

JARED D. HARRIS

DARDEN GRADUATE SCHOOL OF BUSINESS ADMINISTRATION • UNIVERSITY OF VIRGINIA
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ACADEMIC APPOINTMENTS

University of Virginia, Darden Graduate School of Business, Charlottesville, VA. 2006 - present
Assistant Professor of Business Administration
(Strategy, Ethics, and Entrepreneurship Area)

EDUCATION

University of Minnesota, Carlson School of Management, Minneapolis, MN. 2007
Ph.D., Strategic Management and Business Ethics
Supporting Fields: Econometric Methods, Contemporary Moral Philosophy
Dissertation: *Financial Misrepresentation: Antecedents and Performance Effects*
Committee: Phil Bromiley (co-advisor), Norm Bowie (co-advisor), Myles Shaver,
Aks Zaheer, Sarah Holtman

Brigham Young University, Marriott School of Management, Provo, UT. 1997
Master of Accountancy, Bachelor of Science in Accounting (Music Minor)

Academic Honor Societies: Beta Gamma Sigma, Phi Kappa Phi, Golden Key, National Dean's List

AFFILIATIONS

Senior Fellow, Olsson Center for Applied Ethics
Fellow, Business Roundtable Institute for Corporate Ethics
Fellow, Juran Center for Research in Quality
Board member, Research Advisory Committee for Finance Governance, Risk and Compliance, Institute
of Management Accountants
Member, Academy of Management, Strategic Management Society, Society for Business Ethics,
International Association for Business and Society, INFORMS
Certified Public Accountant, State of Oregon

INTERESTS

Research: Ethical considerations for strategy formulation; impact of ethical management processes on
performance; interorganizational trust; corporate governance; entrepreneurship and ethics.
Teaching: Strategic Management; Business Ethics; Corporate Governance.

HONORS

Nominated member, Research Committee, BPS Division, Academy of Management 2009 - 2011
3M Nontenured Faculty Research Grant for research in Strategy, Ethics, and Governance 2007 - 2009
Finalist (second place), International Association of Business and Society / *California*
Management Review Best Paper Award 2007
Prudential Lecture in Business Ethics, Rutgers University 2007
Winner, Best Dissertation Award, Social Issues in Management (SIM) Division,
Academy of Management 2007

Finalist, Wiley–Blackwell Outstanding Dissertation Award, Business Policy and Strategy (BPS) Division, Academy of Management	2007
Academy of Management Best Paper Proceedings, BPS Division	2007
Featured paper, Society for Business Ethics Annual Meetings	2007
Finalist, INFORMS Organization Science Dissertation Proposal Competition	2005
Academy of Management Best Paper Proceedings, BPS Division	2005
Winner, Excellence in Ethics Dissertation Competition, University of Notre Dame	2005
Founder’s Award for Rising Scholars, Society for Business Ethics	2005
Dissertation Fellowship, Business Roundtable Institute for Corporate Ethics	2005 - 2006
Joseph M. Juran Doctoral Fellowship	2005 - 2006
Booz Allen Hamilton / Strategic Management Society Ph.D. Fellowship	2003
Ph.D. Student Teaching Award for Excellence, Carlson School of Management	2003 - 2004

PUBLICATIONS, ACADEMIC (PEER REVIEWED)

