MATTHEW ALTOBELLI, M.S.

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SUMMARY

Behavioral scientist and AI product builder with a Master's in Experimental Psychology and eight years of U.S. Air Force leadership experience. Co-Founder and Chief Science Officer of an AI startup developing novel models for cognitive bias detection, and sole architect of an enterprise psychometric assessment and AI coaching platform (~66,000 lines of production code). Combines deep expertise in psychometrics, natural language processing, and full-stack engineering with a proven record in sales, recruiting, and team leadership.

CORE COMPETENCIES

Psychometric Assessment Design | AI/ML Model Development | Natural Language Processing | Full-Stack Development (Python/Flask, React, PostgreSQL) | LLM Agent Systems | AWS Cloud Deployment & CI/CD | Statistical Analysis (Python, SPSS, Minitab) | Research Design & Data Collection | Leadership & Team Management | Sales & Client Relations | University-Level Teaching

PROFESSIONAL EXPERIENCE

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

- Lead psychological R&D for an AI startup building models for detecting cognitive distortions and biases in language; recruited as co-founder on the strength of original graduate research.
- Guide AI model development alongside the engineering team, ensuring architectures are grounded in cognitive science and psychological theory (specifics protected under NDA).
- Manuscripts in preparation; one provisional patent filed.
- Shaped company strategy from NSF Regional I-Corps customer discovery.

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

- Single-handedly created and deployed the **Sales Performance Compass**, an enterprise-grade SaaS platform combining psychometric assessment with AI-powered sales coaching; now providing ongoing maintenance and feature development.

- Designed the platform's dual psychometric instruments from the ground up: an 8-archetype sales personality assessment and a 4-style leadership assessment, plus an AI compatibility analysis matching leaders to team members.
- Built the entire stack solo — Python/Flask REST API, PostgreSQL database, React/Tailwind front end with interactive analytics dashboards, JWT security, and HubSpot CRM integration — totaling roughly 66,000 lines of code.
- Engineered a multi-agent AI coaching system on GPT-4 that generates team analyses, individualized coaching recommendations, and deal-closing strategies, with response caching for performance.
- Implemented CI/CD pipelines (GitHub Actions) and AWS production infrastructure (Elastic Beanstalk, S3/CloudFront), plus enterprise features including multi-team management, role-based access, and admin portals.

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

- Teach up to five sections per semester across Social, Cognitive, and Developmental Psychology, Psychological Disorders, and Introduction to Psychology.
- Design engaging course content and translate complex research into accessible instruction for diverse audiences.

Lead Researcher | RIT Written Narratives and Mental Well-being | August 2022 – May 2023

- Designed and executed a study linking linguistic markers in written narratives to anxiety, PTSD, and depression symptoms; collected data from 152 participants and analyzed results in Python.
- Findings presented at the Psychonomics Society and the Eastern Psychological Association.

NSF AWARE-AI Trainee & Regional I-Corps Participant | RIT / NSF | August 2022 – December 2023

- Selected for a National Science Foundation AI traineeship; developed and ran an AI/ML project detecting cognitive processing styles from text.
- Completed NSF I-Corps customer discovery, building the business model that became the foundation of Cogbias AI.

EARLIER CAREER

Owner/Trainer/Nutritionist | Gruntz Fitness LLC | March 2016 – July 2017

- Grew a solo startup from 3 clients to over 90, managing a team of 6 employees and generating over $82,000 in sales within 8 months.

Senior Regional Leader | Primerica Financial Services | November 2014 – February 2016

- Led a team of roughly 100 licensed agents; ranked #1 in sales for eight months of 2015 and delivered speeches to audiences of 500+ agents.

HR Manager | Interim Healthcare | November 2014 – February 2015

- Managed hiring, personnel, and records for over 400 healthcare professionals.

Recruiter | United States Air Force | September 2010 – May 2014

- Enlisted and managed recruits through the training and entry process; certified USAF recruiter with formal professional selling training.

Weapons Specialist (Staff Sergeant) | United States Air Force | August 2006 – September 2010

- Responsible for all weapons systems on A-10A/C aircraft and HH-60 Combat Search and Rescue helicopters; led a three-person crew in daily operations.

EDUCATION

Rochester Institute of Technology — M.S., Experimental Psychology, May 2023 (GPA: 3.74) **Rochester Institute of Technology** — B.S., Psychology, Minor in Philosophy, May 2020 (*Summa Cum Laude*, GPA: 3.84)

Additional Training: Airman Leadership School (Management & Public Speaking, 2011); Professional Selling Skills, Achieve Global (2010)

SELECTED HONORS

Language Science and Computational Linguistics Student Excellence Award (2021) | Excellence in Student Life Award (2020) | Dean's List every semester (2017–2023) | Psi Chi International Honor Society | Air Force Achievement Medal | NCO of the Quarter

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PUBLICATIONS & PRESENTATIONS (SELECTED)

- Psychonomics Society (2024): PTSD symptom severity, emotion-laden word use, and cognitive processing styles.
- Eastern Psychological Association (2024): Linguistic narratives and symptoms of anxiety, PTSD, and depression.
- Author, *The American Nightmare and the Art of Failure: Life with PTSD* (iUniverse, 2018).
- Manuscripts in preparation; one provisional patent filed through Cogbias AI.