

## HOJUN SEO

Associate Professor, Department of Accounting  
Mitch Daniels School of Business, Purdue University  
Email: seo92@purdue.edu, Phone: 765 494 4431

### EDUCATION

---

Ph.D. in Business Administration (Accounting), Washington University in St. Louis, May 2016  
– Dissertation: *Essays in Empirical Disclosure and Compensation Contracting*; Chair: Richard Frankel  
Master of Science in Accounting, Korea University, May 2011  
Bachelor of Business Administration, Korea University, February 2007

### RESEARCH

---

#### Areas of Interest

Financial Reporting; Corporate Governance; CEO Compensation and Turnover; Peer/Externality Effects

#### Academic Publications (reverse chronological)

1. Segment Disaggregation and Equity-Based Pay Contracts (with Young Jun Cho), *Contemporary Accounting Research*, 2024
2. The Effect of Geographic Diversity on Managerial Earnings Forecasts (with Bright Gershion Godigbe, Jared Jennings, and Lloyd Tanlu), *European Accounting Review*, 2024
3. Earnings Performance Targets in Annual Incentive Plans and Management Earnings Guidance (with Xiumin Martin, Jun Yang, Daniel Kim, and Jordan Martel), *The Accounting Review*, 2023  
– Martin, Seo, and Yang contributed equally and are listed alphabetically in the paper.
4. Enforceability of Noncompetition Agreements and Forced Turnovers of Chief Executive Officers (with Yupeng Lin and Florian Peters), *Journal of Law & Economics*, 2022
5. Product Market Peers and Relative Performance Evaluation (with Sudarshan Jayaraman, Todd Milbourn, and Florian Peters), *The Accounting Review*, 2021
6. Peer Effects in Corporate Disclosure Decisions, *Journal of Accounting & Economics*, 2021  
– Recognized as the #1 top-cited article amongst those published in JAE between 2021 and 2024
7. The Market's Reaction to Changes in Relative Performance Rankings (with Jared Jennings and Mark Soliman), *Review of Accounting Studies*, 2020
8. Issues Raised by Studying DeFond and Zhang: What Should Audit Researchers Do? (with John Donovan, Richard Frankel, Joshua Lee, and Xiumin Martin), *Journal of Accounting & Economics*, 2014

## Working Papers

9. Algorithmic Trading and Forced CEO Turnover: A Learning Hypothesis (with Jaewoo Kim, Jun Oh, and Luo Zuo), Revise & Resubmit
10. Wake-Up Call from the Past Investments (with Seong Jin Ahn and Yupeng Lin), Revise & Resubmit
11. Interlocking Directors and Technology Foreclosure of Peer Firms: Evidence from Licensing Agreements (with Jun Oh)
12. Should I Stay or Leave? Employee Disapproval and Quiet CEO Turnover (with Jaewoo Kim and Yucheng (John) Yang)
13. When Scrutiny Drives Exit: Voluntary CEO Departures under Heightened Mandatory Disclosure (with Young Jun Cho, Jaewoo Kim, and Yucheng (John) Yang)
14. Do Managers Define Compensation Results to Meet or Beat Earnings Performance Targets? (with Daniel Kim and Jun Yang)
15. The Usefulness of Accrual Accounting in Analysts' Forecasts of Accruals and Cash Flows (with Srinivasan Sankaraguruswamy, Shiva Sivaramakrishnan, and Jinping Zhang)

## ACADEMIC POSITION AND PROFESSIONAL EXPERIENCE

---

Purdue University, Daniels School of Business, IN, United States

Associate Professor of Accounting (with tenure), 2025–Present

Assistant Professor of Accounting, 2020–2025

National University of Singapore, NUS Business School, Singapore

Assistant Professor of Accounting, 2016–2020

PricewaterhouseCoopers LLP (Seoul Office, Samil PwC), South Korea

Associate (2006-08) and Senior Associate (2008-09), Transaction and Financial Advisory Services

Certified Public Accountant licensed in South Korea

Republic of Korea Army, the 27<sup>th</sup> Infantry Division, South Korea

Sergeant (Final Rank), National Military Service, 2001-2003

## HONORS, GRANTS, AND AWARDS

---

Daniels School of Business Young Faculty Scholar Award, Purdue University, 2024

Robert M. Trueblood Seminars Fellow, AAA Deloitte Foundation, 2022

Start-up Research Grant (S\$90,000), Ministry of Education in Singapore, 2016-2019

