

Matthew LaPalme

Curriculum Vitae

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The Wharton School
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POSITIONS HELD

Aug. 2018- Present **Lecturer**, Wharton School, University of Pennsylvania, PA

Sept. 2017- Present **Postdoctoral Researcher**, Wharton School, University of Pennsylvania, PA

Sept. 2015- May 2017 **Instructor**, Department of Psychology, University of Central Florida, FL

EDUCATION

August 2017 **University of Central Florida, Orlando, FL**
Ph.D. in Industrial and Organizational Psychology
Dissertation: “Affective Chickens and Performance Eggs: A Longitudinal Meta-Analysis”
Committee Chair: Dr. Dana Joseph; Committee: Dr. Sigal Barsade, Dr. Barbara Fritzsche, and Dr. Mindy Shoss

Dec. 2015 **University of Central Florida, Orlando, FL**
M.S. in Industrial and Organizational Psychology
Thesis: “More is not Always Better: Unpacking the cognitive process underlying introspective psychological testing”
Committee Chair: Dr. Wei Wang; Committee: Dr. Barbara Fritzsche, and Dr. Florian Jentsch

May 2013 **University of Miami, Coral Gables, FL**
B.S. in Psychology with Departmental Honors and Latin Honors; Summa Cum Laude. Minor in mathematics. Minor in management.
Honors Thesis: “Human intertemporal choice in the patch and self-control Paradigms: Long-term vs. Short-term rate maximization.”
Advisor: Michael McCullough, Ph.D

PUBLICATIONS

LaPalme, M. L., Wang, W., Joseph, D. L., Saklofske, D., Yan, G. (2015). Measurement Equivalence of the Wong and Law Emotional Intelligence Scale Across Cultures: An Item Response Theory Approach. *Personality and Individual Differences*, 90, 190-198.

LaPalme, M. L., Tay, L., Wang, W. (2017). A Within-person Examination of the Ideal-Point Response Process. *Psychological Assessment*. doi: 10.1037/pas0000499

RESEARCH IN PROGRESS

LaPalme, M. L., Dhanani, L. Y., & Joseph, D. L. Affective Chickens and Performance Eggs: A Multilevel Longitudinal Meta-Analysis. (Under review at Psychological Bulletin)

Dhanani, L. Y., **LaPalme, M. L.,** & Joseph, D. L., A Cross-Cultural Meta-Analytic Investigation of the Prevalence of Workplace Mistreatment. (Under review at Organizational Behavior and Human Decision Processes)

Dhanani, L. Y., & **LaPalme, M. L.** It's Not Personal: A Review and Theoretical Integration of Research on Vicarious Workplace Mistreatment. (Under review at Journal of Management)

LaPalme, M.L., Salas, J.P., Espinoza, P. & Rojas, F. Surface Acting Can be Good: Examining the Impact of Inauthentic Emotions on Burnout, Absenteeism, Commitment and Patient Complaints.

LaPalme, M.L., & Joseph, D. L. If you're angry and you know it surface act.

Joseph, D. L., **LaPalme, M. L.** Emotion Regulation in Organizations: A Content-Focused Review and Agenda for Future Research.

Dhanani, L. Y., & **LaPalme, M. L.** Leadership as a Mistreatment Intervention: A Systematic Review and Roadmap for Future Research.

Hafenbrack, A., Isabelle, S. & **Lapalme, M. L.** Meditating Away a Guilty Conscience: The Impact of Guilt and Reparations

CONFERENCE PROCEEDINGS AND PRESENTATIONS

LaPalme, M. L., Dhanani, L. Y., & Joseph, D. L. (2018, August). *Affective Chickens and Performance Eggs: A Multilevel Longitudinal Meta-Analysis*. Paper submitted to the annual meeting of the Academy of Management, Chicago, IL.

Hafenbrack, A. C., Solal, I., & **LaPalme, M.L.** (July, 2018). Meditating away a guilty conscience: The impact of mindfulness on guilt and reparations. *Annual Conference of the International Association of Conflict Management*, Philadelphia, PA.

