

Curriculum Vitae

Phoebe Wen Jun Tay

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Languages: English, Singapore Sign Language (SgSL), Australian Sign Language (Auslan), American Sign Language (ASL), International Sign (IS)

Interests: deaf education, deaf studies, identity, multilingualism, language policy, linguistic justice, language ideologies, sociolinguistics, sign language linguistics

CURRENT PROJECTS

SgSL Expert Contractor/Advisory Position with KARA Technologies – commenced 5 hours per week on 3rd August and transitioning to full time independent contractor role on 28 September 2026 for one year. Building an SgSL database and exploring the intersection of SgSL, AI and accessibility.

Digital Fellow - June/July 2025 and May to September 2026

Awarded the **National Library Digital Fellowship**. Working on a digital humanities research project titled *In the Public Eye: Media Narratives of Deaf Identities and Sign Language(s) in Singapore* at National Library Board, Singapore. Started the project in 2025 and requested for deferment to 2026 due to unforeseen circumstances. Public Presentation at NLB Bugis on Saturday 12 September 2026.

ACADEMIC QUALIFICATIONS

2026 **PhD – Interdisciplinary Graduate Program-Global Asia**

Specialisations: Linguistics & Sociology

Nanyang Technological University

Singapore

Passed Qualifying Exam (QE) on August 12, 2022

Defended dissertation on 23 March, 2026

Thesis Advisory Committee:

- Ng Bee Chin (Supervisor)
- Patrick Williams (Co-supervisor)
- Annelies Kusters (Mentor)

PhD dissertation

Tay, P. W. J. (2025). *Navigating language ideologies in a multilingual context: teacher identities of deaf sign language instructors in Singapore* (dissertation). Nanyang Technological University, Singapore. Retrieved from <https://doi.org/10.32657/10356/212766>

2017 **M.A. of Arts in Linguistics**

Gallaudet University

Washington D.C, U.S.A

2017 **M.A. of Arts in International Development**

Gallaudet University

Washington D.C, U.S.A

2014 **Graduate Certificate in Professional Writing**

Deakin University

Melbourne, VIC, Australia

2008 **B.A. of Special Education (Deaf Education specialisation)**

Griffith University

Brisbane, QLD, Australia

SCHOLARSHIPS AND AWARDS

- Visiting Scholar Program (May/June 2023) - Funded by MobileDeaf at Heriot Watt University
- NTU Research Scholarship (2021-2025)
- Gallaudet University Graduate Writing Research Award (2017)
- CJ Moss International Scholarship Fund (2016-2017)
- Scholarship from Department of Linguistics at Gallaudet University (2016-2017)
- PEO International Peace Scholarship (2015-2017)
- Dr Mike Kemp, Sir Memorial Fund (2016)
- Coca-Cola International Scholarship (2015-2016)
- Rotary Scholarship (2015)
- VL2 Student Scholar Award (2014-2015)
- Griffith University Award for Academic Excellence (2004)
- Golden Key International Honor Society for Academic Excellence Award (2004)

PROFESSIONAL MEMBERSHIPS

- The Singapore Association for the Deaf
- Disabled People's Association (Singapore)
- Association for Asian Studies (current)
- Southeast Asian Studies Research Cluster (School of Humanities-NTU) (2021)
- ASEAN Disability Studies Network (2020)
- Sign Language Linguistics Society (2019 to 2022)
- Linguistic Society of America (2018)
- Visual Language and Visual Learning Student Network (2014 to 2017)

- Australian Association of Teachers of the Deaf (2008 to 2012)

BOARD CONTRIBUTIONS

Board member – Disabled People’s Association (August 2025 to current)

EXCO member – The Singapore Association for the Deaf (September 2025 to August 2026)

PUBLICATIONS

Tay, P., & Ng, B. C. (2022). Revisiting the past to understand the present: The linguistic ecology of the Singapore Deaf Community and the historical evolution of singapore sign language (SgSL). *Frontiers in Communication*. <https://doi.org/10.3389/fcomm.2021.748578>

Cooper, A., Holzman, S., Shanks, M., & Tay, P. (2022). Beginning with language: Inclusive education strategies with sign languages in Rwanda, Singapore, United States, and Việt Nam -. In M. J. Schuelka & S. Carrington (Eds.), *Global Directions in inclusive education: Conceptualizations, practices, and methodologies for the 21st Century* (pp. 45–65). New York: Routledge.

