**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

* 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 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 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 (ECPP).

**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 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.