

“If I have seen further, it is by standing on the shoulders of giants.”

– Sir Isaac Newton

EDUCATION

- 2014-2020 **Ph.D., Global Leadership: Higher Education Admin** (May 2020)
Indiana Institute of Technology, Fort Wayne, IN 46803
GPA: 3.88
Dissertation Title: “Nevertheless, She Persisted”: Exploring the Influence of Adversity on Black Women in Higher Education Senior Leadership
- 2009-2013 **M.A., Experimental Psychology** (May 2013)
Fayetteville State University, Fayetteville, NC 28301 Current GPA: 3.86
Thesis Title: Memory and Recall: Gender Development in Preschool Aged Children
- 2003-2008 **B.S., Psychology and Mass Communications (Public Relations)**
Double Major University of North Carolina at Pembroke, Pembroke, NC 28372 GPA: 2.95

RESEARCH INTERESTS

Social Cognition, Sex and Gender Differences, Women’s Studies, Race, Learning, Memory & Recall, Perceptions & Attitudes, Consciousness & Awareness, Leadership

Director of Take A Chance Social Science Research Lab (SSRL): A research lab dedicated to providing students with foundational & applied experience in scientific research methods. By conducting & disseminating research students will appreciate the nature of scientific inquiry and the value of practical application. Find us on [ResearchGate](#) and [Facebook](#).

TEACHING INTERESTS

Intro/General Psychology, Social Psychology, Principles of Leadership, Global Leadership, Psychology of Leadership, I/O Psychology, Cross-Cultural Psychology, and any course where psychology is applied to leadership and race & gender issues

COURSES TAUGHT

Missouri Western State University

Cross-Cultural Psychology

General Psychology

Personality Theories

Research Team
Social Psychology

Research Psychology Lab

Indiana Institute of Technology

Abnormal Psychology
Advanced Abnormal Psych.
Health Psychology
Human Growth and Development
Human Sexuality
Interviewing Strategies for Helpers

Introduction to Psychology
Introduction to Sociology
Social Problems
Theories of Counseling
Theories of Personality
Understanding Diversity

Ivy Technical Community College

Abnormal Psychology
Human Sexuality
Introduction to Human Services
Introduction to Psychology

Issues & Ethics in Human Services
Multicultural Practice
Program, Planning, and Policy Development
Women's Issues

Fort Hays State University

Cross-Cultural Psychology
Drugs and Behavior
Experimental Psych Lab (Course Lead)
General Psychology
Industrial Psychology

Psychology of Leadership
Social Psychology
Experimental Methods (Grad)

Graduate School/Intern Experiences

Fall 2013 Assessment and Treatment of Substance Abuse Disorders
(SAB/SWK 4550) Co-Lecturer Advanced Seminar, The University of North
Carolina at Pembroke

Spring 2013 Human Diversity & Populations at Risk
(SWK 2450) Co-Lecturer, The University of North Carolina at Pembroke

Spring 2012 Sex and Gender (PSYC 430) Teaching Assistant
Advanced Seminar, Fayetteville State University

COURSES DEVELOPED

2022 Personality Theories
2021 Experimental Psychology Laboratory
2020 Psychology of Leadership
2019 Industrial Psychology
2019 Human Services: Program Planning and Policy Issues
2016 Cross-Cultural Psychology

