

TREVOR M. SPOELMA

University of New Mexico
Anderson School of Management
Department of Management
1922 Las Lomas
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ACADEMIC APPOINTMENTS

Assistant Professor 2018-Present
Department of Management
Anderson School of Management
University of New Mexico

EDUCATION

Ph.D. University of Arizona, 2018
Eller College of Management
Major: Management
Minor: Social Psychology

B.B.A. Grand Valley State University
Seidman College of Business
Major: Management
Concentration: Human Resources Management

B.S. Grand Valley State University
College of Liberal Arts and Sciences
Major: Psychology

PEER-REVIEWED PUBLICATIONS

Spoelma, T.M. (in press). Counteracting the effects of performance pressure on cheating: A self-affirmation approach. *Journal of Applied Psychology*.

Spoelma, T.M., Chawla, N., & Ellis, A.P.J. (2021). If you can't join 'em, report 'em: A model of ostracism and whistleblowing in teams. *Journal of Business Ethics*, 173, 345-363.

Spoelma, T.M. & Hetrick, A.L. (2021). More than idle talk: Examining the effects of positive and negative team gossip. *Journal of Organizational Behavior*, 42, 604-618.

- Motro, D., Spoelma, T.M., & Ellis, A.P.J. (2021). Incivility and creativity in teams: Examining the role of perpetrator gender. *Journal of Applied Psychology, 106*, 560-581.
- Podsakoff, N.P., Spoelma, T.M., Chawla, N., & Gabriel, A.S. (2019). What predicts within-person variance in applied psychology constructs? An empirical examination. *Journal of Applied Psychology, 104*, 727-754.
- Spoelma, T.M. & Ellis, A.P.J. (2017). Fuse or fracture? Threat as a moderator of the effects of diversity faultlines in teams. *Journal of Applied Psychology, 102*, 1344-1359.
- Podsakoff, N.P., Podsakoff P.M., MacKenzie, S.B., Maynes, T.D., & Spoelma, T.M. (2014). Consequences of unit-level organizational citizenship behaviors: A review and recommendations for future research. *Journal of Organizational Behavior, 35*, S87-S119.

BOOK CHAPTERS

- Podsakoff, N.P., Podsakoff, P.M., MacKenzie, S.B., Maynes, T.D., Whiting, S.W., & Spoelma, T.M. (2018). Multilevel antecedents of organizational citizenship behavior: A review and recommendations for future research. In P.M. Podsakoff, S.B., MacKenzie, & N.P. Podsakoff (Eds.), *The Oxford Handbook of Organizational Citizenship Behavior*. Oxford, UK: Blackwell.

WORKS UNDER REVIEW (Topics presented)

- Hetrick A.L., Spoelma, T.M., & Newton, D.W. Helping. *Under 2nd review, Personnel Psychology*.
- Spoelma, T.M., Mai, K.M., & Wu, W. Team cheating behavior. *Under 2nd review, Personnel Psychology*.
- Spoelma, T.M., Wu, W., & Wu, S. Adaptive team performance. *Under 1st review, Academy of Management Journal*.
- Spoelma, T.M., & Marchiondo, L.A. Age discrimination. *Under 1st review, Human Resource Management*.

CONFERENCE PRESENTATIONS

- Spoelma, T.M., Mai, K.M., & Wu, W. (October 2021). Understanding the effects of team cheating configurations on team performance: A social impact theory perspective. Paper to be presented at the *2021 INGRoup Conference*.
- Spoelma, T.M. & Hetrick, A.L. (August 2021). More than idle talk: Examining the effects of positive and negative team gossip. Paper presented at *The Academy of Management 81th Annual Meeting*.
- Spoelma, T.M. (August 2020). Examining the effects of team cheating configurations. Paper accepted at *The Academy of Management 80th Annual Meeting*.

