

CURRICULUM VITAE
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POSITION Associate Professor of Clinical Nursing
Deputy Title IX Coordinator
Faculty Diversity Officer
University of Rochester, School of Nursing

EDUCATION

Date Conferred	Degree	Concentration	Institution
May 2015	EdD	Higher Education leadership	Warner School of Education, University of Rochester, Rochester, NY
May 2004	MS	Instructional Design and Training	Rochester Institute of Technology, Rochester, NY
May 2003	BS	Food Service Management	Rochester Institute of Technology, Rochester, NY
May 1999	AS	Culinary Arts	Johnson & Wales University, Providence, RI

PROFESSIONAL EXPERIENCE

Dates	Position	Institution/Location
09/23-Present	Associate Professor of Clinical Nursing	School of Nursing, University of Rochester
07/21-Present	Faculty Diversity Officer	School of Nursing, University of Rochester
01/19-Present	Deputy Title IX Coordinator	School of Nursing, University of Rochester
06/19-Present	Restorative Justice Facilitator	University of San Diego Center for Restorative Justice
08/16-Present	Faculty, Leadership Education for Neurodevelopmental and related Disabilities (LEND)	Developmental and Behavioral Pediatrics Division, University of Rochester Medical Center

01/19-09/23	Assistant Professor of Clinical Nursing	School of Nursing, University of Rochester
01/18-5/22	Adjunct Instructor	Warner School of Education, University of Rochester
01/19-07/21	Co-Specialty Director, Leadership in Healthcare Systems, MS program	School of Nursing, University of Rochester
08/05-01/19	Organizational Development Specialist, Human Resources Dept.	Central Administration, University of Rochester
01/16-05/16	Adjunct Lecturer, African & African American Studies Dept.	The College at Brockport, Brockport, NY
09/05-05/06	Adjunct Instructor, Hospitality Department	Monroe Community College, Rochester, NY
10/04	Internship-Instructional Designer & Trainer, Human Resources Dept.	Highland Hospital, Rochester, NY
08/03-05/04	Graduate Assistant, Women's Center	Rochester Institute of Technology
8/2000-12/2000	Manager, Campus Dining	SUNY Geneseo, Geneseo, NY
07/99-08/2000	Assistant Banquet Cook	Rochester Airport Marriot Hotel, Rochester, NY

AWARDS AND HONORS

2021-Mary Dombek Diversity Enhancement Faculty Award, School of Nursing
 2020-Faculty Writing Fellowship, School of Nursing
 2015-President's Diversity Award, University of Rochester
 2003-Graduate Student of the Year, Women's Center, Rochester Institute of Technology

RESEARCH ACTIVITIES

2011-Study Team Member, Financial Aid Pilot Study, Principal Investigator: Stephanie J. Waterman, Ph.D.

PROFESSIONAL MEMBERSHIPS

2021-Diversity, Equity & Inclusion Leadership Network, AACN

PROFESSIONAL SERVICE

National

2022-Peer Reviewer-Academic Medicine-1 article
 2017-Abstract/Proposal Reviewer-American Educational Research Association Annual Meeting

State/Local

2019-7th District Community Justice Committee
2018 (spring)-Facilitator, Parent Leadership Training Institute
2016-2019-Human Resources Committee-Mary Cariola Children's Center
2015-2021-Board of Directors (Board Chair 2019-2021)-MK Gandhi Institute for Nonviolence

University

2022-(fall)-Working Group on Ethics & Integrity for Middle States re-accreditation, University of Rochester
2021-Present-Facilitator, Art of Observation for SMD Student Orientation
2021 (spring)-SON Curricular DEI Task Force
2020-Present-Committee of Diversity, Equity & Inclusion, School of Nursing
2020-Present-Committee on Academic and Professional Integrity, School of Nursing
2020 (summer)-Faculty Senate Ad Hoc-Graduate Diversity & Inclusion Committee, University of Rochester
2017-2019-Member, Intercampus Implicit Bias Facilitation Team, University of Rochester
2015-2019-Coordinator, Lead Trainer-University of Rochester Safe Space program, University of Rochester

PUBLICATIONS

Book Review

Hocker, K. Review of A Guide to LGBTQ+ Inclusion on Campus, Post-PULSE, Ed. Virginia Stead, *Canadian Journal of Higher Education*, 49 (August 2019):118-122

Other publications

Hocker, K. (2016, April) "Charles Blow at UR: Being True to Himself," *The Empty Closet*.
Hocker, K. (2015) *Leadership in Action: Exploring Professional Staffs' Conceptions of Leadership in Higher Education*, Dissertation.