Doctoral Fellowship, Washington University in St. Louis, 2011-2016

J. Michael Cook Doctoral Consortium Fellow, AAA Deloitte Foundation, 2015

Graduate Scholarship, Korea University, 2009-2011

Academic Excellence Scholarships, Korea University, 2004-2006

## ACADEMIC SERVICE

---

### Ad-hoc Reviewer for Refereed Journals

*Accounting, Organizations and Society*  
*European Accounting Review*  
*Journal of Business Finance and Accounting*  
*Journal of Contemporary Accounting and Economics*  
*Journal of Financial Economics*  
*Journal of Financial and Quantitative Analysis*  
*Journal of International Accounting Research*  
*Journal of Law and Economics*  
*Journal of Management Accounting Research*  
*Management Science*  
*Pacific-Basin Finance Journal*  
*Quarterly Review of Economics and Finance*  
*Review of Accounting Studies*  
*The Accounting Review*

### Ad-hoc Reviewer for Academic Conferences

American Accounting Association (AAA) Annual and regional meetings  
Financial Accounting and Reporting Section (FARS) Midyear meetings  
Hawaii Accounting Research Conference (HARC)

### Conference Program Committee Member

CAPANA Annual Conference

### External Reviewer for Research Grants

Research Grants Council of Hong Kong

## UNIVERSITY SERVICE

---

### Daniels School of Business, Purdue University

- Accounting External and Internal Seminar Committee Member, 2024
- Accounting Area Workshop Coordinator, 2022 – 2023
- Faculty Recruiting Search Committee Member, 2021 – 2023
- Data/ Analytics Research/Teaching Committee Member, 2021
- Ph.D. Dissertation Committee Member: Chihoon Cho at Washington University in St. Louis (external committee member), 2024; Benjamin Hubbard, 2023

### NUS Business School, National University of Singapore

- Faculty Recruiting Search Committee Member, 2016 – 2020
- Ph.D. Dissertation Committee Member: Ya Kang, 2020; Manyi Fan, 2020; Yuehua Li, 2017

## TEACHING EXPERIENCE

---

### Daniels School of Business, Purdue University

- Intermediate Accounting for Non-Accounting Majors, 2020–2023; 2025–present
- Intermediate Accounting II (for accounting-major students), 2020–2025

NUS Business School, National University of Singapore

- Corporate Accounting and Reporting (undergraduate core), AY2016 – AY2020
- Empirical Research in Accounting (Ph.D. Seminar), AY2018/2019

Olin Business School, Washington University in St. Louis

- Introductory Financial Accounting, Teaching Assistant, 2015
- Applied Accounting Research, Ph.D. seminar, Teaching Assistant, 2014

#### INVITED PRESENTATIONS

---

- |      |  |
|------|--|
| 2025 | Baruch College – City University of New York; Management Accounting Section (MAS) Midyear Meeting, Austin  |
| 2024 | Temple University; University of Notre Dame – Emerging Scholars Accounting Conference; Asian Bureau of Finance and Economic Research (ABFER) Conference, Singapore; Yonsei University; Seoul National University; Fox and Haskayne Accounting Conference, Philadelphia; National University of Singapore   |
| 2023 | American Accounting Association (AAA) Annual Meeting, Denver; Hawaii Accounting Research Conference (HARC), Honolulu; Financial Accounting and Reporting Section (FARS) Midyear Meeting, Phoenix   |
| 2022 | Washington University in St. Louis; KAIST–Korea University joint accounting workshop; University of Oregon   |
| 2021 | Financial Management Association (FMA) Annual Meeting, Denver; Midwest Accounting Research Conference (MARC) organized by the University of Iowa   |
| 2020 | University of Illinois, Urbana-Champaign; University of Tennessee, Knoxville; Chinese University of Hong Kong; American University   |
| 2019 | Purdue University; Financial Accounting and Reporting Section (FARS) Midyear Meeting, Seattle; Tri-Uni (NUS/NTU/SMU) Accounting Research Conference, Singapore; Conference on Current Issues in Finance and Accounting, Beijing  |
| 2018 | Seoul National University; Tri-Uni (NUS/NTU/SMU) Accounting Research Conference, Singapore; Korea University; The Japanese Accounting Review International Conference, Plenary Session, Kobe   |
| 2017 | City University of Hong Kong; MIT Asia Accounting Research Conference, Hangzhou; Peking University HSBC Business School  |
| 2016 | University of Rochester; London School of Economics; University of Illinois, Chicago; University of Georgia; National University of Singapore; Nanyang Technological University; Singapore Management University; Financial Accounting and Reporting Section (FARS) Midyear Meeting, Newport Beach; American Accounting Association (AAA) Annual Meeting, New York |
| 2015 | American Accounting Association (AAA) Annual Meeting, Chicago; Convergence of Financial and Managerial Accounting Research, Banff; Washington University Accounting Research Conference, Ph.D. poster session, St. Louis; American Accounting Association (AAA) Midwest Regional Meeting, St. Louis  |