GRANTS RECEIVED

- 2022 American Psychological Association [APA]
Commission on Ethnic Minority Recruitment, Retention, and Training in Psychology II (CEMRRAT2) Task Force Implementation Grant (External)
Title: *I see your monsters, I see your pain! Identifying and illuminating the racial disparities associated with mental health and suicide in BIPOC communities.* (Primary Investigator) Award: \$3,390
- 2022 American Psychological Association [APA]
Commission on Ethnic Minority Recruitment, Retention, and Training in Psychology II (CEMRRAT2) Task Force Research Grant for Psychology Students and Recently Graduated Psychologists of Color (External)
Title: *Faculty development.* (Primary Investigator) Award: \$200
- 2021 Faculty Research Experience Grant (Internal: FHSU)
Title: *Exploring the impact of crucible experiences on the leadership development of BIPOC women and Take Your Place Queen: Empowering the BIPOC Women and Girls of FHSU to Rise-Up as Leaders* [Leadership Development Program]. (Primary Investigator) Award: \$10,000
- 2021 Research Speed Networking Seed Grant Award (Internal: FHSU)
Title: *Crisis Management: Evaluating Higher Education's Online Transition During a Pandemic.* (Co-Investigator) Award: \$1,000
- 2020 Project Student Experiential Learning Funds [SELF] (Internal: Indiana Tech)
Purpose: Funding to cover the cost of travel for professional conference attendance and presentation. Award: \$750
- 2020 Undergraduate Research Experience Grant (Internal: FHSU)
Title: Resilience thru adversity: Exploring the impact of unemployment and underemployment (Primary Investigator) Award: \$3,750
- 2019 TheEnhanced Experiential Learning Project (Internal: FHSU)
Purpose: Funding awarded from Dr. Curtis Brungardt and the Center for Civic Leadership (CCL) to cover student travel expenses to Washington, DC. Award: \$10,000

INSTITUTIONAL SERVICE & INVOLVEMENT

Spring 2022 – Present MWSU Elite Cheer [Advisor], Missouri Western State University
Fall 2021 – Present Black Student Union [Co-Advisor], Missouri Western State University
Fall 2021 – Present NAACP [Co-Advisor], Missouri Western State University
Fall 2018 – Sum 21 Black Student Union [Faculty Advisor], Fort Hays State University
Fall 2020 – Spr 2021 Data Analysis Lab Tech, Fort Hays State University
Fall 2020 – Spr 2021 FHSU Strategic Plan Goal 3.3 Committee: Attract and retain diverse, talented, and dedicated faculty and staff to support institutional growth.
Fall 2019 – Spr 2021 Research Ethics Committee (Psychology), Fort Hays State University
Fall 2019 – Spr 2021 Undergrad. Research and Assessment Committee (Psychology), FHSU
Fall 2019 – Spr 2021 Adjunct Support Committee (Psychology), Fort Hays State University
Fall 2019 – Spr 2021 Psychology Club [Faculty Advisor], Fort Hays State University
Spr 2019 – Spr 2021 Experiential Learning Task Force, Fort Hays State University
Fall 2018 – Sum 2019 Adjunct Advisory Committee, Co-Chair, FHSU
Fall 2018 – Sum 2019 Faculty Development Committee, Ex-Officio, FHSU

PROFESSIONAL DEVELOPMENT

Spring 2019 Applying QM Rubric (APPQMR), **Quality Matters/Ivy Tech**
Fall 2017 Basic & Advanced Excel Training, **City of Fayetteville**
Spring 2017 Best practices for Teaching Online, **Indiana Tech**
Spring 2016 Online Faculty Certification (IVYC 110), **Ivy Tech**
Spring 2016 Advanced Concepts of Online Teaching, **Fort Hays State University**
Spring 2015 Foundations of Online Teaching, **Fort Hays State University**
Fall 2015 Online Education (BBRD 1010), **Ivy Tech**
Summer 2015 Course Development (PSY 350), **Fort Hays State University**

CERTIFICATIONS

Six Sigma (Yellow/Green Belt), City of Fayetteville Fall 2017
Online Faculty Certification, Ivy Tech August 2016

PROFESSIONAL SERVICES & EDITORIAL DUTIES

Content Expert: 3D Institute/The Joseph Company - Summer 2022; I generated learning materials on intrinsic motivation and attribution theory and recorded a session for their learning series. <https://3dinstitute.com/>

Referee/Reviewer: Advancing Women in Leadership Journal, 2022 - Present

Professional Representative: Southwestern Psychological Association [SWPA], 2021 - Present); In this role, I serve in many capacities for the association such as conference

preparation, on the budget committee, proposal reviewer as well as on the social media committee. 2022 Conference -

Referee/Reviewer: Journal of Humanistic Psychology, 2021 - Present

Referee/Reviewer: Journal of Comparative and International Higher Education (Comparative and International Education Society/HESIG, 2020 - Present)

Host Chapter Committee Member: Great Plains Students' Psychology Convention 2021 hosted by Fort Hays State University Department of Psychology. *"The Path Forward: Resilience & Social Change"*

Referee/Reviewer: Journal of Psychological Inquiry (Fort Hays State University, 2015 - 2021)

PUBLICATIONS

Chance, N., Farwell, T., & Hessmiller, J. (2022). Exploring scholarly productivity, supports, and challenges of multinational, female graduate students during a global pandemic. *Journal of Comparative & International Higher Education*, 14(3A), 69-87.

