

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.

Graduate College
University of Oklahoma
731 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

TEACHING EXPERIENCE

Adjunct Professor, College of Arts and Sciences, University of Oklahoma

Fall 2017 – Present

Instructor of record for the following undergraduate courses:

- HR 4513 Service Learning (in-person)
- HR 3003 Human Relations Theory (in-person)
- HR 4183 Criminal Justice in Human Relations (online)
- HR 4170 LGBTQ+ Issues in the Workplace (online)

*Received Provost’s Certificate of Distinction in Teaching in 2022

Adjunct Professor, College of Professional and Continuing Studies, University of Oklahoma, *Spring 2024*

Instructor of record for the undergraduate course:

- LSIS 3243 Leadership in LGBTQ Studies (online)

PUBLICATIONS

Peer-Reviewed Articles

Mauldin, S. A., Phan, Q., Churchill, L., & Edwards, K. (2025). Queer misfits: An interrogation of higher education design. *Journal of Diversity in Higher Education*, 0(0),

Mauldin, S. A. (2024). LGBTQ+ Faculty Members' Perceptions of Diversity Policies and Practices in Higher Education. *Advances in Developing Human Resources*, 26(4), 134-159. <https://doi.org/10.1177/15234223241268253> *Received First Runner-Up for the Marilyn Y. Byrd Excellence in HRD Research-to-Practice Award

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. <https://doi.org/10.1177/15234223231191815>

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.

Books

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

Works In-Progress

Evans, M., Herndon, A., & **Mauldin, S. A.** (revise and resubmit). Pride on the Prairie: Resistance as Pedagogy in Oklahoma. *Journal of Queer and Trans Studies in Education*.

Mauldin, S. A., & Evans, M. (writing phrase). Rural LGBTQ+ Employment.

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

PROFESSIONAL EXPERIENCE

Director of Professional Development and Engagement, Graduate College, University of Oklahoma, December 2024 – Present. Oversee the budget, logistics and planning for all programs. Work closely with academic units to understand their unique needs. Deliver workshops and trainings to academic units, faculty members, postdocs and graduate students. Use quantitative and qualitative empirical measures to study the effectiveness of programs and to make improvements as indicated through assessment. Provide direct mentoring, coaching, and support for graduate students and postdocs.

Coordinator of Student Support Services, OU Online, University of Oklahoma, January 2023 – December 2024. 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.

RESEARCH EXPERIENCE

Affiliate Faculty Member, Center for Peace and Development, October 2024 – Present
 Serve on the Study Abroad Committee. Develop partnerships with Nepal, India, Rwanda, and South Africa to understand better the role of education in the psychosocial outcomes of vulnerable communities in post-conflict regions. Carry out field research. Present findings at national and international conferences.

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.

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. 7th 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 LGBT+ 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. 6th 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. 4th 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.

SPEAKING ENGAGEMENTS

Panelist, "A Walk in My Shoes" – Arvest Bank Inclusion Summit, Broken Arrow, BA, 2025.

Shared my expertise on the importance of inclusive, humanizing workplaces.

Panelist, "Recent Grads: Finishing Your Dissertation" – Writing Center, University of Oklahoma, Norman, 2025.

Offered advice and reflection on navigating the transition from graduate student to candidate, professional life, targeting recent graduates and current students nearing program completion.

Panelist, "The Trials and Tribulations of Grassroots Activism in Norman, OK" – Norman PFLAG, 2019.

Shared insights and challenges from local activism work, emphasizing grassroots organizing and advocacy within the Norman, Oklahoma community.

ACADEMIC AND VOLUNTEER EXPERIENCE

Board Member, *Journal of Advances in Developing Human Resources*, 2025 - Present
 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
 Reader, Department of Human Relations Graduation Reception, 2025
 Member, Inclusion Council, 2022 - 2024
 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

UPCEA Excellence in Advancing Student Success Award, 2024
 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 MEMBERSHIPS

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