

Curriculum Vitae

**RODMON CEDRIC KING**  
**State University of New York at Oswego**

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**EDUCATION**

Ph.D. – Philosophy, University of Rochester, Rochester, NY (2012)

M.A. – Philosophy, University of Rochester, Rochester, NY (2007)

B.A. – Religion and Philosophy, Roberts Wesleyan College, Rochester, NY (1999)

**EMPLOYMENT**

Deputy Chief Diversity Officer, SUNY System Administration (2021)

Special Assistant to the President, SUNY Brockport (2020)

Chief Diversity and Inclusion Officer, SUNY Oswego (2018 - Present)

Associate Vice President for Academic Affairs and Diversity Initiatives, Centre College  
(2015 – 2018)

Assistant Professor, Department of Philosophy, Hobart and William Smith Colleges (2009-2015)

Full-Time Instructor, Dept. of Philosophy, Hobart and William Smith Colleges (2005-2009)

Adjunct Instructor, Department of Religion and Humanities, Roberts Wesleyan College  
(Fall 2003 - Spring 2004),

Summer Instructor, Department of Philosophy, University of Rochester (2003; 2005)

Instructor, College Writing Program, University of Rochester (Fall 2002 - Spring 2003)

Psychiatric Case Manager, Strong Memorial Hospital, Rochester, NY (1995 – 2001)

**PROFESSIONAL EXPERIENCE**

*ADMINISTRATION*

***SUNY System Administration***

Responsible for assisting SUNY System Office of Diversity Equity and Inclusion (ODEI)

in revising guidelines for campus-level strategic DEI plans; assessment of campus strategic diversity, equity and inclusion (DEI) plans; oversight and evaluation of the SUNY [PRODiG](#) initiative; revision of the SUNY ODEI website and creation of an information/resource hub; system-wide audit of campus supports for and effectiveness of Chief Diversity Officers; revision and relaunch of the Native American Initiative; develop, coordinate, and co-facilitate system-wide PRODiG Webinars; develop, coordinate, and co-facilitate system-wide CDO webinars; coordinate SUNY ODEI communications and press releases with the ODEI Director of Communications; attend meetings of the SUNY Senior Leadership Team; Chair system-wide Diversity Advisory Council; serve as the representative for the SUNY ODEI and the Senior Vice Chancellor and System Chief Diversity Officer

### ***SUNY Brockport***

Responsible for assisting the SUNY Brockport leadership team in creating an accessible and effective bias reporting mechanism, consistent with the campus's strategic diversity and inclusion plan; assessing and revising the strategic diversity, equity, and inclusion plan and reporting out to the campus progress made on these processes and the goals within the plan; conducting a DEI audit that examines both the demographics of Brockport's faculty and staff and the infrastructure of equity and inclusion within divisions, departments and units; and devising divisional structural transformation plans to eliminate equity gaps and diversity and inclusion deserts

### ***SUNY Oswego***

Supervise Office of Diversity (ODI) staff in campus programming and initiatives; Responsible for assessment of campus climate, development and evaluation of DEI initiatives, programming, and training with institutional stakeholders; Ex Officio member of the General Education Council; Ex Officio member of the Committee on Learning and Teaching (COLT); member of the Bias Response Team; member of the Institutional Self-Study Steering Committee; design and planning for the new SUNY Oswego Institute for Equity, Diversity, Inclusion, and Transformative Practice; Lead community-wide three year Grand Challenge: [Race, Racism, and Social Justice](#); Co-Chair of the DEI Advisory Council; member of President's Council: responsible for institutional strategic planning and equity-informed evaluation of institutional policies and protocols; establishment and review of budget priorities

### ***Centre College***

Responsible for General Education curriculum assessment; evaluation of academic programs' annual reports, self-studies, and external reviews; collaborative work with Division Chairs and program faculty to assess and meet program needs; development and evaluation of diversity and inclusion initiatives, programming, and training with institutional stakeholders; member of athletic rebranding initiative; creator of regional HERC for hiring and recruitment initiatives; member of Senior Staff: responsible for institutional strategic planning and evaluation of institutional policies and protocols; management of timely and accurate budgets.

