

# Nicole A. Telfer

## CURRICULUM VITAE

### PERSONAL

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<https://orcid.org/0000-0001-6536-9210>

### EDUCATION

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- PhD 2022 University of Maryland, Baltimore County  
 Applied Developmental Psychology  
 Dissertation: *Campus Inclusion and Sense of Community Among Racially Minoritized Women in STEM Amid Gendered Racism and Violence*
- MA 2020 University of Maryland, Baltimore County  
 Applied Developmental Psychology  
 Thesis: *Ethnic-Racial Socialization Practices, Gender, and Academic Achievement Among High School Adolescents*
- BS 2018 The Pennsylvania State University  
 Human Development and Family Studies, Psychology  
 Thesis: *Household Tasks and Academic Functioning Among African American Adolescents*
- Certificates  
 2023 Georgetown University  
 Center for Child and Human Development  
 Early Childhood Intervention  
 Leadership Education in Neurodevelopmental Disabilities
- University of North Carolina at Chapel Hill  
 Office of the Vice Chancellor for Research  
 Diversity, Equity, and Inclusion in Research

### PROFESSIONAL EXPERIENCE

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- 2022 – 2024 Postdoctoral Fellow, Frank Porter Graham Child Development Institute, University of North Carolina at Chapel Hill  
 Projects:  
**ECERS-3 Equity Gaps and Challenges: Classroom Observations.** The Bill and Melinda Gates Foundation. Postdoctoral Research Assistant. *100% FTE.* Award: \$1,029,557.

**National Evaluation Partner for the Educare Learning Network Implementation Study.** Buffett Early Childhood Fund, George Kaiser Family Foundation, Ounce of Prevention Fund. Postdoctoral Research Assistant. *45% FTE*. Award: \$8,824,043

**EMERGE: Early Markers of Expressive and Receptive (language) Growth in Ethnically Diverse Autistic Toddlers.** NIH National Institute on Deafness and Other Communication Disorders (NIDCD), University of California at Los Angeles. Postdoctoral Research Assistant. *30% FTE*.

- 2022 – 2023 Consultant, The Color of Autism Foundation
- 2021 – 2022 Graduate Teaching Fellow, UMBC
- 2020 – 2022 Graduate Research Assistant, UMBC  
Project:  
**The Success of High Achieving Students in Science, Technology, Engineering, and Mathematics.** Meyerhoff Adaptation (MAP): HHMI Grant to UMBC, UNC Chapel Hill, and Penn State University. *100% FTE*. HHMI Grant 52008090.

## GRANTS AND CONTRACTS

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### *Foundation:*

**An Exploration of Parents' Ethnic-Racial Socialization Practices Among Black Children with Disabilities: A Pilot Study.** American Psychological Foundation; Equity Research and Action Coalition at UNC. Principal Investigator (Lead). *6% FTE*. Award: \$14,000.

**An intersectional and African-centered approach to understanding parent's ethnic-racial socialization practices among Black students with neurodevelopment disabilities.** Brady Education Foundation. Principal Investigator (Lead). *50% FTE*. Award: \$227,235.

## FELLOWSHIPS

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- 2022 – 2023 Leadership Education in Neurodevelopmental Disabilities. Award: \$8,000
- 2021 – 2022 UNC Chapel Hill, Department of Gender and Women's Studies. Award: \$5,000
- 2021 – 2022 Association for Public Policy Analysis and Management. Award: \$599
- 2021 – 2022 Researchers Investigating Sociocultural Equity and Race. Award: \$500
- 2018 – 2022 Meyerhoff Graduate Fellows Program.
- 2017 – 2018 National Association of Student Personnel Administrators, NUFP Fellow. Award: \$1,200

## HONORS AND AWARDS

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- 2024 Thelma Harms Early Childhood Education International Travel Award
- 2023 Paper of the Year Award, SRCD Black Caucus
- 2023 UMBC Black Graduate Student Organization, Trailblazer Award
- 2022 Equity Research and Action Coalition Grant
- 2022 UMBC Dissertation Fellowship