[https://doi.org/10.32674/jcihe.v14i3%20\(Part%201\).4168](https://doi.org/10.32674/jcihe.v14i3%20(Part%201).4168)

Chance, N. & Challacombe, D. (2021). Social Psychology. In D. Jairam (Ed.), *Psychology in a Complex World* (2nd ed.). Kendall Hunt Publishing. Retrieved from

<https://www.khpcontent.com/>

Chance, N. (2021). Exploring the disparity of minority women in leadership positions in four-year universities in the United States and Peru. *Journal of Comparative & International Higher Education*, 13(3), 183-202.

<https://doi.org/10.32674/jcihe.v13iSummer.3107>

Chance, N. (2021). A phenomenological inquiry into the influence of crucible experiences on the leadership development of Black women in higher education senior leadership. *Educational Management Administration & Leadership*, 49(4), 601-623.

<https://doi.org/10.1177/17411432211019417>

Chance, N. (2021). Resilient leadership: A phenomenological exploration into how Black women in higher education leadership navigate intersectionality, stereotype threat, and tokenism. *Journal of Humanistic Psychology*, 62(1), 44-78.

<https://doi.org/10.1177/00221678211003000>

Chance, N. & Farwell, T. (manuscript under review). Exploring factors that influence the academic productivity of multinational female graduate students during the COVID-19 pandemic.

- Chance, N., Whitaker, W. & Naylor-Tincknell, J. (under review). Culture and Group Dynamics. In W. Whitaker (Ed.), *Thinking Critically About Social Psychology* (3rd ed.).
- Naylor-Tincknell, J., **Chance, N.**, & Whitaker, W. (under review). Applied Social Psychology. In W. Whitaker (Ed.), *Thinking Critically About Social Psychology* (3rd ed.).
- Whitaker, W., Naylor-Tincknell, J. & **Chance, N.** (under review). Competition, Conflict, and Cooperation. In W. Whitaker (Ed.), *Thinking Critically About Social Psychology* (3rd ed.).

PRESENTATIONS, PROCEEDINGS, PAPERS, AND TALKS

- Chance, N. (2022, August). *Black girl burnout: Tokenism & navigating professional spaces* [Talk session]. Professional development presented at the Delta Sigma Theta Sorority, Inc., Kansas City Missouri [KCMO] Alumnae Chapter - Fall 2022 Round Up, Kansas City, MO.
- Chance, N. (2022, August). *Ideological connections: Examining the relationship between controversial opposing opinions* [Virtual talk session]. Talk session presented at the The St. Joseph Museums Psychology Social Hour.
<https://www.youtube.com/watch?v=xf7U5fd6yRw>
- Chance, N. (2022, April). *Bent, not broken: Examining crucible experiences impact on women's leadership development* [Conference session]. Talk session presented at the 68th Southwestern Psychological Association [SWPA] - Annual Convention, *Psychology in a Changing World*. Baton Rouge, LA.
<http://www.swpsych.org/2022convention>
- Chance, N. (2021, February). *A letter to Nunu: Conversation with my younger self* [Dinner Speech]. Keynote presented at the 2022 MWSU Black Student Union [BSU] Black Heritage Dinner. St. Joseph, MO.
- Chance, N. (2021, October). *Diamonds in the rough: Exploring the impact of crucible experiences on leadership development of BIPOC women* [Conference session]. Talk session presented at the 23rd International Leadership Association [ILA] - Annual Global Conference, *Reimagining Leadership Together*. Geneva, Switzerland. <https://convention2.allacademic.com/one/ila/ila21/>
- Chance, N. (2021, October). *Red light, green light: Navigating the intersection of social justice and mental health: Academic perspectives for K-12 solutions* [Talk session]. Professional development presented at the Northwest Missouri State

Missouri School Counselors' Association [NWMSCA] - Fall Meeting, St. Joseph, MO.

