

# MIKAELA K. SPRUILL, PH.D.

SPARQ (Social Psychological Answers to Real-world Questions) Research Center  
Department of Psychology, Stanford University  
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## ACADEMIC POSITIONS

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2023-Present SPARQ Postdoctoral Research Fellowship; Stanford University  
*Criminal Justice Fellow*

## EDUCATION

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2023 Ph.D., Psychology; Cornell University  
*Concentration: Social and Personality Psychology*

2021 M.A., Psychology; Cornell University

2018 M.A., Psychology; Wake Forest University

2016 B.S., Neuroscience, *with honors*; The College of William & Mary

## EDITORIAL POSITIONS

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2024-Present Editorial Fellow; *Psychology, Public Policy & Law*

## RESEARCH FOCUS

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Social cognition, Psychology & Law, Inequality, Experimental Jurisprudence

## PEER-REVIEWED PUBLICATIONS & MANUSCRIPTS

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**Spruill, M.,** & Hans, V. P. (in press). Trial by Jury: Psychological Research Contributions to an Enduring Legal Institution. *Research Handbook in Law and Psychology*. Elgar.

Niederdeppe, J., Liu, J., **Spruill, M.,** Lewis, N. A., Jr., Moore, S., Fowler, E. F., & Gollust, S. E. (2023). Strategic messaging to promote policies that advance racial equity: What do we know, and what do we still need to learn? *The Milbank Quarterly*. <https://doi.org/10.1111/1468-0009.12651>

**Spruill, M.,** & Lewis, N. A., Jr. (2023). How do we come to judge what is “reasonable”? Effects of legal and sociological systems on human psychology. *Perspectives on Psychological Science*. 18(2) 378–391. <https://doi.org/10.1177/17456916221096110>

Tepper, S. J., **Spruill, M.**, Premachandra, B., & Lewis, N. A., Jr. (2022). Surveys as Conversations between Makers and Takers: A Conversational Framework for Assessing and Responding to Community Needs. *Analyses of Social Issues and Public Policy*. <https://doi.org/10.1111/asap.12326>

**Spruill, M.**, & Lewis, N. A., Jr. (2022). Legal Descriptions of Police Officers Affect How Citizens Judge Them. *Journal of Experimental Social Psychology*, 101, 104306. <https://doi.org/10.1016/j.jesp.2022.104306>

## Submitted Manuscripts

**Spruill, M.** & Krosch, A. R. (under review). Socioeconomic Stereotypes Undermine Support for Reparations.

## FELLOWSHIPS, AWARDS, AND GRANTS

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| 2023 | National Science Foundation Social, Behavioral, and Economic Sciences (SBE) Postdoctoral Research Fellowship - #2313945 (\$160,000- <i>awarded, declined</i> ) |
| 2023 | The 2023 Significant Paper Award, The Cornell Psychology Department  |
| 2023 | Edward A. Bouchet Graduate Honor Society Inductee  |
| 2022 | American Psychology-Law Society (AP-LS) Conference Travel Award  |
| 2022 | Featured Speaker, Cornell Graduate School Dean's Scholars Ceremony   |
| 2022 | The Advanced Career Student Exemplary Service Award, Cornell Office of Inclusion and Student Engagement  |
| 2021 | Mentorship Award, The Cornell Psychology Department  |
| 2021 | American Psychological Association Minority Fellowship Program: Psychology Summer Institute  |
| 2021 | The Dalmas A. Taylor Memorial Summer Minority Policy Fellowship, Society for the Psychological Study of Social Issues (\$3,000)                                |
| 2021 | The Stephen and Margery Russell Distinguished Teaching Award, Cornell University (\$1,500)   |
| 2020 | The Jenessa Shapiro Graduate Research Award, Society for Personality and Social Psychology (\$1,000)   |
| 2019 | Society for Personality and Social Psychology Diversity Graduate Travel Award  |
| 2019 | Center for the Study of Inequality Seed Grant, Cornell University (\$1,500)  |

- 2018 - 2023 Cornell Graduate School Dean's Excellence Fellowship  
 2017 Alumni Graduate Student Travel Award, Wake Forest University
- 2017 Summer Research Grant, Wake Forest University
- 2016 Alumni Graduate Student Travel Award, Wake Forest University
- 2016 – 2018 Full Graduate Assistantship and Tuition Waiver, Wake Forest University
- 2016 Honors in Undergraduate Research, The College of William & Mary
- 2015 - 2016 Vice Provost Research Grant, The College of William and Mary