- Freeman, R. Edward and Jared Harris. 2009. “Creating Ties that Bind,” *Journal of Business Ethics*, 88:685-692.
- Harris, Jared, Harry Sapienza, and Norman Bowie. 2009. “Ethics and Entrepreneurship,” *Journal of Business Venturing*, 24(5): 407-418.
- Harris, Jared. 2009. “What’s Wrong with Executive Compensation?” *Journal of Business Ethics*, 85:147-156.
- Harris, Jared and R. Edward Freeman. 2008. “The Impossibility of the Separation Thesis,” *Business Ethics Quarterly*, 18(4): 541-548.
- Harris, Jared. 2008. “Financial Misrepresentation: Antecedents and Performance Effects,” *Business & Society*, 47(3): 390-401.
- Harris, Jared. 2007. “Do Firms Do ‘Worse’ by Doing ‘Bad’? Financial Misrepresentation and Subsequent Firm Performance,” *Academy of Management Best Paper Proceedings*, BPS: 1-6.
- Harris, Jared and Philip Bromiley. 2007. “Incentives to Cheat: The Influence of Executive Compensation and Firm Performance on Financial Misrepresentation,” *Organization Science*, 18(3): 350-367.
- Harris, Jared. 2005. “Hybrid Vehicles, Consumer Choice and the Ethical Obligation of Business,” *Business and Professional Ethics Journal*, 24(1): 163-170.
- Harris, Jared and Philip Bromiley. 2005. “Financial Misrepresentation, Executive Compensation and Firm Performance: An Empirical Study,” *Academy of Management Best Paper Proceedings*, BPS: CC1-CC6.
- Harris, Jared and David Souder. 2004. “Bad Apples or Bad Bushel? Ethics, Efficiency and Capital Market Integrity,” *Business and Professional Ethics Journal*, 23(1): 201-222.

PUBLICATIONS, ACADEMIC (BOOK CHAPTERS)

- Harris, Jared. 2006. “How Much is Too Much? A Theoretical Analysis of Executive Compensation from the Standpoint of Distributive Justice,” in R. Kolb (Ed.), *The Ethics of Executive Compensation*, 67-86. Blackwell: Malden, Massachusetts.
- Zaheer, Aks and Jared Harris. 2006. “Interorganizational Trust,” in O. Shenkar and J. Reuer (Eds.), *Handbook of Strategic Alliances*, 169-197. Sage Publications: Thousand Oaks, California.

Bromiley, Philip and Jared Harris. 2006. "Trust, Transaction Cost Economics, and Mechanisms," in R. Bachmann and A. Zaheer (Eds.), *Handbook of Trust Research*, 124-143. Edward Elgar: Northampton, Massachusetts.

PUBLICATIONS, PRACTITIONER

Roger Bolton, R. Edward Freeman, Jared Harris, Brian Moriarty, and Laura Nash. 2009. *The Dynamics of Public Trust in Business—Emerging Opportunities for Leaders*, Arthur W. Page Society / Business Roundtable Institute for Corporate Ethics, available online at http://www.corporate-ethics.org/pdf/public_trust_in_business.pdf.

Harris, Jared and Philip Bromiley. 2005. "Stock Options and Performance Aspirations: Enticements to Cook the Books?" *IRRC Corporate Governance Bulletin*, 23(2): 16-17.

Bowie, Norman and Jared Harris. 2003. "The Crisis in Corporate Governance – Causes and Strategies for Recovery," *Strategic Management Research Center Review*, 6(1), University of Minnesota

Bromiley, Philip and Jared Harris. 2003. "Executive Pay: Incentive to Cheat?" *Star Tribune*, May 9, 2004, D3, Minneapolis.

MANUSCRIPTS UNDER REVIEW

Bromiley, Philip and Jared Harris. "A Comparison of Aspiration Models: Evidence from Financial Misrepresentation," third revise and resubmit, *Strategic Management Journal*

Snyder, Peter, Richard Priem, and Jared Harris. "The Strategy-Making Process as a Method of Corporate Governance," under review, *Academy of Management Review*

Harris, Jared and Megan Hess. "Creating Ethical Infrastructure," under review, *Strategic Management Journal*

WORKING PAPERS

Brammer, Stephen, Heather Elms, Jared Harris, and Robert Phillips. "New Directions in Strategic Management and Business Ethics" (preparing for *Business Ethics Quarterly*)

Harris, Jared and David Souder. "Bad Theory, or Bad Assumptions? Agency Theory, Corporate Behavior, and the Limits of Theoretical Boundary Conditions" (preparing for *Academy of Management Review*)

Harris, Jared and Andrew Wicks. "Public Trust and Trust in Firm-Stakeholder Interactions" (preparing for *Corporate Reputation Review*)

