

CURRICULUM VITAE

PERSONAL

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EDUCATION

- 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*
Research Advisors: Dr. Shuyan Sun and Dr. Mariano R. Sto. Domingo
- MA 2020 University of Maryland, Baltimore County
Applied Developmental Psychology
Thesis: *Ethnic-Racial Socialization Practices, Gender, and Academic Achievement Among High School Adolescents*
Research Advisors: Dr. Nicole M. Else-Quest and Dr. Kenneth I. Maton
- BS 2018 The Pennsylvania State University
Human Development and Family Studies, Psychology
Thesis: *Household Tasks and Academic Functioning Among African American Adolescents*
Research Advisors: Dr. Susan M. McHale and Dr. Olivenne Skinner
- Certificates
2023 Georgetown University
Center for Child and Human Development
Early Childhood Intervention
- University of North Carolina at Chapel Hill
Office of the Vice Chancellor for Research
Diversity, Equity, and Inclusion in Research

PROFESSIONAL EXPERIENCE

- 2022 – 2024 Postdoctoral Fellow, Frank Porter Graham Child Development Institute, University of North Carolina at Chapel Hill
- 2022 – 2023 Consultant, The Color of Autism Foundation

- 2021 – 2022 Graduate Teaching Fellow, University of Maryland, Baltimore County
- 2020 – 2022 Graduate Research Assistant, Meyerhoff Adaptation (MAP): HHMI Grant to UMBC, UNC Chapel Hill, and Penn State University. *The Success of High Achieving Students in Science, Technology, Engineering, and Mathematics*. HHMI Grant 52008090.

GRANTS AND CONTRACTS

An Exploration of Parents' Ethnic-Racial Socialization Practices Among Black Children with Disabilities: A Pilot Study. American Psychological Foundation; Equity Research and Action Coalition. Principal Investigator (Lead). *6% FTE*. Award: \$14,500.

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

FELLOWSHIPS

- 2022 – 2023 Leadership Education in Neurodevelopmental Disabilities. Award: \$8,000
- 2021 – 2022 Association for Public Policy Analysis and Management. Award: \$599
- 2021 – 2022 Researchers Investigating Sociocultural Equity and Race. Award: \$500

HONORS AND AWARDS

- 2023 Paper of the Year Award, SRCDC 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 The Paul Robeson Cultural Center Academic Award
2017 Penn State Child Development Scholarship

TEACHING ACTIVITIES

TEACHING FELLOW

- Fall 2021 University of Maryland, Baltimore County
Child Development; 96 Enrolled
Spring 2022 University of Maryland, Baltimore County
Child Development; 96 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 2020 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

Early Childhood Environment Rating Scale-3 (ECERS-3)
Completion of Training: 3/3/2023

Inclusive Classroom Profile (ICP)
Completion of Training: 2/17/2023

Equity in Early Learning and Assessment (EELA)
Completion of Training: 01/20/2023

Bayley Cognitive Assessment
Completion of Training: 09/30/2022

Autism Diagnostic Observation Schedule-2 (ADOS-2)
Completion of Training: 08/22/2022

BIBLIOGRAPHY & PRODUCTS OF SCHOLARSHIP

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

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.

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), 368-400. <https://10.1353/mpq.2022.a905090>

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. (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>

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>

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).

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. (manuscript submitted for publication). 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. (manuscript submitted for publication). Do ECERS-3 scores mean the same thing across racial groups? Measurement invariance testing by teacher and classroom race.

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

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.

INVITED GUEST SPEAKER

- 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.*
- 2020 UMBC's McNair Scholars Program Orientation
Presentation: *Navigating the PhD Application Process.*

CONFERENCE 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 facilitated at the annual Society for Community Research and Action conference in Atlanta, Georgia

PROFESSIONAL SERVICE

- 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

- 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
- 2016-2018 Ronald E. McNair Post-Baccalaureate Achievement Program

LEADERSHIP DEVELOPMENT

- 2022-Present Member and Media Team, Black Empowerment in Autism Network
- 2021-2022 Graduate Student Senator, UMBC Graduate Student Association
- 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