Tay, P., Rodriguez, Y., & Allen, T. (under review). *The effects of multilingualism on deaf children’s linguistic and cognitive development*.

Tay, P. (2018, Nov 11). Being d/Deaf in Singapore: A Personal Reflection of Deaf Culture and Identity. Retrieved from <https://s-pores.com/2018/11/being-d-deaf-in-singapore-a-personal-reflection-of-deaf-culture-and-identity-by-phoebe-tay/>

Tay, P. (2014, July 29). *No one-size-fits-all approach to education of deaf children*. The Straits Times. Retrieved from <http://yourhealth.asiaone.com/content/no-one-size-fits-all-approach-education-deaf-children>

- Tay, P. (2014, January 31). *Phoebe Tay: The lessons I learnt from Ceilidh O' Sullivan's work with deaf children in Uganda*. The Limping Chicken. Retrieved from <http://limpingchicken.com/2014/01/31/uganda-deaf-lessons/>
- Tay, P. (2013). *The deaf writer: Does it exist?* In *The Emerging Writer*. Melbourne: Emerging Writer's Festival. [Book Chapter]
- Tay, P. (2013, December 10). *DEAF DEAF SAME*. Human Rights Now. Retrieved from <http://rightnow.org.au/topics/disability/deaf-deaf-same/>
- Tay, P. (2013, August 23). *Me, myself and I*. YMI. Retrieved from <http://ymi.today/2013/08/me-myself-and-i/>

PEER REVIEWER

Deafness & Education International. Reviewed 1 paper in 2023.

Deafness & Education International. Reviewed 1 paper in 2026.

MEDIA COVERAGE

Gabrielle, A., Mungcal, A. K., Tampus, C., Ong, H., & Zi Qi, K. (2024, December 18). *Singapore sign language: The unique, visual language of deaf Singaporeans*. The Straits Times. <https://www.straitstimes.com/multimedia/graphics/2024/12/singapore-sign-language/index.html?shell> (Interviewed on the history and evolution of SgSL and deaf identity)

Shafeeq, S. (2024, October 20). *New E-book on singapore sign language among latest efforts to raise visibility of local signing*. The Straits Times. <https://www.straitstimes.com/singapore/new-e-book-on-singapore-sign-language-among-latest-efforts-to-raise-visibility-of-local-signing> (Interviewed on the SgSL e-book and my opinion on the official recognition of SgSL that is currently being explored by the government)

CONFERENCE PRESENTATIONS

- Tay, P. (2024, June 24-27). *Unveiled Narratives: Unravelling Deaf Identity and Sign Language Politics in Singapore*. Sociolinguistics Symposium 25, Curtin University, Perth, Australia.
- Tay, P. & Machado, R. (2023, June 3-4). *Languages in Contact in Singapore and Brazil*. MobileDeaf Conference, Heriot Watt University. Edinburgh, Scotland.
- Tay, P. (2023, Feb 20). *Multilingual Stories on the Ground: A Narrative Exploration of Deaf Singapore Sign Language (SgSL) Instructors' Identity Construction*. Linguistics & Multilingual Studies (LMS) Research Symposium, Nanyang Technological University. Singapore.
- Tay, P. (2019, July 12-13). *The interrelation of diglossia in multilingual Singapore Society and the Singapore Deaf Community*. Symposium on sociolinguistic variation in signed and spoken languages of the Asia-Pacific region. International Institute for Sign Languages and Deaf Studies, School for Language and Global Studies - University of Central Lancashire.
- Tay, P. (2019, July 11). *The interrelation of diglossia in multilingual Singapore Society and the Singapore Deaf Community*. Colloquium series at the Summer Institute of Linguistics (SIL). The University of North Dakota.
- Cooper, A., & Tay, P. (2017, June 10). *The Power of Multilingual Learning as an Inclusive Strategy*. Global Perspectives: Instructional Strategies for the Special Education Needs of All Students Conference. Center for Global Education - Marymount University. Virginia.
- Tay, P. (2016, October 15). *A Historical Account of the Singapore Deaf Community (1950s to present) - Shifting Identities and Language Usage*. 5th World Federation for the Deaf Regional Secretariat of Asia Conference (October 14-16). Singapore.
- Tay, P. (2012, October). *Teaching 3D Shapes to Deaf Children in the Classroom*. YuMi Deadly Mathematics Summit. Brisbane, Queensland.