## CONFERENCE PARTICIPATIONS

---

(*d*) discussant; (*ip*) invited participant; (*pp*) paper in a refereed conference, presented by coauthor

- 2025    Management Accounting Section (MAS) Midyear Meeting, Austin (*d*)  
         Labor and Accounting Conference at Stanford University (*ip*)  
         European Accounting Association (EAA) Annual Meeting, Rome (*pp*)  
         CAPANA Accounting Conference, Taipei (*d*)
- 2024    Columbia Burton Accounting Research Conference, New York (*ip*)  
         *Contemporary Accounting Research* Annual Conference, Toronto (*ip*)  
         Washington University Accounting Research Conference, St. Louis (*ip*)  
         Fox and Haskayne Accounting Conference, Philadelphia (*d*)
- 2023    Kellogg Accounting Conference at Northwestern University (*ip*)  
         Minnesota Accounting Empirical Research Conference at the University of Minnesota (*ip*)  
         Washington University Accounting Research Conference, St. Louis (*ip*)  
         Hawaii Accounting Research Conference (HARC), Honolulu (*d*)  
         American Accounting Association (AAA) Annual Meeting, Denver (*d*)
- 2022    St. Louis Fed / Indiana University Workshop on Financial Institutions (*ip*)  
         Washington University Accounting Research Conference, St. Louis (*ip*)
- 2021    St. Louis Fed / Indiana University Workshop on Financial Institutions, virtual (*ip*)  
         Stanford Accounting Summer Camp, organized by Stanford University, virtual (*ip*)  
         Labor and Accounting Conference, organized by Stanford University, virtual (*ip*)
- 2019    *Review of Accounting Studies* Annual Conference, Singapore (*ip*)  
         Conference on Current Issues in Finance and Accounting, Beijing (*d*)  
         CAPANA Accounting Conference, Harbin (*pp*)  
         Financial Accounting and Reporting Section (FARS) Midyear Meeting, Seattle (*d*)
- 2018    Society of Financial Studies, SFS Cavalcade Asia-Pacific, Singapore (*d*)  
         Conference on Financial Economics and Accounting (CFEA), New Orleans (*pp*)  
         Washington University Accounting Research Conference, St. Louis (*ip*)  
         Financial Accounting and Reporting Section (FARS) Midyear Meeting, Austin (*pp*)  
         European Accounting Association (EAA) Annual Meeting, Milan (*pp*)
- 2017    Conference on Financial Economics and Accounting (CFEA), Philadelphia (*pp*)
- 2016    American Finance Association (AFA) Annual Meeting, San Francisco (*pp*)  
         Colorado Summer Accounting Research Conference (*pp*)  
         MIT Asia Accounting Conference, Xiamen (*pp*)  
         Financial Management Association (FMA) Annual Meeting, Las Vegas (*pp*)  
         Washington University Accounting Research Conference, St. Louis (*ip*)
- 2015    Conference on Financial Economics and Accounting (CFEA), New Brunswick (*d*)  
         American Accounting Association (AAA) Midwest Regional Meeting, St. Louis (*d*)

## PERSONAL

---

Family: Married, with three children

Language: Korean (Native); English (Fluent)