

# CURRICULUM VITAE

**Kristin J. Hocker, Ed.D. (she/her)**

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**POSITION** Assistant Professor of Clinical Nursing  
Deputy Title IX Coordinator  
Faculty Diversity Officer  
University of Rochester, School of Nursing

## EDUCATION

<b>Date Conferred</b>	<b>Degree</b>	<b>Concentration</b>	<b>Institution</b>
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

<b>Dates</b>	<b>Position</b>	<b>Institution/Location</b>
07/21-Present	Faculty Diversity Officer	School of Nursing, University of Rochester
01/19-Present	Assistant Professor of Clinical Nursing	School of Nursing, University of Rochester
01/19-Present	Deputy Title IX Coordinator	School of Nursing, University of Rochester
01/18-Present	Adjunct Instructor	Warner School of Education, University of Rochester
08/16-Present	Faculty, Leadership Education for Neurodevelopmental and related Disabilities (LEND)	Developmental and Behavioral Pediatrics Division, University of Rochester Medical Center
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  
 2019-Present- Restorative Practice Facilitator-University of San Diego Center for Restorative Justice  
 2017-Abstract/Proposal Reviewer-American Educational Research Association Annual Meeting

#### **State/Local**

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-Working Group on Ethics & Integrity for Middle States re-accreditation, University of Rochester  
 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:**

February 2021-Origins of Black History: [https://son.rochester.edu/assets/pdf/codei-newsletter\\_volume-1-issue-1\\_feb.2021.pdf](https://son.rochester.edu/assets/pdf/codei-newsletter_volume-1-issue-1_feb.2021.pdf)

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

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

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

## **PROFESSIONAL ACADEMIC ACTIVITIES**

### **Presentations**

#### **National Presentations**

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. (2020, July 8). *Antiracism is an Inside Job*. Podium Presentation at the 8<sup>th</sup> 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 5<sup>th</sup> 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 4<sup>th</sup> 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*. Podium Presentation for University of Rochester Diversity Conference.

## **Educational Workshops and Consultations**

### **National Workshops/Guest Teaching**

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. (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.
- 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: 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](https://issuu.com/urmc/docs/son_2951_nursing_magazine_2022_v1_pages/30)

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

**Adjunct**

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

**Past Courses**

**2017-2021**

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

**Adjunct**

**2018-2020**

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

**Jan-May 2016**

AAS 104.1- Institutional Racism (spring semester), The College at Brockport

**2005-2006 (fall and spring semesters)**

FSA 101-Introduction to Hospitality, Hospitality Department, Monroe Community College

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