POSTER PRESENTATIONS

- Tay, P., Kusters, A., Williams, P., & Ng, B.C. (2024, Sep 5-6). *Iconicity, Fractal Recursivity, and Erasure: Linguistic Differentiation in Sign Language Instruction in Singapore*. Interdisciplinary Workshop on Multilingualism and Multiculturalism (IWMM). Nanyang Technological University, Singapore.

*Note: Co-Won the Best Poster Award at IWMM with another student. Prize was \$125.

- Tay, P. (2019, Sep 26-28). *Revisiting the past to understand the present: The impact of Linguistic Colonialism on the Singapore Deaf Community and the Evolution of Singapore Sign Language*

(SgSL). 13th Conference of Theoretical Issues in Sign Language Research (TISLR13).
Universität Hamburg.

STAFF MEETING PRESENTATIONS

Tay, P. (2019, April 17). Global Deafhood. 2-hour Brown Bag Lunch presentation. Deaf Bible Society.
Arlington Texas.

Tay, P. (2019, Feb 7). *Deaf Utopias: Shared Signing Communities*. Deaf Bible Society. Arlington, Texas.

Tay, P. (2019, Jan 8). *Language attitudes*. Deaf Bible Society. Arlington, Texas.

Tay, P. (2019, Sep). The interrelation of diglossia in multilingual Singapore Society and the Singapore Deaf
Community. Deaf Bible Society. Arlington, Texas.

GUEST SPEAKER PRESENTATIONS

Tay, P. (2022, Dec 6) A guided tour into the world of deaf identities. LEAD Asia-Pacific Literacy &
Education CoP Call (Online).

Tay, P. (2022, July). *Language Attitudes*. Pioneer Bible Translators (Online).

Tay, P. (2020, Apr 23). *A guided tour into the world of deaf identities*. Zoom guest presentation for a
linguistics class. Dallas International University.

Tay, P. (2019, Jul 9). *Sign language rights*. Guest presentation for a university class on
Sociolinguistics. The Summer Institute of Linguistics (SIL): The University of North Dakota.

Tay, P. (2019, Jul 2). *Sign Languages as natural languages*. Guest presentation for a university class
on Morphosyntax of spoken languages: The Summer Institute of Linguistics (SIL). The
University of North Dakota.

PANEL PRESENTATIONS

Tay, P., & Y, A. (facilitators). Ask Me Anything Panel. International Week of the Deaf Celebrations
(September 23-27, 2025). The Singapore Association for the Deaf.

- Tay, P., Chen, A., Loh, L., & Wong, L. H. (2025, July 26). *Post-show Panel Discussion for The Way We Talk*. The Singapore Association for the Deaf and Singapore Film Society.
- Tseng, E., Tay, P., Ong, G., Yap, A., & Tay, A. (2024, September 28). *Deaf Conversations*. International Week of the Deaf Celebrations (September 23-28, 2024). The Singapore Association for the Deaf.
- Yap, A., D' Cotta, B., Tay, P., Loh, T., & Ng, B.C. (2022, September 19). *Languages of Singapore: The Deaf World in Singapore*. [Virtual]. National Library Board, Singapore.
- Tay, P. (facilitator). (2019) *Signing Black in America: A Panel Discussion*. Dallas International University. Dallas Fort-Worth.
- Tay, P., Olasanoye, O., & Aly, H. (2015, October 9). *Lessons to Learn from International Deaf College Students: A Panel Discussion*. 6th Coalition for Global Hearing Health Conference (October 9-10, 2015). Gallaudet University. Washington, D.C.
- Dunbar, J., Li, S. Moody, J. & Tay, P. (2013, August 27). *Meet the Panel - Lost and Sound- Documentary about Music, Deafness and the Brain*. Melbourne, Victoria.

FESTIVAL PRESENTATIONS

- Tay, P. (2013, May 30). *The Deaf Writer- Does it Exist?* The Emerging Writer Festival Launch. The Emerging Writer's Festival. Supported by Arts Access Victoria & Writer's Victoria. Melbourne, Victoria.
- Linder, S., McQuigg, K., Tay, P., Onley-Zerkel, R., & E. (2012, August 31, September 1). *Through Deaf Eyes*. Directed by Medina Sumovic & Jo Dunbar. Melbourne Writer's Festival (2012, August 23 - September 2). Supported by Arts Access Victoria & Writer's Victoria. Melbourne, Victoria.