Newsletter Production

Council for Diversity, Equity & Inclusion (CoDEI) newsletters:

July 2023-In the Name of Pride: <https://son.rochester.edu/newsroom/2023/codei-pride-july-2023.html>

January 2023-Poverty Awareness: <https://mailchi.mp/son/codei-newsletter-fall-2613348?e=58cd0e6c1a>

October 2022-Intersectionality/Hispanic Heritage Month: <https://mailchi.mp/son/codei-newsletter-fall-2022?e=91585e5525>

April 2022-History of Muslims in the U.S.: <https://son.rochester.edu/newsroom/2022/codei-history-muslims.html>

December 2021-Nguzo Saba/History of Kwanzaa/World AIDS day: <https://son.rochester.edu/newsroom/2021/nguzo-saba-principles-for-kwanzaa.html>

May 2021-A/AAPI Solidarity: <https://son.rochester.edu/newsroom/2021/codei-asian-heritage-month.html>

February 2021-Origins of Black History: https://son.rochester.edu/assets/pdf/codei-newsletter_volume-1-issue-1_feb.2021.pdf

PROFESSIONAL ACADEMIC ACTIVITIES

Presentations

National Presentations

Hocker, K., & Wharton, M. (2022, November). *Equity-Minded Pedagogy in Nursing Education*. Poster presentation at the American Association of Colleges of Nursing (AACN) Diversity Symposium. (virtual)

Greene, R., **Hocker, K.**, Rosario-McCabe, M., & Sharpe, L.S. (2022, June). *Creating a Collaborative Community of Assessment Practice in Nursing: A Rubric Development Experience*. Virtual Presentation at the Association for the Assessment of Learning in Higher Education Conference (AALHE). Providence, RI (hybrid conference).

Hocker, K. (2015, April). *Leadership in Action: A Phenomenological Study of Professional Staffs' Conceptions of Leadership in Higher Education*. Podium Presentation at the American Educational Research Association (AERA) Annual meeting, Division J- Vice President's Invited Session: In the Shadow of the Ivory Tower. Chicago, IL.

State/Local Presentations

Hocker, K., Miller, K., & Tapp, R.L. (2023, September 22). *Engaging a Fresh Experience Towards Healing Circles: What if Singing Kumbaya is Exactly What We Need?* Breakout session for University of Rochester Office of Equity and Inclusion Conference.

Hocker, K. (2020, July 8). *Antiracism is an Inside Job*. Podium Presentation at the 8th Annual Department of Psychiatry Summer Brown Bag Series, University of Rochester. (Virtual).

Hocker, K. (2019, October 23). *When Your Existence is an Ongoing Act of Rebellion*. Keynote Presentation; S.U.N.Y Geneseo, Cultural Harmony Day.

Hocker, K. (2017, July 17). *Historical Trauma: An Overview*. Podium Presentation at the 5th Annual Department of Psychiatry Summer Brown Bag Series, University of Rochester.

Hocker, K. (2016, November 28). *Cultural Humility*. Podium Presentation at the Preceptor Workshop, School of Nursing, University of Rochester.

Hocker, K. (2016, July 7). *Cultural Humility*. Podium Presentation at the 4th Annual Department of Psychiatry Summer Brown Bag Series, University of Rochester.

Fetter, J., & **Hocker, K.** (2013, April 12). *Eroding Boundaries: Creating a Multi-Disciplined Approach to Teaching New Leaders about Diversity and Inclusion*. Breakout session for University of Rochester Diversity Conference.

Educational Workshops and Consultations

National Workshops/Guest Teaching

Brantley, J.S., **Hocker, K.**, Kressel, J., & Thai, V. (2022, October 18-November 23). *Foundational Campus RJ for Higher Education*. Six-week workshop with Rutgers University. (Virtual).

Bacon, J., Chhabra, M., Gross, P., **Hocker, K.**, & Woodard, B. (2022, May 19-June 23). *Foundational Campus RJ for Higher Education*. Six-week workshop with Ohio State Higher Education (ODHE). (Virtual).

Gross, P., **Hocker, K.**, McMurphy, T., & Palatta, A. (2022, April 5, 6, & 7). *Restorative Mindset*. Three-day workshop with staff and faculty at University of California San Francisco. (Virtual).

