

Salvatore J. Affinito

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ACADEMIC APPOINTMENTS

- 2024 - present **New York University, Leonard N. Stern School of Business**
Assistant Professor of Management and Organizations
- 2021 - 2024 **Harvard University, Harvard Business School**
Senior (Post-doctoral) Researcher

EDUCATION

- 2021 **University of North Carolina at Chapel Hill, Kenan-Flagler Business School**
Ph.D., Organizational Behavior
- 2018 **University of North Carolina at Chapel Hill, Kenan-Flagler Business School**
M.S., Management
- 2015 **Pennsylvania State University, Schreyer Honors College**
B.S., Psychology (minor in Business and the Liberal Arts)
magna cum laude, Phi Beta Kappa

AWARDS AND HONORS

- 2023 **Outstanding Publication**, *International Association for Conflict Management*
- 2021 **Best Paper**, *Academy of Management Annals*
- 2020 **Most Innovative Student Paper**, *OB Division, Academy of Management*
- 2019 **Most Innovative Student Paper**, *OB Division, Academy of Management*
- 2017 **Outstanding Reviewer**, *OB Division, Academy of Management*

PUBLICATIONS

* denotes equal authorship

Affinito, S. J.*, Hofmann, D. A.*, Keeney, J. E. (In Press). Out of Sight, Out of Mind: How High-Level Construals Can Decrease the Ethical Framing of Risk-mitigating Behavior. *Journal of Applied Psychology*

Affinito, S. J., Antoine, G. E., Gray, K., Maddux, W. W. (2023). Negative multicultural experiences can increase intergroup bias. *Journal of Experimental Social Psychology*

Kundro, T. G.*, Belinda, C. D.*, **Affinito, S. J.***, Christian, M. S. (2023). Performance pressure amplifies the effect of evening detachment on next-morning shame: Downstream consequences for workday cheating behavior. *Journal of Applied Psychology*

Kundro, T. G., Nurmohamed, S., Kakkar, H., **Affinito, S. J.** (2023). Time delays exacerbate the severity of third-party punishment. *Psychological Science*

Maddux, W. W., Lu, J. G., **Affinito, S. J.**, Galinsky, A. D. (2021). Multicultural experiences: A systematic review and new theoretical framework. *Academy of Management Annals*.

MANUSCRIPTS UNDER REVIEW

Affinito, S. J., Christian, M. S., Zheng, X., Sherf, E. N., Keeney, J. E., Yang, J., Hofmann, D. A., Yu, Y., Gray, K. [Title redacted for blind review].

1st Round Revise and Resubmit at Organization Science

Affinito, S. J. & Perlow, L. A. [Title redacted for blind review].

1st Round Revise and Resubmit at Academy of Management Journal

Rodriguez-Mincey, D.*, **Affinito, S. J.***, Antoine G. E., Gray, K., Maddux, W. W. [Title redacted for blind review].

Reject & Resubmit at Journal of Personality and Social Psychology

Kundro, T. G., **Affinito, S. J.**, Rodriguez-Mincey, D. [Title redacted for blind review].

Reject & Resubmit at Journal of Personality and Social Psychology

Affinito, S. J., Fragale, A. R., Kundro, T. G. [Title redacted for blind review].

Under review at Organization Science

OTHER REFEREED PUBLICATIONS

Affinito, S. J., Christian, M. S., Zheng, X., Sherf, E. N., Keeney, J. E., Yang, J., Hofmann, D. A., Yu, Y., Gray, K. 2020. From Deviance to Cover-up: The Roles of Confessional Silence and Punitive Policies. In Guclu Atinc (Ed.), **Proceedings of the Eightieth Annual Meeting of the Academy of Management**.

Affinito, S. J., Christian, M., Pearsall, M., Morgan, L., Long, E., Jones, C. 2019. Daily interactions with cynical coworkers affect employee energy and performance. doi: 10.5465/AMBPP.2019.165. In Guclu Atinc (Ed.), **Proceedings of the Seventy-ninth Annual Meeting of the Academy of Management**. Online ISSN: 2151-6561.

