

## Sage A. Mauldin, Ph.D.

he/him

*In the heart of education lies the power to dream of an otherwise—a world where freedom and justice are not just ideals but lived realities.*

University of Oklahoma College of Arts & Sciences  
633 Elm Ave  
Norman, OK 73019

sagemauldin@ou.edu

### EDUCATION

#### University of Oklahoma, Norman, OK

Ph.D. in Adult and Higher Education, 2023

Dissertation: “[The Impact of Cisheteronormative Policies and Practices on the Experiences of LGBTQIA+ Faculty in Higher Education: A Critical Qualitative Inquiry](#)”

Committee: Dr. Jenny Sperling (Chair), Dr. Natalie Youngbull, Dr. Shamari Reid, and Dr. Marilyn Byrd

#### University of Oklahoma, Norman, OK

Master of Arts, Human Relations, 2016

#### University of Oklahoma, Norman, OK

Bachelor of Arts, Psychology, 2012

### PUBLICATIONS

#### Books

**Mauldin, S. A.** (2023). *The Impact of Cisheteronormative Policies and Practices on the Experiences of LGBTQIA+ Faculty in Higher Education: A Critical Qualitative Inquiry*. [Doctoral dissertation, The University of Oklahoma]

**Mauldin, S. A.** (2018). *LGBT+ Issues in the United States*. Cognella Academic Publishing: San Diego, CA.

#### Peer-Reviewed Articles

**Mauldin, S. A.** (2024). LGBTQ+ Faculty Members' Perceptions of Diversity Policies and Practices in Higher Education. *Advances in Developing Human Resources*, 0(0).

**Mauldin, S. A.** (2023). Disrupting Cisheteropatriarchy in Society and the Workplace: The Role of HRD Education. *Advances in Developing Human Resources*, 25(4), 279-287.

### **Book Chapters**

**Mauldin, S. A.** & Churchill, L. (2024). The current state of conversion therapy in the United States. In Gedro, A. J. & Rocco, S. T. (Eds.). *The Routledge handbook of LGBTQ identity in organizations and society*. (1st ed.)

### **Book Reviews**

**Mauldin, S. A.** (2021). A book review of “Sociology of Sexualities” by Kathleen J. Fitzgerald and Kandice L. Grossman. Thousand Oaks, CA: Sage Publications, Inc., 2020, pp. 440, ISBN: 9781544370675.

### **Articles Under Review**

**Mauldin, S. A.**, Edwards, K., Phan, Q., & Churchill, L. (*revise and resubmit*). Queer misfits: An interrogation of higher education design. *Journal of Diversity in Higher Education*.

### **Articles In-Progress**

**Mauldin, S. A.**, Higher education policies and practices: Upholding cisheteronormativity and impacting LGBTQ+ faculty members.

**Mauldin, S. A.**, & Lee, J. Compliance or complicity? Higher education institutions' role in perpetuating state-violence against LGBTQ+ faculty, staff, and students.

### **RESEARCH EXPERIENCE**

**Graduate Research Assistant**, College of Arts and Sciences, Fall 2019 - Spring 2022. Assisted Dr. Marilyn Byrd, Editor-in-Chief of the *Journal of Advances in Developing Human Resources*, with preparing article submissions for blind peer review.

## TEACHING EXPERIENCE

**Instructor**, College of Arts and Sciences, University of Oklahoma, Fall 2017 - Present. Serving Learning, Human Relations Theory, Criminal Justice in Human Relations, LGBTQ+ Issues in the Workplace, and Race, Class, and Gender. Develop syllabi, present lectures, administer quizzes and exams, and grade papers.

**Instructor**, College of Professional and Continuing Studies, University of Oklahoma, Spring 2024. Leadership in LGBTQ Studies. Developed syllabus, presented lectures, administered quizzes and exams, and graded papers.

## CONFERENCE PRESENTATIONS AND SYMPOSIA

**Mauldin, S. A. & Rieger, H.** (2024). Leveraging RNL Survey Data: Implementing Effective Student Support Strategies. 2024 Annual OU Online Conference. Norman, Oklahoma.

**Mauldin, S. A. & Rieger, H.** (2024). A Tale of Two Ventures: Navigating the Landscape of Belonging for Online Students. University Professional Continuing Education Association Conference. Boston, Massachusetts.

**Mauldin, S. A.** (2023). The impact of policies and practices on LGBTQIA+ faculty in higher education: A critical qualitative inquiry. Annual International Gender and Sexuality Studies Conference. 7<sup>th</sup> Annual International Gender and Sexuality Studies Conference. Edmond, Oklahoma.

**Mauldin, S. A. & Rieger, H.** (2023). Evolving Online Student Support: Lessons from the Past, Current Practices, and Future Directions. 2023 Annual OU Online Conference, Norman, Oklahoma

**Mauldin, S. A.** (2022). Conversion Therapy in Contemporary Times: Grassroots Efforts to Ban Conversion Therapy in Oklahoma, USA. International Conference on LGBTQ+ Studies. Berlin, Germany.

**Mauldin, S. A. & Rieger, H.** (2022). Innovative Strategies for Enhancing Online Student Success. 2022 Annual OU Online Conference, Norman, Oklahoma.

**Mauldin, S. A. & Churchill, L.** (2022). Professional misfits: Queering higher education policy and practice for radical possibility. 6<sup>th</sup> Annual International Gender and Sexuality Studies Conference. Edmond, Oklahoma.

**Mauldin, S. A. & Phan, Q.** (2022). Queer misfits: Joy and disruption in higher education design, American Education Research Association. San Diego, California.

**Mauldin, S. A.** (2021). The Fundamental Concepts of Freedom and Liberation Work. DEI Symposium. Norman, Oklahoma.

**Mauldin, S. A.** (2020). The Road to Banning Conversion Therapy in Oklahoma. 5th Annual International Gender and Sexuality Studies Conference. Oklahoma City, Oklahoma.