Bacon, J., **Hocker, K.**, McGuire, A., Smith, V., & Woodard, B. (2022, January 13-February 17). *Foundational Campus RJ for Higher Education*. Six-week workshop with Ohio State Higher Education (ODHE). (Virtual).

Hocker, K. (2021, January 14). *Restorative Practices for Historical Harms: Infusing Appreciative Inquiry into Restorative Practices*. Workshop for Restorative Justice Facilitator Retreat. University of Maryland, Baltimore School of Nursing. (Virtual).

Hocker, K. (2020, November 19). *Cultural Humility*. Workshop for graduate students at University of Texas, San Antonio. San Antonio, TX. (Virtual).

Hocker, K. (2020, November 16). *Restorative Practices and Implicit Bias: Making the Connections*. Guest Lecture for MEPN 547: Care of Populations, professor: Bridget Hutchens, Ph.D. University of San Diego School of Nursing. (Virtual).

Hocker, K., & McMurphy, T. (2020, January 21-23). *Restorative Practices*. Train the Trainer Workshop for University of Maryland Baltimore School of Nursing staff and faculty. Baltimore, MD.

Hocker, K., & McMurphy, T. (2019, June 10-13). *Restorative Practices*. Train the Trainer Workshop for University of Kansas staff and faculty. Lawrence, KS.

Hocker, K., & Maynard, A. (2015, April 12). *Living HR: Experiencing Policy through Case Studies*. Breakout Workshop at the Eastern Regional College and University Professional Association for Human Resources (CUPA HR) conference, Uncasville, CT.

State/Local Workshops/Guest Teaching/Consulting

Hocker, K. (2023, January 28). Facilitation, Strategic Planning with Black Women's Leadership Forum, Rochester, NY.

Hocker, K. (2022, May 17 & May 18). *Antiracist & Inclusive Pedagogies*. Faculty workshop. Faculty Professional Development Institute, Hobart & William Smith Colleges, Geneva, NY.

Hocker, K. (2021, October 1). *The Paradigm and Praxis of Equity-Minded Pedagogy*. Workshop for graduate students and faculty for the Department of Psychiatry's Diversity & Equity Speaker series, University of Rochester Medical Center, Rochester, NY. (Virtual).

Hocker, K. (2021, September 18). *Cultural Humility*. Workshop for MidLakes School Board members, MidLakes Central School District, Clifton Springs, NY.

Hocker, K. (2021, May 3). *Cultural Humility*. Workshop for faculty and staff at New York Chiropractic College, Seneca Falls, NY.

Hocker, K. (2021, January 15 & 19). *What would antiracist curriculum look like in First Year Seminar?* Facilitation/Consultation for Student and Faculty Forums. Hobart William Smith, Geneva, NY. Invited. (Virtual).

Hocker, K. (2021, January 18). *Mattering and Marginalization*. Workshop for students for Real World Geneseo retreat, Geneseo, NY. (Virtual).