Hafenbrack, A. C., Solal, I., & **LaPalme, M.L.** (August, 2018). Meditating away a guilty conscience: The impact of mindfulness on guilt and reparations. *Annual Meeting of the Academy of Management*, Chicago, IL

LaPalme, M. L., & Joseph, D. L. (2018, April). *If you're angry and you know it surface act*. In Kaplan, S. (Co-chair), & Geist, J. B. (Co-Chair), More than a feeling: Advancing the study of emotions and performance. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

LaPalme, M. L., & Joseph, D. L. (2017, August). *Emotion Regulation in Organizations: A Review of the Hedonic Paradigm*. In LaPalme, M. L. (Chair) (2017, August). *Emotion, Regulation, and Energy*. Symposium conducted at the annual meeting of the Academy of Management, Atlanta, GA.

LaPalme, M. L. (Chair) (2017, August). *Emotion, Regulation, and Energy*. Symposium conducted at the annual meeting of the Academy of Management, Atlanta, GA.

LaPalme, M. L., & Joseph, D. L. (2016, April). *Emotion Regulation in Organizations: Content Review and Future Research Agenda*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

LaPalme, M. L., & Wang, W., Tay, L. (2016, April). *Within-person Evidence and Boundaries of Ideal Responding*. In Williamson, L. R. (Co-chair), King, R. T., (Co-chair), & Carter, T. N. (Chair), Exciting New Adventures in Thurstonian Measurement for Self-report Data. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Dhanani, L. Y., Joseph, D. L., & **LaPalme, M. L.** (April, 2016). *How prevalent is workplace discrimination? A meta-analytic investigation*. Poster session presented at the 31st Annual conference of the Society for Industrial and Organizational Psychology, Annaheim, CA.

Williamson, L. R. (Co-chair), **LaPalme, M. L.** (Co-chair), Carter, T. N. (Chair), & Wang, W. (Chair) (2015, April). *Adventures in Unfolding Measurement Modeling: Applications to Important Work-Related Constructs*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

LaPalme, M. L., & Wang, W. (2015, April). *DIF Detection for Emotional Intelligence Using MCMC GGUM*. In Williamson, L. R. (Co-chair), LaPalme, L. M. (Co-chair), Carter, T. N. (Chair), & Wang, W. (Chair), Adventures in Unfolding Measurement Modeling:

Applications to Important Work-Related Constructs. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

LaPalme, M. L., McCullough, M. E., (2013, April). *Human impulsivity in the self-control paradigm: Do humans maximize short-term rates?* Poster presented at the University of Miami's 2013 Research, Creativity, and Innovation Forum, Coral Gables, FL.

RESEARCH POSITIONS

- Sept. 2017- Present** **Postdoctoral Researcher, Sigal Barsade
Wharton School of the University of Pennsylvania, PA**
Designed and validated video based emotion stimuli. Studies focused on the creation of multiple emotional intelligence tests including a multimodal test of emotion recognition across racial groups and a test of emotional understanding. Additional responsibilities included: training and coordinating research assistants (RAs), conducting literature reviews for theory and project development, and collecting and analyzing test validation data.
Advisor: Sigal Barsade, Ph.D.
- May. 2016- August 2017** **Graduate Researcher, Sigal Barsade
Wharton School of the University of Pennsylvania, PA**
Designed and validated video based emotion stimuli. Studies focused on the creation of multiple emotional intelligence tests including a multimodal test of emotion recognition across racial groups and a test of emotional understanding. Additional responsibilities included: training and coordinating research assistants (RAs), conducting literature reviews for theory and project development, and collecting and analyzing test validation data.
Advisor: Sigal Barsade, Ph.D.
- Aug. 2015- Present** **Graduate Researcher, EMO Laboratory
University of Central Florida, FL**
Designed and ran multiple studies using a diverse set of methods including: experience sampling (ESM), computer-assisted facial coding of action units (AU), heart rate monitoring, and skin conductance monitoring. Studies focused on the relationships between self-reported affective constructs and physiological variability. Additional responsibilities included: training and coordinating research assistants (RAs), and conducting literature reviews for theory and project development.
Advisor: Dana Joseph, Ph.D.
- Jan. 2013-** **Graduate Researcher, Computational Behaviors Laboratory**

