

**Terri L. Phoenix, Ph.D.**  
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## **EDUCATION**

The University of Georgia Department of Counseling and Human Development, Recreation & Leisure Studies Graduate Certificate in Qualitative Research Methods Graduate Certificate in Women's Studies	Doctor of Philosophy (2008)
The University of North Carolina at Greensboro Department of Parks and Recreation Management, Therapeutic Recreation	Master of Science (1999)
East Carolina University Department of Psychology, Psychology	Bachelor of Arts (1989)

## **HONORS and AWARDS**

- University Diversity Award (UNC-Chapel Hill, 2016)
- University Award for the Advancement of Women (UNC-Chapel Hill, 2015)
- R. Randy Rice Service Award (2011)
- Best LGBT Leader (Female) 2009 (Q Notes Magazine)
- Outstanding Teaching Assistant Award (University of Georgia, 2002)
- Outstanding Graduate Student Award (Department of Recreation, Parks, and Tourism-UNCG, 1999)
- Lucille and Derby Dustin Future Scholar (Academy of Leisure Sciences and Society of Parks and Recreation Educators, 1998)
- Peg Connolly Scholarship (American Therapeutic Recreation Association, 1997)
- Future Scholars Program Alternate (Academy of Leisure Sciences and Society of Parks and Recreation Educators, 1997)
- James B. Lovelace Award (AMBUCS, 1996)
- Teacher of the Year (Wright School Re-Education Center, 1991)
- Gamma Beta Phi Honor Society (East Carolina University, 1987 to 1989)
- Academic and Athletic Scholarships (East Carolina University, 1985 to 1989)

## **PROFESSIONAL SERVICE**

- Carolina Women's Center Advisory Board (2016-present)
- Community Collaboration Board UNC Center for AIDS Research (2020-present)
- NC American Civil Liberties Union Transgender Advisory Board (2015-2017)
- Executive Board Member for the Consortium of Higher Education LGBT Resource Professionals (2010-2012)
- Reviewer for Leisure Sciences (2002-2003)
- Reviewer for Journal of Adolescence (2002-2004)

- Co-advisor for RLST undergraduate recreation organization (2001-2002)
- President of Graduate Recreation Organization (2001-2003)
- Reviewer for Therapeutic Recreation Journal (2000-2001)
- North Carolina Recreation and Park Society - Therapeutic Recreation Division Conference Planning Committee (1997-2000; conference evaluation)
- Department of Recreation, Parks, and Tourism representative to the Graduate Student Association (1997-1999)

## **UNIVERSITY SERVICE**

- University of North Carolina at Chapel Hill Campus Health Services Transgender Task Force (2018-present)
- University of North Carolina at Chapel Hill Provost's Committee on LGBT Life (2007-present)
- University of North Carolina at Chapel Hill Student Affairs Assessment Council (2013-present)
- University of North Carolina at Chapel Hill Diversity and Inclusion Council (2017-2018)
- University of North Carolina at Chapel Hill Gender Based Violence Prevention Task Force (2015-2016)
- University of North Carolina at Chapel Hill Chief Diversity Officer Diversity Cabinet (2014 to 2016)
- University of North Carolina at Chapel Hill Provost's Committee on Inclusive Excellence and Diversity (2013-2015)
- University of North Carolina at Chapel Hill Task Force to Review Student on Student Complaints of Harassment, Including Sexual Misconduct and Discrimination (April 29, 2013-October 2014)
- University of North Carolina at Chapel Hill Department of Housing and Residential Education Multicultural Competency Committee (2007-2012)
- University of North Carolina at Chapel Hill Student Affairs Inclusion and Accessibility Committee (2010-2012)
- University of North Carolina at Chapel Hill Harassment and Non-Discrimination Committee (2011-2012)
- University of North Carolina at Chapel Hill Sexual and Relationship Violence Training and Education Committee (2007-2012)
- University of North Carolina at Chapel Hill Student Affairs Assessment Committee (2009-2012)
- University of North Carolina at Chapel Hill Student Affairs Council (2006-2012)
- University of North Carolina at Chapel Hill Office of Diversity and Multicultural Affairs Diversity Education Team (2007-2011)
- University of North Carolina at Chapel Hill Office of Diversity and Multicultural Affairs Cultural and Community Celebrations Committee (2006-2008)
- University of Georgia Safe Space Executive Committee (2002-2005)

## **SELECTED INVITED AND PEER-REVIEWED PRESENTATIONS**

Phoenix, T.L. (2021). DEI Foundations: Gender Identity and Sexuality in Higher Education. Academic Impressions. Denver, CO

Phoenix, T.L. (2021). Intentional Inclusion of LGBTIQA Communities in Health Care. Wake Area Health Education Center. Livestream.

