
ALYSSA TEDDER-KING

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EDUCATION

PhD in Organizational Behavior 2025 (expected)
The University of North Carolina Chapel Hill, NC

DISSERTATION: Consequences of Allyship Behaviors (Proposal defended January 2024)

My dissertation investigates consequences of allyship for both marginalized individuals and allies. In Chapter 1, I conduct an integrative conceptual review that synthesizes allyship research from sociology, industrial psychology, social psychology, and management. I illuminate how research has disproportionately centered on advantaged individuals despite allyship's stated aim to improve the workplace experiences of marginalized individuals. Even studies focused on the latter, emphasize the symbolic meaning of allyship and its impact on event-specific well-being. I argue that allyship will only foster long-term well-being when it effectively mitigates sources of disadvantage, such as interpersonal and structural discrimination and unequal access to resources. Hence, I conclude that the benefits of allyship are far from not guaranteed. In Chapter 2, I offer novel theorizing centering marginalized individual. I challenge the prevailing assumption that allyship is universally desired across all marginalized individuals. Hence, belonging consequences emerge in the context of congruence (vs. incongruence) in desired and received allyship. I test these hypotheses with various populations including women, racial, and ethnic minorities.

Committee: Elad Sherf (Chair), Marie Mitchell, Shimul Melwani, Timothy Kundro, Allison Gabriel

Master of Science, Counseling Psychology May 2015
The University of Kansas Lawrence, KS

Bachelor of Arts, Sociology May 2011
The University of North Carolina, Graduated with Honors Chapel Hill, NC
Minor: Women & Gender Studies

RESEARCH INTERESTS

- Gender and diversity
- Advocacy and allyship

PUBLICATIONS

Tedder-King, A. & Sherf E. N. (2024). Fairness judgments in the context of structural sexism: The role of beliefs in individual and structural causes of success. *Academy of Management Journal*.

<https://doi.org/10.5465/amj.2022.0776>

Chawla, N., Gabriel, A., Prengler, M., Rogers, K., Rogers, B., **Tedder-King, A.**, & Rosen, C. (2024). Allyship in the fifth trimester: A multi-method investigation of women's postpartum return to work. *Organizational Behavior Human Development Processes*. <https://doi.org/10.1016/j.obhdp.2024.104330>

Tedder-King, A., Prengler, M., & Sherf E. N. (2024). Broadening our sights: Expanding the consequences of allyship for allies. *Current Opinion in Psychology*. <https://doi.org/10.1016/j.copsyc.2024.101902>

INVITED REVISIONS

Tedder-King, A., Prengler, M., Sherf E. N. (2nd Round Revise & Resubmit). Title hidden while under review—Topic: Allyship behaviors: An integrative conceptual review. *Journal of Applied Psychology*.

Kundro, T., **Tedder-King, A.**, Walker, O., Shandell, M. (2nd Round Revise & Resubmit). Title hidden while under review—Topic: responses to women's' reports of workplace abuse. *Organization Science*.

RESEARCH IN PROGRESS

Tedder-King, A., Melwani, S., & Rothman, N. (Manuscript in preparation for submission at *Organization Science*). Cupcakes and conference calls: A model of working mothers' positive adaption to remote work.

McElroy, T., **Tedder-King, A.**, Wellman, N., Woodruff, R., & Maddux, W. (Manuscript in preparation for submission at *Personality and Social Psychology Bulletin*). From studying abroad to leading at home: Short multicultural experiences can facilitate women's leadership development. Target: *Personality and Social Psychology Bulletin*.

Tedder-King, A. & Sherf, E. N. (Additional data collection). Invisible barriers: The challenge of detecting subtle sexism in organizational contexts. Target: *Academy of Management Journal*.

Hussain, I., Sherf E. N., & **Tedder-King, A.** (Additional data collection). Can male allies challenge the status quo? Examining receptivity to men's influence on gender equity issues. Target: *Journal of Applied Psychology*.

Rogers, B., **Tedder-King, A.**, Hart, E. (Data collection). How fear of being cancelled at work curbs discriminatory and diversity endorsing behaviors. Target: *Academy of Management Journal*.

Sezer, O., & **Tedder-King, A.** (Data collection). Mansplaining at work: What is it and what are the effects? Target: *Journal of Applied Psychology*.

Tedder-King, A. & Sherf, E. N. (Data collection). From silence to backlash: The consequences of leaders meeting or violating group advocacy expectations. Target: *Organization Science*.

BOOK CHAPTERS

Duan, C., Brown, C., Blue, E., Jones, L., Love, K., Kizer, B. & **Tedder-King, A.** (2017). Perspectives of women faculty in counseling psychology on work and family. In Alegre de la Rosa (Eds.) *Research on university teaching and faculty development: International perspectives*. (pp. 183-198). Nova Science Publishers.

