

THOMAS PAUL DePATIE, MSM

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EDUCATION

Hofstra University

Doctor of Philosophy in Applied Organizational Psychology

University of Florida, Hough Graduate School of Business

Master of Science in Management

Florida State University

Bachelor of Science in Psychology, minor in Business

Expected 2022

Hempstead, NY

May 2018

Gainesville, FL

April 2016

Tallahassee, FL

WORK EXPERIENCE

Talent Metrics, LLC

Associate Consultant

July 2019 – Present

New York, NY

- Analyzed employee data for Fortune 500 insurance company, cleaned data in Excel and ran analyses in R, presented insights on upskilling, mobility, and organizational learning.
- Main point of contact for long-time client; responsible for correspondence, arranging meetings, cleaning and analyzing data, and delivering reports and decks.
- Wrote items for bespoke client surveys, gathered evidence to ensure construct validity.
- Analyzed pre/post-training data and generated insight report on 360-degree feedback for a set of executives at a large public teaching hospital.
- Built and delivered a virtual leadership training program on working to navigate the COVID-19 world for a full-service insurance agency.
- Delivered a tailored competency-based performance management system to 50+ employees across 4+ departments for a mid-sized Florida city.
- Published white papers for the Association of Talent Development; build heat maps and analyze data in R, visualize data with ggplot.

Hofstra University

Adjunct Professor

September 2019 – May 2020

Hempstead, NY

- Planned, organized, and lectured an introductory psychology course to 60 undergraduate students.
- Worked with students and supervisors during the COVID-19 outbreak to ensure a smooth transition from the face-to-face to the virtual classroom.
- Encouraged a psychologically safe environment highlighting open communication and positive reinforcement.
- Coordinated and met with students outside of class to ensure the achievement of their goals.

Hofstra University

Institutional Research Graduate Assistant

September 2018 – May 2019

Hempstead, NY

- Managed and updated dataset of 10,000+ students to provide accurate information to external audiences.
- Wrote and delivered 3+ reports highlighting trends on student attitudes, behaviors, and expectations.
- Generated and delivered university-wide surveys for program and organizational effectiveness.

RESEARCH EXPERIENCE

Hofstra University

PhD Researcher

September 2018 – Present

Hempstead, NY

- Conduct extensive literature reviews to identify gaps for novel organizational research concerning recruitment and judgement and decision-making.
- Design randomized experiments to ensure internal validity and causality.
- Perform descriptive and inferential statistical analysis on datasets using SPSS, R, JASP, and Jamovi; cleaned datasets in Excel.

MANUSCRIPTS UNDER REVISE AND RESUBMISSION

Weintraub, J., Cassell, D., & **DePatie, T.** Nudging Flow Through “SMART” Goal Setting to Decrease Stress, Increase Engagement, and Increase Performance at Work. *Revise and Resubmit, Journal of Occupational and Organizational Psychology*.

SELECTED WORKING MANUSCRIPTS (titles are tentative)

DePatie, T., Sachdeva, A., Shahani-Denning, C., Grossman, R., & Nolan, K. P. The effect of gender diversity signals and acknowledgement organizational impression management tactics on attracting women where they lack representation. Manuscript in preparation for submission to *Personnel Assessment and Decisions*.

DePatie, T. & Nolan, K. P. Feedback across the fit continuum: How employer image, fit feedback, agreement, and risk taking interact to predict person-organization fit perceptions. Manuscript in preparation for submission to *Human Resource Management*.

DePatie, T., Islam, S., Lyew, A., & Moran, B. Let's not boil the ocean: A 30,000-foot view of human capital consulting firm Twitter use. Manuscript in preparation for submission to *The Industrial-Organizational Psychologist*.

Nolan, K.P., Farid, M., Shea, J., & **DePatie, T.** Fit Theory Elaboration: Organizational Satisfaction & Beliefs about Hiring and Firing Executive Leadership. Manuscript in preparation for submission to *Journal of Business and Psychology*.

CONFERENCE PRESENTATIONS

DePatie, T. & Nolan, K. P. (2020). Meeting self-image needs through perceiving person-organization fit: the role of employer image and risk propensity. A poster to be presented at the 41st Annual Society for Judgment and Decision Making Conference.

Weintraub, J., Cassell, D., & **DePatie, T.** (2020). Utilizing Goal-setting Nudges to Increase Flow and its Positive Outcomes at Work. Presented at the 10th European Conference on Positive Psychology (ECPD).

DePatie, T., Islam, S., & Defina, C. (2020) Coffee Shops Use of Instagram: A Consumer Psychology View of Entrepreneurship. Presented at the 32nd Association for Psychological Science Annual Convention.

Lyew, A., Islam, S., & **DePatie, T.** (2020) Diversity in Images in Consulting Firm White Papers: A Qualitative Review. Presented at the 32nd Association for Psychological Science Annual Convention.

Wolfe, J. Islam, S., & **DePatie, T.** (2020) Corporate Reputation's Impact on Event Attendance: A Natural Experiment. Presented at the 32nd Association for Psychological Science Annual Convention.

Di Cecco, P., **DePatie, T.**, La Sala, S., Lobo, S., Schmidt, G., & Islam, S. (2019) How Leaders Tweet: An Exploratory Analysis of Entrepreneurial Leader Tweets. Presented at the 4th Annual Celebration for Scholarship at Farmingdale State College.

ADDITIONAL DATA

- Technical Skills: MS Office (Word, Excel, PowerPoint, Access, Outlook), SPSS, R, JASP, Jamovi
- Statistical Methods: Descriptive Statistics, inferential statistics (t-test, ANOVA, correlation analysis, regression), PROCESS path analysis, factor analyses, reliability analyses
- Research Methods: Survey Research, (Quasi-)experimental designs
- Society for Industrial and Organizational Psychology, Student Member
- Academy of Management, Student Member
- Society for Judgment and Decision Making, Student Member
- New York Metropolitan Association of Applied Psychology (METRO), Student Member
- University of Florida (UF) Alumni Association, Life Member

References available upon request.