- Dolecheck, R., **Chance, N.**, Haag, L., Cunningham, M., & Harvey, K. (2021, June). *What's in your RHT toolkit? The impact of COVID-19 on teaching and learning* [Conference Session]. Presented at the 7th Annual Big 12 Teaching & Learning Conference - Annual Conference, Virtual.
- Cunningham, M., Harvey, K., **Chance, N.**, Dolecheck, R. & Haag, L. (2021, April). *FHSU faculty perceptions of student engagement and communication during the COVID-19 pandemic* [Poster]. Presented at the John Heinrich Scholarly and Creative Activities Day [SACAD] - Annual Conference, Virtual.
- Chance, N. & Wasinger, G. (2021, April). *Exploring the impact of un(der)employment on resilience in college students* [Conference session]. Talk session presented at the Southwestern Psychological Association [SWPA] - Annual Convention, Virtual.
- Chance, N. & Dixon, K. (2021, March). *The ebony tower: Career trajectory planning for Black female leadership* [Conference session]. Educational session presented at American College Personnel Association [ACPA] - College Student Educators International Annual Convention, Virtual.
- Chance, N. (2021, January). *Using phenomenological psychology to understand and promote leadership development in Black girls and women*. Paper presented at The Qualitative Report Annual Conference, Virtual.
<https://nsuworks.nova.edu/tqrc/twelfth/day2/41>
- Chance, N. L. (2020, October). *The Divine Nine & Black Greek Letter Organizations* [Greek Life 101 Training]. Fort Hays State University, Hays, KS.
- Chance, N. (2020, August). *"Nevertheless, she persisted": Exploring the influence of adversity on Black women in higher education senior leadership* (Proquest number: 28026815). [Doctoral dissertation, Indiana Institute of Technology]. ProQuest Dissertations & Theses Global.
- Chance, N. (2020, May). *Doing what's right, not what is easy: The challenges of higher education leaders and administrators* (A Global Perspective). Comparative and International Education Society [CIES]. Miami, Fl. (Conference canceled).
- Ambardar, M., Carvalho, C, **Chance, N.**, Perez, H., Sekalala, S., Tanguay, J. & Yang, H.-Y. (2020, February). *Can you see me? The untold stories of psychological struggles, triumphs, and essential resources for support and healing* [Panel Discussion]. Fort Hays State University, Hays, KS.

Chance, N. L. & Smith, J. (2020, February). *You don't have to sell out while learning to navigate professional environments* [Conference Session]. Big XII Conference on Black Student Government, Oklahoma University, Norman, OK, United States.

Chance, Nuchelle L. (2019, January). *Diversity, Inclusion, & Social Belonging: Building an Inclusive Community* [Resident Assistant Training]. Fort Hays State University, Hays, KS.

Chance, N. L. (2019, January). *Women in the Academy: Intersectionality & Avoiding Burnout* [Panel Discussion]. Fort Hays State University, Hays, KS.
<https://app.vidgrid.com/view/FI2ENs696Zkk>

Chance, N. (2018, Dec. 5). Semester credit hours/contact hours: Demystifying the confusion in traditional face-to-face, online and blended learning. *FHSU Tiger Learn Blog*. Retrieved from
<https://tigerlearn.fhsu.edu/semester-credit-hours-contact-hours-demystifying-the-confusion-in-traditional-face-to-face-online-and-blended-learning/>

Chance, N. L. (2018, March). *Financial Literacy: Financial Aid, Budgeting, and Saving* [Presentation]. The Art Institute of Charlotte, Charlotte, NC.

Atkinson, N. (2015, October). *The Role of Women in Higher Education Administration in Peru and the US: A Cross-Cultural Qualitative Proposal*. Presented at the 17th Annual International Leadership Association Conference, Barcelona, Spain. (April 2016)
Presented at Indiana Tech Ph.D. in Global Leadership Immersion Weekend.

Atkinson, N. (2013, April). *Memory and recall: Gender development in preschool aged Children* (UMI No. 1524767). [Master's Thesis, Fayetteville State University]. ProQuest Dissertations and Theses Global.

