

# CURRICULUM VITAE

Natasha M. Mickel, Ph.D.  
Assistant Professor, Department of Family and Preventive Medicine  
Director of Multicultural Engagement  
Director of Oklahoma Center for Mentoring Excellence  
College of Medicine  
University of Oklahoma Health Sciences Center

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Website: <https://medicine.ouhsc.edu/About/Office-of-Diversity-Inclusion-and-Community-Engagement>

## Education

- May, 2015      Doctorate of Philosophy in Educational Psychology  
University of Oklahoma, Norman, OK
- May, 2005      Master of Education in Instructional Psychology and Technology  
University of Oklahoma, Norman, OK
- May, 2003      Bachelor of Science in Multimedia Instructional Design  
Minor: Radio/Television  
Cameron University, Lawton, OK
- May, 2002      Associate of Science in Multimedia Instructional Design  
Cameron University, Lawton, OK

## Professional Experience

- Jun 2020 – Present      **Assistant Professor**  
Department of Family Medicine

The University of Oklahoma Health Sciences Center One of only four comprehensive academic health centers in the nation with seven professional colleges – Allied Health, Dentistry, Medicine, Nursing, Pharmacy, Public Health and Graduate Studies – the OU Health Sciences Center serves approximately 4,000 students in more than 70 undergraduate and graduate degree programs on campuses in Oklahoma City and Tulsa. Students and residents receive clinical training at on-site institutions, including the OU Medical Center, The Children’s Hospital and Veterans Affairs Medical Center. In addition, affiliate training programs are maintained at hospitals and clinics throughout the state.

*Job Duties:* Operating an advanced knowledge of individual level and population health concepts, theories and models applicable to primary care settings. Applying a solid understanding of community-based primary healthcare organization and delivery to

specific research projects. Participate in preparing research grant applications and contracts. Collect and analyze prospective or secondary data in practice-based or community settings. Contributing to the department's program of medical student and resident education, academic mentorship, establishing social determinants of health curriculum, and interdisciplinary collaborations with other departments and institutions.

Jun 2020 – Present

**Director for Multicultural Engagement**

Office of Diversity, Inclusion & Community Engagement OU College of Medicine

*Job Duties:* Responsible for developing and implementing mentoring program with retention services directed to students from TRU-OK to enhance sense of belonging, identify educational needs, and engage in early mitigation of risk factors to promotion. The goals of the TRU-OK grant includes initiatives to works towards a 10% increase towards the following objectives: 1) Medical students who report intent to practice in primary care, 2) TRU-OK medical students who report intent to practice in primary care 3) Medical students who match to primary care residencies, 4) TRU-OK medical students who match to primary care residencies.

Jul 2018 - Present

**Director of Oklahoma Center for Mentoring Excellence (OCME)**

University of Oklahoma Health Sciences Center (OUHSC), Oklahoma City, OK

*Job Duties:* The duties include establishing and facilitating mentoring training for junior, mid-level, and seasoned faculty at the University of Oklahoma Health Sciences Center. Responsibilities included drafting the mentoring section in the OSCTR mentoring grant to establish a formal mentor training program for the entire campus. Accomplishments to date have included delivering over 40 hours of live asynchronous content to over 200 faculty members in the inaugural year of the OCME, providing support for the Women in Sciences, Dentistry, Medicine, and Health committee, and coordinating programming with the Office of Diversity and Inclusion to provide support for minority faculty, staff, and students.

Jul 2016 - Present

**Assistant Director of Faculty Development**

**Adjunct Assistant Professor (Library and Information Sciences)**

University of Oklahoma Health Sciences Center (OUHSC), Oklahoma City, OK

*Job Duties:* The duties include assisting the Vice Provost for Academic Affairs & Faculty Development to advance faculty development offerings at the University of Oklahoma Health sciences center in program delivery and development. The duties also include conducting research and evaluation projects relevant to faculty development, interdisciplinary programs, and academic affairs to advance the quality of programming, examine emerging issues and develop and pilot innovative approaches to address the OUHSC mission and advance the field of health professional education and faculty development. Accomplishments to date have included serving on the executive steering committee for the Academic Strategic Plan, Co-Chair for the Mentor and Distinctive Learning goal for the Academic Strategic Plan, Assisting in delivering over 785 hours of live-synchronous professional development content annually, and assisting in the annual Faculty Leadership Program. The duties include conducting research and evaluation projects relevant to faculty development, interdisciplinary programs, and academic affairs to advance the quality of programming, examine emerging issues and develop and pilot innovative approaches to address the OUHSC mission and advance the field of health professional education and faculty development.

