
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 Organizations August 2025
Robert H. Smith School of Business, The University of Maryland College Park, MD

RESEARCH INTERESTS

- Gender and diversity
- Advocacy and allyship

REFEREED JOURNAL PUBLICATIONS

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

⁴The 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.

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., & 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., 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>

SELECT RESEARCH IN PROGRESS

- Tedder-King, A.** (Data collection). More is not always better: How fit between desired and received allyship behaviors influences belonging and inclusion.
- Tedder-King, A.**, Petsko, C., Sherf, E. (Data collection). Allyship dilemma: Emphasizing group vs. personal identity.
- McElroy, T., **Tedder-King, A.**, Wellman, N., Woodruff, R., & Maddux, W. (Manuscript in preparation for submission at *Personnel Psychology*). From studying abroad to leading at home: Short multicultural experiences can facilitate women's leadership development.
- 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.
- Rogers, B., **Tedder-King, A.**, Hart, E., Piscione, A. (Data collection). How fear of being cancelled at work curbs discriminatory and diversity endorsing behaviors. Target: *Academy of Management Journal*.
- Hussain, I., Sherf E. N., & **Tedder-King, A.** (Data collection). Differentiating psychological safety from safetyism. Target: *Journal of Applied Psychology*.

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

- Kundro, T. **Tedder-King, A.**, Walker, O., & Shandell, M. 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/>

REFEREED CONFERENCE PRESENTATIONS

- 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. 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.2021.15631.symposium>
- 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	Fall 2020 – Spring 2024
<i>MBA 801: Leadership & Management in Organizations, The University of North Carolina</i>	Chapel Hill, NC
Executive Team Building, Facilitator	Spring 2020 - Spring 2024
<i>MBA 801: Leadership & Management in Organizations, The University of North Carolina</i>	Chapel Hill, NC
Average Facilitator Rating: 4.87/5 (11 sessions)	
Teaching Assistant	January – May 2023
<i>BUSI 404: Ethics, The University of North Carolina</i>	Chapel Hill, NC
Teaching Instructor	January – May 2022
<i>BUSI 405: Intro to Organizational Behavior, The University of North Carolina</i>	Chapel Hill, NC
Teaching Evaluation: 4.4/5	
Teaching Instructor	May – August 2014 & 2015
<i>Liberal Arts & Sciences 575: Internship Exploration, The University of Kansas</i>	Lawrence, KS

HONORS & AWARDS

Saroj Parasuraman Outstanding Publication Award, DEI Division, AOM	2025
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	
Speaker Series Co-Coordinator	2025-2026
University of Maryland, College Park	
Ad-hoc Reviewer	2025
Organization Science	
Ad-hoc Reviewer	2025
Personality and Social Psychology Bulletin	
Ad-hoc Reviewer	2024 - Present
Personnel Psychology	
Ad-hoc Reviewer	2022 - Present
Organizational Behavior and Human Decision Processes	
OB Diversity, Equity, & Inclusion (DEI) Co-Chair	2022 – 2023
Kenan Flagler Organizational Behavior	
Content Editor	2022 – 2023
WorkTies Blog — The science of relationships at work	
PhD Application Reviewer	2021
Kenan Flagler Organizational Behavior PhD Program	
Student Diversity Committee	2021 – 2022
Kenan Flagler Organizational Behavior PhD Program	
Annual Conference Submission Reviewer	2020, 2023
Academy of Management Conference	
Recruiter Special Interest Group Member	August 2017 – July 2019
Society for Human Resources Management	
Master's Student President	September 2013 – May 2015
Counseling Psychology Student Organization, University of Kansas	
ACT Campus Representative	August 2014 – May 2015
Advocacy Coordinating Team - American Psychological Association of Graduate Studies	
APA Campus Representative	June 2014 – May 2015
American Psychological Association Division 35	
Proposal Reviewer	2014
National Multicultural Conference and Summit	

NON-ACADEMIC PROFESSIONAL EXPERIENCE

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