

## NICOLE A. TELFER

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### EDUCATION

#### *Doctor of Philosophy* | **August 2022**

University of Maryland, Baltimore County, Magna cum laude  
Applied Developmental Psychology  
Dissertation: *Campus Inclusion and Sense of Community Among Racially Minoritized Women in STEM Amid Gendered Racism and Violence*  
Research Advisors: Shuyan Sun, Ph.D. and Mariano R. Sto. Domingo, Ph.D.

#### *Master of Arts* | **May 2020**

University of Maryland, Baltimore County, Magna cum laude  
Applied Developmental Psychology  
Thesis: *Ethnic-Racial Socialization Practices, Gender, and Academic Achievement Among High School Adolescents*  
Research Advisors: Kenneth I. Maton, Ph.D. and Nicole M. Else-Quest, Ph.D.

#### *Bachelor of Science* | **May 2018**

The Pennsylvania State University, Cum laude  
Human Development and Family Studies; Psychology  
Thesis: *Household tasks and Academic Functioning among African American Adolescents*  
Research Advisors: Susan M. McHale, Ph.D. and Olivenne Skinner, Ph.D.

#### Continuing Studies

##### *Certificate* 2022 – 2023

Georgetown University  
Center for Child and Human Development  
Early Intervention

##### *Certificate* 2022 – 2023

University of North Carolina at Chapel Hill  
Office of the Vice Chancellor for Research  
Diversity, Equity, and Inclusion in Research

### EMPLOYMENT

- Postdoctoral Research Scholar August 2022 – Present  
*The Frank Porter Graham Child Development Institute at the University of North Carolina at Chapel Hill.*
- Child Care Consultant and Trainer December 2022 – Present  
*The Color of Autism Foundation*

## **RESEARCH AREAS OF FOCUS**

- Learning and developmental disabilities among children of color
- Mental health and developmental outcomes among children and adolescents of color
- Early intervention services and support on youth's outcomes
- Research-to-policy – education reform and academic success of racially minoritized youth
- Gender differences among racially minoritized youth and their academic outcomes
- Socio-cultural factors in racially minoritized youth development, including resources (e.g., ethnic/racial socialization) and stressors (e.g., discrimination, financial hardship)
- Gendered racism and violence against URM college women
- Intersectionality in quantitative and qualitative research

## **SCHOLARSHIPS AND AWARDS**

- Equity Research and Action Coalition Grant December 2022
- UMBC Dissertation Fellowship June 2022
- UMBC 2022 GSA Senator Award May 2022
- Meyerhoff Fellows Program Travel Grant January 2022
- Oluwatoyin Salau Freedom Fighters Grant December 2021
- UMBC Dissertation House Award October 2021
- UMBC Graduate Organization of the Year Award May 2021 – May 2022
- Victor E. and Dorothy M. McIntosh Award February 2020
- UMBC Graduate School Professional Development Grant May 2019
- Council of College Multicultural Leadership Way Paver's Award April 2018
- Penn State Academic Scholarship August 2015 – May 2018
- Penn State Bunton Waller Scholarship August 2014 – May 2018
- Dean's List Certificate of Recognition August 2014 – May 2018
- UMBC Ronald E. McNair Scholars Award September 2017
- The Paul Robeson Cultural Center Academic Award April 2017
- Ragosta Summer Research Scholarship July 2017
- Penn State Child Development Scholarship August 2017 – December 2017

## **FELLOWSHIPS**

### **Leadership Education in Neurodevelopmental Disabilities – Professional Fellow**

September 2022 – Present

*The purpose of the LEND training program is to improve the health of infants, children, and adolescents with disabilities by preparing trainees from diverse professional disciplines to assume leadership roles in their respective fields and by ensuring high levels of interdisciplinary clinical competence. Award: \$8,000.*

### **University of Maryland, Baltimore County – Teaching Fellow**

August 2021 – May 2022

*This fellowship was awarded by the University of Maryland, Baltimore County's psychology department. Fellows teach a course based on their knowledge, expertise, and interest for one academic year. Award: \$28,000.*