ONLINE ARTICLES

Chawla, N., Gabriel, A, Prengler, M., Rogers, K., Rogers, B., **Tedder-King, A.**, & Rosen, C. (2024). 4 ways to meaningfully support new mothers returning to work. *Harvard Business Review*.
<https://hbr.org/2024/07/4-ways-to-meaningfully-support-new-mothers-returning-to-work>

Tedder-King, A., & Sherf, E. (2024). The invisible barriers holding top talent back. *MIT Sloan Management Review*. <https://sloanreview.mit.edu/article/the-invisible-barriers-holding-top-talent-back/>

Tedder-King, A., & Czyz, K. (2016). Tips for preparing the expert witness. *The Jury Expert*, 28(1).
<https://thejuryexpert.com/2016/04/tips-for-preparing-the-expert-witness/>

PEER REVIEWED CONFERENCE PRESENTATIONS

- Tedder-King, A. & Sherf, E. N.** (2024). More is not always better: How fit between desired and received allyship influences belonging and inclusion. *Paper presented at the 2024 Academy of Management Research Conference.*
- Kundro, T., **Tedder-King, A.**, Walker, O., Shandell, M. (2023). Reject or protect? Reactions to women's versus men's reports of workplace abuse. *Paper presented at the 2023 Academy of Management Research Conference.*
- Tedder-King, A. & Sherf, E. N.** (2022). The fairness of adjusting resource allocations to address structural sexism: The role of lay theories of success. *Paper presented at the 2022 Academy of Management Research Conference.* <https://doi.org/10.5465/AMBPP.2022.10857symposium>
- Chawla, N., Gabriel, A., Prengler, M., Rogers, K., Rogers, B., **Tedder-King, A.**, & Rosen, C. Navigating the fifth trimester: Understanding the role of allyship in women's postpartum return to work. *Paper presented at the 2022 Academy of Management Research Conference.*
<https://doi.org/10.5465/AMBPP.2022.14525symposium>
- Melwani, S., **Tedder-King, A.**, Rothman, N. (2022). Cupcakes and conference calls: A model of working mothers' positive adaption to remote work. *Paper presented at the 2022 Positive Organizational Psychology Research Conference.*
- Chawla, N., Gabriel, A., Prengler, M., Rogers, K., Rogers, B., **Tedder-King, A.**, & Rosen, C. Navigating the fifth trimester: Understanding the role of allyship in women's postpartum return to work. *Paper presented at the 2022 Positive Organizational Psychology Research Conference.*
- Tedder-King, A. & Sherf, E. N.** (2022). Should that count? Fairness judgments of resource allocations accounting for structural sexism. *Paper presented at the 2022 Dismantling Bias Research to Practice Annual Conference.*
- Hussain, I., Sherf, E. N., & **Tedder-King, A.** (2022). Can male allies speak up? Examining receptivity to men's ideas on gender equity issues. *Paper presented at the 2022 Dismantling Bias Research to Practice Annual Conference.* <https://docs.lib.purdue.edu/cgg/vol3/iss4/4>
- Chawla, N., Gabriel, A., Prengler, M., Rogers, K., Rogers, B., **Tedder-King, A.**, & Rosen, C. Understanding the Post-Partum Transition to Work. *Paper presented at the 2022 Dismantling Bias Research to Practice Annual Conference.* <https://docs.lib.purdue.edu/cgg/vol3/iss4/2>
- Tedder-King, A. & Sherf, E. N.** (2022). Should that count? Fairness judgments of resource allocations accounting for structural sexism. *Paper presented at the 2022 Dismantling Bias Research to Practice Annual Conference.* <https://docs.lib.purdue.edu/cgi/viewcontent.cgi?article=1118&context=cgg>
- Melwani, S., **Tedder-King, A.**, Rothman, N. (2021). Cupcakes and conference calls: A model of positive adaption for working mothers during the COVID-19 pandemic. *Paper presented at the 2021 Academy of Management Annual Conference.* <https://doi.org/10.5465/AMBPP.2021.10241symposium>
- Hussain, I., Sherf, E., & **Tedder-King, A.** (2021). Can male allies speak up? Examining receptivity to men's ideas on gender equity issues. *Paper presented at the 2021 Academy of Management Annual Conference.*
<https://doi.org/10.5465/AMBPP.2021.15631symposium>