Harris, Jared. "Doing 'Worse' by Doing 'Bad': Financial Misrepresentation and Subsequent Firm Performance" (preparing for *Strategic Management Journal*)

Harris, Jared and Norman Bowie. "The Heart of the Matter: Mechanisms and Moderators of Corporate Misconduct" (preparing for *Business Ethics Quarterly*)

RESEARCH PROJECTS IN PROGRESS

Sapienza, Harry, Aks Zaheer, and Jared Harris. "Getting to Trust: Resolving Mixed Signals of Competence and Goodwill" (target: *Academy of Management Review*)

Harris, Jared and David Souder. "Competitive Standards and the Contagion of Ineffective Business Practices" (target: *Academy of Management Journal*)

Harris, Jared. "Endogeneity in Business Ethics Research: A Reply to James" (target: *Business Ethics Quarterly*)

Harris, Jared, Maurizio Zollo, and Ed Freeman. "Stakeholder Engagement, CSR cognition, and Competitive Strategy" (target: *Strategic Management Journal*)

REFEREED CONFERENCE PRESENTATIONS

- Harris, Jared and Megan Hess. "Creating Ethical Infrastructure," submitted to 2010 Academy of Management conference, Montreal, Quebec.
- Souder, David, Myles Shaver, and Jared Harris. "Interpreting Long Term Performance," submitted to 2010 Academy of Management conference, Montreal, Quebec.
- Harris, Jared, Maurizio Zollo, and Ed Freeman. 2008. "Stakeholder Engagement, Innovation, and Competitive Strategy," Strategic Management Society International Conference, Köln, Germany.
- Harris, Jared, Maurizio Zollo, and Ed Freeman. 2008. "Stakeholder Engagement, CSR Cognition, and Competitive Strategy," 3rd International Conference on Corporate Social Responsibility, Humboldt Universität, Berlin, Germany.
- Harris, Jared, Maurizio Zollo, and Ed Freeman. 2008. "Stakeholder Engagement, Cognition, and Competitive Strategy," part of an All-Academy Showcase Symposium, Academy of Management, Anaheim, California.
- Harris, Jared and David Souder. 2008. "Good Theories Gone Bad: What Happens When Theory Holds, Even if the Assumptions Don't," Academy of Management, Anaheim, California.
- Harris, Jared. 2008. "Corporate Governance: Substantive or Symbolic?" International Association for Business and Society Annual Meeting, Tampere, Finland.
- Harris, Jared and Philip Bromiley. 2008. "A Comparison of Aspiration Models Using Evidence from Financial Misrepresentation," Strategy Research Forum, Asheville, North Carolina.
- Bromiley, Philip and Jared Harris. 2007. "Differential Aspiration Models and Firm Behavior," Strategic Management Society International Conference, San Diego, California.
- Harris, Jared. 2007. "Financial Misrepresentation: Antecedents and Performance Effects," Academy of Management, Philadelphia, Pennsylvania. (BPS dissertation competition)
- Harris, Jared. 2007. "Do Firms Do 'Worse' by Doing 'Bad'? Financial Misrepresentation and Subsequent Firm Performance," Academy of Management, Philadelphia, Pennsylvania.
- Sapienza, Harry, Aks Zaheer, and Jared Harris. 2007. "Getting to Trust: Resolving Mixed Signals of Competence and Goodwill," Academy of Management, Philadelphia, Pennsylvania.
- Harris, Jared. 2007. "Endogeneity in Business Ethics Research: A Reply to James," Society for Business Ethics Annual Meeting, Philadelphia, Pennsylvania.
- Harris, Jared. 2007. "Do Firms Do 'Worse' by Doing 'Bad'? Financial Misrepresentation and Subsequent Firm Performance," Featured Paper at the Society for Business Ethics Annual Meeting, Philadelphia, Pennsylvania.
- Harris, Jared and Norman Bowie. 2007. "Mechanisms of Corporate Misconduct: An Integrative Synthesis and Theoretical Model," International Association for Business and Society Annual Meeting, Firenze, Italy.
- Harris, Jared and Philip Bromiley. 2006. "Incentives to Cheat: The Influence of Executive Compensation and Firm Performance on Financial Misrepresentation," Conference on the 40th Anniversary of the Behavioral Theory of the Firm, Pittsburgh, Pennsylvania.
- Harris, Jared. 2005. "Financial Misrepresentation: Antecedents and Performance Effects," INFORMS College on Organization Science, San Francisco, California. (Dissertation competition)
- Harris, Jared. 2005. "Financial Misrepresentation: Antecedents and Performance Effects," Conference on Ethical Dimensions in Business: Perspectives from the Business Academic Community, University of Notre Dame, South Bend, Indiana. (Dissertation competition)
- Harris, Jared and Philip Bromiley. 2005. "Financial Misrepresentation, Executive Compensation and Firm Performance: An Empirical Study," Academy of Management, Honolulu, Hawaii.
- Bromiley, Philip and Jared Harris. 2005. "Trust, Transaction Cost Economics, and Mechanisms," Academy of Management Annual Meeting, Honolulu, Hawaii.