- o Course taught for the academic year 2021-2022: Child Development

### **Association for Public Policy Analysis and Management – Student Fellow**

August 2021 – May 2022

*APPAM is dedicated to improving public policy and management by fostering excellence in research, analysis, and education. Award: \$599.*

### **Researchers Investigating Sociocultural Equity and Race (RISER) – Pre-Doctoral Fellow**

January 2021 – May 2022

*RISER is an interdisciplinary, cross-university team of researchers and practitioners working on issues for and about Black children. Award: \$500.*

### **Meyerhoff Fellows Graduate Program – Meyerhoff Fellow**

August 2018 – May 2022

*The goal of the fellowship program is to increase diversity among students pursuing Ph.D. degrees in the biomedical and behavioral sciences at the University of Maryland, Baltimore County.*

### **National Association of Student Personnel Administrators – NUFP Fellow**

October 2017- May 2018

*NASPA Undergraduate Fellows Program creates possibilities and changes the landscape of student affairs and higher education.*

## **PRACTICUM AND CLINICAL EXPERIENCE**

### **Professional Intern – Ivymount School**

February 2023

- Collaborated with teachers on developing strategies to improve the experiences of student with disabilities
- Providing coaching to educators and administrators

### **Research and Policy Intern – Research-to-Policy Collaboration**

January 2022 – Present

- Joining meetings with legislative staff and the RPC coordinator; organizing and responding to requests for research-based information
- Producing written products (e.g., research summaries, policy briefs, op-eds)

### **Intern – University of Maryland Medical Center**

June 2022 – Present

*Department of Psychiatry and Pediatrics*

- Observing and conducting psychological assessments, evaluating children (3 to 13) under the supervision of Dr. Kathleen Kane

- Observing at the NICU follow-up clinic and attending developmental and behavioral pediatrics didactics
- Working on clinical projects focused on children with developmental disabilities, as well as on maternal health

**Professional Intern – National Children’s Center** November 2022

- Observed and scored classrooms using the Inclusive Classroom Profile (ICP)
- Provided teachers with best practices and resources for aiding their students who are neurodiverse

**Mentor– Baltimore Leadership School for Young Women** January 2021 – May 2021

- Met with Black and Brown high school seniors weekly to assist with their research project
- Provided professional development skills and college readiness resources

**TEACHING EXPERIENCE**

**Guest Lecturer – University of Maryland, Baltimore County** Spring 2023

- Child Development

**Guest Lecturer – Morgan State University** Fall 2021

- Child Developmental Psychology

**Guest Lecturer – University of Maryland, Baltimore County** Spring 2020

- Professions in Psychology

**Guest Lecturer – University of Maryland, Baltimore County** Spring 2020

- Gender and Women’s Studies

**Teaching Assistant – University of Maryland, Baltimore County**

- Poverty and Child Health Outcomes Spring 2019
- Advanced Child Psychology Summer 2019
- Professions in Psychology Fall 2018- Spring 2020
- Psychology of Women and Gender Fall 2018
- Lifespan and Development Fall 2018

**Teaching Assistant – The Pennsylvania State University**

- Intervention and Prevention Spring 2017
- Introduction to Psychology Spring 2016

**RESEARCH EXPERIENCE**

**Principal Investigator, Black Children with Disabilities Study**

December 2022 – Present

*Funded by the Equity Research and Action Coalition (P.I. Nicole Telfer, PhD; Faculty Advisor, Iheoma Iruka, PhD), the current study seeks to examine Black parents’ ethnic-racial socialization practices among their Black children with disabilities. (Award: \$10,000)*

- Recruiting participants and managing consent and assent forms
- Creating online questionnaires and semi-structured interview questions
- Entering data in SPSS

### **Research Consultant – University of North Carolina at Chapel Hill**

January 2022 – May 2022

*Funded by the University of North Carolina at Chapel Hill (P.I., Nicole Else-Quest, PhD), this position consisted of journal article reviewing and manuscript writing (Award: \$5,000).*

- Served as reviewer for Stigma and Health Journal special issue on intersectional research
- Worked on a co-authored manuscript titled, The Intersectional Imperative: Calling in Stigma and Health Research
- Manuscript (in preparation) using the Philadelphia Adolescent Life Study (PALS) data.