- Phoenix, T.L. (2021). LGBTIQ Youth. Southern Regional Area Health Education Center. Livestream.
- Phoenix, T.L. & Morefeld, P. (2020, October 14). Meeting the needs of transgender patients with cancer. UNC Lineberger Cancer Network. Chapel Hill, NC. [unclineberger.org/unccn](http://unclineberger.org/unccn).
- Phoenix, T.L. (2020). Creating inclusive services and spaces for LGBTIQ+ people. North Carolina Legal Aid. NC Statewide webinar.
- Phoenix, T.L. (2020). LGBTIQ Youth. Southern Regional Area Health Education Center. Fayetteville, NC.
- Phoenix, T.L. (2019). Intentional Inclusion and Health Needs of LGBTIQ+ Communities. Practicing Inclusiveness in Healthcare. UNC-Chapel Hill School of Nursing. Chapel Hill, NC.
- Moderator O.J. McGhee. Panel: Terri Phoenix, Tiffany Bailey, Shahnaz Khawaja. (2019) Think Before You Speak! UNC Chapel Hill Thinkposium. Chapel Hill, NC.
- Phoenix, T.L. (2019, March 22). Intentional Inclusion and Support of LGBTQIA+ Students. [Webinar] North Carolina Association of Student Financial Aid Advisors.
- Phoenix, T.L. (2018). Gender Identity, Gender Expression, and Transgender Communities. Southern Regional Area Health Education Center. Fayetteville, NC.
- Moderator: Jim Johnson. **Panel:** Terri Phoenix, Cedric Bright, Brian Toomey, Troy Trygstad. (2017). Underserved/Minority Populations. UNC Kenan-Flagler Business School Healthcare Conference: Improving Access. Chapel Hill, NC.
- Phoenix, T.L. (2017). Opportunities for Best Practice in Transgender Care. Providing Optimal Transgender Care Conference. Greensboro Area Health Education Center. Greensboro, NC
- Phoenix, T.L. (2017). Basic Competencies in Transgender Care. Providing Optimal Transgender Care Conference. Greensboro Area Health Education Center. Greensboro, NC
- Phoenix, T.L. (2017). Building Inclusive Healthcare Environment. 2<sup>nd</sup> Annual LGBTQ Healthcare Symposium: Journey to Connection. Charlotte Area Health Education Center. Charlotte, NC.
- Phoenix, T.L. (2017). Working with LGBTQ Clients: LGBTQ 101. 2<sup>nd</sup> Annual LGBTQ Healthcare Symposium: Journey to Connection. Charlotte Area Health Education Center. Charlotte, NC.

- Phoenix, T.L. (2017). Culturally Competent Counseling with LGBTIQA-identified people. Greensboro Area Health Education Center. Greensboro, NC.
- Moderator: Sheree Marlowe, JD **Panel:** Christine Gannon; Alisa Eland; Terri Phoenix; Oriana Jimenez. (2017). Applying an Inclusive Lens To Your Health and Safety Efforts: A Panel Discussion. Campus Prevention Network Annual Summit. Boston, MA.
- Phoenix, T.L. (2017). Gender Identity/Expression and Transgender Communities. 2017 NCPA SPRING Conference. Chapel Hill, NC.
- Phoenix, T.L. (2017). Interpersonal and Relationship Violence in the LGBTIQ Community. Southern Regional Area Health Education Center. Fayetteville, NC.
- Phoenix, T.L. (2016). Cultural Competence and Interpersonal Relationship Violence in LGBTIQ Communities. Southern Regional Area Health Education Center. Fayetteville, NC.
- Phoenix, T.L. (2016). Developing Cultural Competency for the Transgender Population. WakeBrook. Raleigh, NC.
- Phoenix, T.L. (2016). Working with Transgender Patients. Cherry Hospital. Goldsboro, NC.
- Phoenix, T.L. (2016). Concepts and Mental Health Issues Related to the Transgender Community. Working with Transgender Individuals: Clinical Implications. Eastern Area Health Education Center. Greenville, NC.
- Phoenix, T.L. (2016). Wellness in the LGBTQ Community: Addressing Issues of Health Disparities and Micro-Aggressions. 37<sup>th</sup> Minority Health Conference. Chapel Hill, NC.
- Phoenix, T.L. & Konrad, C. (2016). LGBTQ Campus Resource Professionals Institute. Creating Change Conference. Chicago, IL.
- Phoenix, T.L. & Collie, A.C. (2015). Safe Zone 2.0 Constructing an Assessment Based Program. Student Affairs Winter Conference. Chapel Hill, NC.
- Stewart, D.L., Mills-Koonce, W.R., Albritton, T., Phoenix, T.L. (February 17, 2014). Interrupting Heteronormativity in Research: Advocating Inclusive Best Practices. Annual Diversity in Higher Education Series, Chapel Hill, NC.
- Przewoznik, J., Grimmett, J., Phoenix, T.L., Doxey, T.M. (February 6, 2014). Panel Discussion: The Latest in Research and Practice on Prevention and Intervention for Sexual and Intimate Partner Violence Among LGBTQ Populations on College Campuses. Innovations in Domestic and Sexual Violence Research and Practice Conference: Promising Practices for a Peaceful North Carolina, Greensboro, NC.
- Phoenix, T.L. (October 18, 2013). Primary prevention of and response to sexual violence in LGBT communities. Building Resiliency and Cultural Awareness in our Community Conference, Southern Regional Area Health Education Center, Fayetteville, NC.
- Phoenix, T.L. (November 6, 2013). Lesbian, gay, bisexual, and transgender youth in schools. Charlotte Area Health Education Center, Charlotte, NC.

