FLORIDA STATE UNIVERSITY COLLEGE OF BUSINESS

IS THE ALLY HELPING OR HURTING YOU? AN EMPIRICAL RESEARCH STUDY ON

ALLYSHIP EXPERIENCES OF MARGINALIZED EMPLOYEES

By

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A Dissertation submitted to the Department of Management in partial fulfillment of the requirements for the degree of Doctor of Philosophy Yingge Li defended this dissertation on June 26th, 2024. The members of the supervisory committee were: Shanna R. Daniels Professor Co-Directing Dissertation Samantha Paustian-Underdahl Professor Co-Directing Dissertation Lyndsay Jenkins University Representative Remy Jennings Committee Member

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