### ***Hobart & William Smith Colleges***

Committee on the Faculty (COFAC) service: responsible for advocating on behalf of

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diverse populations with the President, Provost and Dean of Faculty, and the Board of Trustees; strategic planning; assessment and evaluation of academic policy; development and implementation of faculty/staff surveys; development of amendments to the Bylaws and Faculty Handbook; development and circulation of reports to the Trustees, Faculty, President, and Provost and Dean of Faculty. Advisory boards: Higher Education Opportunities Program (HEOP), Centennial Center for Leadership (CCL), Library Committee, Center for Community Engagement and Service-Learning (CCESL).

Implementation of self-assessment for Africana Studies program and Philosophy department; overhaul of program curricula including major and minor requirements; consultation, development, and evaluation of program standards and criteria for faculty promotion; development of program promotional and advising materials; planning and managing of course schedules for Africana Studies program, Philosophy department, and Environmental Studies program.

### *FACULTY RECRUITMENT AND RETENTION*

#### ***SUNY System Administration***

Responsible for assisting SUNY System Office of Diversity Equity and Inclusion (ODEI) in revising guidelines for campus strategic DEI plans; assessment of campus strategic diversity, equity and inclusion (DEI) plans; oversight and evaluation of the SUNY [PRODiG](#) including assessment of PRODiG applications from campuses, review of hiring and retention data, and analysis of campuses' usage of PRODiG funding; initiate, develop, coordinate, and co-facilitate system wide-PRODiG Webinars

#### ***SUNY Brockport***

Collaborated on a process-mapping initiative to produce a DEI map and assessment of faculty and staff hiring processes and the development of active recruitment strategies

#### ***SUNY Oswego***

Co-Chair of SUNY Oswego PRODiG Committee; Member of Upstate NY HERC Advisory Board; co-chair BIPOC faculty and staff coalition

Review, evaluation, and approval of DEI goals included on 'request to fill' forms for faculty and staff position requests; review of diversity recruitment plans; monitor DEI search goals, search criteria, and position qualifications throughout the process; one-to-one meetings with all position finalists; provide training for search committees, along with the HRA and AAO, on implicit bias, stereotype, microaggressions, and equitable search practices.

In collaboration with the CELT and institutional DEI committees, develop and publicize professional development opportunities for faculty and staff. Along with provost, provide oversight of early career mentoring for faculty and staff.

#### ***Centre College***

Institutional representative at annual Southern Regional Education Board (SREB), Consortium for Faculty Diversity (CFD), and AACU Diversity conferences responsible

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for recruiting candidates; member of the Consortium for Faculty Diversity (CFD) steering committee.

Review and evaluate academic programs' position requests; use National Center for Educational Statistics data sets to help academic programs develop diversity recruitment plans; monitor candidate pools and assess demographic profiles; provide training for search committees on implicit bias, stereotype, microaggressions, and equitable search practices.

Research and publicize professional development opportunities for faculty and staff. Early career mentoring for faculty and staff.

Mellon Diversity and Inclusion Grant (PI) initiatives: develop rubrics and materials that highlight diversity and inclusion as part of the hiring process; expand advertising into venues that will attract candidates across the full spectrum of diversity; expand institutional access to CV databases and professional diversity networks.

### ***Hobart & William Smith Colleges***

Institutional representative at annual Consortium for Faculty Diversity (CFD) conferences responsible for recruiting candidates and reporting to the Provost and Dean of Faculty; service on four tenure-track search committees as an advocate of full inclusion and candidate diversity; Committee on Faculty (COFAC) service: consultation with academic programs/departments and evaluation of faculty position requests; circulation of position request evaluations to multiple offices, including the Provost and Dean of Faculty, Committee on Academic Affairs (COAA), and Committee on Diversity, Equity, and Social Justice (DESJ).