- Harris, Jared. 2005. "Do Starting Conditions Have Lasting Effects? A Model of Ethical Resilience in Entrepreneurial Firms," Society for Business Ethics Annual Meeting, Honolulu, Hawaii.
- Harris, Jared. 2004. "How Much is Too Much? A Theoretical Analysis of Executive Compensation from the Standpoint of Distributive Justice," Japha Symposium, Boulder, Colorado.
- Harris, Jared and Norman Bowie. 2004. "The Roots of Business Malfeasance: Understanding the Sources of Ethical Crises in the Financial Markets and Their Implications for Potential Reforms," Society for Business Ethics Annual Meeting, New Orleans, Louisiana.
- Harris, Jared and David Souder. 2004. "Ethics and Efficiency: How Crumbling Integrity Compromises the Capital Markets," Conference on Ethics in the Financial Services after Sarbanes-Oxley, Minneapolis, Minnesota.
- Harris, Jared and Philip Bromiley. 2003. "Incentives to Cheat: Executive Compensation and Corporate Malfeasance," Strategic Management Society International Conference, Baltimore, Maryland.

INVITED CONFERENCE PRESENTATIONS

- Harris, Jared and Andrew Wicks. "Public Trust and Trust in Firm-Stakeholder Interactions," Ruffin Summit on Public Trust, Charlottesville, Virginia.
- Snyder, Peter, Richard Priem, and Jared Harris. "The Strategy-Making Process as a Method of Corporate Governance," 2009 Symposium on Corporate Governance: New Theories, Trends and Evidence, Houston, Texas.
- Harris, Jared. "Financial Misrepresentation: Causes and Consequences," keynote address, 2008 Thomas Jefferson – Abade Correia da Serra Conference on Corporate Ethics and Social Responsibility, Universidade Autónoma de Lisboa (UAL), Lisbon, Portugal.
- Harris, Jared. "Understanding Financial Misrepresentation: Executive Pay, Firm Performance, and Corporate Governance," 2007 Prudential Lecture in Business Ethics, Rutgers University
- Harris, Jared. "Understanding Financial Misrepresentation: Implications for Executive Pay, Firm Performance, and Corporate Governance," 2007 Darden Faculty Research Dinner
- Harris, Jared. "Executive Pay, Ethics, and Governance," 2007 Vincentian International Business Ethics Conference, Chicago, Illinois.
- Harris, Jared. "Doing Worse by Doing Bad: Evidence from Financial Misrepresentation," 2006 Mid-Atlantic Strategy Colloquium, Chapel Hill, North Carolina.
- Harris, Jared. "Financial Misrepresentation: Antecedents and Performance Effects," 2006 Seminar on Ethics, Law, and Leadership, Harvard Business School.
- Souder, David and Jared Harris. "Transparency in Capital Markets: Exposing Bad Apples or a Bad Bushel?" 2005 Joint Statistical Meetings, American Statistical Association, Minneapolis, Minnesota.
- Harris, Jared. "How Much is Too Much? A Theoretical Analysis of Executive Compensation from the Standpoint of Distributive Justice," 2004 Markkula Center for Applied Ethics Biennial Global Conference, Santa Clara University, Santa Clara, California.
- Harris, Jared and Philip Bromiley. "Incentives to Cheat: Executive Compensation and Corporate Malfeasance," 2004 Conference on Ethics in the Financial Services after Sarbanes-Oxley, University of Minnesota, Minneapolis, Minnesota.
- Harris, Jared and Philip Bromiley. "Incentives to Cheat: Executive Compensation and Corporate Malfeasance," 2003 Society for Business Ethics Annual Meeting, Young Scholars Showcase, Seattle, Washington.

