

AQSA DUTLI

Department of Organizational Behavior and Human Resources Management
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EDUCATION

- Ph.D. Purdue University** Expected 2027
Management (OBHR), Mitch Daniels School of Business
Dissertation: From Disclosure to Diffusion: Introducing Disclosure Seeding in the Workplace (Proposing May 11, 2026)
Dissertation Committee: Allison S. Gabriel (Chair), Jordan Nielsen, Lindsay Rosokha, and Dave Arena, Jr.
- B.B.A. University of Toronto** April 2021
Specialist in Management (with Distinction), Minor in Psychology

RESEARCH INTERESTS

- Interpersonal communication and relationships
- Gender and women's health
- Identities and disclosure in the workplace

REFEREED PUBLICATIONS

Gabriel, A. S., Lee, Y. E., Koopman, J., Rosen, C. C., **Dutli, A.**, & Bush, J. T. (2025). The receipt of venting at work: A multi-study investigation of affective and behavioral reactions for venting recipients. *Personnel Psychology*, 78(2), 205-227.

Dutli, A., Gabriel, A. S., Trougakos, J. P. (2024). A revisionist history approach to the study of emotional labor: Have we forgotten display rules and service contexts? *Journal of Management Inquiry*, 33(4), 351-356.

MANUSCRIPTS UNDER REVIEW/REVISION

Jones, K. P., Arena Jr., D. F., Gabriel, A. S., **Dutli, A.**, & Chen, P. Infertility and work. (1st revision of proposal). *Journal of Organizational Behavior*.

RESEARCH IN PROGRESS

Dutli, A., Gabriel, A. S., Chawla, N., & Sawyer, K. B. (Writing). Menstruation disclosure at work. Target: *Journal of Applied Psychology*

Winner of the 2024 Society for Industrial and Organizational Psychology Hebl Grant for Reducing Gender Inequities in the Workplace Award

Winner of a 2024 Daniels School of Business Research Fund Award

Winner of a 2023 KDSA Symposium Best Paper Presentation Award

Dutli, A. (Study design; dissertation proposal). Disclosure seeding at work. Target: *Academy of Management Journal*

Dutli, A. (Study design). Performative Pain. Target: *Journal of Applied Psychology*

Chawla, N., Kwon, S. H., Gabriel, A. S., & **Dutli, A.** (Data analysis). Parental and work identity. Target: *Journal of Applied Psychology*

BOOK CHAPTERS

Gabriel, A. S., Thapa, S., **Dutli, A.,** & Tay, L. (2025). Quantitative advances in the study of emotion regulation at work. *Handbook of Emotion Regulation at Work*, 368-388.

Gabriel, A. S., **Dutli, A.,** Lin, Y., & Sawyer, K. B. (2025). Menstrual, antepartum, and postpartum health at work. In J.H. Mills, A.J. Mills, K.S. Williams, & R. Bendl (Eds.), *Elgar Encyclopedia of Gender and Management*.

Sawyer, K. B., Gabriel, K., **Dutli, A.,** & Gabriel A. S. (2025). Work-family conflict and gender. In J.H. Mills, A.J. Mills, K.S. Williams, & R. Bendl (Eds.), *Elgar Encyclopedia of Gender and Management*.

CHAired CONFERENCE SESSIONS (* denotes equal contribution)

Dutli, A., & Gabriel, A.S. (2024, August). New directions in facilitating and supporting stigmatized conversations in the workplace. Symposium presented at the 84th Annual Conference of the Academy of Management, Chicago, IL.

Dutli A., K.P. Zipay, & J. Zhou (2024, August), The interface between work and home: Work recovery strategies. Symposium presented at the 84th Annual Conference of the Academy of Management, Chicago, IL.

Dutli, A., Lin, Y., & Gabriel, A. S. (2023, August). Let's give them something to talk about: Conversations at the work-family interface. Symposium presented at the 83rd Annual Conference of the Academy of Management, Boston, MA.

Barli, S.*, **Dutli, A.***, & Chawla, N. (2021, April). Employee emotions during COVID-19 and their impact on performance and well-being. Symposium presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Virtual.

CONFERENCE PRESENTATIONS

Dutli, A., Gabriel, A.S., Chawla, N., & Sawyer, K.B. (2026, August). Understanding menstruation motives and disclosures in the workplace: A mixed methods investigation. Presenting poster at the 86th Annual Conference of the Academy of Management, Philadelphia, PA.

Dutli, A., Trougakos, J.P., Gabriel, A.S., Sonnentag, S., & Dahling, J.J. (2024, August). The motivational benefits of reattachment at work: A self-determination theory perspective. In A. Dutli, K.P. Zipay, & J. Zhou (Chairs), The interface between work and home: Work recovery strategies. Symposium presented at the 84th Annual Conference of the Academy of Management, Chicago, IL.

Dutli, A., Gabriel, A.S., Chawla, N., & Sawyer, K.B. (2024, August). Understanding menstruation motives and disclosures in the workplace: A mixed methods investigation. In A. Dutli & A.S. Gabriel (Chairs), New directions in facilitating and supporting stigmatized conversations in the workplace. Symposium presented at the 84th Annual Conference of the Academy of Management, Chicago, IL.

Gabriel, A.S., Shockley, K.M., **Dutli, A.**, Dodd, H., & Buchanan, B.E. (2024, August). From grief to hope and back again: The emotional complexities of infertility journeys at work. In J. Woodall (Chair), A conversation worth having: The spillover effects of reproductive health hardships in the workplace. Symposium presented at the 84th Annual Conference of the Academy of Management, Chicago, IL.

Dutli, A., Gabriel, A. S., Chawla, N., & Sawyer, K. B. (2024, April). Understanding menstruation motives and disclosures in the workplace: A mixed methods investigation. In D. Zeytun & A. A. Grandey (Chairs), Working women's menstrual and menopausal experiences and behaviors. Paper to be presented at the 37th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Gabriel, A. S., Koopman, J., Rosen, C., Lee., Y. E. **Dutli, A.**, & Bush, J. T. (2023, August). The maladaptive and adaptive effects of receipt of venting at work. In Dutli, A., Lin, Y., Gabriel, A. S. (Chairs), Let's give them something to talk about: Conversations at the work-family interface. Symposium presented at the 83rd Annual Conference of the Academy of Management, Boston, MA.

Dutli, A., & Leonardelli, G. J. (2021, July). Regulatory focus and negotiation initiation. Paper presented at the International Association for Conflict Management Conference, Virtual.

Radhakrishnan, P., Zhao, X., Toh, S. M., & **Dutli, A.** (2020, April). Triple jeopardy? The role of social dominance orientation in predicting the effect of professor race and gender on

student evaluations. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Virtual.

TEACHING EXPERIENCE

Purdue University (Course Instructor)

- Human Resource Management (scheduled for Spring 2027); Undergraduate
- Introduction to Organizational Behavior (Spring 2026); Undergraduate; Evaluation: 4.6/5
 - *Received the Distinguished Student Teaching Award*

University of Toronto (Undergraduate Teaching Assistantship)

- Managing the Business Organization
- Occupational Health and Safety
- Management Communications Co-op
- Management Communications Non Co-op
- Principles of Marketing

PROFESSIONAL AFFILIATIONS

- Society for Industrial and Organizational Psychology, 2022 – Present
- Academy of Management (OB, HR), 2022 – Present