## ***ADMISSIONS***

### ***SUNY Oswego***

Develop and facilitate DEI training sessions for EOP peer mentors, orientation leaders and other Orientation Office and Admissions Office staff; develop synchronous and asynchronous DEI content for new student orientation, parent orientation, and EOP student summer program. Collaborate on DEI-related admissions materials; oversight of Empire State Diversity Honors Scholarship and Hubert Smith Diversity Scholarship; participate in Office of Admissions events including open houses and panels.

### ***Centre College***

Develop diversity initiatives and programming with the Office of Admissions; participate in POSSE recruitment and POSSE mentor selection; review applications for New Horizons diversity leadership conference; interview candidates for premier scholarship programs; participate in Office of Admissions events including open houses, panels, athletic recruiting, and meetings with high school counselors as well as lead discussions on diversity and one-on-one meetings with students and their parents.

### ***Hobart & William Smith Colleges***

Participated in POSSE recruitment; invited by Office of Admissions to participate in

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diversity initiatives. Invited by Office of Admissions to participate in discussions with high school counselors from across the nation during various campus visits; coordination of prospective student class visits with Office of Admissions; participation in recruitment videos for the Office of Admissions; participation in recruitment trips to Los Angeles and New York City; interviewing of students for institutional scholarships; involvement in multiple Office of Admission events including several panel discussions on Admitted Students Days.

## *STUDENT AFFAIRS AND STUDENT ACTIVITIES*

### ***SUNY Oswego***

Develop and implement DEI training for Student Government Association leadership, Student Affairs Division staff, and student club/organization leaders; facilitate restorative justice processes; collaborate on campus event development with student clubs and organizations; develop inter-group dialogue facilitation training and programming; collaborate on campus-wide programming on all aspects of diversity; lead three year community-wide Grand Challenge: [Race, Racism, and Social Justice](#)

### ***Centre College***

Coordinate and advise on campus events with student clubs and organizations as well as with academic programs; develop inter-group dialogue facilitation training and campus-wide programming on all aspects of diversity; investigate bias-related incident reports.

### ***Hobart & William Smith Colleges***

Faculty advisor to *SANKOFA*: the Black Student Union for nine years; developed web presence including Facebook; coordination of Charity Ball, Kwanzaa and Black History Month events for student organizations; coordination of campus events with Office of Communications, Intercultural Affairs, and Student Activities; development of campus-wide programs and forums regarding race, structural inequality, and social justice; development and coordination of press releases and website updates with Office of Communications; organization of campus events to benefit/fund local non-profit organizations.

## *COMMUNITY ENGAGEMENT*

### ***SUNY Oswego***

Chair of Campus City Relations Committee (CCRC); Participated in Black History Month and other DEI events for Rotary clubs in district 7150; collaborate on DEI programming with community stakeholder groups; facilitate dialogue between Oswego Police Department and SUNY Oswego students on police reform; collaborate on community-wide DEI speaker series; member of Artswego Oversight Board

### ***Centre College***

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Chair of the Diversity and Community Committee; lead facilitator for faculty and staff learning communities on diversity and inclusion; develop diversity programming with community members and institutional stakeholders; co-facilitate *Community Connections Dialogues*, a community-building dialogue series; coordinate the community MLK Day celebration; work with student groups and academic programs to coordinate Convocation (special speaker) events.

***Hobart & William Smith Colleges***

Lead facilitator for “Tools for Social Change,” an inter-group dialogue series on race, structural inequality, and community-building in Geneva, NY; development of off-campus community forums on current issues; coordination of guest speaker visits; coordination of HWS pre-law students’ participation in mock trials (Trial Advocacy Program through Cornell University Law School); coordination of events with community and civic leaders; participation in college preparatory programs for underrepresented high school students (NJ SEEDS and HWS Summer Academy); supervision of Ujima Geneva scholarship program run by SANKOFA; development, coordination, and participation in Black History Month event at Geneva Boys and Girls Club.

