Virginia Tech, Blacksburg, Virginia
- Wittokwer, L., Wittokwer, D. & **Sparkman-Key, N.** (2020, February). Making connections between general education information literacy and upper-level writing courses: An exploration of faculty and student perceptions. Paper presented at Georgia International Conference on Information Literacy, Savannah, Georgia.
- Augustine, B., & **Sparkman-Key, N.** (2020, February). Safety first: Impact of news media on minority individuals' perceptions of personal safety, Paper presented at the National Cross-Cultural Counseling and Education Conference, Georgia
- **Sparkman-Key, N.** (2018, October) E-portfolio: Advancing human services education through technology. Paper presented at the National Organization for Human Service Conference, Philadelphia.
- Jovanovic, V., **Sparkman-Key, N.,** Anthony, B., Cigularov, K., & Cigularova, D. (2018, June). *Transfer Students' Characteristics in Engineering Programs at Mid-sized University* Paper presented at American Society for Engineering Annual Conference and Exposition, Utah.
- **Sparkman-Key, N.** (2017, July). *Emergence of the family oriented human services practitioner.* Paper presented at the 12<sup>th</sup> International Conference on Interdisciplinary Social Sciences, Virtual.
- **Sparkman-Key, N.** (2017, April). *Emergence of the family oriented human services practitioner: grounded theory study.* Paper presented at the Midwest Organization for Human Services Web Conference, Virtual.
- **Sparkman-Key, N.** (2017, March). *International service learning: A catalyst for cultural competence.* Paper presented at the University of West Indies Public Lecture, Jamaica.
- McCoy, S. **Sparkman-Key, N.** (February 2016), Culturally competent pedagogy: Inclusiveness that extends beyond diversity. Virginia Tech Conference on Higher Education Pedagogy, Blacksburg, VA.
- **Sparkman-Key, N.,** Neukrug, E. (2016, October). *Advocating for human services: The establishment of a Holland Code for human services.* Paper presented at the National Organization for Human Services Conference: The New "Realities" in America Preparing for the Challenges Ahead, Florida.
- **Sparkman-Key, N.,** & Winfield, C. (2016, April). *Families in conflict: Emergence of the family oriented human services practitioner.* Paper presented at the Virginia Wesleyan College Works in Progress Conference: A Regional Interdisciplinary Conference of Feminist Scholarship, Virginia.

- Moe, J., **Sparkman-Key**, N., Clark, M., & Gerwe, C. (2015, October). *Queering research*. Paper presented at the Association Counselor Education and Supervision Conference, Pennsylvania.
- **Sparkman**, N. (2015, April). *Parenting differences among minority families*. Paper presented at the Interdisciplinary Social Science 10<sup>th</sup> International Conference, Croatia.
- **Sparkman**, N., & Neukrug, E. (2014, October). *Views of the HS-BCP credential: A survey of human service professionals*. Paper presented at the National Organization for Human Services Conference: Strategic Action: Going Beyond the Gamble of Chance, Nevada.
- **Sparkman**, N., Bower, J., & Comer, H. (2014, October). *Pop culture influence on LGBTQ populations*. Paper presented at the National Organization for Human Services Conference: Strategic Action: Going Beyond the Gamble of Chance, Nevada.
- Craigen, L., & **Sparkman**, N. (2014, October). *Human Service Study Abroad Program Development*. Paper presented at the National Organization for Human Services Conference: Strategic Action: Going Beyond the Gamble of Chance, Nevada.
- **Sparkman**, N., & Lott, T. (2014, June). *African American family functioning: Examining the relationship between conflict and parenting*. Paper presented at the Interdisciplinary Social Science Conference, Canada.
- Lott, T., & **Sparkman**, N. (2014, June). *Do rural child welfare professionals perceive themselves culturally competent: Cultural competence training*. Paper presented at the Interdisciplinary Social Science Conference, Canada.
- Craigen, L., **Sparkman**, N., Dustin, J. (2014, May) Faculty Summer Institute, "QEP Action Project: Human Services," Center for Learning and Teaching, Norfolk, VA.
- **Sparkman**, N. (2013, April). *It takes a village: Understanding parenting and conflict in minority families*. Southern Organization for Human Service: Becoming a Community Champion, Florida
- Rehfuss, M. C., Craigen, L. M., Milliken, T., Dustin, J. C., **Sparkman**, N., Levingston, K. (2013, October). Sailing into Our Future, "Expanding Student Options for Success through Online HMSV Training," National Organization for Human Service, Baltimore, Maryland.
- **Sparkman**, N., (2013, October). *A study of parenting dimensions and family conflict in Hispanic and African American Families: Implications for social research*. Paper presented at the National Organization for Human Service Conference: Sailing into Our Future, Maryland.

## INVITED

- **Sparkman-Key**, N., (2026, May). The Journey for Student to Scholar, Michigan State University Student Research Opportunity Program, Guest Scholar, East Lansing, Michigan.
- **Sparkman-Key**, N., (2026, January). National Education Opportunity Networks's spring welcome ceremony, University Keynote, Virtual.  
<https://youtu.be/eMjZIH5hO4g?si=t6Effzq2Ki3HQNrB>
- **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> †
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- **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>
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## CREATIVE WORKS

- **Sparkman-Key, N.**, (2024, December). Promoting wellness in the academy through mindfulness and meditation training. Academic Wellness Pre-Conference, Kathmandu, Nepal. <https://starscholars.org/academic-wellness-ambassadors-pre-conference/>
- **Sparkman-Key, N.** (April 15, 2024). Radical self-care for Chief Academic Officers. *Association of Chief Academic Officers*, Blog. [https://www.acao.org/index.php?option=com\\_dailyplanetblog&view=entry&year=2024&month=01&day=20&id=19%3Aradical-self-care-for-caos&Itemid=236](https://www.acao.org/index.php?option=com_dailyplanetblog&view=entry&year=2024&month=01&day=20&id=19%3Aradical-self-care-for-caos&Itemid=236)
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- **Sparkman-Key, N.** (January 20, 2022). Are we ok? Mental health impacts of microaggressions among BIPOC faculty., *Samuel DeWitt Proctor Institute for Leadership, Equity and Justice*, Twitter Chat.
- **Sparkman-Key, N.** (October 15, 2020). Supporting the advancement of black women in the academy, *Samuel DeWitt Proctor Institute for Leadership, Equity and Justice*, Twitter Chat.
- **Sparkman-Key, N.** (April 2020-Present). Making it Plain with Dr. Key, Podcast, iHeart Radio, GooglePlay, Spotify, National <https://makingitplain.podbean.com/>
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