- 2022 UMBC 2022 GSA Senator Award
- 2022 Meyerhoff Fellows Program Travel Grant
- 2021 Oluwatoyin Salau Freedom Fighters Grant
- 2021 UMBC Dissertation House Award
- 2021 UMBC Graduate Organization of the Year Award
- 2020 Victor E. and Dorothy M. McIntosh Service Award
- 2019 UMBC Graduate School Professional Development Grant
- 2018 Council of College Multicultural Leadership Way Paver's Award
- 2018 Penn State Academic Scholarship
- 2018 Penn State Bunton Waller Scholarship
- 2017 UMBC Ronald E. McNair Scholars Award
- 2017 Paul Robeson Cultural Center Academic Excellence Award
- 2017 The Paul Robeson Cultural Center Academic Award
- 2017 Ragosta Summer Research Award
- 2017 Penn State Child Development Award

## **TEACHING ACTIVITIES**

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### **TEACHING FELLOW**

- Spring 2022 University of Maryland, Baltimore County  
Child Development; 87 Enrolled
- Fall 2021 University of Maryland, Baltimore County  
Child Development; 87 Enrolled

### **GUEST LECTURER**

- Spring 2023 University of Maryland, Baltimore County  
Child Development
- Fall 2021 Morgan State University  
Child Developmental Psychology
- Spring 2020 University of Maryland, Baltimore County  
Professions in Psychology
- Spring 2019 University of Maryland, Baltimore County  
Gender and Women's Studies

### **TEACHING ASSISTANT, UNIVERSITY OF MARYLAND BALTIMORE COUNTY**

- Spring 2019 Poverty and Child Health Outcomes
- Summer 2019 Advanced Child Psychology

Spring 2019	Professions in Psychology
Fall 2018	Professions in Psychology
Fall 2018	Psychology of Women and Gender
Fall 2018	Lifespan and Development

## TEACHING ASSISTANT, THE PENNSYLVANIA STATE UNIVERSITY

Spring 2017	Intervention and Prevention
Spring 2016	Introduction to Psychology

## PSYCHOLOGICAL ASSESSMENTS & CLASSROOM OBSERVATION TRAINING

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Assessing Classroom Sociocultural Equity Scale (ACSES)

- Certification Date: 1/18/2024

Early Childhood Environment Rating Scale-3 (ECERS-3)

- Certification Date: 3/3/2023

Inclusive Classroom Profile (ICP)

- Certification Date: 2/17/2023

Equity in Early Learning and Assessment (EELA)

- Certification Date: 01/20/2023

Bayley Cognitive Assessment

- Certification Date: 09/30/2022

Autism Diagnostic Observation Schedule-2 (ADOS-2)

- Certification Date: 08/22/2022

## BIBLIOGRAPHY & PRODUCTS OF SCHOLARSHIP

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### BOOK CHAPTERS

Iruka, I. U., Sansbury, A., **Telfer, N. A.**, Ibekwe-Okafor, N., Gardner-Neblett, N., & Durden, T. R. (forthcoming). *Factors associated with the early learning and readiness of Black children*. In S. Cabell, S. Neuman, & N. Patton Terry (Eds.), *Handbook on the Science of Early Literacy*. Guilford Press.

### PEER-REVIEWED ARTICLES: PUBLISHED OR IN PRESS

Watkins-Lewis, K., Domingo, M. R. S., Singh, R., **Telfer, N. A.**, Harrington, E. G., Moraga, R. W., & Maton, K. I. (2023). Relationships among Sense of Community, Science Self-Efficacy, and Science Identity for Female Meyerhoff Scholars: Implications for Pathways to Broadening the Workforce in STEM. *Journal of Women and Minorities in Science and Engineering*, 29(3).

**Telfer, N. A.**, & Else-Quest, N. M. (2022). An intersectional approach to parental ethnic/racial socialization practices and adolescent academic outcomes. *Merrill-Palmer Quarterly*, 68(4), 368400. <https://10.1353/mpq.2022.a905090>

- Iruka, I. U., Gardner-Neblett, N., **Telfer, N. A.**, Ibekwe-Okafor, N., Curenton, S. M., Sims, J., Sansbury, A. B., & Neblett, E. W. (2022). Effects of racism on child development: Advancing ant-racist developmental science. *Annual Review for Developmental Psychology*. <https://doi.org/10.1146/annurev-devpsych-121020-031339>
- Else-Quest, N. M., French, A. M., & **Telfer, N. A.** (2022). The intersectionality imperative: Calling in stigma and health research. *Stigma and Health*. <http://dx.doi.org/10.1037/sah0000397>
- Iruka I. U., Durden T. R., Gardner-Neblett N., Ibekwe-Okafor N., Sansbury A., & **Telfer N. A.** (2021). Attending to the Adversity of Racism Against Young Black Children. *Policy Insights from the Behavioral and Brain Sciences*, 8,175-182. <https://doi10.1177/23727322211029313>
- Skinner, O.D., Wood, D., McHale, S.M., & **Telfer, N.A.** (2018). Gendered personality qualities and African American adolescents' academic functioning. *Journal of Youth and Adolescence*, 1-12. <https://doi:10.1007/s10964-018-0919-1>
- Telfer, N.A.**, Skinner, O.D., & McHale, S.M. (2017). Household tasks and academic functioning among African American adolescents. *The Pennsylvania State University McNair Scholars Journal*, 22, 145-156.