Apr 2017 – Jun 2020

**Program Coordinator of Center for Telemedicine**

University of Oklahoma Health Sciences Center (OUHSC), Oklahoma City, OK

*Job Duties:* The duties include establishing and facilitating Telemedicine and Telehealth service directly connected to our capabilities within OU Medicine, Inc. Currently the tasks include keeping up to date on advancements in e-health, mobile health and telehealth to keep up with equipment related resources for academic laboratories and simulation. The goal is to strategize to keep pace, remain informed, and engage the emerging clinical practice issues through our affiliation with the Telehealth Alliance of

Oklahoma (TAO). Accomplishments to date have included providing an annual update

to the Oklahoma State Department of Health about the overview of Telehealth in Oklahoma, providing an informative video to the Heartland Telehealth Resource Center, and consulting with faculty and staff on telemedicine initiatives.

2010 - 2016

### **Student Portal Administrator**

Oklahoma State Regents for Higher Education (OSRHE), Oklahoma City, OK

The Oklahoma State Regents for Higher Education a coordinated state system governed by a board of regents comprised of 25 colleges and universities – including two research universities, 10 regional universities, one public liberal arts university and 12 community colleges – and 11 constituent agencies and two university centers. The State Regents prescribe academic standards of higher education, determine functions and courses of study at state colleges and universities, grant degrees, and approve each public colleges and university's allocations, as well as tuition and fees within the limits set by the Oklahoma Legislature. The State Regents also manage scholarships and special programs. In addition, the State Regents operate OneNet, the state's most advanced technology network, and the Oklahoma College Assistance Program, which provides college access, aid awareness, financial literacy and student loan management programs and services for students and parents.

*Job Duties:* The duties included coordinating and developing the strategic comprehensive plan for the student information portal *OKcollegestart*. Using effective communication and interpersonal skills to work in conjunction with the OSRHE communications department to promote *Okcollegestart.org* and increase student portal awareness. Working with other state agencies, student portal services, and other entities to enhance the functionality of the student portal enabled me to collect, review, and analyze data to prepare reports reflecting student information portal usage and evaluate program effectiveness. The accomplishments included creating presentations related to the enhancement of the student information portal to agencies throughout the state, conducting professional development activities related to the student information portal and the portal's transcript exchange system to Oklahoma educators and project manager for the re-branding and re-building of the *OKcollegestart.org* website.

2008 - 2010

### **Internal Evaluator for GEAR UP grant**

K20 Center, Norman, OK

The K20 Center is an education research and professional development center that addresses 21st-century learning across the kindergarten through doctoral spectrum. The mission is to cultivate a collaborative network engaged in research and outreach that creates and sustains innovation and transformation through leadership development, shared learning, and authentic technology integration. Since 2001, the K20 Center has received nearly \$150 million dollars in funding to support K20 school improvement and educational innovation by impacting more the 1,200 schools, 2,200

educational leaders, 25,000 teachers through professional development and over 275,000 K12 students.

*Job Duties:* The duties included processing all evaluation materials related to the multi-year GEARUP FOR SUCCESS federal grant. Developed, scanned, and evaluated school measures that were used for the GEARUP annual evaluation reports, as well as managed all phases of the internal evaluation for the grant. Using effective communication and interpersonal skills ensured external evaluators were provided all materials necessary for their team to properly evaluate the project.

2005 – 2008

### **Graduate Research Assistant**

Sam Noble Oklahoma Museum of Natural History, Norman, OK

The Sam Noble Museum is a research division of the University of Oklahoma. Housing more than 10 million objects and specimens in 12 collections, curators conduct fieldwork and independent research at sites across the United States as well as around the world. Curators have a professorial position in a corresponding OU academic department and teach university classes in addition to their research and curatorial duties. Graduate and undergraduate students from the University of Oklahoma also participate in research activities in laboratory and field studies associated with museum collections and research programs.

The museum registrar is responsible for the documentation, safety and security of objects within the museum's care. Registration services support accountability and legal control of collections in the museum's custody by managing programs for acquisition and loans, collecting activities, providing object shipping and receiving services, advising on legal and ethical issues related to the collections, as well as assisting with museum exhibitions.

*Job Duties:* The duties included developing an interactive web CD-ROM for Mammals of Argentina Book created by Sam Noble Museum of Natural History. By utilizing knowledge of major principles, theories, and research findings in human learning and the instructional systems design process to develop a project timeline, I was able to continue to work on the project in the middle stages of its development. It also included developing a Flash introduction for the Mammals of Argentina Book and develop a video that would be added to the CD-ROM in Final Cut Pro. The results included making the video in Spanish with English subtitles, researching mammal materials related to the book, grouping Argentina locations, and designing a CD cover for the Mammals of Argentina companion CD-ROM.

