

# **Curriculum Vitae**

## **Brett Agypt**

### **Summary Biography**

Brett Agypt is a doctoral student in the Organizational Science program at the University of North Carolina at Charlotte. In addition, he has served as a graduate assistant, the Vice-President of the Organizational Science Graduate Association, and Treasurer of UNCC's chapter of the Society of Human Resource Management. He has presented posters and papers at various regional and national conferences, and has established a research agenda on organizational temporality for his dissertation. Recent honors include being nominated for one of Butler University's Top 100 students, the Award for Excellence in Psychology at Butler University, and the Edgar L. Yeagar award at Butler University, as well as winning the Butler Summer Institute position in 2006. Brett Agypt has also performed independent consulting work with nonprofit organizations, including St. Matthew Catholic Church, one of the largest Catholic churches in the region, and the University of North Carolina at Charlotte. Prior to being admitted to the Organizational Science program at UNC Charlotte, he received his undergraduate B.A. degree from Butler University in 2007, attaining magna cum laude honors and highest departmental honors.

# Curriculum Vitae

## BRETT A. AGYPT

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### EDUCATION

- |              |   |                           |
|--------------|---|---------------------------|
| <b>Ph.D.</b> | <b>Organizational Science</b><br><i>University of North Carolina at Charlotte (AACSB)</i>   | <b>expected May, 2011</b> |
|              | <i>Projected Dissertation:</i> The interaction of micro- and macro-level temporalities in predicting work/family balance, stress, and leader effectiveness. |                           |
| <b>M.A.</b>  | <b>Industrial/Organizational Psychology</b><br><i>University of North Carolina at Charlotte</i>   | <b>2009</b>               |
| <b>B.A.</b>  | <b>Psychology, Business Administration</b><br><i>Butler University</i>  | <b>2007</b>               |

### RESEARCH & PUBLICATIONS

#### Papers Under Review

Agypt, B., & Rubin, B. A. (under review). Time in the new economy: Considering the interaction of individual and structural temporalities in predicting job satisfaction. *Under second review at Journal of Management Studies*.

Rogelberg, S. G., Scott, C. W., Agypt, B. A., & Kello, J. E. (under review). Lateness to meetings: A conceptual discussion of an unexplored temporal phenomenon with illustrative data. *Under review at Journal of Occupational and Organizational Psychology*.

#### Papers in Preparation

Agypt, B. (in preparation). Hiring by faith: Ministry evaluations of faith in the hiring process. *Target journal: Human Resource Management*.

Agypt, B., Nesbit, B., Christensen, R. K., & Gossett, L. (in preparation). Longitudinal determinants of workplace giving: The effects of status, income, and culture. *Target journal: Nonprofit Voluntary Sector Quarterly*.

Agypt, B., & Rubin, B. A. (in preparation). Thinking 'outside the clocks:' The effects of temporal structuring on organizational creativity climate. *Target journal: Creativity and Innovation Management*.

Dibrell, C., Davis, P., & Agypt, B. (in preparation). Entraining internal practices to external paces: Effects on organizational innovativeness and performance. *Target journal: Organization Science*.

### **Book Chapters in Preparation**

Agypt, B., Scott, C. W., Rogelberg, S.G., & Kello, J. E. (in preparation). The construct of meeting lateness: Practical, empirical, and theoretical Implications.

## **PRESENTATIONS AND CONFERENCE ACTIVITIES**

### **Refereed Paper Presentations at Regional and National Conferences**

Agypt, B., Nesbit, B., Christensen, R. K., & Gossett, L. (2010, November). Longitudinal determinants of workplace giving: The effects of status, income, and culture. Paper to be presented at the Association for Research on Nonprofit Organizations and Voluntary Action conference, Alexandria, VA.

Agypt, B. (2010, August). Ministry hiring decisions: Evaluating faith in the hiring decision. Paper to be presented at the Academy of Management conference, Montreal, Canada.

Agypt, B., & Rubin, B. A. (2010, August). Layered-task time: Developing a measure of workplace temporal structures. Paper to be presented at the Academy of Management conference, Montreal, Canada.