EMPLOYMENT HISTORY

EMPLOYMENT AT NANYANG TECHNOLOGICAL UNIVERSITY (NTU)

- **Course Instructor – LL5001** Singapore Sign Language Level 1 for 2 semesters (Jan to May 2023 & Aug to Dec 2023)
- **Teaching Assistant – HG2002 Semantics and Pragmatics** (undergraduate module) under Dr Francesco Perono (Aug to Dec 2022)

EMPLOYMENT AT DEAF BIBLE SOCIETY

Linguistics Research Specialist (Full Time) at the Institute of Sign Language Engagement and Training (ISLET). Based at DBS. (November 2018 to June 2020)

Supervisors: Beth Cook and Stuart Thiessen

Key Achievements:

- Josiah School of Translation in Israel (Aug 2019)
 - Developed the curriculum for the Language & Culture course.
 - Co-taught Language & Culture to Deaf translation teams from Rwanda, Tanzania, Uganda, El Salvador and Colombia. Topics covered include:
 - Individual identity and organizational identity
 - Worldview and culture including Deaf Culture
 - International Deafhood
 - Intersectionality
 - Language ideologies
 - Introduction to linguistics (students had a brief overview of the different levels of grammatical organization - phonetics, phonology, morphology, syntax, semantics, pragmatics)
 - Historical change of sign languages
- Affiliate Teaching Faculty at Summer Institute of Linguistics (SIL)- The University of North Dakota (*NOTE: sent by DBS) (May to Jul 2019).

- Co-taught Morphosyntax of Sign Languages with Beth Cook, another staff from DBS.
 - Used as a textbook Baker, A., van den Bogaerde, B., Pfau, R., & Schermer, T. (Eds.). (2016). *The Linguistics of Sign Languages: An Introduction*. John Benjamins Publishing Company
 - The class had 5 students that worked with different sign language communities. Some of these sign languages include Singapore Sign Language (SgSL), Mexican Sign Language (LSM), Dutch Sign Language (NGT), Russian Sign Language and Romanian Sign Language.
- Supported and ran the English mentor class at Deaf Bible society
 - taught individual and group English classes to support Deaf staff who wanted to improve their English.
- Aveditz (a sign language research database)
 - adding resources to the zotero research library
 - researching information about various sign languages around the world and adding information to the database
- Language prioritization projects
 - Assess the readiness of the sign language situations in particular countries to determine suitability for establishing a sign language Bible translation project in the region or if more research such as sociolinguistics surveying needs to be done beforehand.
- Attended the Deaf Academics and Researchers conference in Reykjavik, Iceland in May and TISLR13 in Hamburg, Germany as part of professional development for DBS.

EMPLOYMENT AT GALLAUDET UNIVERSITY

Research Assistant (21hrs/week) at Haskins Laboratories for the Sign Language Acquisition, Annotation, Archiving and Sharing (SLAAASh) project. Based at Gallaudet University. (July 2017 to May 2018)

Principal Investigator: Dr Diane Lillo-Martin

Supervisor: Dr Julie Hochgesang

Key Achievements:

- Annotated and proofed glosses for sign language data using ELAN-The Language Archive software
- Analyzed early acquisition of sign language in young deaf children
- Analyzed variations in signs
- Proposed new signs to the ASL Sign Bank

International Affairs Assistant (20hrs/week) at the Office of Research Support & International Affairs (RSIA) at Gallaudet University. (July 2017 to May 2018)

Supervisor: Danilo Torres (International Liaison Specialist at RSIA)

Key Achievements:

- Assisted with overseeing the World Deaf Leadership Scholarship program
- Assisted with establishing global partnerships between institutions of higher education
- Assisted with coordinating the International Visitors Strategic Program
- Played a support role in internationalization (IZN) initiatives and working groups specifically in the areas of academic and capacity building
- Updated the RSIA website (Content Management Systems)

Graduate Assistant at the Science of Learning Center on Visual Language and Visual Learning (VL2) (October 2014 to May 2017)

Principal Investigator: Dr Thomas Allen

Key Achievements:

1. Updated the VL2 website - Concrete 5 content management system
2. Made brochures and flyers to publicize VL2 resources
3. Administrative duties (typing invoices and organizing orders)
4. Part of the VL2 student network
5. Data Analysis (Early Educational Longitudinal Study)
6. Creating databases

English Coach with the Tutorial Instructional Program (TIP) assisting students with English and writing assignments (August 2014 to December 2014)

EMPLOYMENT IN THE INTERNATIONAL DEVELOPMENT SECTOR

Singapore Association for the Deaf – International Development internship, Singapore (May to July 2016)

Key Achievements

- Did ethnographic fieldwork research on language and identity in the Singapore Deaf Community and documented historical change. Wrote a research paper on findings titled *A Historical Account of the Singapore Deaf Community (1950s to present) - Shifting Identities and Language Usage*.

