

# THOMAS PAUL DePATIE

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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**

**July 2019 – Present**

#### ***Consulting Research Intern***

New York, NY

- Facilitated to 50+ city employees across 4+ departments the delivery of a new competency-based performance management system built through rigorous job analysis.
- Analyzed pre/post data and generated insight report on 360-degree feedback for a set of executives at a large public teaching hospital.
- Analyzed pre/post-program attitudinal survey data for a professional development non-profit, set a baseline for program success, and walked client through insights.
- Assisted in the delivery of sexual harassment training to 200+ employees at publicly traded pharmaceutical company.
- Conducted needs analysis with key stakeholders on project regarding “The Future of Work” for an American *Fortune* Global 500 company.
- Ran descriptive and inferential statistical analyses in R, visualized data for reports using ggplot.

### **Hofstra University**

**September 2019 – Present**

#### ***Adjunct Instructor of Psychology***

Hempstead, NY

- Planned, organized, and lectured an introductory psychology course to 60 undergraduate students.
- Encouraged a psychologically safe environment where students can engage in open communication and receive positive feedback and support.
- 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 dataset of 10,000+ students to build university factbook, structured data using PivotTables in Microsoft Excel.
- Wrote and delivered 3 reports shared with the Dean of Students on student attitudes, behaviors, and expectations.
- Generated and delivered university-wide surveys for program and organizational effectiveness.

## RESEARCH EXPERIENCE

### **Hofstra University**

**September 2018 – December 2018**

#### ***PhD Researcher***

Hempstead, NY

- Designed and piloted true experiment investigating a novel contribution regarding job applicant decision-making.
- Used inferential statistics (ANOVA, etc.) to uncover interactions and identify group differences.

## 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)

Research Methods: Survey Research, (Quasi-)experimental designs

PhDs in Applied Organizational Psychology, Vice-President

**September 2019 – August 2020**

Society for Industrial and Organizational Psychology, Student Affiliate

**April 2018 – Present**

New York Metropolitan Association of Applied Psychology (METRO), Student Member

**September 2018 – Present**

University of Florida (UF) Alumni Association, Life Member

**May 2018 – Present**