## INVITED TALKS & LECTURES

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### Academic Colloquia

- Spruill, M.** (2023, October). Determining What is Reasonable: How Social Stratification informs Jury Decision Making. *Psychology Speaker Series, Ball State University, Virtual.*
- Spruill, M.** (2023, October). Determining What is Reasonable: How Social Stratification informs Jury Decision Making. *Psychological and Brain Science Speaker Series, University of Delaware, Virtual.*
- Spruill, M.** (2023, January). Legal Inequity in Context: Theoretical and Empirical Insights into our Judgments and Decisions. *Law and Behavioral Science Speaker Series, Arizona State University, Virtual.*
- Spruill, M.** (2022, September). How do we come to judge what is “reasonable”? The effects of legal and sociological systems on human psychology. *Center for Policing Equity, Yale University, Virtual.*
- Spruill, M.** (2022, September). Legal Inequity in Context: Insights into our Judgments and Decisions. *Social Psychology Brown Bag Series, University of Virginia, Virtual.*
- Spruill, M.** (2021, August). What is Reasonable? Social and Moral Cognition in the Context of the Legal System. *Columbia Social and Moral Cognition Lab, Columbia University, Virtual.*

### Public Outreach

- Spruill, M.** (2024, February). Reparations as Racial Justice Panel. *Pathways of Public Service, Stanford University, Stanford, California.*
- Spruill, M.** (2022, October). Psychological Barriers to Reparations: Effects of Framing & Stereotypes. *Reparations Narratives Lab, Liberation Ventures, Virtual.*

Krosch, A. K. & Spruill, M. (2022, April). Psychological Barriers to Reparations. *2022 Inclusive Excellence Summit – Truth and Reconciliation, Cornell University, Ithaca, NY.*

Spruill, M. (2021, May). Juneteenth Celebration Reparations Panel, *University of Chicago, Virtual.*

## CONFERENCE PRESENTATIONS

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### Chaired Conference Symposia

Spruill, M., & Harrington, H. (2023, February). The Psychology of Institutions: Evidence from Legal Contexts. *The Society for Personality and Social Psychology, Atlanta, Georgia.*  
Speakers: Hope Harrington, Mikaela Spruill, Alexa Tullett, Isla Skinner & Kayla A. Burd

### Conference Panel Presentations

Spruill, M., Jerald, M., Perez, M., & Murrar, S. (2024, February). Antiracist Resources and Actions in Academia. Panel discussion to be given at *The Society for Personality and Social Psychology, San Diego, California.*

### Conference Presentations

\*Denotes undergraduate student author

Spruill, M., Lewis, N. A., Jr., & Hans, V. P. (2023). How Social Stratification Shapes Juries. In symposium *The Impact of Racial Bias in Mock Jury Selection, Composition, and Decision-Making. American Psychology-Law Society Conference, Philadelphia, Pennsylvania.*

Spruill, M., & Lewis, N. A., Jr. (2022). Legal Descriptions of Police Officers Affect How Citizens Judge Them. In symposium *Law and Justice. Society for the Psychological Study of Social Issues, San Juan, Puerto Rico.*

Spruill, M., & Lewis, N. A., Jr. (2022). How Do We Decide what is Reasonable? The Effects of Prior Experiences and Context on Americans' Judgements. Data Blitz. *Society for Personality and Social Psychology, Virtual.*

Spruill, M., & Lewis, N. A., Jr. (2022). How Reasonable are Police Officers? How Prior Experiences and Jury Instructions Affect Americans' Judgements. Poster. *Society for Judgement & Decision Making, Virtual.*

Spruill, M., & Lewis, N. A., Jr. (2021). How Reasonable are Police Officers? It Depends on Jury Instructions. Poster. *Society for the Psychological Study of Social Issues, Virtual.*

\*Arshad, K, **Spruill, M.** & Zayas, V. (2021). Choking under Pressure: The Impact of the Model Minority Stereotype on Stress, Working Memory and Test Performance. Poster. *Cornell Undergraduate Psychology Conference, Virtual.*