World Learning – Intern, international development practicum, Washington D.C. (September to November 2015)

Key Achievements:

- Created a website toolkit for international educators on how to be inclusive of deaf students in their program – <http://www.deafeducationworldwide.weebly.com>
- Researched and collected data and resources from many sources
- Gave a presentation on Deaf awareness and on how to use the website

CBM Australia - Intern in the Inclusive Development Department, Box Hill, Melbourne, Victoria, Australia (November 2013 - January 2014)

Key Achievements:

- Carried out internet literature review research on inclusive education for children with a disability in Pakistan Indonesia, Samoa, Laos and Fiji, and compiling 1-page summaries for each on relevant information with references

- Searched online databases for academic articles on several topics related to disability-inclusive development
- Searched for disability inclusive photographs to be uploaded on the website

EMPLOYMENT IN THE COMMUNICATIONS SECTOR

Arts Access Victoria – Intern - Deaf Writers’ Coordinator for Deaf Arts Network, South Melbourne, VIC, Australia (May - December 2013)

Department of Human Services – Office for Disability – www.divine.vic.gov.au

Freelance columnist/writer for Divine website

January 2012 to December 2013

Key Achievements:

- Wrote monthly articles on various topics that got published on the site.

EMPLOYMENT AS A TEACHER OF THE DEAF

Willmott Park Primary School Deaf Facility - <http://www.willmottparkps.vic.edu.au>

Cnr Dorchester Street and Cowes Street, Craigieburn, VIC 3064, Australia

August 2013 - April 2014

Furlong Park School for Deaf Children - www.furlongpark.vic.edu.au/

Cnr Furlong Rd and Cooke Ave, Sunshine North, VIC 3020, Australia

January 2010 – June 2013

St Albans East Primary School Deaf Facility

Station Avenue, St Albans East, VIC 3021, Australia

August 2008 – December 2009

Casual Relief Teaching (2008, 2013-2014)

- Aurora School - preschool and early intervention program
- Rosanna Golf Links Primary School Deaf Facility
- Forest Hill Secondary School
- Charles Latrobe Secondary School
- Victorian College for the Deaf

OTHER WORK/VOLUNTARY EXPERIENCE

- Handled logistics for a US interpreter team from Bethel University to come to Singapore to deliver a one-week interpreter training program (7-12 July 2025)
- Professional Mentor for a student in the Gallaudet University MA in International Development Program (IDMA) (2020)
- Taiwan Mission Trip working with the Taiwanese Deaf Community (2018)
- Green & Grow Club at Gallaudet University (2016)
- Taught Auslan to primary school children (deaf and hearing)
- Organised a Science Fair for all the deaf children in the school (2013)
- Auslan Toastmasters International Club (2013)
- Deaf mentor for families with Deaf children for Deaf Children Australia (2009)
- Applied Cultural Anthropology fieldwork trip to the Philippines with Wycliffe Australia (2007)
 - Resided in the Ifugao community in Piwong village and did a one-to-one interview with a local villager on Ifugao culture and worldview.
- PROBE – one-week introductory linguistics course with Wycliffe Bible Translators Australia (2006)
- Teacher assistant in Brisbane at Warrigal Road State Primary School (2006)
- President of the Overseas Christian Fellowship at Griffith University (2005)

REFEREES

1. Ng Bee Chin (PhD supervisor)

Associate Professor

Nanyang Technological University
School of Humanities - Linguistics and Multilingual Studies
50 Nanyang Ave, Singapore 639798
Mobile: +65 9369 5907 e-mail: mbcng@ntu.edu.sg

2. Annelies Kusters (Mentor in PhD Thesis Advisory Committee)

Professor
Heriot Watt University
Department of Languages and Intercultural Studies
Edinburgh, Scotland
UK EH14 4AS
Mobile: + 44 7474 047023 e-mail: a.kusters@hw.ac.uk

3. Patrick Williams (Co-Supervisor in Thesis Advisory Committee)

Associate Professor
Nanyang Technological University
School of Humanities - Linguistics and Multilingual Studies
50 Nanyang Ave, Singapore 639798
e-mail : patrick.williams@ntu.edu.sg

4. Audrey Cooper

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