

Trevor Spelman

[Email](#) | [Google Scholar](#)

EMPLOYMENT

The Hong Kong University of Science and Technology

Assistant Professor, Department of Management

2026—present

EDUCATION

Northwestern University, Kellogg School of Management

Ph.D., Management & Organizations; Advisor: Eli Finkel

2026

M.S., Management & Organizations

2022

Butler University, College of Arts and Sciences

2017

B.A., Psychology and Philosophy

RESEARCH INTERESTS

Interpersonal Conflict and Disagreement, Social Misperception, Self-censorship and Dissent, Ideological Conflict at Work

PUBLICATIONS

Tey, K. S., **Spelman, T.**, & Wang, C. S. (2026). Negotiating the Contested: A Framework for Studying Social Issue Negotiations. *Current Opinion in Psychology*.

Spelman, T., Elnakouri, A., Kteily, N., & Finkel, E. J. (2026). Overestimating the social costs of political belief change. *Journal of Personality and Social Psychology*, 130(4), 742.

Brady, W. J., Elnakouri, A., Fatmi, A., Finkel, E., Jackson, J. C., Kteily, N., Parker, V., Puryear, C., **Spelman, T.**, Teeny, J., Torres, M. (2026). Redesigning algorithms to intervene on social norm misperceptions during a national election. *Nature*, 1-15.

Nair, K., Anderson, R., **Spelman, T.**, Mosleh, M., Kouchaki, M. (2026). Asymmetric polarization: The perception that Republicans pose harm to disadvantaged people drives Democrats' dislike of Republicans in social contexts. *Journal of Personality and Social Psychology*, 130(3), 529.

Mackin, M*, **Spelman, T***, & Waytz, A. (2024). Learning about successfully implemented sustainability policies abroad increases support for sustainable domestic policies. *Scientific Reports*, 14(1), ***Shared first authorship**.

RESEARCH UNDER REVIEW

Gündemir, S., Lehman, M., Appel, M., **Spelman, T.**, Gastl, P. Coping with political loss: Intrapersonal and intergroup responses to two national elections.

Law, K., et al. (including **Spelman, T.**), Social Discounting Outpredicts Temporal Discounting in Intergenerational Judgment: A Many Labs Investigation.

RESEARCH IN PROGRESS

Spelman, T., Anderson, R., Rosen, C., Roth, P., Finkel, E. Fit or friction? How political misalignment undermines employee retention outcomes.

Spelman, T*., Ramirez, R*., Hu, Y. Healthcare policy preferences and the future surgeon workforce. **Shared first authorship*

Spelman, T. Political discrimination in the workplace: Historical trends and organizational responses.

Spelman, T., Finkel, E. J., Kteily, N. Psychological and social effects of structured disagreement training

Spelman, T., Wang, C., Deng, Y. Meta-perception accuracy predicts success in integrative and distributive negotiations.

HONORS AND AWARDS

2026	Negotiation and Teams Research (NTR) Research Grant, \$10,000
2026	Psychology of Technology Dissertation Award, Honorable Mention
2025	Academy of Management, Conflict Management Division Travel Award (\$600)
2022–2025	Northwestern University Brady Scholars Fellowship (\$24,000)
2024–2025	Graduate Research Fellowship, Institute for Policy Research (\$30,000)
2025	Northwestern University Institute for Policy Research, Research Grant (\$2,500)
2024	Northwestern University Buffett Institute, Travel to Present Grant (\$1,000)
2024	The Graduate School at Northwestern University, Travel to Present Grant (\$800)
2023	Northwestern University Institute for Policy Research, Research Grant (\$2,500)
2023	The Graduate School at Northwestern University, Travel to Present Grant (\$750)
2023	Northwestern University Buffett Institute, Travel to Present Grant (\$1,000)
2023	Kellogg School of Management Dean’s Award for Dissertation Research (\$3,000)
2020	Kellogg MORS Fellowship (\$5,000)
2017	Kiwanis Foundation Lawrence and Maysel East Community Leadership Award (\$5,000)
2017	Francis A. Nakari Most Outstanding Scholar in Philosophy Award, Butler University (\$1,500)
2013–2017	Presidential Scholarship, Butler University

INVITED TALKS

2026	<i>Day at Kellogg</i> , Northwestern University, Student Keynote Speaker.
2026	<i>Keeping the Republic</i> , Notre Dame University, South Bend, IN.
2025	<i>Research Seminar</i> , Hong Kong University of Science and Technology, Hong Kong.
2025	<i>Research Seminar</i> , University of Hong Kong, Hong Kong.
2025	<i>Research Seminar</i> , Georgetown University, Washington, D.C.
2025	<i>Research Seminar</i> , Boston College, Chestnut Hill, MA.
2024	<i>Keeping the Republic</i> , Notre Dame University, South Bend, IN.
2024	<i>Innovations in Online Research</i> , CloudResearch (virtual presentation).

ORGANIZED CONFERENCE SYMPOSIA

Macro Meets Micro: Political Ideology, Partisanship, and Organizations (Panel Session; Co-organized with K. Nair, R. Anderson).

- Academy of Management, Philadelphia, PA, 2026.
- Academy of Management, Copenhagen, DK, 2025.
- Academy of Management, Chicago, IL, 2024.
- Academy of Management, Boston, MA, 2023.

Concealment, Disclosure, and Impression Management at Work (Co-organized with J. Abel and S. Barli).