\*Arshad, K, **Spruill, M.** & Zayas, V. (2021). Effects of the Model Minority Stereotype on Academic Performance and Stress. Poster. *Society for Personality and Social Psychology, Virtual.*

**Spruill, M.,** Tepper, S. J., & Krosch, A. R. (2020). Barriers to Reparations: How Framing, Stereotype Endorsement, and Beliefs about Inequality Undermine Support for Restorative Justice. In symposium *Harnessing Social Psychology to Address Social Issues and Public Policy.* *Society for Personality and Social Psychology, New Orleans, Louisiana.*

\*Duke, I, **Spruill, M.** & Krosch, A. R. (2020). The Effect of Crime-Type Stereotypicality on Mental Representation of Suspects and Subsequent Eyewitness Misidentification. Poster. *Society for Personality and Social Psychology, New Orleans, Louisiana.*

**Spruill, M.** & Krosch, A. R. (2020). Framing and Stereotype Endorsement Influence Support for Reparations. Poster. *Society for Personality and Social Psychology, New Orleans, Louisiana.*

**Spruill, M.** & Seta, C. E. (2019). Challenging the Status Quo: System Justification and Impressions of Activists. Poster. *Society for Personality and Social Psychology, Portland, Oregon.*

**Spruill, M.** & Seta, C. E. (2018). System Justification and Perceptions of Sociopolitical Activists. Poster. *Society for Personality and Social Psychology, Atlanta, Georgia.*

## **Department Talks**

**Spruill, M.,** & Krosch, A. R. (2020). Understanding Opposition to Reparations: The Role of Framing, Stereotype Endorsement, and Motivated Perception. *Cornell Psychology Department, Cornell University, Ithaca, New York.*

**Spruill, M.** & Krosch, A. R. (2019). Psychological Barriers to Reparations: Effects of Framing & Stereotypes. *Cornell Psychology Department, Cornell University, Ithaca, New York.*

**Spruill, M.** & Seta, C. E. (2017). System Justification and Perceptions of Sociopolitical Activists. Wake Forest Psychology Department, *Wake Forest University, Winston-Salem, North Carolina.*

## **RESEARCH EXPERIENCE**

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### **Motivation & Goal Pursuit Lab, Cornell University, Ithaca, NY**

**Graduate Researcher**

**2019-Present**

Investigates how judgments and decisions at the individual level sustain systemic inequities to understand the cognitive processes and social contexts that facilitate racial disparities via legal decisions.

### **Social Perception & Intergroup Inequality Lab, Cornell University, Ithaca, NY**

**Graduate Researcher** **2018-Present**

Collaborates with Dr. Krosch to investigate the impact of perceptual bias on disparate outcomes for marginalized groups in the criminal justice system and studies Americans' racial equity policy support.

### **Seta Social Psychology Lab, Wake Forest University, Winston Salem, NC**

**Graduate Researcher** **2016-2018**

Questioned the persistence of prejudice in our ever-changing society and studied the various societal factors that impact intergroup relations while working closely with Dr. Seta to develop new ideas.

**Research Assistant** **2016-2018**

Collaborated with Dr. Seta to collect data and conduct studies on regret and compensatory responses. Also aided with reporting and publishing the Wake Forest psychology department news.

### **PetroLab in Attitudes and Social Cognition, Wake Forest University, Winston Salem, NC**

**Research Assistant** **2017-2018**

Developed new projects with Dr. Petrocelli to investigate bias reduction and assisted fellow lab members with the administration of their studies to participants.

### **Social Cognition Lab, The College of William & Mary, Williamsburg, VA**

**Honors Researcher** **2015-2016**

Examined within-group prejudice as influenced by social and economic factors and defended my thesis in April 2016.

**Research Assistant** **2013-2015**

Administered various psychological tests (i.e., Implicit Association Tests, reaction time paradigms, etc.), performed statistical analyses on and cleaned large sets of data, and gained training in administering EEG assessments to subjects for multiple projects.

