# Matthew Altobelli, M.S.

Department of Psychology, College of Liberal Arts, Rochester Institute of Technology
Rochester, NY | Phone: (585) 305-8574 | Email: matt.altobelli@cogbias.ai


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## EDUCATION

**Rochester Institute of Technology**, Rochester, NY Master of Science, Experimental Psychology — May 2023 GPA: 3.74/4.0

**Rochester Institute of Technology**, Rochester, NY Bachelor of Science, Psychology (Minor: Philosophy) — May 2020 *Summa Cum Laude* | GPA: 3.84/4.0

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## HONORS AND AWARDS

- Language Science and Computational Linguistics Student Excellence Award — May 2021
- Excellence in Student Life Award — May 2020
- Dean's List: Every Semester — Fall 2017 – Spring 2023
- Psi Chi Induction — April 2019

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## PROFESSIONAL APPOINTMENTS

**Co-Founder & Chief Science Officer** | Cogbias AI — June 2024 – Present

- Lead psychological research and development, translating cognitive science research on cognitive distortions and biases into production AI systems.
- Direct model development in collaboration with the engineering team, designing novel AI/ML architectures grounded in psychological theory (details protected under NDA; one provisional patent filed).
- Author and co-author manuscripts for peer-reviewed publication on linguistic markers of cognition and bias detection.
- Company founded on cognitive distortion and bias detection research developed through the NSF Regional I-Corps program.

**Adjunct Professor of Psychology** | Rochester Institute of Technology — August 2023 – Present

- Introduction to Psychology (PSYC 101), Double Section, Fall 2026
- Perception (PSYC 224), Double Section, Fall 2025
- Social Psychology (PSYC 225), Double Section, Spring 2025
- Developmental Psychology (PSYC 226), One Section, Spring 2025

- Psychological Disorders (PSYC 221), One Section, Fall 2024
- Cognitive Psychology (PSYC 223), Double Section, Fall 2024
- Developmental Psychology (PSYC 226), One Section, Spring 2024
- Cognitive Psychology (PSYC 223), One Section, Spring 2024
- Introduction to Psychology (PSYC 101), Two Sections, Fall 2023

**Psychometric & AI Systems Consultant (Contractor)** | Ramerman Leadership Group — July 2025 – Present

- Sole architect and developer of the **Sales Performance Compass**, an enterprise-grade psychometric assessment and AI coaching platform for sales organizations; currently providing ongoing maintenance and enhancements.
- Designed the platform's dual psychometric instruments: an eight-archetype sales personality assessment and a four-style leadership coaching assessment, with an AI-driven compatibility analysis matching leadership styles to sales archetypes.
- Engineered the full technology stack (~66,000 lines of code): Python/Flask REST API with PostgreSQL, React front end with data visualizations, JWT-based security, and CI/CD deployment on AWS.
- Built a multi-agent AI system (GPT-4-based leader and member coaching agents) delivering team analysis, individualized coaching recommendations, and lead-closing strategies.

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## RESEARCH EXPERIENCE

**RIT Written Narratives and Mental Well-being**, Mentor: Dr. Tina Sutton Lead Researcher — August 2022 – May 2023

- Designed experiment using the Qualtrics system.
- Collected data from 152 participants.
- Analyzed results using Python, Excel, and Minitab.

**RIT Mood Congruent Visual Perception**, Mentor: Dr. Tina Sutton Lead Researcher — June 2019 – May 2020

- Used the Python coding language to develop a perception task.
- Collected data in person from 65 participants.
- Used SPSS to analyze the data for significant findings.

**RIT Comparative Cognition and Perception Lab**, PI: Dr. Caroline DeLong Undergraduate/Graduate Research Assistant — June 2019 – May 2023

- Tested and trained North American river otters in multiple experiments; participated in setup for testing and helped prepare new stimuli.
- Recorded data on baboons' handedness while completing object constancy and numerosity tasks.

**RIT Language and Facial Expression Recognition**, PI: Dr. Tina Sutton Summer Internship — June 2019 – August 2019

- Analyzed over 1,000 words to match a set based on valence, arousal, and frequency.
- Reviewed face stimuli to match faces with the words.

**RIT Transgender Misgendering Study**, PI: Dr. Alan Smerbeck Summer Internship — June 2019 – August 2019

- Performed a qualitative analysis of themes and characteristics of transgender participants' self-reports across over 1,200 responses.

**RIT Social Methods, Evolutionary, and Legal Laboratory**, PI: Dr. John Edlund Summer Internship — June 2019 – August 2019

- Ran participants in a study on attributions and biases, examining research's failure to replicate.

**RIT Health and Addiction Research Center**, PI: Dr. Joseph Baschnagel Undergraduate Research Assistant — January 2019 – May 2019

- Performed psychophysiology measures such as EEG, EKG, eye tracking, skin conductance, and saliva samples to measure cortisol.
- Trained new research assistants on all procedures related to the current study.

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## PRESENTATIONS

Altobelli, M., Mcgrale, B., & Sutton, T. (2024, November 21). *The Influence of PTSD Symptom Severity on Emotion-Laden Word Use and Cognitive Processing Styles.* [Conference presentation]. Psychonomics Society, New York City, NY.

