

MIKAELA SPRUILL, PH.D.

SPARQ (Social Psychological Answers to Real-world Questions) Research Center
Department of Psychology, Stanford University
mspruill@stanford.edu | mikaelaspruill.com

ACADEMIC POSITIONS

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

EDUCATION

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

RESEARCH INTERESTS

Experimental Jurisprudence, Judgment & Decision-Making, Psychology & Law, Social Cognition, Social Psychology

PEER-REVIEWED PUBLICATIONS & MANUSCRIPTS

Spruill, M., & Hans, V. P. (2024). Trial by Jury: Psychological Research Contributions to an Enduring Legal Institution. In R. Hollander-Blumoff (Eds.), *Research Handbook in Law and Psychology* (pp. 108–121). Elgar. <https://doi.org/10.4337/9781800881921.00016>

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>

Manuscripts Under Review

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

Spruill, M. & Lewis, N. A., Jr. (under review). Racialized Priors do not Update Easily: Evidence from Psychology and Law Experiments.

Manuscripts in Preparation

Spruill, M., English, A. C., & Krosch, A. R. (in preparation). Awareness to Action: Black-White Support for Police Brutality Reparations, 2019-2024.

Spruill, M. (in preparation). Dynamic Decision Making; Psychological Consequences of Legal Standards and Racialized Priors on Group Decision Making.

FELLOWSHIPS, AWARDS, AND GRANTS (TOTAL = \$242,000)

2024	Stanford Institute for Human-Centered Artificial Intelligence (HAI) Seed Grant - (\$75,000)
2023	National Science Foundation Social, Behavioral, and Economic Sciences (SBE) Postdoctoral Research Fellowship - #2313945 (\$160,000- <i>awarded, I 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

Academic Colloquia

- Spruill, M.** (2024, July). Finding your Research Passion: Exploring Different Fields and Disciplines. *Social-Personality Undergraduate Research (SPUR) Program, Society of Personality and Social Psychology*, Virtual.
- 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, October). Research Consortium Workshop. *The Reparations Research Consortium, Liberation Ventures*, Virtual.
- 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

Chaired Preconference

Spruill, M., Copeland-Hayes, J., Ragland, K. & Salter, P. (2025, February). Critical Perspectives in Psychology. *The Society for Personality and Social Psychology*, Denver, Colorado.

Speakers: Jessica Remedios, Jada Copeland-Hayes, Jordan Stark and more

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 Presentations (*Denotes undergraduate student author)

Spruill, M. (2025). Right, Wrong, or Reasonable: Is There Room for Morality in Legal Decision Making? Invited preconference presentation for the *Morality Preconference*. To be given at the *Society for Personality and Social Psychology*, Denver, Colorado.

*Kane, F. L. & **Spruill, M.,** & (2025). Impact of Legal Standards on Police Accountability in Use of Force Cases. Poster. To be given at the *Society for Personality and Social Psychology*, Denver, Colorado.

Spruill, M., & Lewis, N. A., Jr. (2025). Updating Racialized Priors: Insights from Psychology and Law. In symposium *Psychological Interventions in Policing: Insights for Science and Practice*. To be given at the *Society for Personality and Social Psychology*, Denver, Colorado.

*English, A. C., **Spruill, M.,** & Krosch, A. R. (2024). Awareness to Action: Black–White Support for Police Brutality Reparations, 2019-2024. Poster. *Society for the Psychological Study of Social Issues*, Philadelphia, Pennsylvania.

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

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.

Internal 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

Race & Social Inequality Lab, Stanford University, Stanford, CA

Criminal Justice Postdoctoral Fellow **2023 - Present**
 Evaluate police officer and community members interactions through body-worn camera footage. Employing computational methods, like natural language processing, we assess the structural factors and individual beliefs that define these interactions and may lead to escalated outcomes.

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

Graduate Researcher **2019-2023**
 Investigated 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 **2018-2023**

Collaborated 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

Guest Lecturer

- 2024, Fall **Race and Natural Language Processing** (Psychology 2257), Stanford University
- 2024, Spring **Current Topics in Moral Psychology** (Psychology 5543), Boston College
- 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 (Sociology 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

Undergraduate Senior Honors Thesis Advisees

Fatima Kane '25, B.A., Psychology, Stanford University. "Looking Back to Move Forward: The Influence of Legal Standards on Police Accountability."

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."

Undergraduate Research Advisees

Kass Cargile '27, B.S. Biology, Stanford University.

Emily Sung '26, B.A. Psychology, Stanford University.

Ariyanna Wesley '25, B.A. Psychology, Stanford University.

Anya English '24, B.A. Psychology, Cornell University.

Abena Gyasi '22, B.A. Biology & Society and Psychology, Cornell University.

Kimberly Victor '22, B.S. Human Development, Cornell University.

Youssef Aziz '22, B.A. Sociology and Psychology, Cornell University.

Nassima Boukhalfa '20, B.A., Linguistics, Cornell University.

METHODOLOGICAL TRAINING

2024	Natural Language Processing , Stanford University
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

Mathematical and statistical processing of behavioral and physiological data: SPSS, Python 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, Prolific, and Amazon Cloud Research

SERVICE

University Service

- 2024 Stanford Psychology Paths to PhD 1:1 Workshop
- 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

Editorial Board, *Psychology, Public Policy & Law*, 2024 -

Reviewer (Journals), *Personality and Social Psychology Bulletin*; *Research Handbook in Law and Psychology*; *Social Psychological and Personality Science*

Reviewer (Conferences), Society for the Psychological Study of Social Issues

MEDIA INTERVIEWS & COVERAGE

Stanford Report: <https://news.stanford.edu/stories/2024/10/course-explores-long-standing-racial-narratives-and-the-shaping-of-american-history-justice>

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

Marginalia Science: <https://marginaliascience.substack.com/p/newsletter-october-2024>

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

MEMBERSHIPS AND AFFILIATIONS

Society of Personality and Social Psychology (SPSP)

American Psychology and Law Society (AP-LS)

Society for Judgement and Decision Making (SJDM)

Society for the Psychological Study of Social Issues (SPSSI)

Delta Sigma Theta Sorority, Incorporated