- Phoenix, T.L. (February, 2013). Invited presentation to the UNCW Division of Student Affairs: Inclusion of students of all sexual orientations, gender identities, and gender expressions. University of North Carolina at Wilmington, Wilmington, NC.
- Hernandez, H., Hollingshead, J., & Phoenix, T.L. (November 29, 2012). LGBT Issues and Campus Climate, the Role of Chief Diversity Officers and LGBT Center Directors in Campus Inclusion Efforts. Presented at North Carolina Diversity and Inclusion Partners Conference, Raleigh, NC.
- Phoenix, T.L. & Claybren, K. (November 17, 2012). Organizing an Effective Gender Non-Specific Housing Campaign on Your Campus. Presented at Equality North Carolina Conference, Greensboro, NC.
- Phoenix, T.L. (March, 2012). Culturally competent service to LGBTQ youth in K-12 schools. Presented at the Northwest Spring Regional Meeting of the North Carolina School Social Workers Association, Winston-Salem, NC.
- Phoenix, T.L. (January, 2012). Supporting healthy relationships and addressing interpersonal relationship violence. National Gay and Lesbian Task Force Creating Change Conference, Baltimore, MD.
- Phoenix, T.L. (February 17-18, 2011). Consulting and training to create a Safe Zone program at Purdue University. Presented at the Stewart Center on the campus of Purdue University, West Lafayette, IN.
- Przewoznik, J., & Phoenix, T.L. (May, 2011). How do we talk about the primary prevention of sexual violence in LGBTQ Communities? Presented at North Carolina Coalition Against Sexual Assault iLEAD (Living Every Day Advocating for a Difference) Conference, New Bern, NC.
- Phoenix, T.L., & Berry, K.P. (May, 2011). Organizational accessibility toolkit for working with LGBTQI survivors. Presented at North Carolina Coalition Against Sexual Assault iLEAD (Living Every Day Advocating for a Difference) Conference, New Bern, NC.
- West, Tim'm T., & Phoenix, T. L. (2009). Queer masculinities. Presented at Southeastern Unity Conference, Chapel Hill, NC.
- Jeffers-Brown, D., Phoenix, T. L., & Powell, G. (2003). Benefits and Challenges of Service Learning. Presented at Society of Park and Recreation Educators Teaching Institute, Stillwater, OK.
- Bedini, L. A., & Phoenix, T. L. (2002). The Leisure Of Female Family Caregivers: A Profile. 10th Annual Canadian Conference of Leisure Research, Edmonton, Alberta, Canada.
- Phoenix, T. L. (2001). Diversity in Recreation. Presented at Georgia Recreation and Park Association Hands on Workshop, Athens, GA.
- Phoenix, T. L., Miller, K. D., & Schleien, S. J. (2000) Building Community Through Inclusive Volunteering. Presented at the meeting of National Recreation and Park Association, Phoenix, AZ.
- Phoenix, T. L. (2000). Contributions of Recreation and Leisure to Identity Development. Paper presented at the meeting of the North Carolina Recreation and Park Society-Therapeutic Recreation Division, Hickory, NC.