Altobelli, M., & Sutton, T. (2024, March 1). *Examining Linguistic Narratives and Symptoms of Anxiety, PTSD, and Depression.* [Conference presentation]. Eastern Psychological Association, Philadelphia, PA.

Altobelli, M., Alm, C., & Sutton, T. (2023, May 16). *Cognitive Processing Style Analyzer.* [Conference presentation]. Embracing the Digital Future of Healthcare Symposium, Rochester Institute of Technology, Rochester, NY.

DeLong, C. M., Becker, K., Wegman, J., Brownell, L., Altobelli, M., Hampton, K., Gibbs, S., & Cantlon, J. (2023, April 13). *Hand preferences for match-to-sample tasks in olive baboons (Papio anubis).* [Conference presentation]. The 30th Annual International Conference on Comparative Cognition, Melbourne, FL, United States.

Altobelli, M., Alm, C., & Sutton, T. (2023, April 5). *Cognitive Processing Style Analyzer.* [Conference presentation]. Graduate Student Showcase, Rochester Institute of Technology, Rochester, NY.

Altobelli, M. (2022, September). *Cognitive Processing Style Analyzer.* Presentation for AFRL RIT AWARE-AI visit, Rochester, NY.

Altobelli, M., & Sutton, T. (2020, March). *Mood Congruent Visual Perception.* Poster presentation at the Eastern Psychological Association, Boston, MA.

Wegman, J., Wright, C., Rachfal, T., Altobelli, M., Morelli, J., Morrison, E., Gunther, K., & DeLong, C. M. (2019, August). *Can North American river otters (Lontra canadensis) categorize 2D objects?* Poster presented at the RIT Undergraduate Research Symposium, Rochester, NY.

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## PUBLICATIONS

Altobelli, M., & Sutton, T. *The Impact of AI-Powered Question Rephrasing on Cognitive Bias in Survey Responses.* Manuscript in preparation.

Altobelli, M., & Sutton, T. *The Relationship between Language and Emotion: Examining Linguistic Narratives and Posttraumatic Stress Disorder.* Manuscript in preparation.

Altobelli, M. (2018). *The American Nightmare and the Art of Failure: Life with PTSD.* Bloomington, IN: iUniverse.

One provisional patent filed through Cogbias AI.

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## INDUSTRY AND APPLIED EXPERIENCE

**Regional I-Corps (NSF)** Participant — November 2023 – December 2023

- Created a Business Model Canvas for the startup that became Cogbias AI.
- Held customer discovery interviews.
- Developed and refined the business thesis based on interview findings.

**AWARE-AI (NSF Research Traineeship)** Trainee — August 2022 – May 2023

- Attended multidisciplinary talks, trainings, and workshops.
- Attended track meetings and worked on AI track projects.
- Developed and ran an AI/ML project.

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## SERVICE AND LEADERSHIP

**RIT CHST Research Spotlight** Board Member — October 2017 – May 2020

- Planned, organized, and executed the annual event.
- Reviewed and graded student-submitted research abstracts with other board members to select each year's presenters.

- Led marketing and recruiting for the event.

Master of Ceremony — October 2017 – May 2020

- Introduced each presenter and ensured smooth transitions between presenters.
- Announced start times and breaks; ensured participants stayed within their allotted time.

**RIT Psychology Club** President — January 2018 – May 2020

- Scheduled and ran meetings, collaborated with other organizations and clubs, created meeting agendas, organized events and fundraisers, and delegated tasks.

**RIT Psychology Department** Peer Mentor — April 2018 – May 2020

- Assisted the undergraduate program director in planning and executing department events.
- Aided undergraduate students with scheduling, class selection, study habits, and paper editing.

**RIT Chapter of Psi Chi** Chapter Officer — April 2019 – May 2021

- Attended all Psi Chi meetings and assisted in the planning and execution of various events.

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## MILITARY SERVICE

**United States Air Force** — Staff Sergeant, June 2006 – May 2014

**Recruiter** — September 2010 – May 2014

- Responsible for enlisting recruits into the Air Force.
- Managed recruit records through the AFRISS system and prepared recruits through bi-weekly training meetings.

**Weapons Specialist** — August 2006 – September 2010

- Responsible for all weapons systems and functions of the A-10A and C models.
- Maintained HH-60 weapons for Combat Search and Rescue; led a three-man crew in daily operations.

**Selected Awards:** Air Force Achievement Medal; Meritorious Unit Award; Outstanding Unit Award; Good Conduct Medal; Afghanistan Campaign Medal; NATO ISAF Medal; NCO of the Quarter; MVP of the Year, B-Flight.

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## TECHNICAL SKILLS

**Programming & Data Analysis:** Python, R-style statistical workflows (SPSS, Minitab), SQL/PostgreSQL, JavaScript/React, Flask, Excel **AI/ML:** Natural Language Processing, large language model applications (GPT-4 agent systems), model development and evaluation **Research Tools:** Qualtrics, psychophysiological measurement (EEG, EKG, eye tracking, skin conductance) **Cloud & DevOps:** AWS (Elastic Beanstalk, S3, CloudFront), CI/CD with GitHub Actions

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## MEMBERSHIPS

- Psi Chi, The International Honor Society in Psychology
- Psychology Club at RIT
- Eastern Psychological Association