
ALYSSA TEDDER-KING

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EDUCATION

PhD in Organizational Behavior May 2025
Kenan Flagler Business School, The University of North Carolina at Chapel Hill Chapel Hill, NC

Dissertation Committee: Elad Sherf (Chair), Marie Mitchell, Shimul Melwani, Timothy Kundro, Subra Tangirala

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

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

ACADEMIC POSITIONS

Assistant Professor, Management and Organization August 2025
Robert H. Smith School of Business, The University of Maryland College Park, MD

REFEREED JOURNAL PUBLICATIONS

Tedder-King, A., Prengler, M. K., & Sherf, E. N. (2025). The mitigation-signaling model: An integrative conceptual review of allyship behaviors' consequences for marginalized individuals [Monograph⁴]. *Journal of Applied Psychology*. <https://doi.org/10.1037/apl10001286>

⁴ The Monograph designation indicates work that makes a particularly substantial and significant contribution to the field, as decided by the Senior Editorial Team of the *Journal of Applied Psychology*. On average, less than one article per year is selected, making it a "rare and high distinction" at the journal.

*Recipient of the 2026 [Saroj Parasuraman Outstanding Publication Award](#) from the Diversity, Equity, and Inclusion Division of the Academy of Management

Kundro, T., **Tedder-King, A.**, Walker, O., Shandell, M. (2025). Reject or protect? Corrective action in response to women's versus men's reports of workplace abuse. *Organization Science*.
<https://doi.org/10.1287/orsc.2024.18712>

Tedder-King, A., Prengler, M. K., & 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>

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>

*Recipient of the 2025 [Saroj Parasuraman Outstanding Publication Award](#) from the Diversity, Equity, and Inclusion Division of the Academy of Management

Chawla, N., Gabriel, A., Prengler, M. K., 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 and Human Decision Processes*. <https://doi.org/10.1016/j.obhdp.2024.104330>

*Recipient of the Darden School of Business' 2025 Wells Fargo Award for Excellence in Significant Publication in a Peer-Reviewed, Discipline-Based Journal

RESEARCH INVITED FOR REVISION

Prengher, M. K., **Tedder-King, A.**, & Bolino, M. (1st Round R&R). Title blinded for peer review. Topic: Impact of Ally Motivation. *Academy of Management Review*.

Tedder-King, A., Foster-Gimbel, O., & Sherf, E. N. (1st Round R&R). Title blinded for peer review. Topic: Evaluations of Allies. *Current Directions in Psychology*.

SELECT RESEARCH IN PROGRESS

Tedder-King, A., Sherf, E. N., Issakyan, S. (Additional data collection). More is not always better: How fit between desired and received allyship behaviors influences belonging. Target: *Academy of Management Journal*.

Tedder-King, A., Melwani, S., & Rothman, N. (Manuscript in preparation for submission). Cupcakes and conference calls: A model of positive adaptation for working mothers. Target: *Journal of Applied Psychology*.

Tedder-King, A., Rogers, B., Gabriel, A., Ladge, J., & Little, L. (Data analysis). Postpartum experiences of motherhood confidence. Target: *Journal of Applied Psychology*.

Tedder-King, A., Luo, Y*. (Data collection). Allyship dilemma: Emphasizing group vs. personal identity. Target: *Journal of Applied Psychology*.

Tedder-King, A. & Alajeel, N*. (Data collection). Was that discrimination? The social resolution of ambiguous mistreatment at work. Target: *Academy of Management Journal*.

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

Hussain, I. & **Tedder-King, A.** (Data collection). Differentiating psychological safety from safetyism. Target: *Journal of Applied Psychology*.

* Denotes a PhD student

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.