OTHER CONFERENCE ACTIVITIES

- Co-Organizer, 2009 Ruffin Summit on Public Trust in Business, Charlottesville, Virginia.

Session Co-Chair, “Commerce in the Kingdom of Ends,” tribute to the scholarship of Norman Bowie (plenary session), 2009 Society for Business Ethics Annual Meeting, Chicago, Illinois.

Invited participant, 2008 biannual research conference on stakeholder theory, University of Richmond.

Invited panelist, “Innovation, Learning and Corporate Responsibility,” Knowledge and Innovation Interest Group panel, 2008 Strategic Management Society International Conference, Köln, Germany.

Co-organizer and panelist, “Towards a Stakeholder Theory of Strategy,” All-Academy Showcase Symposium, 2008 Academy of Management, Anaheim, California.

Invited panelist, “Managing Your Dissertation Workshop” (BPS division), 2008 Academy of Management, Anaheim, California.

Co-organizer, 2007 Mid-Atlantic Strategy Colloquium, Charlottesville, Virginia.

Invited panelist, “Strategy and Corporate Responsibility,” 2007 Strategic Management Society International Conference, San Diego, California.

Symposium organizer and chair, “Social Science Approaches to Business Ethics Research,” 2007 Society for Business Ethics Annual Meeting, Philadelphia, Pennsylvania.

Invited panelist, “Ethical Implications of Financial Misrepresentation,” 2007 Society for Business Ethics Annual Meeting, Philadelphia, Pennsylvania.

Co-organizer, 2006 Research Conference on Ethics and Entrepreneurship, Minneapolis, Minnesota.

Nominated participant, Doctoral Consortium, Business Policy & Strategy (BPS) division, 2005 Academy of Management Annual Meeting, Honolulu, Hawaii.

Discussant, 2005 Business and Environmental Sustainability Conference, Minneapolis, Minnesota.

Invited participant, 2004 Ruffin Lectures on Business Ethics, Darden Graduate School of Business Administration, Charlottesville, Virginia.

Nominated participant, Doctoral Consortium, Social Issues in Management (SIM) division, 2004 Academy of Management Annual Meeting, New Orleans, Louisiana.

Invited panelist, “The Effects of Business Schools on Ethical Behavior in Business,” 2003 Society for Business Ethics Annual Meeting, Seattle, Washington.

Discussant and session chair, 2003 Conference on Moral Imagination, Minneapolis, Minnesota.

TEACHING MATERIALS

“What is Strategic Management?” technical note authored with Ming-Jer Chen, Gregory B. Fairchild, R. Edward Freeman, and S. Venkataraman, 2009. Darden Business Publishing UVA-S-0166.

“Developing and Nurturing Strategic Capabilities,” technical note authored with Ming-Jer Chen, Gregory B. Fairchild, R. Edward Freeman, and S. Venkataraman, 2009. Darden Business Publishing UVA-S-0167.

“Competing for Advantages: From Industry Analysis to Competitive Dynamics,” technical note authored with Ming-Jer Chen, Gregory B. Fairchild, R. Edward Freeman, and S. Venkataraman, 2009. Darden Business Publishing UVA-S-0168.

“Creating Value for Stakeholders,” technical note authored with Ming-Jer Chen, Gregory B. Fairchild, R. Edward Freeman, and S. Venkataraman, 2009. Darden Business Publishing UVA-S-0169.