#### ENGAGED SCHOLARSHIP

- Telfer, N. A.** *A Black Woman's Guide to Earning a Ph.D.: Surviving the First Two Years*. Bloomington, IN: Xlibris Publishing, 2020. Print.
- Telfer, N. A.**, Kassimu, R., Abraham, M. S., Adeyinka, S., Aldridge, K., Anderson, C., Bent, T., Boulware, A., Crider, J., Gardner-Scott, D., Grimes, L. N., Irvin-Choy, N., Jeffrey, E., Julien, T., Lee, L. M., Miles, K., Pierre, G., Rentz, I., Robair, K., Robinson, S., Spivey, B., Stanislaus, E. P., Trammell, D., Watkins, C.S., & Williams, J. *Our doctoral journey: A collection of Black women's experiences*. Bloomington, IN: Xlibris Publishing, 2022. Print.

#### SUBMITTED FOR PUBLICATION & IN PREPARATION

- Telfer, N. A.**, Sto. Domingo, M. R., Else-Quest, N. M., Sun, S., & Maton, K. I. (in progress). Campus inclusion and sense of community among URM women in STEM amid gendered racism and violence. *Journal of Women and Minorities in Science and Engineering*.
- Telfer, N. A.**, Iruka, I. U., Yazejian, N., & Sideris, J. (in progress). Do ECERS-3 scores mean the same thing across racial groups? Measurement invariance testing by teacher and classroom race.
- Davis, A.M., **Telfer, N.A.**, Artis, J., Abubakare, O., Keller-Bell, Y., Caruthers, C., Pierce, N., & Jones, D. (2024). Resilience and strengths in the Black autism community in the U.S.: A scoping review (in progress). *Autism*.
- Telfer, N. A.** (in progress). To be Black and disabled: How the education system perpetuates the school-to-prison pipeline among Black students with disabilities. *Journal of Black Studies*.
- Telfer, N.A.**, Allen, D., Iruka, I.U., & Yazejian, N. (in progress). A qualitative investigation of Black parents' ethnic-racial socialization practices among Black children with disabilities.

## REPORTS AND POLICY BRIEFS

- Jancsura, M., Bowers, K., & **Telfer, N.A.** (July 2023). *Improving access to healthcare: The challenges and potential of telehealth and telementoring*. Research to Policy Collaboration Rapid Response Report. University Park PA: The Pennsylvania State University.
- Suggs, M., Iruka, I. U., & **Telfer, N.A.** (December 2023). *Black Child National Agenda Statewide Analysis Report*. Chapel Hill, NC: Equity Research Action Coalition, Frank Porter Graham Child Development Institute, The University of North Carolina at Chapel Hill.
- Telfer, N.A.**, Kaplan, R., Yazejian, N., & Iruka, I. (April 2022). *ECERS-3: Identifying gaps and equity challenges focus group themes*. Chapel Hill NC: FPG Child Development Institute, UNC-Chapel Hill.
- Iruka I. U., Durden T. R., Gardner-Neblett N., Ibekwe-Okafor N., Sansbury A., & **Telfer N. A.** (2021). *Attending to the Adversity of Racism Against Young Black Children*. Submitted to the Congressional Social Determinants of Health Caucus.

## INVITED GUEST SPEAKER SERIES

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- 2023 The Sheridan Lab, Developmental Science Series – UNC Chapel Hill  
Presentation: *Advancing Anti-Racist Developmental Science: Centering Black and REM Children*
- 2023 NC Business Committee on Education – Early Childhood Seminar  
Presentation: *Offerings to the Early Childhood Space: Environmental Rating Scales and Research on Children with Disabilities*.
- 2023 National Children’s Mental Health Day Webinar – St. Louis University  
Presentation: *Where Do We Go from Here? The Effects of Racism on Child Development*.
- 2023 The Color of Autism Foundation  
Presentation: *Special Needs Child Care Training*.
- 2022 UMBC’s PROMISE Summer Success Institute  
Presentation: *The Graduate School Journey: Lessons Learned*.
- 2022 UMBC’s McNair Scholars Program Orientation  
Presentation: *Navigating the PhD Application Process*.