POPULAR PRESS PUBLICATIONS

Tedder-King, A., Prengher, M. K., Sherf, E. N. (2025). Effective allies don't just offer support - They change systems. *MIT Sloan Management Review*. <https://sloanreview.mit.edu/article/effective-allies-dont-just-offer-support-they-change-systems/>

- Kundro, T., **Tedder-King, A.**, Walker, O., & Shandell, M. (2025). Women's complaints of workplace abuse get ignored more than men's. *Harvard Business Review*. <https://hbr.org/2025/06/research-womens-complaints-of-workplace-abuse-get-ignored-more-than-mens>
- 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/>

SELECT REFEREED CONFERENCE PRESENTATIONS

- Tedder-King, A.** Melwani, S., & Rothman, N. (2026). Cupcakes and conference calls: A model of positive adaptation for working mothers. *Paper presented at the 2026 Academy of Management Annual Conference*.
- Rogers, B., **Tedder-King, A.**, Hart, E., & Piscione, A. (2025). How the fear of being canceled at work curbs diversity endorsing behaviors. *Paper presented at the 2026 Academy of Management Annual Conference*.
- Tedder-King, A.** & Luo, Y. (2026). Seen as an individual or seen as a group member? Identity pathways of allyship at work. *Poster presented at the Working Well Conference*.
- Tedder-King, A.** (2025). More is not always better: How fit between desired and received allyship behaviors influences belonging and inclusion. *Paper presented at the 2025 Advancing the Allyship Agenda Conference*.
- Tedder-King, A.** (2025). Allyship dilemma: Emphasizing group vs. personal identity. *Paper presented at the 2025 Positive Organizational Psychology Research Conference*.
- Rogers, B., **Tedder-King, A.**, Hart, E., & Piscione, A. (2025). How the fear of being canceled at work curbs diversity endorsing behaviors. *Paper presented at the 2025 Positive Organizational Psychology Research Conference*.
- 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. (2022). 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>
- Chawla, N., Gabriel, A., Prengler, M., Rogers, K., Rogers, B., **Tedder-King, A.**, & Rosen, C. (2022). 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.*

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. (2022). 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>

Hussain, I., Sherf, E. N., & **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.2021.15631.symposium>

Hussain, I., Sherf, E. N., & **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., 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 Counselors Association Convention, Manhattan, KS.*

INVITED RESEARCH PRESENTATIONS AND CONFERENCE PANELS

2025

University of Maryland, Robert H. Smith School of Business

University of Texas at Austin, McCombs School of Business

Emory University, Goizueta Business School

TEACHING EXPERIENCE

Robert H. Smith School of Business, The University of Maryland

Leading and Managing People, Undergraduate Program

Motivation at Work, PhD Seminar

College Park, MD

January – May 2026

October – December 2025

Kenan-Flagler School of Business, The University of North Carolina

Leadership & Management in Organizations, Executive MBA Program

Leadership & Management in Organizations, Weekend MBA Program

Average Facilitator Rating: 4.87/5 (11 sessions)

Intro to Organizational Behavior,

Chapel Hill, NC

Fall 2020 – Spring 2024

Spring 2020 - Spring 2024

January– May 2022

Teaching Evaluation: 4.4/5

The University of Kansas
Liberal Arts & Sciences Internship Exploration

Lawrence, KS
 May – August 2014 & 2015

HONORS & AWARDS

Saroj Parasuraman Outstanding Publication Award, DEI Division, AOM	2026
Saroj Parasuraman Outstanding Publication Award, DEI Division, AOM	2025
Peggy Lee-Sunil Mahal Award for Excellence, The University of North Carolina	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

University of Maryland

PhD Admissions Committee	2025-Present
Speaker Series Coordinator	2025-Present

University of North Carolina

OB Diversity, Equity, & Inclusion (DEI) Co-Chair	2022 – 2023
PhD Admissions Committee	2021
Student Diversity Committee	2021 – 2022

Academic Profession

WorkTies Blog Content Editor	2022 – 2023
Academy of Management Conference allyship micro-community meet-up host	2023

Ad-hoc & Conference Reviewer

Journal of Applied Psychology
 Academy of Management Journal
 Organization Science
 Personality and Social Psychology Bulletin
 Personnel Psychology
 Organizational Behavior and Human Decision Processes
 Academy of Management Conference

NON-ACADEMIC PROFESSIONAL EXPERIENCE

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