- Spoelma, T.M., Chawla, N., Ellis, A.P.J., & Park, J. (August 2019). A social exchange-based model of ostracism and whistleblowing in teams. In F. Qiu and K.M. Mai (Chairs), Moral heroism: What makes employees stand up to report or stop unethical conduct? Symposium presented at *The Academy of Management 79th Annual Meeting*, Boston, MA.
- Chawla, N., Spoelma, T.M., Gabriel, A.S., & Ellis, A.P.J. (August 2019). Gender, cognitive ability, and victimization in teams. In C.M. Harold (Chair), Examining the instigation and receipt of antisocial work behaviors. Symposium presented at *The Academy of Management 79th Annual Meeting*, Boston, MA.
- Motro, D., Spoelma, T.M., & Ellis, A.P.J. (November, 2017). (In)civility and creative decision making in teams: Examining the role of perpetrator gender. Poster presented at *The 2017 Meeting of the Society for Judgment and Decision Making*, Vancouver, BC, Canada.
- Spoelma, T.M., Chawla, N., & Ellis, A.P.J. (August 2017). Crimes that bind: Examining the positive effects of unethical behavior in groups. Paper presented at *The Academy of Management 77th Annual Meeting*, Atlanta, GA.*
- *This paper was selected to be published in the *Best Paper Proceedings***
- Podsakoff, N.P., Spoelma, T.M., & Chawla, N. (August 2017). Intra-individual OCB: Within-person variation and prediction. In J. Koopman and A.S. Gabriel (Chairs), Time and resource processes associated with organizational citizenship behavior. Symposium presented at *The Academy of Management 77th Annual Meeting*, Atlanta, GA.
- Spoelma, T.M., & Ellis, A.P.J. (August 2016). Deactivating demographic faultlines in teams: A threat approach. Paper presented at *The Academy of Management 76th Annual Meeting*, Anaheim, CA.
- Motro, D., Spoelma, T.M., & Ellis, A.P.J. (August 2016). Examining a multilevel model of the effects of anger contagion in groups: An information processing approach. Paper presented at *The Academy of Management 76th Annual Meeting*, Anaheim, CA.
- Podsakoff, N.P., Podsakoff, P.M., MacKenzie, S.B., Maynes, T.D., Whiting, S.W., & Spoelma, T.M. (April 2015). A review of multilevel OCB research: Limitations and recommendations. Paper presented at *Society for Industrial and Organizational Society 30th Annual Conference*, Philadelphia, PA.
- Park, E.S., Spoelma, T.M., Winget, J., Ewing, T., & Berry, L. (February 2015). The disinhibiting effects of group involvement. Poster presented at *The Society for Personality and Social Psychology 16th Annual Convention*, Long Beach, CA.
- Park, E.S., Spoelma, T.M., Winget, J., & Ewing, T.D. (July 2014). The disinhibiting effects of group involvement. Paper presented at *INGROUP 2014 Ninth Annual Conference*, Raleigh, NC.

Ewing, T.D., Spoelma, T.M., & Park, E.S. (May 2013). Exploring the relationship between group involvement and disinhibition. Paper presented at *84th Annual Meeting of the Midwestern Psychological Association*, Chicago, IL.

TEACHING EXPERIENCE

University of New Mexico, Anderson School of Management

- Undergraduate: Organizational Behavior and Diversity (Fall 2018 to Spring 2021)
 - Instructor average rating – 4.5/5

University of Arizona, Eller College of Management

- Undergraduate: Applied Topics in Bargaining & Negotiation (Fall, 2016)
 - Instructor rating – 4.3/5

AWARDS

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| 2021 | Nominated for the UNM New Teacher of the Year Award |
| 2019-22 | Lobo Center Endowed Lectureship |
| 2017 | University of Arizona Management and Organizations Department Outstanding Teaching by a Graduate Student Award |
| 2017 | Robbins Fellowship (award for top-performing doctoral students in the Management and Organizations Department at the University of Arizona) |

INTERNAL RESEARCH GRANTS

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| 2021 | \$2,500 – University of New Mexico, WeR1: Investing in Faculty Success Program Grant
Role: Principal Investigator |
| 2021 | \$3,750 – University of New Mexico, Anderson School of Management, Rich Research Grant Program
Project: Examining the effects of personal financial stress on leadership behavior
Role: Principal Investigator |
| 2020 | \$3,750 – University of New Mexico, Research Allocations Committee Grant
Project: Examining the effects of personal financial stress on leadership behavior
Role: Principal Investigator |
| 2019 | \$2,000 – University of New Mexico, Anderson School of Management, Ernest & Mary Summer Research Grant |

Project: Does Stress Bond or Break Teams? Examining the Role of Feedback
Role: Principal Investigator

2019 \$10,000 – University of New Mexico, Research Allocations Committee Grant
Project: Please accept my help: Gender and responses to rejected offers to help at work
Role: Co-Principal Investigator

2018 \$1,500 – University of New Mexico, Anderson School of Management, Ernest & Mary Summer Research Grant
Project: Examining the effects of self-affirmation interventions on employee responses to rejected offers of help.
Role: Principal Investigator

2014-17 Received a total of \$16,850 for several projects at the University of Arizona between research grants from the Management & Organizations Department and the Center for Leadership Ethics

PROFESSIONAL MEMBERSHIPS

- Academy of Management
- American Psychological Association

WORK EXPERIENCE

- Human Resources Intern, Aramark, Allendale, MI (2011 – 2013)