## CONFERENCE PRESENTATIONS & TALKS

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### *Podcast Interviews*

- Telfer, N.A.** (January 2024). *Challenges that Black women face in higher education and academia*. YouTube interview with freelance journalist, Tyriana Evans.
- Telfer, N.A.** (February 2023). *Navigating the graduate school journey and building community*. Listen Up, Listen In Podcast: <https://www.listenuplistenin5687.com/guests/nicole-telfer/>

**Telfer, N.A.** (October 2022). *Lever for success and the power of relationships*. Soul Collective Podcast; Hostess: Elisa J: <https://www.soulcollectivepodcast.com/episodes/levers-for-success-the-power-of-relationships-w-dr-nicole-telfer-8AlzwOBE>

**Telfer, N.A.** & Jean, S. (October 2021). *The power of faith and community*. It's A God Thing Podcast; Hostesses: Sheritha McClean and Dr. Ashley McClean: <https://www.listennotes.com/podcasts/its-a-god-thing/the-power-of-prayer-zlpK07QBUDN/>

**Telfer, N.A.** (February 2021). *A Black Women's Guide to Earning a PhD memoir*. Nerdacity Podcast; Hostess: DuEwa: <https://www.youtube.com/watch?v=vyb3qlBmP7g>

**Telfer, N.A.** (January 2021). *Creating space for Black women*. Writing on my Mind Podcast; Hostess: Dr. Emmanuela Stanislaus: <https://www.iheart.com/podcast/269-the-writing-on-my-mind-pod-75295150/episode/creating-space-for-black-women-with-75937656/>

### **Academic Conferences**

**Telfer, N.A.**, Yazejian, N., Iruka, I. U., Sideris, J., & Kaplan, R. (2024, May). Examining the ECERS-3 with an equity lens: Findings from a mixed-methods study. Findings will be presented at the International ECERS conference in Porto, Portugal

Davis, A.M., **Telfer, N.A.**, Artis, J., Abubakare, O., Keller-Bell, Y., Caruthers, C., Pierce, N., & Jones, D. (2024, May). Faith and the Black autism community: Scoping review. Findings will be presented at the annual Society for Prevention Research conference in Washington, DC

**Telfer, N.A.** & Abraham, M.S. (2023, June). You will know us...one way or another: The integration of art and science to re-center marginalized voices in healing and change work. Workshop facilitated at the annual Society for Community Research and Action conference in Atlanta, Georgia

**Telfer, N.A.**, & Yazejian, N. (2023, April). Identifying Gaps and Equity Challenges in ECERS-3, an Early Childhood Education Tool, through Focus Groups. Findings were presented at the annual Environmental Rating Scales Conference in Alexandria, Virginia

**Telfer, N.A.**, Yazejian, N., & Kaplan, R. (2023, March). Identifying Gaps and Equity Challenges in ECERS-3, an Early Childhood Education Tool, through Focus Groups. Poster presented at the annual Eastern Psychological Association Conference in Boston, Massachusetts

Abraham, M.S. & **Telfer, N.A.** (2023, March). The AAC&U Conference on Diversity, Equity, and Student Success: Can We Handle Truth? Roundtable discussion facilitated at the American Association of Colleges and Universities Conference in Henderson, Nevada

**Telfer, N.A.**, Sansbury, A. B., Iruka, I.U., Curenton, S.M., Sims, J., Ibekwe-Okofar, N., & Escayg, K.A. (2022, June). Black Parent Voices: Resilience in the Face of the Two Pandemics—COVID19 and Racism. Poster was presented virtually at the National Research Conference on Early Childhood (NRCEC)

**Telfer, N.A.**, Kassimu, R., and Watkins, C. (2022, April). Self-Love is the Best Love: Ourselves First, The Academy After. Workshop conducted at the Women of Color in the Academy virtual conference

**Telfer, N.A.,** Iruka, I.U., Curenton, S.M., Sims, J., Ibekwe-Okofar, N., & Escayg, K.A. (2022, March). Black Parent Voices: Resilience in the Face of the Two Pandemics— COVID-19 and Racism. Poster presented at the Association for Public Policy Analysis and Management Conference in Austin, Texas