### **Graduate Research Assistant, Maton STEM Lab**

August 2019 – August 2021

*Funded by the National Science Foundation (Dr. Kenneth Maton, PI), Maton STEM lab focuses on the minority student achievement (ongoing evaluation and implementation assessment of the Meyerhoff Scholars Program).*

- Assisted undergraduate students in data cleaning and data entry
- Ran analyses using SPSS for ongoing research projects
- Assisted in evaluation of the Meyerhoff graduate program

### **Graduate Research Assistant, Promoting Understanding in Life Science Education**

August 2018 – August 2020

*Funded by a grant from the National Institute of General Medical Sciences at the National Institutes of Health (Dr. Nicole Else-Quest, PI), PULSE examines and seeks to improve the performance of students enrolled in Chemistry 101 at the University of Maryland, Baltimore County.*

- Assisted in participant recruitment and consent process
- Assisted in data entry of demographics using excel

### **Graduate Assistant, Women Involved in Learning and Leadership**

August 2020 – May 2021

*The WILL+ program offers students confronting these realities a valuable knowledge base about gender and its relation to other differences such as race, class, and sexuality as well as practical leadership skills that will improve their academic and professional accomplishments.*

- Facilitated monthly meetings with WILL+ students
- Guest lecturer in Gender and Women's Studies courses

### **Research Assistant, Youth Experience in School Study (YESS)**

August 2016 – May 2018

*Funded by the National Science Foundation (Dr. Olivenne Skinner, PI) YESS examines school experiences of African American youth using a daily diary approach.*

- Assisted in data collection process and IRB; developed Qualtrics surveys
- Assisted in participant recruitment and consent/assent process

### **Research Assistant, Penn State Family Relationships Project**

September 2016 – May 2018

*Funded by the National Institute for Child Health and Human Development (Drs. Susan McHale and Ann Crouter, co-PIs), this set of longitudinal studies examines the family contexts of youth development from middle childhood through young adulthood.*

- Research paper: Families' roles in African American youth academic achievement
- Literature reviews; data analysis in SAS

### **Research Assistant, Wellness Empowerment for Brooklyn Project**

June 2016 – August 2016

*Eight-week summer internship created by MIT graduate students and funded by the Summer Youth Employment Program in the Tri-state area.*

- Conducted surveys among community residents in Brooklyn, NY
- Developed strategies to improve living conditions for people within Brownsville and East New York

### **INVITED GUEST SPEAKER**

- UMBC's McNair Scholars Program Orientation October 2020
- PROMISE Summer Success Institute August 2022
- The Color of Autism February 2023
- National Children's Mental Health Day Webinar – St. Louis University May 2023

### **PROFESSIONAL DEVELOPMENT**

#### **American Psychological Association– Postdoc Member**

April 2020 – Present

*Psychology of Women. Providing an organizational base for feminists, women, and men of all national origins, who are interested in teaching, research, or practice in the psychology of women.*

#### **Midwestern Psychological Association – Postdoc Member**

September 2020 – Present

*Seeks to advance the science, teaching, and application of psychology with a special focus on the Midwestern region of the United States*

#### **Society for Research on Child Development – Professional Member**

December 2021 – Present

*Society for Research in Child Development (SRCD) advances the developmental sciences and promotes the use of developmental research to improve human lives.*

### **Association for the Study of African American Life & History – Member**

May 2021 – Present

*The mission of the Association for the Study of African American Life and History (ASALH®) is to promote, research, preserve, interpret and disseminate information about Black life, history and culture to the global community.*

### **Eastern Psychological Association – Postdoc Member**

October 2020 – May 2022

*Seeks to advance the science and profession through the dissemination of professional information about the field of Psychology.*

### **Society for Research on Adolescence – Graduate Student Member**

February 2019 – May 2022

*The Society for Research on Adolescence (SRA) is a rapidly growing, dynamic society focused on the theoretical, empirical, and policy research issues of adolescence.*

### **Ronald E. McNair Post-Baccalaureate Achievement Program**

December 2016- May 2018

*Promote excellence in the academic endeavors of low income, first generation, and underrepresented groups in graduate education. Research conducted in the Penn State Family Relationships Project lab explored ways in which family experiences are related to the academic functioning of African American youth.*

## **PUBLICATIONS**

**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. Retrieved from [https://gradschool.psu.edu/McNairJournals/mcnair\\_jrn12017/files/PSU-McNair-Vol22.pdf](https://gradschool.psu.edu/McNairJournals/mcnair_jrn12017/files/PSU-McNair-Vol22.pdf)

**Telfer, N. A.** & Else-Quest, N. M. (in press). An intersectional approach to parental ethnic-racial socialization practices and adolescent academic outcomes. *Merrill Palmer Quarterly*.

