

DERRON BORDERS

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Research

Using a mixed-methods approach, I aim to investigate the cognitive, moral, and social-identity development of adult learners, focusing on their readiness to engage with education centered on social justice and collective liberation through the lens of social epistemology and transformative learning. My research will explore how adult educators in a post-truth society can foster reflective judgment by equipping learners to engage thoughtfully with diverse perspectives beyond the confines of epistemic bubbles and echo chambers. Central to this inquiry is the use of narrative methods and the cultivation of affective qualities such as vulnerability, courage, empathy, grace, and trust.

Keywords: cognitive development, courage, decolonizatoin, echo chambers, education, emotional-cognitive development, empathy, epistemic bubbles, grace, implicit bias, intersectionality, lifelong learning, racism, reflective judgment, settler colonization, social epistemology, social-identity development, social justice, technology, transformative learning, trust, vulnerability, whiteness

Academic Preparation

- 2024 – Present 🎓 **Ph.D., Adult Learning & Leadership** – Kansas State University
- 2014 – 2016 🎓 **M.A., College Student Personnel** – Bowling Green State University
- 2010 – 2014 🎓 **M.A., Linguistics** – University of Utah
Thesis title: *The role of gender socialization and sibilants in the perception of gay- and straight-sounding voices: a study of returned Latter-day Saint missionaries in Utah*
Committee: Mariana Di Paolo (Chair), Aaron Kaplan, Lisa Diamond
- 2005 – 2008 🎓 **B.A., Linguistics, Cum Laude** – The Ohio State University
- 🎓 **B.A., French, Cum Laude** – The Ohio State University
- 2003 – 2005 🎓 **Completed 69 credit hours towards A.A. in Humanities,** – Columbus State Community College





Administrative Experience

- 2024 – 🏢 **Investigator**, Office of Civil Rights and Title IX, Kansas State University
- 2021 – 2023 🏢 **Director**, Office of Diversity and Inclusion, Samuel Curtis Johnson Graduate School of Management, Cornell University
- 2020 – 2021 🏢 **Assistant Director of Student Life and Academic Programming**, Cornell in Washington, Brooks School of Public Policy, Cornell University
- 2016 – 2020 🏢 **Director**, Language House, West Campus House System, Cornell University




Industry Experience

- 2011 – 2013 👤 **Lead, Language Development**, UnBound Games, Salt Lake City, UT
- 2008 👤 **Associate Transcriber**, VoiceBox Technologies, Bellevue, WA

Graduate Experience

- 2014 – 2016  **Graduate Coordinator**, Ethnic Student Center, Office of Multicultural Affairs, Bowling Green State University
- 2013  **Graduate Research Associate**, National Center for Voice and Speech, University of Utah
- 2010 – 2014  **Project Manager**, Shoshoni Language Project, University of Utah
- 2010 – 2013  **Teaching Assistant**, Department of Linguistics, University of Utah

Teaching Experience

- 2010 – 2013  **Instructor of Record**, Department of Linguistics, University of Utah
- Teaching & Learning Across Languages (ESL 1600), American History for ESL (ESL 1700), Cross Cultural Communication (LING 3600), Expository Writing for ESL (ESL 1060)
- 2009 – 2010  **Auxiliar de inglés (teaching assistant)**, North American Language and Culture Assistants Program, Spain
- 9th-12th grade
- 2008 – 2009  **Assistant d'anglais (teaching assistant)**, Teaching Assistant Program in France
- K-6th grade

Publications

Theses

- Borders, D.** (2015). *The role of gender socialization and sibilants in the perception of gay- and straight-sounding voices: A study of returned Latter-day Saint missionaries in Utah* [Master's Thesis, University of Utah]. <https://collections.lib.utah.edu/ark:/87278/s6zd1b53>

Unpublished Manuscripts

- Borders, D.** (2024). Toward a decolonized andragogy: Addressing the limits of neoliberal adult education. *Manuscript in preparation.*

Scholarly Paper Presentations (Refereed)

- Borders, D.** (2019). Decolonizing gender and sexual identity development of Indigenous students. *ACPA - College Student Educators International.*
- Alzoubi, A., & **Borders, D.** (2014). (NG) in Utah: Retention or innovation? *University of Utah Student Conference in Linguistics.*
- Borders, D.** (2014). Gay- and straight-sounding voices: Gender socialization of returned Latter-day Saint missionaries. *University of Utah Student Conference in Linguistics.*
- Alzoubi, A., **Borders, D.**, & Di Paolo, M. (2013). (NG) in Utah English. *New Ways of Analyzing Variation* 42.
- Borders, D.** (2011). An immersive and collaborative approach to teaching Indigenous languages: The Co-Teaching American Indian Language Immersion Program. *University of Utah Student Conference in Linguistics.*

Conference Presentations (Refereed)

- Borders, D.**, McGhee, A., & Vital, C.-S. (2022). Fatphobia in higher education: A panel discussion. *Cornell Inclusive Excellence Summit 2022.*

Borders, D., & Allbaugh, H. (2022). The intersection of anti-fatness with food, health, and wellness. *ACPA - College Student Educators International*.

McGhee, A., **Borders, D.**, Due, J. N., & Allbaugh, H. (2022). Fatphobia in the workplace - stories from fat SA professionals. *ACPA - College Student Educators International*.

Borders, D., & Strass, K. (2019). Student development of Native American identity through language revitalization programs. *ACPA - College Student Educators International*.

Invited Talks

Borders, D. (2022). Fatphobia in medicine. *Rosalind Franklin University of Medicine and Science*.

Borders, D. (2012). Language, gender, and sexuality. *LING 3600: Cross-cultural Communication*.