“Google and Internet Privacy,” case authored with Norman Bowie and Jenny Mead, 2009. Darden Business Publishing UVA-E-0344.

“Google and Internet Privacy: Ethical Theory,” technical note authored with Norman Bowie and Jenny Mead, 2009. Darden Business Publishing UVA-E-0345.

“Moral Theory and Frameworks,” technical note authored with Andy Wicks and Bobby Parmar, 2009. Darden Business Publishing UVA-E-0339.

- “Naval Supply Systems Command: Leading Change” (A), (B) and (C), case series authored with Jeff Pottinger, J. Dan McCarthy, and Tom Cross, 2008. Darden Business Publishing UVA-S-0148, UVA-S-0149.
- “GE Healthcare in India: An (Ultra) Sound Strategy?” case authored with Mayank Jain and Jenny Mead, 2008. Darden Business Publishing UVA-E-0337.
- “Microsoft: Privacy, Legality, and Information Technology,” Jared Harris, 2004. *Ethical Theory and Business*, seventh edition, Prentice Hall, T. Beauchamp and N. Bowie eds.

TEACHING MATERIALS IN PROGRESS

- “Lay’s Potato Chips: The Crunch is On” case authored with Amanda Lozano and Gerry Yemen, 2009. Darden Business Publishing UVA-DRAFT.
- “Google: A ‘Live’ Case,” authored with Mike Lenox, 2010. Darden Business Publishing UVA-DRAFT.
- “Walt Disney: A ‘Live’ Case,” authored with Mike Lenox, 2010. Darden Business Publishing UVA-DRAFT.
- “Sony Playstation 4: A ‘Live’ Case,” authored with Mike Lenox, 2010. Darden Business Publishing UVA-DRAFT.
- “Strategy Tool Kit: Conducting Strategy Research,” technical note authored with Mike Lenox and Susan Norrissey, 2010. Darden Business Publishing UVA-DRAFT.
- “Strategy Tool Kit: Strategy by the Numbers,” technical note authored with Mike Lenox and Scott Rockart, 2010. Darden Business Publishing UVA-DRAFT.
- “Strategy Tool Kit: Competitor Analysis,” technical note authored with Mike Lenox, 2010. Darden Business Publishing UVA-DRAFT.
- “Strategy Tool Kit: Environmental Analysis,” technical note authored with Mike Lenox, 2010. Darden Business Publishing UVA-DRAFT.
- “Strategy Tool Kit: Diversification Matrices,” technical note authored with Mike Lenox, 2010. Darden Business Publishing UVA-DRAFT.

TEACHING EXPERIENCE

University of Virginia

Instructor	GBUS 738, <i>Business Ethics</i> (First-year MBA core) Student Evaluation Score: 4.7 / 5.0	2007 - 2009
	GBUS 740, <i>Strategic Thinking and Action</i> (First-year MBA core) Student Evaluation Score: 4.5 / 5.0	2008 - 2009
	GBUS 887, <i>Topics in Strategic Management</i> (Second-year MBA elective) Student Evaluation Score: 5.0 / 5.0	2007 - 2009
	GBUS 974, <i>Ph.D. Seminar in Business Ethics and Corporate Governance</i> Student Evaluation Score: 5.0 / 5.0	Spring 2007
Executive Education	Air Force Enterprise Leadership Seminar	2009
	Emerging Political Leaders Program	2007 – 2009
	Navy Corporate Business Course	2007 – 2009
	Navy Executive Development Course	2009

	Bank of America, Technology Development Program	2009
	HR Executive Development (open program)	2009
	Leadership Development Program, AES	2007 – 2009
	Advanced Leadership Course, Genworth Financial	Summer 2008
	Emerging Leaders Program, AES	2008 – 2009
	Navy Federal Credit Union, Executive Development Program	2009
	Keynote speaker, Defense Industry Initiative	2007
<i>University of Minnesota</i>		
Instructor	MBA 6315, <i>Ethical Environment of Business</i> Student Evaluation Score: 5.6 / 7.0	Spring 2006
	MGMT 3001, <i>Fundamentals of Management</i> Student Evaluation Score: 6.2 / 7.0	Summer 2003
Guest Lecturer	Executive MBA 5542, <i>Ethics and Leadership</i>	2003 - 2006
Teaching Assistant	MBA 6004, <i>Negotiations</i>	2004 - 2005
	MBA 6315, <i>Ethical Environment of Business</i>	2003 - 2005
	Executive MBA 5542, <i>Ethics and Leadership</i>	2002 - 2005