**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.

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>

Iruka, I. U., Gardner-Neblett, N., **Telfer, N. A.**, Ibekwe-Okafor, N., Curenton, S. M., Sims, J., Sansbury, A. B., & Neblett, E. W. (in press). 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>

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>

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>

Lewis, K. A., Domingo, M. R., Singh, R., **Telfer, N. A.**, Moraga, R. W., Harrington, E. G., & Maton, K. I. (in press). Women Meyerhoff scholars: Relationships among racial climate, sense of community, science self-efficacy, science identity and academic performance. *Journal of Women and Minorities in Science and Engineering*.

#### Manuscripts Under Review

**Telfer, N. A.**, Domingo, M. R., Else-Quest, N. M., Sun, S., & Maton, K. I. (under review). 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*.

Abraham, M. S., Atal, D., Aquino, A., Arora, I., Bailey, K., Flynn, M., French, A., Gay, B., Gondermann, N., Harrison, G., Jumarali, S. N., MacIver, P., Rowan, M., Sadollah, H., **Telfer, N. A.**, Weiss, D., Wells, J., Thomas, D. & Hunter, B. A. (under review). *White supremacy in community psychology: How a class activity to dismantle white supremacy in community psychology became an exercise in maintaining the status quo*. Accepted for submission to the special issue, Imperial Algorithms: Contemporary Manifestations of Racism and Colonialism in the American Journal of Community Psychology.

#### Manuscripts in Preparation

**Telfer, N. A.**, & Else-Quest, N. M. (in preparation). Parental expectations and adolescent academic motivation and achievement.



**Telfer, N. A., Iruka, I. U., Yazejian, N., & Sideris, J.** (in preparation). Do ECERS-3 scores mean the same thing across racial groups? Measurement invariance testing by teacher and classroom race.

## **Reports**

**Telfer, N.A., Kaplan, R., Yazejian, N., & Iruka, I.** (2022). *ECERS-3: Identifying gaps and equity challenges focus group themes*. Chapel Hill NC: FPG Child Development Institute, UNC-Chapel Hill.

## **Reviewer Experience**

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

## **PRESENTATIONS**

**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

**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. & 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. & 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., 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., 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

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., 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.

**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.**, 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.**, 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).

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.**, 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

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

**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 will be facilitated at the annual Society for Community Research and Action conference in Atlanta, Georgia

### **SELECTED LEADERSHIP AND VOLUNTEER EXPERIENCE**

**Graduate Student Senator - UMBC Graduate Student Association** August 2021 – May 2022

- Co-facilitated non-academic townhall meetings for UMBC graduate students

- Engaging in monthly discussions and providing feedback/consulting on improving the experiences of graduate students

**Student Representative – UMBC Equity and Inclusion Council** August 2020 – May 2022

- Co-chairing a group on policing and the presence of police on campuses
- Meetings every month to discuss inclusive and equitable practices on UMBC campus

**Diversity, Inclusion and Social Justice Committee – UMBC** August 2019 – August 2021

- Engaged in monthly meetings to discuss the climate of the department to examine our areas of strength and relative concerns
- Co-facilitated workgroups that centered equitable practices and faculty development

**Mentor – Assist Our Kids (A-OK) Foundation** December 2019 – May 2021

- Worked with a first-grade Black/African American student at Swansfield elementary
- Engaged in educational after-school activities focused on mental health and behavior outcomes for about one hour each week.

**Founder/ President – Black Graduate Student Organization** May 2019 – May 2022

- Organized professional and social events for Black graduate students at UMBC
- Facilitated monthly meetings with general body and executive board