**SERVICE**

***City of Oswego - City Campus Relations Committee***

Member (2018 - present)

Chair (2019 - present)

***Rotary International***

District 7150 DEI Committee (2020 - present)

***Oswego Rotary Club***

Member (2019 - present)

President-Elect (2021)

***Upstate New York HERC (Higher Education Recruitment Consortium)***

Advisory Board Member (2019 - present)

***Regional Economic Development Council (REDC) - Environmental Justice Task Force***

Member (2019 - present)

***Greater Kentucky HERC***

Regional Founder, Interim Director and Advisory Board Member (2016 – 2018)

***Consortium for Faculty Diversity***

Steering Committee Member (2016 – present)

Mock Interviewer, CV Evaluator, and Early Career Mentor (2015 – 2018)

***Family Services Association of Boyle County***

Board Member (2017)

***Southern Regional Education Board***

CV Workshop Leader; CV Evaluator and Early Career Mentor (2016)

***American Philosophical Association Committee on the Status of Blacks in Philosophy***

Elected Committee Member and Interim Chair (2015-2106)

***Kentucky Philosophical Association***

Abstract External Reviewer (2015)

***SUNY ODEI***

Chair of the Diversity Advisory Committee

***SUNY Oswego****Committee Service*

DEI Advisory Council (2019 - present)

General Education Council (2019 - present)

Middle States Self-Study Steering Committee (2019 - present)

Committee on Teaching and Learning (2018 - present)

MLK Celebration Committee (2018 - present)

Graduate Diversity Scholarship Committee (2018 - present)

Empire Diversity Honors Scholarship Committee (2018 - present)

Hubert Smith Diversity Scholarship Committee (2018 - present)

*Campus Service and Community Service*

Upstate NY HERC (2018 - present)

Regional Economic Development Council - Environmental Justice Task Force  
(2019 - Present)

African American Men's Empowerment Network, Advisor (2019 - present)

SUNY Oswego Gospel Choir, Advisor (2020 - present)

Master's Thesis Committee, Second Reader (2019)

***Centre College****Committee Service*

Diversity and Community Committee (2015 – 2018)

General Education Assessment Committee (2015 – 2018)

Bicentennial Committee (2016 – 2018)

Institutional Effectiveness Committee (2016 – 2018)

Athletic Branding Assessment Task Force (2016 – 2018)

*Campus and Community Service*

Greater Kentucky HERC (2016 – 2018)

Consortium for Faculty Diversity (CFD) Steering Committee (2016 – 2018)

Staff Learning Community Facilitator (2015 – 2018)

Faculty Learning Community Facilitator (2015 – 2018)

New Horizons Scholarship Committee (2015 – 2018)

***Hobart and William Smith Colleges***

*Committee Service*

Higher Education Opportunities Program (HEOP) Advisory Board (2014 - 2015)

Centennial Center of Leadership (CCL) Advisory Board (2014 - 2015)

Committee on the Faculty (College-wide standing committee, elected position)  
(2012- 2013)

Africana Studies Steering Committee (2010 – 2015)

HWS Library Committee (2012 – 2014)

Center for Community Engagement and Service Learning (CCSEL) Advisory  
Board (2010 – present)

Department of Philosophy Review Committee (2007)

*Campus and Community Service*

New York Six Liberal Arts Consortium, Faculty of Color Conference, Facilitator  
(2014)

Consortium for Faculty Diversity (CFD), Institutional Representative at Annual  
Conference (2013 - 2015)

*SANKOFA*: The Black Student Union, Faculty Advisor (2006 – 2015)

“Tools for Social Change” (community inter-group dialogue series), Lead



Facilitator (2014 – 2015)

HWS Summer Academy for underrepresented Geneva High School students, Instructor and Mentor (Summer 2006 – 2015)

NJ SEEDS College Preparatory Program for underrepresented High School Students, Logic and Critical Thinking Instructor (2014 - 2015)

HWS POSSE Recruitment, Institutional Representative (2011)

Geneva Boys and Girl Club Black History Month dialogue, Lead Facilitator (2015)

Search Committee for Feminist Philosophy and Epistemology tenure-track position (2010)

Search Committee for Metaphysics tenure-track position (2006, 2014)

Faculty Athletic Fellow for William Smith College Golf Team (2011- 2013)