MEDIA COVERAGE OF RESEARCH

- Walzer, Philip. "Company Executives: Well Compensated?" *The Virginian-Pilot*, March 1, 2009, D1
- Surowiecki, James. "The Financial Page: Performance-Pay Perplexes," *The New Yorker*, November 12, 2007, 34
- Pearlstein, Steven. "Citigroup and Prince: Too Risky Business," *The Washington Post*, November 7, 2007, D1
- Timbadia, Romil. "Incentives to Cheat," *Business & Finance*, July 27, 2007
- Shadovitz, David. "The Risks of Stock Options," *Human Resource Executive*, July 25, 2007
- Jaeger, Jaclyn. "What Frauds Are Prevalent, And Preventable," *Compliance Week*, July 24, 2007, 31
- Amble, Brian. "Options: An Incentive to Cheat," *Management Issues* (London), July 10, 2007
- Rivas, Jorge. "Scientists: Stock Options Incentive Encourages Fraud by CEOs," *Associated Content* (Denver), July 10, 2007
- "Study Links Executive Stock Options to Higher Financial Fraud," *Insurance Journal*, July 9, 2007
- "Executive Stock Options, an Incentive to Cheat," *Business Standard* (India), July 7, 2007
- "Report Finds Executive Stock Options Tied to Higher Fraud," *Reliable Plant*, July/August 2007
- Riecke, Torsten and Sönke Iwerson. "US-Manager sollen ihr Gehalt offen legen," *Handelsblatt*, Düsseldorf, Germany, July 27, 2006
- Harris, Jared. "What's the Matter with Executive Compensation?" Interview, *KARE 11 News* (NBC/Gannett), Minneapolis, Minnesota, April 20, 2006
- Green, Scott. "Eye on the Corporate Cookie Jar," *Internal Auditor*, 62(6):37, December 1, 2005
- McCafferty, Joseph. "Fraud Factors: Signs That a Company Could Be Cheating," *CFO*, 21(16): 23, November 2005

- Weaver, Rosanna. "Large Option Awards May Spur Accounting Irregularities, Study Finds," *IRRC Corporate Governance Highlights*, 16(35): 209, August 26, 2005 (lead article)
- Norris, Floyd. "Stock Options: Do They Make Bosses Cheat?" *The New York Times*, August 5, 2005, C1. Reprinted in *Kansas City Star*, *Seattle Post-Intelligencer*, and others
- Norris, Floyd. "Do Options Breed Fraud at the Top?" *International Herald Tribune*, August 5, 2005, 11
- Graybow, Martha. "Lifting the Lid: Stock Option Plans Draw New Fire from Foes," *Reuters*, August 5, 2005. Reprinted in *National Post's Financial Post & FP Investing* (Canada) and others
- Bromiley, Philip and Jared Harris. "Accounting Fraud," Interview, *Access Minnesota* (public radio), week of January 2, 2005

PRESENTATIONS TO MANAGERS & EXECUTIVES

- Harris, Jared. "Understanding Financial Misrepresentation: Ethics, Compliance, and Corporate Governance," annual meeting of compliance committee for Mid-Atlantic zone, State Farm Mutual Automobile Insurance Co., November 2007
- Harris, Jared. "Understanding Financial Misrepresentation: Implications for Executive Pay, Firm Performance, and Corporate Governance", annual meeting of Legal, Compliance and Government Relations group, Genworth Financial, Inc., September 2007
- Freeman, Ed, Laura Nash, Dean Krehmeyer, and Jared Harris. "New Frontiers in Public Trust," panel discussions with members of Business Roundtable, April 2007 (Washington, D.C.) and May 2007 (New York)
- Harris, Jared. "What Have We Learned? Business Ethics in the 21st Century," NASD-required compliance seminar, American Express Financial Advisors, March 2005