**Telfer, N.A.,** Domingo, M. R., Sun, S., & Maton, K.I. (2022, March). Campus Inclusion, Social Harms, and Academic Performance Among Undergraduate URM Women in STEM. Poster presented at the Association for Women in Psychology Conference in Chicago, Illinois

Sansbury, A.B & **Telfer, N.A.** (2021, September). Black Parent Voices: Resilience in the Face of the Two Pandemics—COVID-19 and Racism. Symposium presented at the Association for the Study of African American Life and History (ASALH) virtual conference

**Telfer, N.A.,** Domingo, M. R., & Maton, K. I. (2021, March). The retention of women of color in STEM undergraduate programs: Examining the roles of classroom diversity and social challenges on campus. Symposium presented at the Eastern Psychological Association virtual conference

**Telfer, N. A.,** Singh, R., Domingo, M. R., Wideman, R., Watkins-Lewis, K., & Maton, K. I. (2020, December) The relationship of racial climate, sense of community, and science self-efficacy among African American female undergraduate students in STEM. Symposium presented at the Understanding Interventions virtual conference

**Telfer, N. A. &** Else-Quest, N. M. (2020, March) Ethnic-racial socialization practices, gender, and academic achievement among high school adolescents. Symposium presented at the Maryland Psychological Association for Graduate Students virtual conference

**Telfer, N. A. &** Else-Quest, N. M. (2020, March) Ethnic-racial socialization practices, gender, and academic achievement among high school adolescents. Symposium presented at the Graduate Experiences, Achievements, and Research in Baltimore County, Maryland

**Telfer, N.A.** (2017, September) Household tasks and academic functioning among African American adolescents. Symposium presented at the annual Ronald E. McNair conference. Baltimore County, Maryland

**Telfer, N.A.** (2017, July) Household tasks and academic functioning among African American adolescents. Symposium presented at Office of Graduate Educational Equity Programs Summer Scholars Symposium. State College, Pennsylvania

## **PROFESSIONAL SERVICE**

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- 2024 Reviewer, Society for the Psychological Study of Social Issues (SPSSI) 2024 conference
- 2024 Reviewer, American Psychological Association (APA) 2024 conference
- 2023 Reviewer, Stigma and Health Journal: Intersectionality in stigma and health research
- 2022 Reviewer, National Research Conference on Early Childhood 2022 (NRCEC)
- 2022 Reviewer, Society for the Psychological Study of Social Issues (APA Convention)



## **PROFESSIONAL MEMBERSHIPS**

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2022-Present	Society for Community Research and Action
2021-2022	Association for Public Policy Analysis and Management
2020-Present	American Psychological Association
2020-2023	Midwestern Psychological Association
2021-Present	Society for Research on Child Development
2021-2023	Association for the Study of African American Life & History
2020-2022	Eastern Psychological Association
2019-2022	Society for Research on Adolescence
2017-Present	National Society for Leadership and Success
2016-2018	Ronald E. McNair Post-Baccalaureate Achievement Program

## **LEADERSHIP DEVELOPMENT**

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2024-Present	Research Mentor, Lumiere Education
2023	Volunteer, Cape Coast School for the Deaf and Blind, Ghana
2022-Present	Black Affinity Group, UNC at Chapel Hill
2022-Present	Member and Media Team, Black Empowerment in Autism Network
2022-2023	Coach for Early Childhood Educators, National Children's Center
2021-2023	Fellow, Research-to-Policy Collaboration at Penn State
2021-2022	Graduate Student Senator, UMBC Graduate Student Association
2020-2023	Volunteer, University of Maryland Medical Center, Dept. of Psychiatry and Pediatrics
2020-2022	Student Representative, UMBC Equity and Inclusion Council
2020-2021	Mentor, Baltimore Leadership School for Young Women
2019-2021	Student Rep, Diversity, Inclusion and Social Justice Committee at UMBC
2019-2021	Mentor, Assist Our Kids (A-OK) Foundation
2019-2022	Founder and President, Black Graduate Student Organization at UMBC
2019-2022	Orientation Advisor, UMBC
2018	Student Volunteer, Penn State Community Service Trip in Detroit, MI
2017-2018	Co-founder and Co-Captain, Penn State's Dark Storm Step Team
2017-2018	Mentor, Youth Empowerment Program at Penn State
2017-2018	Membership Chair, The Black Student Union at Penn State