Atkinson, N. (2013, May). *Memory and recall: Gender development in preschool aged Children* [Presentation]. HBCU's Master's Degree STEM Program 2013 Student Research Conference, Fayetteville State University, Fayetteville, NC.

Montoya, D., **Atkinson, N.**, Baker-Oglesbee, A., (2009). *Code Switching and memory: Standard American English vs. Urban Vernacular English*. Data presented to Fayetteville State University Department of Psychology, Fayetteville, NC.

Atkinson, N. (2008, April). *Academic perceptions: Do body piercings influence attitudes?* Poster presented at UNC Pembroke Undergraduate Research Conference, Pembroke, NC. <https://www.uncp.edu/sites/default/files/2017-08/program2008.pdf>

PROFESSIONAL EXPERIENCE

Aug 2021 – Present

Assistant Professor, Missouri Western State University

- Instruct and develop courses in Psychology.
- Advise student organizations and psychology majors.
- Serve on various committees within the department, college, and university.

Fall 2016 –Present

Adjunct Instructor, Indiana Tech

- Virtual instruction and course development in Psychology and Sociology

January 2015 – August 2021

Instructor, Fort Hays State University

- Instruct and develop courses in Psychology and Leadership
- Advise student organizations and psychology majors
- Serve on various committees within the department, college, and university.

September 2018 – August 2019

Faculty Development Training Specialist, Fort Hays State University

- Assisting all stakeholders in the faculty onboarding process;
- Creating, maintaining, and facilitating faculty orientation and onboarding programs
- Producing, coordinating, and marketing training opportunities for faculty;
- Coordinating in the Adjunct Recognition Program;
- Serving as an advocate for both adjunct and full-time faculty;
- Collaborating with departments across campus for continuous improvement with the onboarding process;
- Serving as an advocate for both adjunct and full-time faculty
- Work with TILT staff to create, deliver, and market synchronous and asynchronous professional development activities and related learning modules;
- Continuously increasing proficiency in learning design technologies to create engaging and interactive learning experiences

February 2018 – July 2018

Financial Aid Officer, Art Institute of Charlotte

- Develop, negotiate and finalize student financial plans consistent with financial planning policies and procedures and with Federal/State regulations for awarding aid.
- Work closely with new, continuing, and re-entry students and their families to ensure the plan and re-plan continue to best meet the families' needs.

- Counsel students on all acceptances and other matters related directly to the student financial plan.
- Utilize programs such as NSLDS, COD, FAFSA, and so on to assist students and families determine aid eligibility.
- As part of the enrollment team, I would collaborate with various departments and divisions such as Academic Affairs, Registrar's Office, Admissions, Career Services, Housing and Residence Life, and so on.

COMMUNITY & PUBLIC SERVICE

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| 2022-Present | <p><u>MidCity Excellence</u>; Contributor</p> <p>Mission: MidCity Excellence transitions at-risk youth into adulthood for academic success, emotional stability, and to discover purpose and value through Christian-based principles.</p> |
| 2020-Present | <p><u>Can You See Me?</u>; Contributor</p> <p>Mission: CYSM provides a collective response to critical needs of local, state, and international issues and seeks to bridge the gap of understanding between marginalized and non-marginalized members of society.</p> |
| 2020-2021 | <p><u>Hays Unified School District 489 Board of Education</u>; Member</p> <p>Mission: #EveryStudentEveryDay489 I was the first Black woman/person to serve on the USD489 Board of Education.</p> |

HONORS & AWARDS

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| 2021 | Nominated for FHSU John Heinrichs Outstanding Undergraduate Research Mentor Award |
| 2021 | FHSU 2021 John Heinrich Scholarly and Creative Activities Day [SACAD] 3rd Place in Graduate Category |
| 2020 | Outstanding Advisor of the Year; FHSU Student Organization Awards |
| 2016 | The Fayetteville Observers 40 under 40 |
| 2012 | Graduate Assistantship |
| 2012 | Fayetteville State University Chancellor For A Day |
| 2009 | Graduate Assistantship |
| 2007 | Honors List |
| 2006 | Theoretical Research for Investigating and Assessing Decision Strategies Lab (TRIADS) |
| 2004 | Honors List |
| 2003 | Esther G. Maynor Honors College |