Agypt, B., & Rubin, B. A. (2009, May). Thinking outside the “clocks:” The effect of layered-task time on creative autonomy in meetings. Paper presented at the International Communication Association conference, Chicago, IL.

Agypt, B., & Rubin, B. A. (2009, April). The impact of layered-task time and temporal personality on job-satisfaction. Paper presented at the Southern Sociological Society conference, New Orleans, LA.

## **PROFESSIONAL/TECHNICAL REPORTS**

Agypt, B. (2010). The State of Nonprofit Organizations in the Charlotte Metropolitan Area. Technical report prepared for the Nonprofit Voluntary Action Consortium and Charlotte Observer.

Agypt, B. (2008). Underrepresentation of Gender and Race in Academia: The Diversity of Faculty Hiring. Technical report prepared for ADVANCE.

## **TEACHING EXPERIENCE**

### **Classes Taught**

#### *Quantitative Analysis*

- I independently taught 3 sections of Quantitative Analysis, covering everything from basic descriptive statistics to multiple regression. Each class contained about 35 students. In addition, I supervised two Teaching Assistants for each section who taught the lab portion of the classes,

which introduced the students to SPSS and taught them how to perform the various analyses that we discussed in class using the statistical software.

- *Composite rating: 4.7/5.0*

#### *Human Resource Management*

- I independently taught 1 section of Human Resource Management, covering everything from ethical practices to integrated high performance work systems. In addition to scheduled exams, students were required to perform case analyses every week and write and present a paper that focused on a current Human Resource issue/tool.
- *Composite rating: 4.89/5.0*

### **Invited Addresses**

#### *The Sociology of Work: The 24/7 Economy*

- Invited by a colleague to speak on the 24/7 economy, including its development, effects, and the role of temporal and competitive organizational pressures on employees and organizations.

#### *Organizational Science Recruitment Weekend*

- Invited by the program to speak on an ongoing research project that assesses the demographic qualities that predict donative behavior in workplace giving campaigns, including status and income.

### **Areas of Teaching Interests**

Quantitative Analysis, Organizational Behavior & Leadership, Human Resource Management, Qualitative Analysis, Research Methods, Strategic Management, Nonprofit Organization and Volunteer Management, Program Assessment, Organizational Development and Change, and the Organization of Religion.

## **ACADEMIC POSITIONS**

### **University of North Carolina - Charlotte, NC**

**2007-present**

#### *Graduate Assistant and Instructor*

- *Worked with a variety of staff and faculty members at UNC Charlotte, gaining teaching experience in various classes (Quantitative Analysis, Human Resource Management, and the Sociology of Work), as well as applied experience (working as a consultant to the Associate Vice Chancellor of Human Resources, serving on the Advisory Committee to the Chancellor on Employee Health and Wellness, and assisting in an executive dashboard program focusing on staffing issues at the university and implemented with the Chancellor).*

## **NON-ACADEMIC POSITIONS**

### **Human Resources Compensation Consultant**

**2008- 2009**

*University of North Carolina at Charlotte – Charlotte, NC*

### **Research Associate**

**2006-2007**

*Cognitio Marketing Research Firm – Indianapolis, IN*

### ***Underwriting Associate***

Combined Insurance Company of America – Chicago, IL

2006

## **REVIEWING WORK**

Ad Hoc Reviewer – Academy of Management, Organizational Behavior Division, 2008-2010

Ad Hoc Reviewer – Academy of Management, Organization Development and Change, 2008-2010

Ad Hoc Reviewer – Academy of Management, Management, Spirituality, and Religion Division, 2008-2010

## **AWARDS AND HONORS**

Completion of “Counseling Skills in the Workplace” workshop, 2008

Nominated for Top 100 Students Award, Butler University, 2007

Nominated for the Award for Excellence in Psychology, Butler University, 2007

Nominated for the Edgar Lee Yeager Memorial Award, Butler University, 2007

Magna cum Laude Distinction, Butler University, 2007

Highest Honors Distinction in the Psychology department, Butler University, 2007

Butler Summer Institute Award, 2006

## **GRANTS**

\$600: Holcomb Undergraduate Grant (2007). Topic: The role of emotion in memory of discovery of one’s divorce.