SELECTED POPULAR PRESS WRITING & TEACHING MATERIALS

[Our Bosses Tell Us to Unplug From Work. We Don't Believe They Mean It.](#) *The Wall Street Journal*. (January 2024).

[Why Delays in Delivering Justice Lead to Harsher Sentencing.](#) *Scientific American*. (August 2023).

[Eat, Pray, Hate?](#) *Character & Context | SPSP's Blog*. (October 2023).

[Work Arrangements in the Post-Pandemic World.](#) (HBS Technical Note #424-022).

INVITED ACADEMIC PRESENTATIONS

2023 New York University; Stern School of Business

2023 London Business School

2023 University of California, Los Angeles; Anderson School of Management

2023 University of Southern California; Marshall School of Business

2023 Carnegie Mellon University; Tepper School of Business

2023 Carnegie Mellon University; Heinz College of Information Systems/Public Policy

2023 Boston College; Carroll School of Management

2023 Indiana University; Kelley School of Business

2023 Pennsylvania State University; Smeal College of Business

2023 INSEAD; Global XR Management Community

2019 University of North Carolina at Chapel Hill; Healthcare Annual Conference

2018 University of North Carolina at Chapel Hill; Nursing Research Council

SELECTED CONFERENCE PRESENTATIONS

McElroy, T. & Moy, J. H. (2023). *Multicultural Experiences: Interpersonal Perceptions and Interactions*. Discussant for symposium presented at the 83rd annual meeting of the Academy of Management, Boston.

Turek, A., Affinito, S. J., Whillans, A. V., Perlow, L. A. (2022). A Blessing or a Curse? The Benefits and Challenges of Remote Work for Working Mothers. In S. Chan-Ahuja, A. Feldberg, A. Turek, *Work Hard Parent Hard: Gender and Work Life Conflict in the COVID-19 Pandemic*. Symposium presented at the 82nd annual meeting of the Academy of Management, Seattle.

Kundro, T. G., Nurmohamed, S., Kakkar, H. Affinito, S. J. (2022). Crime, Time, and Punishment: Time Lags Exacerbate the Severity of Third-Party Punishment. In E. Frey, B. A. Helgason, T. G. Kundro, K. Smith-Crowe, J. Yip, *Prompting and Punishing Transgressions: Interpersonal Causes and Consequences of Unethical Behavior*. Symposium presented at the 82nd annual meeting of the Academy of Management, Seattle.

Sezer, O., Affinito, S. J., Staats, B. R. (2022). I Told You So Effect. In M. Kwon, L. A. McFarland, & O. Sezer, *Impression Management and Mismanagement in Organizations*. Symposium presented at the 82nd annual meeting of the Academy of Management, Seattle.

Affinito, S. J., Maddux, W. W., Antoine, G. E., Gray, K. J. (2021). Eat, Pray...Hate? Negative Multicultural Experiences Can Increase Intergroup Bias. In E. Lin, & R. Brands, *Multicultural Experience and Social Dynamics*. Symposium presented at the 81st annual meeting of the Academy of Management, Philadelphia.

Belinda, C. D., Affinito, S. J., Melwani, S., & Christian, M. S. (2021). The epistemic value of being a complaint recipient: A social learning perspective. In C. Bradley, L. Greer, & A. Yu, *Should we talk about our feelings? New perspectives on verbal communication about emotions at work*. Symposium presented at the 81st annual meeting of the Academy of Management, Philadelphia.

Sezer, O., Affinito, S., Staats, B. R. (2020). "I Told You So" Effect. Paper presented at the Association for Consumer Research (ACR), Virtual

Affinito, S. J., Christian, M. S., Sherf, E. N., Keeney, J. E., Yang, J., Hofmann, D. A., Yu, Y., Gray, K. (2020). From Deviance to Cover-up: The Roles of Confessional Silence and Punitive Policies. Paper presented at the 80th annual meeting of the Academy of Management, Vancouver.