## Scholarship

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### Current

**Title:** AADR Mentoring an Inclusive Network for a Diverse Workforce of the Future (MIND the Future)

**Role:** Collaborator

**Funding Period:** 03/01/2020 - 02/28/2025

**Investigators:** D. Drake, C. Fox, E. Loannidou (Principal Investigators)

**Funding Agency:** National Institute of Dental and Craniofacial Research

**Grant #:** 1UE5DE029439-01

**Title:** Effectiveness of Innovative Research Mentor Interventions among Underrepresented Minority Faculty in the Southwest

**Role:** Site Principal Investigator

**Percent Effort:** 15%

**Investigators:** A.Sood (Principal Investigator)

**Funding Agency:** National Institute of Health (NIH)

**Funding Period:** 7/1/2019 - 6/30/2024

**Funding Amount:** \$2,797,834 (Direct)

**Overlap:** There is no scientific or budgetary overlap regarding the above project

**Title:** Oklahoma Shared Clinical and Translational Resource

**Role:** Associate Core Director; Director Oklahoma Center for Mentoring Excellence (OCME)

**Percent Effort:** 50% or 6.0 (CY) person months

**Investigators:** J. James (Principal Investigator)

**Funding Agency:** National Institute of Health (NIH)/National Institute of General Medical Sciences (NIGMS)

**Funding Period:** 7/1/2018 - 6/30/2023

**Funding Amount:** \$15,392,940 (Direct) \$20,299,999 (Total)

**Overlap:** There is no scientific or budgetary overlap regarding the above project

**Title:** Addressing Health Disparities among Oklahoma Minority and Rural Communities through Clinical Research Education and Career Development

**Role:** Program Evaluator

**Percent Effort:** 5%  
**Funding Period:** 09/24/2017 - 05/31/2022  
**Investigators:** S. Stavrakis (Principal Investigator), C. Houchen (Principal Investigators)  
**Funding Agency:** National Institute of Health (NIH)/National Institute on Minority Health and Health Disparities (NIMHD)  
**Funding Amount:** \$499,072 (Direct)  
**Overlap:** There is no scientific or budgetary overlap regarding the above project

**Title:** Expansion and Enhancement of Medical School Curriculum to Increase Physicians in Underserved Oklahoma Sites

**Role:** Collaborator

**Funding Period:** 09/01/2019 - 08/31/2023

**Funding Amount:** \$3,382,475

**Investigators:** J. Herman, S. Crawford (Principal Investigators)

**Funding Agency:** Health Resource & Services Administration (HRSA)

**Grant #:** T99HP33558

## Scholarship

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### Completed

**Title:** Assessing the Mentoring Competencies of OUHSC Faculty: A Pilot Study

**Role:** Co-Principal Investigator

**Investigators:** N. Mickel, V. Williams, B. Wiskur, T. VanWagoner, & J. James

**Institution:** University of Oklahoma Health Sciences Center

**Funding:** Intramural

**Dates:** 3/1/2017 to 5/30/2018

**IRB #:** 7622

**Title:** Recognizing the critical factors that influence the likelihood of mentor support for Junior Faculty at academic health institutions

**Role:** Principal Investigator

**Investigators:** N.Mickel, B. Wiskur, & V. Williams (OUHSC)

**Institution:** University of Oklahoma Health Sciences Center

**Funding:** Intramural

**Dates:** 6/21/2018 to 3/20/2020

**IRB#:** 9348

**Title:** Telehealth Resource Center Grant Program

**Role:** Collaborator

**Investigators:** N.Mickel, V. Williams (Principal Investigator) (OUHSC)

**Funding Agency:** Health Resources and Services Administration

**Funding Period:** 9/1/16 - 8/31/17

**Funding Amount:** \$72,000 (Direct)

## Publications

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### Abstracts

Soller, B; Domínguez, N; Sood, A; **Mickel, N**; Myers, O; Tigges, B; Wiskur, B; Helitzer, D. Developmental Networks among Mentors and Mentees Involved in a Mentoring Intervention. Scientific abstract presented at the October 2021 University of New Mexico Mentoring Conference, Albuquerque, NM.

### Peer-Reviewed

Soller, B; Domínguez, N; Sood, A; **Mickel, N**; Myers, O; Tigges, B; Wiskur, B; Helitzer, D. (2021) Developmental Networks among Mentors and Mentees Involved in a Mentoring Intervention. *The Chronicle of Mentoring and Coaching*, 5 (14), 375-382.