PROFESSIONAL MEMBERSHIPS

- [American College Personnel Association \(ACPA\)](#)
- [American Psychological Association \(APA\)](#)
- [Black Women's Leadership Council \(BWLC\)](#)
- [Comparative and International Education Society \(CIES\)](#)
- [International Leadership Association \(ILA\)](#)
- [Midwest Transitional Justice Network \(MTJN\)](#)
- [Psi Chi, The International Honor Society in Psychology](#)
- [Southwestern Psychological Association \(SWPA\)](#)

REFERENCES

Dr. Kelly Henry, Department Chair (Missouri Western State University)

Email: henry@missouriwestern.edu **Phone:** 816- 271-5693

- Dr. Henry is my current supervisor at MWSU and the chairperson of the department of psychology.

Dr. Amy Lyndon, Professor of Global Leadership (Indiana Tech)

Email: aelyndon01@indianatech.edu **Phone:** 260-422-5561

- Dr. Lyndon was my dissertation chair who I have known professionally since 2016. She successfully guided me through my qualifying paper, proposal, and dissertation that I successfully defended in April 2020. She now serves as a professional academic mentor.

Dr. Trey Hill, Asst. Dean of Institute of Technology – Okmulgee (Oklahoma State University)

Email: trey.hill@okstate.edu **Phone:** 405-714-0044

- Dr. Hill is the past department chair of the Department of Psychology at Fort Hays State University. He served as chair from June 2017 through March 2020; however, I have known him professionally since 2015. He now serves as an Assistant Dean at OSU.

Dr. Mia Barnes Johnson, Chancellor – Ivy Tech (Anderson)

Email: mbarnes3@ivytech.edu **Phone:** 765-289-2291

- Dr. Mia Barnes-Johnson has been in my network since 2014. We started off as colleagues in the Indiana Tech Ph.D. program together. From there I was given teaching opportunities as she was the chair of the Human Services program at an Ivy Tech campus. Although she was

a couple of years ahead of me in the program we remained personal and professional associates as we are climbing the ladders of academic success.

Dr. Jennifer Bonds-Raacke, President (Saint Martins University)

Email: blund@stmartin.edu **Phone:** 785-565-1564

- Dr. Jennifer Bonds-Raacke is my academic role model and mentor and the reason I am Dr. Chance today. She was my academic and research advisor as an undergraduate student at UNCP in 2005/2006. She introduced me to the love of social sciences and academic research. After I finished graduate school Dr. Raacke gave me my first higher education teaching experience in 2015 as a virtual instructor teaching for the Department of Psychology at FHSU. To this day she is one of my biggest sponsors.

Dr. Kellie Dixon, Director of Student Affairs (NC A&T)

Email: kmdixon@ncat.edu **Phone:** 336-285-2727

- I met Dr. Dixon in 2018 when she became a mentor and supporter for me as she motivated me to complete my Ph.D. As Black women in the academy, it is incredibly amazing to find support from those with similar lived experiences. Since completing my Ph.D. Dr. Dixon and I stay in constant communication and collaborate on research and partner on presentations including the 2021 ACPA conference. There is more to come from this dynamic duo.

Dr. Teresa Clouch, VP for Student Affairs | Title IX Officer (Fort Hays State University)

Email: tlclouch@fhsu.edu **Phone:** 785-628-4276

- I met Dr. Clouch around 2018 via Dr. Raacke. She wanted me to get connected with other BIPOC women in academic leadership that could serve as role models and mentors. Since joining the academic ranks at FHSU full-time Dr. Clouch has become a great colleague and research associate.

Mrs. Marilyn Merritt, Advisor and Mentor (Retired)

Email: marilynmrtrt@yahoo.com **Phone:** 910-734-3080

- I have known Mrs. Marilyn since I was an undergraduate at UNCP. She has become like a second mother to me as I lost my own mother at the age of 6. She has professionally and personally guided and mentored me through some of the most difficult challenges I have faced in my emerging adult years.