- Academy of Management, Copenhagen, DK, 2025.
- International Academy of Conflict Management, Burlington, VT, 2025.

Co-Constructing Coherence: How Social Processes and Pressures Affect Sense-Making (Co-organized with A. Elnakouri). Society for Personality and Social Psychology, San Diego, CA, 2024.

How to Encourage Open-Minded Engagement on Divisive Topics (Co-organized with S. Kassirer). International Academy of Conflict Management, Ottawa, Canada, 2022.

CONFERENCE PRESENTATIONS

Spelman, T., Anderson, R., Rosen, C., Roth, P., Finkel, E.

Political Misalignment at Work: The Psychological and Behavioral Consequences of Coworker Political Dissimilarity.

- Symposium presentation, Academy of Management Conference, Copenhagen, Denmark (July 2025).
- Symposium presentation, International Academy of Conflict Management Conference, Burlington, VT (July 2025).
- Symposium presentation, Society for Personality and Social Psychology, Chicago, IL (February 2026).

Spelman, T., Elnakouri, A., Kteily, N., Finkel, E.

Overestimating the Social Costs of Ingroup Dissent.

- Symposium presentation, Academy of Management Conference, Chicago, IL (August 2024).
- Symposium presentation, International Academy of Conflict Management Conference, Singapore (July 2024).
- Symposium presentation, Society for Personality and Social Psychology, San Diego, CA (February 2024).

Spelman, T., Finkel, E.

Epistemic Loyalty: Interpersonal Pressures for Political Closed-Mindedness.

- Symposium presentation, International Academy of Conflict Management Conference, Thessaloniki, Greece (July 2023).
- Symposium presentation, Society for Judgment and Decision-Making Doctoral Student Virtual Conference (June 2023).

Spelman, T.

(Mis)perceived Agency in Others' Belief Formation Fuels Partisan Animosity.

- Symposium presentation, International Academy of Conflict Management Conference, Ottawa, Canada (July 2022).

TEACHING EXPERIENCE

Instructor (Practicum Supervisor)

September 2024–May 2025

Northwestern University, PHIL 373

Supervisor/Instructor for Brady Scholar Senior Capstone Seminar. Student rating: 5.00/5.00.

Teaching Assistant

September 2021–May 2024

Northwestern University Kellogg School of Management

Teaching Assistant to Professor Nour Kteily for MORS 472 Negotiation Fundamentals, Professor Ivuoma Onyeador for MORS 460 Leading and Managing Teams, and Professor Lauren Rivera for MORS 430 Leadership in Organizations.

Head Teaching Assistant & Course Design Specialist

January 2020–June 2020

Harvard Business School

Teaching Assistant and Course Design Specialist to Professor Alison Wood Brooks for the inaugural section of TALK: How to Talk Gooder in Business and Life (course ID: 2227).

Teaching Assistant

January 2018–December 2018

Harvard University Extension School

Teaching Assistant to Professor Paul Green for Organizational Behavior 4000 (Spring '18 and Fall '18). Student rating 4.89/5.00.

COURSE MATERIALS

Brooks, A. W., **Spelman, T.** (2021). "Gong: Resonating Conversational Insights" *Harvard Business School Case and Teaching Guide*.

ACADEMIC AFFILIATIONS AND ACTIVITIES

Kellogg Computational Science Lab, (PIs: William Brady, Tessa Charlesworth, Nour Kteily; 2023–Present)

Kellogg Political Psychology Lab, (PIs: Eli Finkel, William Brady; 2022–Present)

International Academy of Conflict Management (2022–Present)

Society for Personality and Social Psychology (2021–Present)

Society for Judgment and Decision Making (2019–Present)

Academy of Management (2019–Present)

Harvard Business School Organizational Behavior Lab (PI: Teresa Amabile; 2019–2020)

Harvard University Behavioral Insights Student Group (2017–2020)

Harvard Business School N.E.R.D. Lab (PI: Michael Norton; 2017–2020)

Harvard University Program on Negotiation (2017–2020)

SERVICE

Ad Hoc Reviewer , <i>Organization Science</i>	2026–Present
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Ad Hoc Reviewer , <i>Group & Organization Management</i>	2026–Present
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Ad Hoc Reviewer , <i>Journal of Personality and Social Psychology</i>	2025–Present
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Reviewer , Academy of Management	2022–Present
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Reviewer , International Academy for Conflict Management	2022–Present
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Coordinator , MORS Micro PhD Student Research Workshop	2023–Present
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Graduate Fellow , Brady Scholars Program, Northwestern University	2022–Present
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Co-Chair , Kellogg PhD Student Recruitment	2022
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MEDIA COVERAGE

2026, *Kellogg Insight*, ["Bucking the Party Line May Not Be as Perilous as People Think"](#)

2025, *Distilled*, ["Can a Story Change Someone's Mind?"](#)

2025, *National Affairs*, ["Friends at the Party"](#)

2024, *Kellogg Insight*, ["People Want to Know Sustainable Policies Can Work. So Show Them"](#)

2024, *Kellogg Insight*, ["Take 5: Doing Business in a Warming Climate"](#)

CERTIFICATIONS

Graduate Cluster Completion

Medill School of Journalism, Northwestern University	2024
<i>Science Writing and Communications</i>	

Teaching Certificate

Dispute Resolution Research Center, Kellogg School of Management	August 2024
<i>Teaching Negotiation: Dispute Resolution Research Center Faculty Certificate</i>	