Winner of Most Innovative Student Paper Award, OB Division
Best Paper Proceedings Recognition, OB Division

Kundro, T. G.*, Belinda, C. D.*, Affinito, S. J.*, Christian, M. S. (2020). The Shame of Restoration: The Effect of Evening Detachment on Next-Day Unethical Behavior. In D. Wagner & K. Schabram (Co-Chairs), *Human Sustainability in Organizations: Physiological, Psychological, & Social Maintenance Approaches*. Symposium presentation at the 80th annual meeting of the Academy of Management, Vancouver.

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Affinito, S., Christian, M., Pearsall, M., Morgan, L., Long, E., Jones, C. (2019). Daily interactions with cynical coworkers affect employee energy and performance. Paper presented at the 79th annual meeting of the Academy of Management, Boston.

Winner of Most Innovative Student Paper Award, OB Division
Best Paper Proceedings Recognition, OB Division

Affinito, S., Christian, M. S., Yang, J., Zheng, X. M., Long, E. (2018). Tough Love or Just Tough? Interpretations of Abusive Supervision Depend on Employee Mindfulness. In P. Sharma & A. Younge (Co-Chairs), *Positive Perspectives on Mistreatment, Revenge, and Competition*. Symposium

presentation at the 78th annual meeting of the Academy of Management, Chicago.

Eisenkraft, N., Affinito, S. J. (2018). When is Dichotomizing Network Data Problematic? Paper presented at the 78th annual meeting of the Academy of Management, Chicago.

Affinito, S. J., Fragale, A., Raz, K., Snyder, D. (2017). Authority without Admiration: The Negative Treatment of Low Status Powerholders. Paper presented at the 77th annual meeting of the Academy of Management, Atlanta.

Affinito, S. J., Higgins, R. C., Wood, L., Chen, S., Cole, P., Trommsdorff, G., Mishra, R., Park, S., & Niraula, S. (2014). Mothers' intuitive theories about child emotional competence: A cross-national view. Symposium presentation at the 22nd International Congress of the International Association for Cross-Cultural Psychology, Reims, France.

Cole, P., Chen, S., Wood, L., Affinito, S. J., Higgins, R. C., Trommsdorff, G., Mishra, R., Park, S., Niraula, S. (2014). Mothers' intuitive theories about child emotional competence and misbehavior: A cultural analysis. Poster presented at the 23rd Biennial Meeting of the International Society for the Study of Behavioural Development in Shanghai, China.

TEACHING

Harvard Business School

2021 - 2023 Crafting Your Life
MBA Teaching Assistant

University of North Carolina at Chapel Hill

2018 Leading and Managing: An Introduction to Organizational Behavior
Average Instructor Rating: 4.82/5.00 (1 section; Undergraduate)

2017 - 2021 Leading and Managing/Global Leadership
Average Facilitator Rating: 4.96/5.00 (9 sections; Evening/Executive MBA)

2017 - 2021 Global Leadership/Groups and Teams/Negotiations/Resilient Leadership
MBA Teaching Assistant

Pennsylvania State University

2014 Work Attitudes and Motivation/Selection and Assessment
Undergraduate Teaching Assistant

PROFESSIONAL EXPERIENCE

2013 The Kaya Group, Australia
Management Consulting Intern

SERVICE

Reviewing

Organization Science
Academy of Management Review
Journal of Applied Psychology
Organizational Behavior and Human Decision Processes
Journal of Experimental Social Psychology
Academy of Management Discoveries
Journal of Cross-Cultural Psychology
Management and Organization Review
Academy of Management Annual Meeting (OB; RM)

Committees

2017 - 2021 Duke-UNC PhD Student Collaboration Coordinator
2020 - 2021 UNC Organizational Behavior Diversity, Equity, and Inclusion

PROFESSIONAL AFFILIATIONS

2016 - present American Psychological Association
2015 - present Academy of Management
2014 - present Society for Industrial and Organizational Psychology