## **TEACHING EXPERIENCE**

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### **Guest Lecturer**

- 2021, Spring **Prejudice and Stereotyping** (Psychology 3820), Cornell University
- 2020, Spring **Prejudice and Stereotyping** (Psychology 3820), Cornell University
- 2019, Spring **Prejudice and Stereotyping** (Psychology 3820), Cornell University
- 2017, Spring **Introductory Psychology** (Psychology 151), Wake Forest University

### **Teaching Assistant**

- 2020, Spring **Prejudice and Stereotyping** (Psychology 3820), Cornell University
- 2019, Fall **Statistics and Research Design** (Psychology 2500), Cornell University
- 2019, Spring **Prejudice and Stereotyping** (Psychology 3820), Cornell University
- 2018, Fall **Research in Social Psychology** (Psychology 355), Wake Forest University
- 2017, Fall **How the Brain Learns** (Psychology 270), Wake Forest University

2017, Spring **Social Psychology** (Psychology 260), Wake Forest University  
2017, Spring **Introductory Psychology** (Psychology 151), Wake Forest University  
2016, Fall **Introductory Psychology** (Psychology 151), Wake Forest University

## **Tutor**

2018 **Introductory Psychology** (Psychology 151), Wake Forest University  
2018 **Principles of Sociology** (Psychology 151), Wake Forest University  
2018 **Research Methods** (Psychology 312), Wake Forest University  
2017 **Developmental Psychology** (Psychology 241), Wake Forest University  
2017 **Everyday Chemistry** (Chemistry 108), Wake Forest University

## **Teaching Training**

2022 **The Practice of Teaching in Higher Education** (ALS-CTI 6015), Cornell University

## **MENTORSHIP & ADVISING**

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### **Undergraduate Senior Honors Thesis Advisees**

**Kamla Arshad '21**, B.A., Psychology, Cornell University, Magna Cum Laude. "Choking under Pressure: The Impact of the "Model Minority" Stereotype on Stress, Working Memory and Test Performance."

*Award:* Best Inequality Thesis on Racial Inequality award, Cornell Center for the Study of Inequality

**Ian Duke '20**, B.A., Psychology, Cornell University, Cum Laude. "The Effect of Crime-type Stereotypicality on Mental Representations of Suspects and Subsequent Eyewitness Misidentification."

## **METHODOLOGICAL TRAINING**

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2018 **EEG Training**, Cornell University with Dr. Amy Krosch  
2018 **fMRI Workshop Cornell Magnetic Resonance Imaging Facility**, Cornell University with Dr. Wenming Luh  
2013 **EEG Training**, The College of William & Mary with Dr. Cheryl Dickter

## **COMPUTER SKILLS**

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Mathematical and statistical processing of behavioral and physiological data: SPSS and R (Markdown, Tidyverse)

Programming, stimulus presentation, and database tools: Qualtrics Survey Research Suite, Inquisit, MediaLab, E-Prime

Creative and word processing tools: Microsoft Office Suite, Adobe Creative Suite (Lightroom CC, Photoshop)

Participant recruitment through online databases: SONA Experiment Management System, Qualtrics Panels, and Amazon Mechanical Turk

## SERVICE

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### University Service

- 2019-2022 Cornell Psychology Diversity, Equity & Inclusion Committee
- 2019-2022 Founder & Chair, Psychology Diversity, Equity & Inclusion Mentorship Program
- 2019-2021 Vice President, Cornell Black Graduate and Professional Student Association
- 2019-2021 Cornell Psychology Department SONA Administrator
- 2018-2021 BGPISA Representative, Cornell Graduate and Professional Student Diversity Council
- 2018-2019 Community Service Chair, Cornell Black Graduate and Professional Student Association

### Professional Service

#### *Ad hoc Reviewer (Journals)*

Personality and Social Psychology Bulletin, Research Handbook in Law and Psychology; Social Psychological and Personality Science

#### *Ad hoc Reviewer (Conferences)*

Society for the Psychological Study of Social Issues

## MEDIA INTERVIEWS & COVERAGE

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Opinion Science Podcast: <https://opinionsciencepodcast.com/episode/how-juries-decide-with-mikaela-spruill/>

Cornell Chronicle: <https://news.cornell.edu/stories/2022/03/legal-language-affects-how-police-officers-are-judged>

## MEMBERSHIPS AND AFFILIATIONS

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- Society of Personality and Social Psychology (SPSP)
- American Psychology and Law Society (AP-LS)
- Law and Society Association (LSA)
- Society for Judgement and Decision Making (SJDMM)
- Society for the Psychological Study of Social Issues (SPSSI)
- Delta Sigma Theta Sorority, Incorporated