- Hocker, K. (2020, November 18). *Intersectionality*. Professional Development Workshop for Harter, Seacrest and Emory. Rochester, NY. (Virtual).
- Hocker, K., & Redic, D. (2020, September 13). *Becoming an Antiracist*. Breakout Workshop for Brave Spaces: Rochester's Summit to End Hate. Levine Center to End Hate. (Virtual).
- Hocker, K. (2020, July 18). Consultation meeting with Cal-Mum School Superintendent and district team on strategies to address racism within the district, Caledonia, NY.
- Gopaul, B., & **Hocker, K.** (2019, March 22, April 10, April 17, April 24, & May 9). Diversity and Equity workshop series for Eastman School of Music faculty, Rochester, NY.
- Hocker, K. (2018, October 16 & November 15). *Implicit Bias: What is it, and what to do about it?* Workshop for Truth Collective, Rochester, NY.
- Hocker, K. (2018, June 26). *Mindfulness*. Professional Development Workshop for The Center for Youth Services.
- Hocker, K., & Swanson, D. (2018, March 27 & April 24). *Cultural Humility*. Professional Development Workshop for Newark Central School District, Newark, NY.
- Hocker, K., & Miller, K. (2018, March 1 & 15). *Implicit Bias: What is it, and what to do about it?* Workshop for faculty at Hobart William Smith College, Geneva, NY.
- Hocker, K. (2017, August 17). *Implicit Bias: What is it, and what to do about it?* Professional Development Workshop for Rochester City School District, Rochester, NY.
- Hocker, K. (2016, November 16). *Approaching Difficult Conversations with Cultural Humility*. The College at Brockport, Brockport, NY.
- Hocker, K., & Miller, K. *Cultural Humility*. Workshop with staff at Empire Justice Center, Rochester, NY.
- Hocker, K. (2015, September 24). *Cultural Humility*. Workshop for educators in Rochester AmeriCorps, Rochester, NY.
- Hocker K. (2015, March 31). *Personality Styles-using Kiersey typology sorter*, The Community Place of Rochester, Rochester, NY.
- Hocker, K. (2015, March 27). *Safe Space Train the Trainer*. Brockport High School, Gay Straight Alliance, Brockport, NY.
- Hocker, K., & Maynard, A. (2014, August 13). *Living HR: Experiencing Policy through Case Studies*. Workshop for The Society for Human Resource Management, Genesee Valley Chapter (GVSHRM) conference, Rochester Institute of Technology, Rochester, NY.
- Hocker, K. (2013, November 7). *Understanding the Complexity of Diversity and Incorporating a Practice of Inclusion*. Guest Lecture for Musicians in an Era of Globalization, Working with Diverse Audiences class, professors: Katherine Ciesinski & Ellen Koskoff, Ph.D., University of Rochester, Eastman School of Music.
- Hocker, K. (2013, April 20). *Leaders in Action: Leadership Enacted*. Workshop for Connectology Leadership Conference, Rochester Institute of Technology.
- Hocker, K. (2013, April 3). *Critical Race Theory: What is it, and why it matters*. Workshop with Mount Hope Family Center faculty and staff.
- Hocker, K., Royer, H., Sinclair-Chapman, V., & Tapp, R.L. (2013, March 19 & 21). *Investing in Diversity: The Challenges and Benefits of Building Inclusive Research Environments & Investing*

in Diversity: Practicing Inclusion. Workshop for Biomedical Engineering department, University of Rochester.

Hocker, K., & UR Affinity Group Executive Board members. (2012, April 18). *Championing Inclusion: Exploring the Role of Affinity Groups in Changing the Conversation*. Breakout Workshop for University of Rochester Diversity Conference.

Hocker, K. (2011, April 7 & 12). *Effective Communication for Difficult Conversations*. Workshop for staff and faculty at Monroe Community College, Rochester, NY.

Hocker, K. (2009-2015) *What's Your Type?: Exploring Connections between Personality Styles and Student Development Theories*. Guest Lecture for ED 485-College Student Development, professor: Stephanie J. Waterman, Ph.D. Warner School of Education.

Student Mentoring

4/2022-Nwabunwanne, J.O. (MS Capstone, LHCS program, School of Nursing)
Design Toolkit of Tips for Newborn Improvement Collaborative to Reduce NICU Time to Hold

3/2021-Foster, A. (EdD Dissertation Committee, Warner School)
A Program Evaluation of the UR Medicine Administrative Fellowship Program.

4/2021-Fields, H. (EdD Dissertation Committee, Warner School)
How Should the Center for Residence Life at the Rochester Institute of Technology Best Develop the Multicultural Competence of its Professional Staff?: A Decision-Analysis Dissertation

ACADEMIC COURSES TAUGHT

Current Courses

Core Courses

NLX 474-Human Resource Management (fall semester), School of Nursing

NUR 356-Population Health (summer, fall, & spring semesters)-RN-BS program, School of Nursing

NUR 357-Capstone (fall semester)-RN-BS program, School of Nursing

Electives

NSG 429-Diversity & Equity in Healthcare elective (summer & fall semester), School of Nursing

NSG 316-Religion, Spirituality & Health (spring semester), School of Nursing & Groveland Correctional- https://issuu.com/urmc/docs/son_2951_nursing_magazine_2022_v1_pages/30

NSG 398-Social Determinants of Health (spring semester), School of Nursing

Past Courses

2020-2022

ED 437-Diversity and Equity in Higher Education (spring semester), Warner School of Education (adjunct)

2017-2021

NLX 465-Master's Capstone (spring semester)-Leadership program, School of Nursing

2018-2020

EDU 442-Race, Class, Gender and Disability in American Education (summer/fall semesters),
Warner School of Education (adjunct)

Spring 2016

AAS 104.1- Institutional Racism, The College at Brockport (Visiting Instructor)

2005-2006 (fall and spring semesters)

FSA 101-Introduction to Hospitality, Hospitality Department, Monroe Community College
(adjunct)

FSA 107-Menu Design, Hospitality Department, Monroe Community College