THOMAS PAUL DePATIE, MSM

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EDUCATION

Hofstra University   **Expected 2022**
Doctor of Philosophy in Applied Organizational Psychology   Hempstead, NY
University of Florida, Hough Graduate School of Business   **May 2018**
Master of Science in Management   Gainesville, FL
Florida State University   **April 2016**
Bachelor of Science in Psychology, minor in Business   Tallahassee, FL

WORK EXPERIENCE

Talent Metrics, LLC   **July 2019 – Present**
Associate Consultant   New York, NY

- Main point of contact for long-time client; responsible for correspondence, arranging meetings, cleaning and analyzing data, and delivering reports and decks.
- Publish white papers for the Association of Talent Development; build heat maps and analyze data in R, visualize data with ggplot.
- Write items for bespoke client surveys, gather evidence to ensure construct validity.
- Conduct and generate insight reports on program evaluations, organizational surveys, 360-feedback sessions.
- Built and delivered a virtual leadership training program on working to navigate the COVID-19 world for Insurance Office of America.
- Delivered a tailored competency-based performance management system to 50+ employees across 4+ departments for the City of Safety Harbor, Florida.

Hofstra University   **September 2019 – May 2020**
Adjunct Professor   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   **September 2018 – May 2019**
Institutional Research Graduate Assistant   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   **September 2018 – Present**
PhD Researcher   Hempstead, NY

- Conduct extensive literature reviews to identify gaps for novel organizational research concerning 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. & 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. & Sachdeva, A. Coming up short: a moderated mediation analysis of diversity, acknowledgment, gender, perceived behavioral integrity, and organizational attraction. Manuscript in preparation for submission to *Journal of Applied Psychology.*

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 *Organizational Behavior and Human Decision Processes.*

DePatie, T. & Islam, S. Human capital consulting firm use of Twitter. Manuscript in preparation for submission to *The Industrial-Organizational Psychologist.*

PRESENTATIONS & PROJECTS

DePatie, T. Wolfe II, J. Islam, S. (2020) Understanding ATD Long Island Members and Events: Location and Brand Reputation Analysis. A white paper written for the Association for Talent Development Long Island.

Weintraub, J., Cassell, D., & **DePatie, T.** (2020). Utilizing Goal-setting Nudges to Increase Flow and its Positive Outcomes at Work. A poster to be presented at The 10th European Conference on Positive Psychology (ECPP).

DePatie, T., Islam, S., & Defina, C. (2020) Coffee Shops Use of Instagram: A Consumer Psychology View of Entrepreneurship. A poster to be presented at the Association for Psychological Science Conference in May 2020.

Lyew, A., Islam, S., & **DePatie, T**. (2020) Diversity in Images in Consulting Firm White Papers: A Qualitative Review. A poster to be presented at the Association for Psychological Science Conference in May 2020.

Wolfe, J. Islam, S., & **DePatie, T**. (2020) Corporate Reputation's Impact on Event Attendance: A Natural Experiment. A poster to be presented at the Association for Psychological Science Conference in May 2020.

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. A poster to be presented at the Celebration for Scholarship Farmingdale State College on November 5th, 2019.

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 Judgement 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.