Wiskur, B., **Mickel, N.**, & Williams, V.N. (2020) Mentee Assessment of Mentoring Competencies at Academic Health Sciences Center. *The Journal of Faculty Development*, 34 (2), 33-42.

**Mickel, N.**, Wiskur, B., James, J., VanWagoner, T., & Williams, V.N. (2018) Assessing Faculty Capacity to Build an Effective Mentoring Network at an Academic Health Sciences Center. *The Journal of Faculty Development*, 32 (3), 35-46.

**Mickel, N. M.** (2015). Exploring Teachers' Autonomy, Self-Efficacy, Motivation, and Perceptions of State Mandated Testing in the Context of No Child Left Behind (Doctoral dissertation, University of Oklahoma).

Hardré, P. L., Sullivan, D. W., & **Roberts, N.** (2008). Rural High School Teachers Best Motivating Practices. *The Rural Educator*, 30 (1), 19-31.

Invited  
Presentations  
*National*

**Mickel, N.**, "Navigating OKcollegestart.org, Preparing Students for College and Career Readiness" Presentation at the National Training for Counselors and Mentors workshop, 2/4/16, 2/12/16, 1/29/16, Tulsa, OK.

**Mickel, N.**, "Understanding OKcollegestart.org. How to promote career readiness in the classroom" Presentation at the National Training for Counselors and Mentors workshop, 1/28/15, Ardmore, OK. 1/23/15, Tulsa, OK. 2/6/15, Oklahoma City, OK.

**Mickel, N.**, "The newly enhanced OKcollegestart.org" Presentation at the National Training for Counselors and Mentors workshop, 1/22/14, Oklahoma City, OK. 1/29/14, Tulsa, OK. 3/7/14, Tulsa, OK.

**Mickel, N.**, "OKcollegestart.org Portal Preview", Presentation at the National Training for Counselors and Mentors workshop, 2/8/13, Ardmore, OK.

**Mickel, N.**, "Navigating through OKcollegestart.org and the Counselor Center" Presentation at the National Training for Counselors and Mentors workshop, 1/28/11. Ardmore, OK.

*State*

**Mickel, N.**, "OKcollegestart.org Educators Training" presented at the Oklahoma State Regents for Higher Education, 2/29/16, Oklahoma City, OK.

**Mickel, N.**, "College to college transcripts and school recruitment feature" Presentation at the Oklahoma Associates of Collegiate Registrars & Admissions Officers (OACRAO) Spring Policy Workshop, 3/5/15, Oklahoma Community College in Oklahoma City, OK.

**Mickel, N.**, "How can College administrators and staff utilize OKcollegestart.org" Presentation at the OACRAO Spring Policy Workshop, 2/28/14, University of Central Oklahoma in Edmond, OK.

Published  
Presentations

**Mickel, N.**, "OKcollegestart.org Educators Training" presented at the Oklahoma State Regents for Higher Education, 2/29/16, Oklahoma City, OK. Published electronically through <http://www.osrhe.edu>

Posters

Wiskur, B.J., **Mickel, N.**, James, J., Van Wagoner, T., Williams, V. The Importance of Mentoring Competencies as Self-Assessed by Junior Faculty Members at the University of Oklahoma Health Sciences Center. 2019. Oklahoma City, OK.

**Mickel N.**, Wiskur, B.J., James, J., Van Wagoner, T., Williams, V. Assessing the mentoring competencies of the University of Oklahoma Health Sciences Center: A Pilot Study. 2017. Albuquerque, NM.

## Teaching

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Everyday Bias for Healthcare Professionals. University of Oklahoma Health Sciences Center. 9/10/2020, 10/8/2020, 2/4/2021, 4/16/2021, 9/15/2021

Oklahoma Center for Mentoring Excellence (OCME) Mentor Training  
"Introduction to Mentor Training, Maintaining Effective Communication & Aligning Expectations"

9/6/2018, 11/8/2018, 1/16/19, 3/7/19, 7/22/19, 9/5/19, 10/15/19, 1/14/20, 9/9/20, 10/13/20, 1/12/21, 2/24/21, 9/6/2021

Oklahoma Center for Mentoring Excellence (OCME) Mentor Training  
"Assessing Understanding & Addressing Equity and Inclusion"

9/20/2018, 11/15/2018, 2/6/19, 3/21/19, 7/23/19, 9/19/19, 10/30/19, 2/5/20, 9/17/20, 10/28/20, 2/3/21, 3/9/21.