Hansen, L., & **Borders, D. (2012).** Language acquisition as an international student in an American university. *Global Pathways' Spring 2012 Meeting*.

Selected Workshops (Facilitator)

Borders, D. (2023). Trans inclusion in the workplace. *SC Johnson College of Business*.

Borders, D. (2020). Diversity and inclusion aren't enough: Towards equity and justice in business student orgs. *Dyson School of Applied Economics and Management*.

Di Paolo, M., **Borders, D.**, Pynes, J., Mitchell, J., Arnoff, S., Broncho, S., Martin, J., & Griffith, T. (2014). Foundations for learning: Increasing Shoshoni language use in early-childhood learners. *Shoshoni Language Teacher Education Workshop*.

Di Paolo, M., **Borders, D.**, Pynes, J., Mitchell, J., & Arnoff, S. (2013). Breaking through barriers: Increasing the use of Shoshoni in classrooms & communities. *Shoshoni Language Teacher Education Workshop*.


Di Paolo, M., Hudson, B. J., & **Borders, D. (2011).** Workshop on teaching American Indian languages to beginning level adults: Oral language development. *8th Annual Conference on Endangered Languages and Cultures of Native America*.

University, College, & Department Service


Cornell University

University Level:


2022-2023  Elected Member, SC Johnson College of Business Representative, Employee Assembly

2020-2021  Selected Member, Building Bridges - Diverse Talent Recruitment and Retention Task Force

College Level:

2021-2023  Chair, Measurement and Accountability Committee, Dean's Leadership Council on Combatting Racism and Promoting Diversity, Equity, Inclusion, and Belonging, SC Johnson College of Business

Department Level:

2022-2023  Chair, Johnson Anti-Racism Initiative, SC Johnson Graduate School of Management

2020-2021  Chair, Cornell in Washington DEI Strategic Planning Committee, Cornell in Washington

Bowling Green State University




University Level:

 Graduate Diversity and Belonging Representative, Graduate Student Senate

University, College, & Department Service (continued)






University of Utah

Department Level:




- 2012  Organizing Chair, University of Utah Student Conference in Linguistics
- 2011-2012  Chair, Graduate Student Advisory Committee in Linguistics, Department of Linguistics
-  Selected Member, Organizing Committee for the Annual Conference on Endangered Languages and Cultures of Native America, Center for American Indian Languages

National Service

Professional Membership

- 2024 – Present  American Association For Adult and Continuing Education
- 2015 – 2023  ACPA - College Student Educators International
- 2022 – 2023  National Association of Diversity Officers in Higher Education
- 2015 – 2017  NASPA - Student Affairs Administrators in Higher Education
- 2012 – 2015  American Dialect Society
-  International Gender and Language Association
- 2011 – 2013  American Anthropological Association
- 2010 – 2015  Linguistics Society of America




Leadership

- 2022-2023  **Chair, Membership and Outreach**, Indigenous Student Affairs Network, ACPA - College Student Educators International
- 2016-2022  **Chair, Marketing and Communications**, Indigenous Student Affairs Network, ACPA - College Student Educators International
- 2020  **Founder**, Coalition for Fat Identities, ACPA - College Student Educators International



Committee Work

- 2018-2022  Annual Conference Proposals Review Committee, ACPA - College Student Educators International






Awards & Honors

- 2013, 2014  Fellowship, Western American Language Research Group, University of Utah
- 2013  Salt Lake City Weekly Best of Utah Award, The Shoshoni Language Project Team
-  National Indian Education Association's William G. Demmert Cultural Freedom Award, The Shoshoni Language Project Team

Skills & Knowledge

- Technical  Adobe Creative Suite, Asana, Audacity, Canva, Canvas, CSS, FileMaker Pro, GitHub, Google Applications, HandShake, HTML, JavaScript, \LaTeX , Maxient, Microsoft 365, Notion, PeopleSoft, Praat, Qualtrics, R, Rise 360, Salesforce, social media management, Synthesia.io, Visual Studio Code, web development
- Specializations  access & disability, allyship, cross-cultural communication, decolonization, emotional intelligence, fat liberation, gender & sexuality, Indigenous issues, implicit bias, inclusive leadership

Skills & Knowledge (continued)

Interpersonal		academic advising, career coaching, conflict resolution, crisis management, training development and facilitation, curriculum design, mediation		
Policy		Affirmative Action, Americans with Disabilities Act, Clery Act, Equal Opportunity Employment, FERPA, Title VI, Title VII, Title IX, VAWA		
Administrative		budgeting & bookkeeping, program and event coordination, project management, recruiting		
Strategic		data analytics and assessment, risk analysis, strategic planning		
Languages		Arabic	<div><div></div><div></div><div></div><div></div><div></div></div>	<i>beginner</i>
		Catalan:	<div><div></div><div></div><div></div><div></div><div></div></div>	<i>advanced</i>
		Dutch:	<div><div></div><div></div><div></div><div></div><div></div></div>	<i>intermediate</i>
		English:	<div><div></div><div></div><div></div><div></div><div></div></div>	<i>native</i>
		Finnish	<div><div></div><div></div><div></div><div></div><div></div></div>	<i>beginner</i>
		French:	<div><div></div><div></div><div></div><div></div><div></div></div>	<i>fluent</i>
		German	<div><div></div><div></div><div></div><div></div><div></div></div>	<i>intermediate</i>
		Romanian	<div><div></div><div></div><div></div><div></div><div></div></div>	<i>beginner</i>
		Shoshoni	<div><div></div><div></div><div></div><div></div><div></div></div>	<i>beginner</i>
		Spanish:	<div><div></div><div></div><div></div><div></div><div></div></div>	<i>fluent</i>