- Bedini L. A., & Phoenix, T. L. (2000). Differentiating Perceptions of Entitlement to Leisure of Caregivers of Older Adults. Presented at the meeting of National Recreation and Park Association's Symposium on Leisure Research, Phoenix, AZ.
- Miller, K.D., Phoenix, T. L., Schleien, S. J., & Hall, C. (2000). Building Community Through Inclusive Volunteering. Paper presented at the meeting of the North Carolina Recreation and Park Society-Therapeutic Recreation Division, Hickory, NC.
- Bedini, L. A., & Phoenix, T. L. (2000). Integrative Review of Literature on Caregivers and Leisure. Paper presented at the meeting of the Southern Gerontological Association, Raleigh, NC.
- Phoenix, T. L. (1999). Identity Status and Perceived Freedom in Leisure. Presented at the meeting of National Recreation and Park Association's Symposium on Leisure Research, Nashville, TN.
- Phoenix, T. L. (1999). Invited speaker at the annual Career Conversations of the School of Health and Human Performance, UNC-Greensboro, Greensboro, NC.
- Bedini, L. A., & Phoenix, T. L. (1998). Providing leisure to caregivers: Developing workable intervention models. Paper presented at the meeting of the Southeast Therapeutic Recreation Symposium, Savannah, GA.
- Bedini, L. A., & Phoenix, T. L. (1998). Providing leisure to caregivers: Developing workable intervention models. Paper presented at the meeting of the North Carolina Recreation and Park Society-Therapeutic Recreation Division, Atlantic Beach, NC.
- Bedini, L. A., & Phoenix, T. L. (1997). Providing leisure to caregivers: Developing workable intervention models. Paper presented at the annual meeting of the American Therapeutic Recreation Association, Nashville, TN.

## **SELECTED PUBLICATIONS**

- Phoenix, T.L. (2011). Campus climate: Regarding sexual orientation, gender identity, and gender expression. Available from the University of North Carolina at Chapel Hill, Provost's Committee on LGBT Life website: <http://provost.unc.edu/opportunities/lgbtq>
- Phoenix, T. L. (2009). Challenging the gender binary. Carolina Women's Center Newsletter (Spring Issue). University of North Carolina at Chapel Hill, Chapel Hill, NC.
- Phoenix, T. L. (2008). Can I be out here? Heteronormative discourse and safety in leisure settings. (Unpublished doctoral dissertation). University of Georgia, Athens, GA.
- Phoenix, T. L., Miller, K. D., & Schleien, S. J. (2002). Better to give than receive. *Parks & Recreation*, 37(10), 26-33.
- Phoenix, T. L. (2001). Who am I? Identity formation, youth, and therapeutic recreation. *Therapeutic Recreation Journal*, 35, 348-356.
- Phoenix, T. L. (2000). It's up to all of us!: NCRPS-TR Annual Conference. *North Carolina Recreation and Park Review*, 53(5), 14.

- Bedini, L. A., Stone, C. F., & Phoenix, T. L. (2000). Increasing diversity among students in recreation, parks, and leisure studies curricula: A case study. *SCHOLE*, 15, 47-62.
- Bedini, L. A., & Phoenix, T. L. (2000). Recreation programs for caregivers of older adults: A review and analysis of literature from 1990 to 1998. *Activities, Adaptations, & Aging*, 24(2), 17-34.
- Phoenix, T. L. (1999). [Review of the book *A social psychology of leisure*]. *Therapeutic Recreation Journal*, 33, 251-253.
- Phoenix, T. L. (1999). Identity status and perceived freedom in leisure. Abstracts from the 1998 Symposium on Leisure Research, 89.
- Phoenix, T. L. (1999). Identity status and perceived freedom in leisure. Unpublished master's thesis. The University of North Carolina at Greensboro.
- Bedini, L. A., & Phoenix, T. L. (1999). Addressing leisure barriers for caregivers of older adults: A model leisure wellness program. *Therapeutic Recreation Journal*, 33, 222-240.
- Bedini, L. A., & Phoenix, T. L. (1998). Leisure, by any other name...: An integrative review of caregiver leisure. Abstracts from the 1998 Symposium on Leisure Research, 82.

## **EMPLOYMENT HISTORY**

Director of the LGBTQ Center	June 2007-present
Assistant Director	June 2006-June 2007
University of North Carolina at Chapel Hill	

- Supervise all office staff and manage all office programs and functions, including budget; Work with division development officer to identify grants and other funding sources for office initiatives
- Provide leadership in advocating for practice, policy, and procedural changes regarding LGBTQ issues within Student Affairs and the broader campus community (i.e.: help raise awareness and coordinate issues related to LGBTQ students with Campus Health Services, Career Services, Department of Housing, etc.)
- Serve as the liaison for campus LGBTQ issues to various boards or committees as appropriate (including collaboration with Sexuality Studies Program, student organizations and the LGBTQ Advisory Board) with particular attention to raising awareness and addressing the multiple identity needs of LGBTQ (racial, ethnic, socio-economic, ability status, etc.)
- Facilitate outreach to other colleagues/universities at the local, regional and national level, as well as to local, regional and national LGBTQ organizations
- Provide ongoing assessment and follow up related to the campus climate for LGBTQ issues
- Provide leadership in addressing LGBTQ bias related incidents, establishing strong working relations with campus and community police and other support providers
- Provide training for university students, staff and faculty, including Safe Zone and Safe Zone Challenge trainings; Develop new programs and initiatives;
- Serve in advising role to related student organizations as needed Coordinate outreach to graduate, professional and post-doctoral fellow programs to provide programs, resources and support for students specific to their needs