Centennial Center for Leadership (Leadership Café Speaker) (2011)

Search Committee for Environmental Studies tenure-track position (2012)

Environmental Studies Summer Youth Institute, Instructor (2010 – 2015)

Office of Admissions event in New York, NY, Faculty Speaker (2010)

Senior Dinner Keynote Speaker (student-elected) (2010, 2012, 2015)

Moderator, Panel Discussion: Food, Famine, and the Financial Crisis (Fall 2009)

Ethics Session Instructor, HWS Leads (Fall 2009)

HWS Scholarship Committee (Fall 2009)

Faculty speaker at Office of Admissions Admitted Students Day (2008 - 2015)

Honors Examination Faculty Examiner (2008-2015)

Instructor, sample classes for Office of Admissions (2007 – 2015)

Faculty Adviser to *The Circle* (HWS philosophy club) (2005-2010)

Seneca7 Race, Geneva, NY, Volunteer (2011 – 2015)

*SANKOFA* Charity Ball (customized and donated guitars for charity auction) (2008 - 2015t)

Hot Blues for the Homeless, Rochester, NY (customized and donated guitars for charity auction) (2007 - 2009)

## GRANTS

*SUNY PRODiG Campus Grant (2018 - present)*

*Mellon Diversity and Inclusion Grant, Principal Investigator, Centre College (2015 – 2018)*

*The Phaneros Project: Digital Concept-Mapping of Philosophical Content (2013 – 2014)*

**Primary Investigator, Mellon Innovative Digital Pedagogy Grant**

Developed and implemented a methodology for including digital concept mapping in the teaching of philosophy at the undergraduate level

## AWARDS, HONORS, AND FELLOWSHIPS

NAACP (Geneva, NY Chapter) Community Service Award (2015)

Hobart and William Smith Annual Faculty Teaching Award (2014)

*SANKOFA* Faculty Leadership Award (2012)

Higher Education Opportunities Program (HEOP) Faculty Award (2012)

*SANKOFA* Faculty Award (Commitment and Support for *SANKOFA*) (2010)

Consortium for Faculty Diversity Predoctoral Fellowship (2007-2008)

Consortium for Faculty Diversity Predoctoral Fellowship (2006-2007)

Edward Peck Curtis Award for Excellence in Undergraduate Teaching by a Graduate Student (2005-2006)

## PUBLICATIONS

“Claiming the Right to City through Intergroup Dialogue: The Tools for Social Change Initiative in Geneva, NY” in *The SoJo Journal: Educational Foundations and Social Justice Education*, 2016

“Character in Action: Normative Virtue Ethics as a Foundation for Civic Engagement and Service-Learning” in *Service-Learning and Civic Engagement: A Sourcebook*. Sage Publications Inc., 2015

“Political Theory” and “Perception” in *Greenwood Dictionary of Education*. Greenwood Press, 2003

## WORKS IN PROGRESS

"Hands on the Plough: Conversations with Black Chief Diversity Officers, Provosts, and Presidents"

“Racial Double Binds and Institutional Change in Higher Education”

**INVITED PRESENTATIONS*****Johnson and Johnson***

Louisville Distribution Hub

DEI leadership training session (2020)

***University of Rochester***

Gwen M. Greene for Career Education and Connections

Panelist: “Career paths outside the normal academic track”

***New England Association for College Admission Counseling***

NEACAC Annual Conference (2021)

“Catalysts for Transformative Institutional Change”

***SUNY Council for University Advancement***

Annual Conference (2020)

“Changing Modalities: Intentionality, Creativity, and Positive Action”

***DeMolay Group***

Summer Leadership Training (2020)

***Rotary International***

Black History Month Roundtable (2020)

Panelist

***Rotary International***

District 7150 Annual Conference (2019)

“Inclusion is a Verb”

***American College of Hospital Executives (ACHE)***

Healthcare Management Association of Central New York Fall Conference (2019)

Panelist: “Diversity and Inclusion in Today’s Healthcare System.”