Oklahoma Center for Mentoring Excellence (OCME) Mentor Training  
"Fostering Independence & Promoting Professional Development"

10/11/2018, 12/4/2018, 2/21/19, 4/11/19, 7/24/19, 10/1/19, 11/14/19, 2/13/20, 9/29/20, 11/12/20, 2/11/21.

Curriculum Vitae Review Workshop

University of Oklahoma Health Sciences Center in Oklahoma City, OK  
2/2/2018, 5/4/2018

New Faculty Orientation Workshop

University of Oklahoma Health Sciences Center in Oklahoma City, OK  
11/1/2017

Introduction to Macintosh Computers, EIPT 3011

University of Oklahoma in Norman, OK  
6/2006 to 5/2007

Invited  
Guest Lecture

Scientific Integrity in Research, CPH BSE 5111

"Faculty Mentoring: Getting a Mentor at an Academic Medical Institution"

University of Oklahoma Health Sciences Center in Oklahoma City, OK  
10/10/2018, 10/14/2020

Leadership in Action II, PHAR 7471

"Unconscious Bias and its affects in the workplace"

University of Oklahoma Health Sciences Center in Oklahoma City, OK.  
9/27/2018, 9/10/19, 9/2/20

AAMC Unconscious Bias Training. College of Pharmacy, University of Oklahoma Health Sciences Center. 11/21/19, 11/22/19

AAMC Unconscious Bias Training. College of Medicine Program Coordinators Retreat. University of Oklahoma Health Sciences Center. 11/19/19

Pediatric Grand Rounds Invited Guest Speaker "Enhancing a Mentoring Culture" College of Medicine, Department of Emergency Pediatrics, University of Oklahoma Health Sciences Center. 8/7/2019

Dental Hygiene Department Faculty Retreat. Invited Guest Speaker "Faculty Mentoring: Why We Need It". Department of Dental Hygiene, College of Dentistry. University of Oklahoma Health Sciences Center. 7/19/2019

Education Grand Rounds  
Invited Co-Guest Speaker “Establishing a Culture of Mentoring at the University of Oklahoma Health Sciences Center”. 9/20/2019

Exploring Community Participation, OCH 7192. “Skills for Successful Mentoring Relationship” College of Allied Health, University of Oklahoma Health Sciences Center in Oklahoma City, OK. 7/23/2019

Grant Writing in Epidemiology, BSE 6192 001 “How to be an effective Mentee with your Mentor” University of Oklahoma Health Sciences Center in Oklahoma City, OK 4/1/2019

Education Grand Rounds  
Invited Guest Speaker “Faculty Mentoring: Why We Need It”. University of Oklahoma Health Sciences Center. 9/21/2018

Advanced Standing Seminar, SWK 5013  
“Mentoring, Is it Important?”  
University of Oklahoma Health Sciences Center in Oklahoma City, OK  
6/9/2018

Directed Reading for Responsible Conduct in Research RCR, CPH HPS 5960  
“Why you need a Mentor”  
University of Oklahoma Health Sciences Center in Oklahoma City, OK  
5/2/2018, 10/6/2020

Macro Systems in Practice, SWK 5523  
“Education as a commodity for minorities in Oklahoma”  
University of Oklahoma Health Sciences Center in Oklahoma City, OK  
9/6/2017

## Professional Service

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2021 - present	OU Health Diversity, Equity and Inclusion Council
2020 - present	OU Tri-Campus Office of Diversity, Equity and Inclusion Advisory Board
2019 - present	OUHSC College of Medicine Diversity Alliance Task Force <i>Chair of Mentoring and Diverse Faculty Recruiting</i>
2019 - present	OUHSC Interprofessional Committee on Faculty Development
2017 - present	Women in Science Dentistry, Medicine, and Health (WiSDMH) Committee
2017 - present	Oklahoma Shared Clinical and Translational Implementation Committee
2017 - present	Academy of Teacher Scholars Research Committee
2016 - present	Academic Affairs Policy Committee
2016 - present	Academic Strategic Plan Steering Committee <i>Co-Chair of Mentoring and Distinctive Learning</i>

## Honors and Awards

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2021	AAMC Herbert Nickens Diverse Faculty Nomination
2016	Commendation from the Oklahoma State Regents for Higher Education
2005	Phi Kappa Phi Honor Society
2003	Dean’s List
2003	President’s Honor List
2002	Louis Stokes Scholar
2001	McNair Scholar



## Memberships

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2021- present	AAMC Group on Faculty Affairs
2017- present	American Telemedicine Association
2017 -present	University of New Mexico Mentoring Institute
2007- present	National Rural Education Association
2003- present	American Educational Research Association
2003 - 2015	OU College of Educational Graduate Organization

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