- Serve on Student Affairs and university committees (e.g., Student Affairs Leadership Team, Student Affairs Council, Provost Committee on LGBTQ Life; Search Committees)

Teaching Assistant August 2000 to May 2003  
University of Georgia Athens, GA

- Taught core recreation and leisure courses (e.g., programming, leadership) and therapeutic recreation courses (e.g., facilitation techniques in therapeutic recreation; leisure education)
- Provided course related advising and guidance to undergraduate students

Research Associate/Visiting Lecturer August 1999 to June 2000  
The University of North Carolina at Greensboro Greensboro, NC

- Designed and evaluated inclusive volunteer program to be implemented in Greensboro, NC
- Provided on-site technical support to agencies on including volunteers with disabilities
- Provided administrative assistance to goals of federally funded professional preparation grant
- Conducted statistical analysis of quantitative and qualitative data
- Taught course on inclusion of people with disabilities and underrepresented populations in community recreation programs and agencies

Leisure Educator in the Leisure Lifestyle Center May 1999 to August 1999  
University of Wisconsin-La Crosse La Crosse, WI

- Facilitated leisure education groups at the Center and for various community agencies
- Provided individualized therapeutic recreation assessments
- Provided individualized leisure education services
- Assisted in production of Leisure Lifestyle Center video
- Assisted in development of therapeutic recreation assessment tool

Instructor January 1999 to May 1999 Department  
of Recreation, Parks, and Tourism Greensboro, NC  
The University of North Carolina at Greensboro

- Taught course on inclusion of people with disabilities and underrepresented populations in community recreation programs and agencies
- Advised undergraduate students during spring academic registration

Graduate Research Assistant 1996 to 1998  
Department of Recreation, Parks, and Tourism Greensboro, NC  
The University of North Carolina at Greensboro

- Assisted in writing a U. S. Department of Education, Office of Special Education and Rehabilitation Services Grant Proposal (subsequently funded at \$555,000 3-year)
- Assisted in data collection and analysis of qualitative research study
- Assisted in preparation of federal, national foundation, and local grant proposals
- Co-author of peer reviewed publications

Mental Health Specialist 1992 to 1994  
Charter Behavioral Health System Greensboro, NC

- Implemented treatment and education groups for youth with psychiatric and substance abuse diagnoses
- Documented client progress in medical record
- Evaluated client progress and participated in treatment planning as member of treatment team

Unit Leader  
Camp Ginger Cascades

Summer 1992  
Hickory, NC

- Planned and implemented unit recreation programs within budget and in accordance to goals of agency
- Supervised 3-4 unit staff (depending on the number of campers in unit)

Environmental Educator 1991 to 1992  
Rock Eagle Environmental Education Center

Eatonton, GA

- Facilitated low ropes course and non-competitive games
- Co-facilitated high ropes course
- Taught environmental education classes

Assistant Teacher Counselor  
Wright School Re-Education Center

1990 to 1991  
Durham, NC

- Assisted in planning, implementing, and evaluating individual treatment plans of residents as member of treatment team
- Planned and implemented education and activity programs
- Planned and implemented recreation programs
- Documented residents' daily and monthly progress
- Planned and implemented in-service training programs
- Supervised the 1991 summer intern

Unit Leader  
Camp Occoneechee

Summer 1989  
Lake Lure, NC

- Planned and implemented unit recreation programs within budget and in accordance to goals of agency
- Supervised 3-4 unit staff (depending on the number of campers in unit)
- Facilitated low and high ropes courses

Unit Leader  
Camp Juliet Low

Summers 1987-1988  
Savannah, GA

- Planned and implemented unit recreation programs within budget and in accordance to goals of agency
- Supervised 3-4 unit staff (depending on the number of campers in unit)
- Facilitated low and high ropes courses

Assistant Pool Manager  
Kinston Country Club

Summer 1986  
Kinston, NC

- Assisted pool manager in hiring, training, scheduling and supervising staff
- Responsible for pool maintenance
- Planned and coordinated special events