\$600: Holcomb Undergraduate Grant (2006). Topic: Autobiographical memory of flashbulb memory events in children.

\$1,500: Stuart Research Fellowship (2006). Topic: The role of emotion in the recognition of personal autobiographical memories of national disaster events.

## **SERVICE**

### **Professional Society Activities**

Society for Industrial-Organizational Psychology (2007-present), Member

Society of Human Resource Management (2007-present), Member

Academy of Management (2007-present), Member

National Communication Association (2007-present), Member  
American Sociological Association (2007-present), Member

Southeastern Psychological Association (2004-2007), Member

Association for Psychological Science (2004-2007), Member

### **University of North Carolina at Charlotte**

Mentor – Organizational Science Summer Institute (2009)

- As a mentor in the Organizational Science Summer Institute (OSSI), I mentored an OSSI fellow, providing insight into the graduate school admission program, teaching statistics and research methods, and assisting the fellow in preparing and presenting a research proposal.

Volunteer Program Assessment (2009-present)

- I am one of seven members of a project team that performs critical evaluations of nonprofit organizations' volunteer management programs free-of-charge. We engage the organizational leaders in in-depth discussions, gathering information on the program's issues, strengths, and capabilities, after which we conduct a quantitative analysis of various volunteer-related issues. We then report back the results, after which the volunteer managers have access to an online community of other volunteer managers and a library of white papers on various volunteer management issues.

Nonprofit and Voluntary Action Consortium (2008-present)

- I founded and participate in a nonprofit research group made up of graduate students and faculty members from various disciplines that is focused on performing action-oriented research and providing resources to local and regional nonprofit organizations.

Participated in the selection process for an Organizational Communication faculty position (2008)

- I participated in the interview and review process through which a faculty position in Organizational Communication was filled.

Participated in the selection process of the Dean of Belk College of Business (2008)

- I participated in the interview and review process through which the position of Dean of Belk College of Business was filled.

Vice-President – Organizational Science Graduate Association (2008-2009)

- I served as Vice-President of the Organizational Science Graduate Association (OSGA), fulfilling a number of duties, the most significant of which was assisting in hosting and running the UNC Charlotte Graduate Research Fair.

Treasurer – Society of Human Resource Management, UNC Charlotte Chapter (2007-2009)

- I served as the Treasurer of the UNC Charlotte chapter of the Society of Human Resource Management (SHRM), fulfilling a number of duties including bank account management, management of member archives and dues, and completing and filing grant applications.

Senator – Organizational Science Graduate Association (2007)

- As a Senator, I represented OSGA in organizational meetings, voting on various motions and policies as well as fulfilling my role as a conduit of information between OSGA and the Graduate and Professional Student Government.

## **Community Service**

Young Life, Charlotte, NC (2007-present)

Young Life Summer Staff Volunteer, Fraser, CO (2007)

Young Life Summer Staff Volunteer, Lake City, MI (2006-2007)

Young Life, Indianapolis, IN (2005-2007)

Rebuilding the Wall, Indianapolis, IN (2005-2007)

Young Life Summer Staff Volunteer, Weaverville, NC (2005)

New Generations, Barrington, IL (2002-2003)

## **OUTREACH AND CONSULTANTSHIPS**

### **Projects**

Nonprofit Voluntary Action Consortium, UNC Charlotte. Examination of the State of Nonprofits in the greater Charlotte Metropolitan Area.

Organizational Science Doctoral Program, UNC Charlotte. Website Creation and Development.

St. Matthew Catholic Church, Charlotte, North Carolina. Communication Audit.

Human Resources Department, UNC Charlotte. General Workforce Evaluation.

Human Resources Department, UNC Charlotte. Campus-wide Job Analysis Project.

ADVANCE program, UNC Charlotte. Examination of the Hiring of Underrepresented Groups for Faculty Positions at UNC Charlotte.

## REFERENCES

### **Beth A. Rubin, Ph.D.**

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### **Steven G. Rogelberg, Ph.D.**

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Adjunct Professor of Management  
Editor, Journal of Business and Psychology  
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