July 2015 **University of Central Florida, FL**
Designed and ran multiple studies to collect data on personality, attitudes and beliefs. Principle investigator on two studies: The first project investigated and elaborated the response processes underlying the ideal point model and explored the moderators of ideal point response patterns on introspective non-cognitive constructs. The second study investigated the measurement equivalence of an emotional intelligence scale using Bayesian MCMC estimation techniques on the GGUM. Additional responsibilities included: training and coordinating research assistants (RAs), conducting literature reviews for theory and project development, organizing weekly lab meetings, and writing R code.
Advisor: Wei Wang, Ph.D.

LEADERSHIP EXPERIENCE

Aug. 2015- August 2016 **President, Students Professionals for Industrial and Organizational Psychology (SPIOP), University of Central Florida, Orlando, FL**
Elected President. Responsibilities included organizing SIOP conference travel, writing and presenting travel funding bills before the student senate, managing \$25,000 travel fund, fundraising, and organizing the annual SPIOP social networking party.

Aug. 2014- 2015 **Secretary, Students Professionals for Industrial and Organizational Psychology (SPIOP), University of Central Florida, Orlando, FL**
Elected Secretary. Responsibilities included writing, editing, and publishing the student-run I/O psychology department newsletter, conducting fundraising and soliciting advertisement space in the SPIOP newsletter and website, and planning the annual SIOP conference party.

TEACHING EXPERIENCE

2018 **Lecturer, Wharton School, University of Pennsylvania. Philadelphia, PA**
Course: Wharton 101 Business and You: Exploring Business Pathways and Developing Your Potential (Fall)
Level: Undergraduate
Format: Face-to-face
Teaching evaluations: TBD
Supervisors: Dr. Anne Greenhalgh

2017 **Instructor, University of Central Florida Department of Psychology. Orlando, FL**
Course: Industrial/Organizational Psychology (Spring)
Level: Undergraduate

Format: Mixed-mode (Online and face-to-face)/ Asynchronous content delivery
Teaching evaluations: 4.71/5.00 (17 students) [University average was 4.31/5.00]
Supervisors: Dr. Dana Joseph

Written evaluations:

- “Excellent Professor!! It was a very interesting and engaging class to be in. I recommend this course to any of my friends :)”
- “I think it was awesome that every in class session contained an activity. Most of the activities were fun and engaging and encouraged learning the topics discussed in the textbook. I also really liked the resources obtained in this class, like O*NET and the information received from our job analysis. This class taught me a lot about my major and made me more interested in I/O Psychology than I was before.”

2016 Instructor, University of Central Florida Department of Psychology. Orlando, FL

Course: Cross-cultural Psychology (Spring)

Level: Undergraduate

Teaching evaluations: 4.84/5.00 (21 students) [University average was 4.15/5.00]

Supervisors: Dr. Dana Joseph

Written evaluations:

- “He’s a very fair and organized professor. All explanations were clear and concise.”
- “Very informative style of teaching. Professor kept students engaged with the course.”

2015 Instructor, University of Central Florida Department of Psychology. Orlando, FL

Course: Organizational Psychology (Fall)

Level: Undergraduate

Teaching evaluations: 4.55/5.00 (47 students) [University average was 4.16/5.00]

Supervisors: Dr. Dana Joseph

Written evaluations:

- “Very fair and helpful. Makes material easier to learn and relates it to real-world experiences the class can relate to.”
- “I loved this class. All of the lectures were formatted in a way to make it easy to learn if you paid attention. He always provides feedback and addresses questions quickly. The in class activities were stimulating and really helped you understand the information being taught.”

- “I did not know what O Psych was before enrolling in this class. I have come to really enjoy learning about this topic and Professor LaPalme did a wonderful job teaching it. He taught it in a way that I was able to comprehend it and I honestly really loved the class.”
- “Professor Lapalme made the content very interesting and easy to understand, he also made it very easy to want to come to class. He kept the content moving in a way that did not feel rushed yet it stayed at a good pace to keep the attention of the class. Coming into the class and not being a I/O student I was still able to get a lot out of the course. Professor Lapalme was also extremely helpful and willing to discuss issues after class, and he was easy to approach.”
- “The instructor was very knowledgeable about not only the class but the field. He was able to spark an interest in the content, the major, and a future career in the subject which I enjoyed because it allowed for us students to see the real world applications of this course material.”