- Hussain, I., Sherf, E., & **Tedder-King, A.** (2021). What does it mean for male allies to show support? Examining reactions to men's belief-challenging voice on gender equity issues. *Paper presented at the 2021 Society for Personality and Social Psychology Virtual Conference.*
- Duan, C., **Tedder-King, A.**, Lei, Y., Kloos, K., Sager., K., Li, S. (2016, August). An examination of cultural values and preference for counseling among college students. *Poster presented at the American Psychological Association National Conference, Denver, Colorado.*
- Backer, A. L., **Tedder-King, A.** (2014, November). Exploring gender differences in mental health. *Poster presented at the Annual Conference of Greater Kansas City Psychological Association, Overland Park, KS.*
- Tedder-King, A. L.**, Backer, A., Kloos, K. (2014, January). Intersectionality of LGBTQ and faith identity development: A much needed exploration. *Roundtable discussion presented at the National Multicultural Conference and Summit, Atlanta, Georgia.*
- Tedder-King, A.**, Backer, A. L. (2014, March). What is acceptance and commitment therapy? *Poster presented at the Dr. Lloyd Student Symposium at the Kansas Counseling Association Convention, Manhattan, KS.*

TEACHING EXPERIENCE

Executive Team Building, TA Co-Lead <i>MBA 801: Leadership & Management in Organizations, The University of North Carolina</i>	Fall 2020 – Spring 2024 Chapel Hill, NC
Executive Team Building, Facilitator <i>MBA 801: Leadership & Management in Organizations, The University of North Carolina</i> Average Facilitator Rating: 4.87/5 (11 sessions)	Spring 2020 - Spring 2024 Chapel Hill, NC
Teaching Assistant <i>BUSI 404: Ethics, The University of North Carolina</i>	January – May 2023 Chapel Hill, NC
Teaching Instructor <i>BUSI 405: Intro to Organizational Behavior, The University of North Carolina</i> Teaching Evaluation: 4.4/5	January – May 2022 Chapel Hill, NC
Teaching Instructor <i>Liberal Arts & Sciences 575: Internship Exploration, The University of Kansas</i>	May – August 2014 & 2015 Lawrence, KS

HONORS

Peggy Lee-Sunil Mahal Award for Excellence, The University of North Carolina	May 2024
Sue McMillion Smith School Scholarship, The University of Kansas	August 2014 – May 2015
School of Education Merit Scholarship, The University of Kansas	August 2014 – May 2015
1st place poster, Kansas Counselors Association Convention	March 2014
Dean's List, eight semesters, The University of North Carolina	August 2007 – May 2011

PROFESSIONAL INVOLVEMENT AND SERVICE

Service to Academic Community	
Ad-hoc Reviewer Personnel Psychology	2024
Ad-hoc Reviewer	2022

Organizational Behavior and Human Decision Processes OB Diversity, Equity, & Inclusion (DEI) Co-Chair Kenan Flagler Organizational Behavior	2022 – 2023
Content Editor WorkTies Blog — The science of relationships at work	2022 – 2023
PhD Application Reviewer Kenan Flagler Organizational Behavior PhD Program	2021
Student Diversity Committee Kenan Flagler Organizational Behavior PhD Program	2021 – 2022
Annual Conference Submission Reviewer Academy of Management Conference	2020, 2023
Recruiter Special Interest Group Member Society for Human Resources Management	August 2017 – July 2019
Master's Student President Counseling Psychology Student Organization, University of Kansas	September 2013 – May 2015
ACT Campus Representative Advocacy Coordinating Team - American Psychological Association of Graduate Studies	August 2014 – May 2015
APA Campus Representative American Psychological Association Division 35	June 2014 – May 2015
Proposal Reviewer National Multicultural Conference and Summit	2014

AFFILIATIONS

Academy of Management Association	2020 – Present
Kansas City Young Friends of the Women's Employment Network	Fall 2015 – 2016
American Society of Trial Consultants	November 2015 – 2016
American Counseling Association	January 2014 – 2016
American Psychological Association	October 2013 – 2015
APA Society of Counseling Psychology	October 2013 – 2015
APA Society of the Psychology of Women	October 2013 – 2015
APA Society of Lesbian, Bisexual & Transgender Concerns	October 2013 – 2015
APA Society for Vocational Psychology	October 2013 – 2015

PROFESSIONAL EXPERIENCE

Senior Associate, Career Transition <i>Waldron</i> <i>HR consultancy, provides company-sponsored career transition services to individuals at all levels following lay-offs and reductions-in-force.</i>	August 2017 – July 2019 Seattle, WA
Jury Research Consultant <i>Litigation Insights</i> <i>Trial consulting company, plans 1 – 3-day research projects to test legal case themes for corporate clients.</i>	August 2015 – 2017 Overland Park, KS
Career Counselor	August 2013 – January 2015

The University of Kansas, University Career Center

Lawrence, KS