SERVICE TO THE FIELD

- Research Committee, BPS Division, Academy of Management (term 2009-2011)
- Editorial board, *Academy of Management Review* (term 2008-2011)
- Editorial board, *Business Ethics Quarterly* (term 2008-2011)
- Editorial board, *Journal of Management Inquiry* (term 2008-2011)
- Editorial board, *European Management Review* (term 2009-2012)
- Editorial board, *Journal of Trust Research* (term 2009-2012)
- Advisory Council, *Harvard Business Review*
- Guest Co-editor, *Journal of Business Venturing*, 2009 special issue on Ethics and Entrepreneurship
- Reviewer, *Academy of Management Journal*, *Administrative Science Quarterly*, *Business Ethics Quarterly*, *Organization Science*, *Strategic Management Journal*, *Journal of Business Venturing*, *Journal of Business Ethics*, *Business & Society*, *Managerial and Decision Economics*, *Organization Studies*
- Reviewer, INFORMS Organization Science Dissertation Competition
- Reviewer, Academy of Management Annual Meetings (BPS, SIM), Society for Business Ethics Annual Meetings, IABS Annual Meetings

SERVICE TO THE UNIVERSITY

- Faculty advisor, Darden Latter-day Saint Student Association, 2009-2010 academic year
- Co-coordinator (with Ryan Quinn), Colloquium for Organizational Research Excellence ("CORE") research seminar series, joint seminar of Darden and McIntire School of Commerce, strategy and organizational behavior areas, 2007 - present
- Member, Research, Course Development, and Doctoral Policy Committee, Darden, 2007 - present

Inaugural speaker, “Lunch with the Faculty – A Glimpse into Faculty Research” (faculty research seminar series for Darden MBA students), February 2008

Member, Master’s Thesis Committee, Michael Vedomske (Systems Engineering M.S. 2010)

Member, Doctoral Dissertation Committee, Bobby Parmar (currently on the job market)

Member, Doctoral Dissertation Committee, Susan Rabern (Ph.D. 2009, placement: Virginia Military Institute)

Member, Doctoral Dissertation Committee, Carlo Carrascoso (Ph.D. 2009, placement: Univ. of Redlands)

Member, Doctoral Dissertation Committee, Bill Forster (Ph.D. 2009, placement: Lehigh University)

Member, Taskforce on Faculty Development and Faculty Value Proposition, Darden, 2007 – 2008

Member, New Faculty Recruitment Committee, Carlson School of Management, 2005-2006

Member, Ph.D. Student Handbook Committee, Carlson School of Management, 2004-2005

PROFESSIONAL EXPERIENCE

Director of Finance , Vecna Technologies Inc., College Park, MD. Part of top management team responsible for directing corporate affairs for \$2.5 million privately-held firm, including strategy formulation, profitability analysis, contractual and legal issues, budgeting, and capital investment.	1998 - 2002
Consulting Manager , Grant Thornton LLP, Portland, OR. Part of small entrepreneurial team responsible for building a new consulting practice, including business plan and firmwide engagement standards.	1999 - 2000
Consultant , PricewaterhouseCoopers LLP, Portland, OR. Acting field manager for tax advisory engagements in a variety of industries.	1996 - 1999
Musician / Entrepreneur Songwriter, performer, independent recording artist.	1996 - Present

OTHER

Board member, Music Matters (advocacy group for performing arts education in Western Albemarle High School district)	2008 - present
Darden Faculty Blues Band	2006 - present
University of Minnesota Squash Club	2002 - 2006
Portland Oregon City Squash League	1998 - 2000
Successful climbs of Mt. Rainier 14,410’ and Grand Teton 13,770’	1994 - 1995
Music tours in the Pacific Northwest, Canada, and New England	1993
St. George Marathon (Boston Marathon qualifier)	1992

Revised 1/2010