**Mauldin, S. A.** (2020). Intersectionality in the Experiences of LGBTQ People of Color in the Workplace. 33rd Annual National Conference on Race & Ethnicity. New York, New York.

**Mauldin, S. A.** (2019). The Intersection of Race and Gender Identities in the Workplace: Conceptualizing a New Intersectional Model. 4th Annual International Gender and Sexuality Studies Conference. 4<sup>th</sup> Annual International Gender and Sexuality Studies Conference. Edmond, Oklahoma.

**Mauldin, S. A.** (2019). Conversion Therapy: Ethical Challenges and Science. 5th Annual Gender Diverse & LGBTQ+ Conference. Edmond, Oklahoma.

**Mauldin, S. A.** & Dukes, D. (2018). Critical DEI in the Political Arena: Challenges and Strategies. 2018 Annual Oklahoma Democratic State Convention, Oklahoma City, Oklahoma.

## **ACADEMIC AND VOLUNTEER EXPERIENCE**

Reviewer, *Canadian Journal for the Study of Adult Education*, 2019-Present

Reviewer, American Education Research Association (AERA) Conference, Postsecondary Education SIG, 2024

Reviewer, American Education Research Association (AERA) Conference, Queer Studies SIG, 2020

Reviewer, Academy of Human Resource Development Conference, Critical, Social Justice, and Diversity Perspectives SIG, 2019

## **UNIVERSITY SERVICE**

Staff Senator, 2023 - Present

Member, Inclusion Council, 2022 - Present

Host, OU Online Graduation Reception, 2024

Reader, Department of Human Relations Graduation Reception, 2024

Programming Lead, OU Online Annual 2024 Conference Committee, 2024

Member, Lifting the Voices of Inclusion Awards Selection/Planning Committee, 2024

Host, OU Online Graduation Reception, 2024

Chair, OU Online Social Committee, 2023  
 Chair, OU Online Community Council, 2023  
 Member, OU Online Annual 2023 Conference Committee, 2023  
 Host, OU Online Graduation Reception, 2024  
 Reader, Department of Human Relations Graduation Reception, 2024  
 Host, OU Online Graduation Reception, 2024  
 Chair, LGBTQ+ Faculty and Staff Employee Resource Group, 2019-2022  
 Member, Culture and Identity Committee, 2019-2021  
 Student Representative, Diversity Committee, College of Education, 2019-2021  
 Member, Activist-in-Residence Committee, 2017-2019

### **Leadership in Human Rights Policy and Advocacy**

**Board Member**, ACLU of Oklahoma, 2018 – Present. As a Board Member, I provide strategic insights and guidance to advance the organization’s mission. I collaborate on policy initiatives, advocate for civil liberties, and engage in fundraising and coalition-building efforts. I support the executive director and champion diversity, equity, and inclusion within the organization and community.

**Chair**, City of Norman Human Rights Commission, 2021. As Chair, I led meetings and drove decision-making to protect and promote human rights in the city. I represented the Commission at official events, oversaw public hearings, and built partnerships with local organizations and government agencies. I stayed informed on human rights laws and advocate for equity and justice. I also championed a citywide ban on conversion therapy.

**General Commissioner**, City of Norman Human Rights Commission. As a General Member, I researched and analyzed human rights issues to inform policy recommendations and actions. I investigated human rights complaints, advocated for legislative changes, and fostered partnerships to advance human rights protections. I promoted inclusion and served as a liaison between the community and government agencies.

## HONORS/AWARDS

Diversity, Equity, and Inclusion Champion Award for Outstanding Staff, 2023  
 NextGen Under 40 Award, 2023  
 Grand Marshal, Norman Pride, 2022  
 Provost's Certificate of Distinction in Teaching, 2022  
 Grand Marshal, Norman Pride, 2021  
 Oklahoma Universal Human Rights Award, 2021  
 Hero in the Community, Free Mom Hugs National, 2020  
 Grand Marshal, Norman Pride, 2019  
 NextGen Under 30 Award, 2018

## MEDIA APPEARANCES

### **Conversion Therapy Bans Continue to be Discussed in Oklahoma**

*KGOU Your National Public Radio (NPR) Source*

**March 2022**

Discussed the success of banning conversion therapy in Norman, Oklahoma.

### **Norman Becomes First City in Oklahoma to Ban Conversion Therapy**

*News9 Oklahoma City*

**June 2021**

Appeared on air to discuss and celebrate the successful passage of a conversion therapy ban in Norman, Oklahoma.

## GRANTS

Robberson Travel Grant, \$250, 2022  
 Robberson Travel Grant, \$1,000, 2020

## PROFESSIONAL EXPERIENCE

**Coordinator of Student Support Services**, OU Online, University of Oklahoma, January 2023 - Present. Monitor and improve support programs using data analysis and feedback, research best practices, and collaborate with faculty to enhance student success. Manage the Career Development Center. Analyze feedback for program enhancements and organize biannual graduation receptions. Supervise one Graduate Assistant and two undergraduate student ambassadors.

**Director of Policy**, Equality Arizona, July 2020 - January 2021 (contract). Led the development and implementation of the organization's policy agenda, conducted thorough research and analysis on human rights legislation while crafting strategies and representing the organization in key forums. Built strong relationships with officials and partners, developed educational materials, and collaborated with stakeholders to unify advocacy efforts and influence policy decisions. Collaborated with the Biden-Harris campaign to flip Arizona purple.

## **PROFESSIONAL MEMBERSHIPS**

American Education Research Association (AERA)  
Consortium of Higher Education LGBT Resource Professionals  
UPCEA (The Online & Professional Education Association)