

# 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 41<sup>st</sup> 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 10<sup>th</sup> European Conference on Positive Psychology (ECP).

**DePatie, T.**, Islam, S., & Defina, C. (2020). Coffee Shops Use of Instagram: A Consumer Psychology View of Entrepreneurship. Presented at the 32<sup>nd</sup> 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 32<sup>nd</sup> 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 32<sup>nd</sup> 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 4<sup>th</sup> 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 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.