**Teaching Assistant, University of Central Florida Department of Psychology.
Orlando, FL**

Course: Industrial and Organizational Psychology (Summer)
Level: Undergraduate
Teaching evaluations: N/A (118 students)
Supervisors: Dr. Victoria Pace

**Teaching Assistant, University of Central Florida Department of Psychology.
Orlando, FL**

Course: Psychological Measurement (Spring)
Level: Undergraduate
Teaching evaluations: N/A (62 students)
Supervisors: Dr. Wei Wang

**2014 Teaching Assistant, University of Central Florida Department of Psychology.
Orlando, FL**

Course: Psychological Measurement (Fall)
Level: Undergraduate
Teaching evaluations: N/A (66 students)
Supervisors: Dr. Wei Wang

**Teaching Assistant, University of Central Florida Department of Psychology.
Orlando, FL**

Course: Statistical Methodology in Psychology (Fall)
Level: Undergraduate
Teaching evaluations: N/A (191 students)
Supervisors: Dr. Shahram Ghiasinejad

**Teaching Assistant, University of Central Florida Department of Psychology.
Orlando, FL**

Course: Statistical Methodology in Psychology (Summer)

Level: Undergraduate

Teaching evaluations: N/A (92 students)

Supervisors: Dr. Shahram Ghiasinejad

**Teaching Assistant, University of Central Florida Department of Psychology.
Orlando, FL**

Course: Statistical Methodology in Psychology (Spring)

Level: Undergraduate

Teaching evaluations: N/A (339 students)

Supervisors: Dr. Alisha Janowsky

**2013 Teaching Assistant, University of Central Florida Department of Psychology.
Orlando, FL**

Course: Statistical Methodology in Psychology (Fall)

Level: Undergraduate

Teaching evaluations: N/A (361 students)

Supervisors: Dr. Alisha Janowsky

Professional Activities and Service

ad hoc reviewer for the following journals: Intelligence, Management Science, Organization Science, Journal of Occupational Health Psychology, Academy of Management Discoveries

ad hoc reviewer for the following conferences: Academy of Management (AOM), Society for Industrial and Organizational Psychology (SIOP)

ad hoc reviewer for the following grant giving agencies: National Science Foundation

President, Student Professionals for Industrial and Organizational Psychology, 2015

Secretary, Student Professionals for Industrial and Organizational Psychology, 2014

AWARDS & HONORS

2013-2017 UCF Graduate Dean Fellowship \$40,000

2011-current Member, Phi Beta Kappa National Honors Society (**ΦBK**)

RESEARCH INTERESTS

- **Emotional Intelligence** – Examining the antecedents and consequences of the ability to recognize, use, and regulate emotions.
- **Non-cognitive measurement** – Measuring emotional intelligence and personality traits.
- **Item Response Theory** – Utilizing and advancing dominance and ideal point models.
- **Testing Fairness** – Examining the fairness of testing by conducting measurement equivalence studies (SEM models and DIF).

SKILLS

Software Proficiencies:

R, R Studio (Intermediate)
SPSS-AMOS, LISREL (Advanced)
SPSS, flexMIRT, MCMC GGUM, GGUM 2004 (Expert)
Microsoft Office (Expert: Excel, PowerPoint, Word,
Publisher, Power Point)

Analytical Skills:

EFA/CFA/PCA, Structural Equation Modeling, Dominance
model IRT, Unfolding model IRT, measurement
equivalence/Differential Item Functioning,
ANOVA/ANCOVA/MANOVA, correlation, Hierarchical
Linear Regression, Logistic Regression, reliability.

REFERENCES

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Email: Barbara.Fritzsche@ucf.edu

Dr. Marc Brackett
Yale Center for Emotional Intelligence
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