***Furman University***

Associated Colleges of the South Librarians' Meeting (2017)

“Opportunities and Challenges: Diversity, Inclusion, and the 21st-Century Library”

***Hobart and William Smith Colleges***

SANKOFA Charity Ball Keynote Speaker (2015)

“Four Thoughts for the Future”

Convocation Faculty Speaker (2014)

“Where Are You Going?”

Senior Dinner Keynote Speaker

“The True Value of Your Education” (2010)

“Live a Life Worthy of You” (2012)

“The First Step of Your Post-College Life” (2015)

Alger L. Adams Excellence Award Dinner Keynote Speaker

“Let Your Life Be Worthy of Who You Are” (2008)

“You Do Not Stand Alone” (2013)

Centennial Center for Leadership – Leadership Institute Keynote Speaker (2013)

“The Character of Leadership: The Strength to Love and the Courage to Act”

***Centre College***

G.L.I.M.P.S.E. Conference, Keynote Speaker

“Where Do We Go From Here?” (2014)

“You Have the Power” (2011)

“The Character of Change” (2010)

***Maryville College***

G.L.I.M.P.S.E. Conference, Keynote Speaker (2013)

“Lessons from the Race and Racism Coalition at HWS: The Power is Within You”

Martin Luther King, Jr. Day Keynote Speaker (2012)

“We Must Be the Dream: A Call to Activism”

***Onondaga Community College***

“The Question of African Philosophy: A Prolegomena to a Full Understanding of the Discipline” (2009)

***Community Forum, Rochester, NY***

“Moral Incontinence, Race, and the Electorate” (2008)

**CONFERENCE PRESENTATIONS**

***IDEAL Conference***

“Challenges and Solutions for Diversifying Library Faculty and Staff” (2019)

***G.L.I.M.P.S.E. Conference***

“Roadmaps to Change” (2016)

***G.L.I.M.P.S.E. Conference***

“Speaking Truth to Power: Student Voice and Institutional Change” (2015)

***APA Eastern Division Meeting – Committee on the Status of Blacks in Philosophy Session: Ancient Philosophy***

“Enacting Inclusion in the Origins of Philosophy” (2014)

***G.L.I.M.P.S.E. Conference***

“Black Is...Black Ain't” Session (2014)

***APA Eastern Division Meeting – Committee on the Status of Blacks in Philosophy Session: Philosophy and Race***

Invited Commenter, “The Use-Mention Distinction, Racial Epithets, and Hate Speech” (2013)

***APA Committee on the Status of Women in Philosophy: Diversity in Philosophy Conference***

“Minding Uncle Tom’s Cabin: On Being Black in the Academy” (2013)

***Society for Ancient Greek Philosophy Eastern Meeting***

“Definition and Signification in Aristotle’s *On Interpretation* and *Posterior Analytics*” (2012)

***The Future: Opportunities and Challenges Conference (Roberts Wesleyan College)***

“The Future of Social Justice” (2012)

***Society for Ancient Greek Philosophy Eastern Meeting***

“Intelligible Matter, Intelligible Forms, and Signification” (2011)

***International Society for Neoplatonic Scholars 2011 Conference***

“The Exegetical Importance of Ammonius’ Commentary on *Peri Hermeneias*”

***G.L.I.M.P.S.E. Conference***

“Leadership and Ethical Decision-Making” Sessions (2010 and 2011)

***HWS Faculty Lunch Presentation***

“Hermogenean Semantics in Plato’s *Cratylus*” (Fall 2010)

***Northeast American Society for Eighteenth-Century Studies 2008 Annual Meeting***

Invited Commentator, Roundtable: Teaching Race in the Eighteenth-Century Classroom

***Society for Ancient Greek Philosophy Eastern Meeting***

“The Concept of Signification in Aristotle’s *Peri Hermeneias*” (2007)

***University of Buffalo Ancient Philosophy Conference***

"Irwin on Aristotelian Signification" (2005)

**PROFESSIONAL ORGANIZATIONS**

National Association of Diversity Officers in Higher Education

Inclusion Allies Coalition

American Philosophical Association