HOJUN SEO

Associate Professor, Department of Accounting
Mitch Daniels School of Business, Purdue University
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EDUCATION AND CERTIFICATION

Washington University in St. Louis, Ph.D. in Business Administration (Accounting), May 2016
– Dissertation: *Essays in Empirical Disclosure and Compensation Contracting*; Chair: Richard Frankel
Korea University, B.B.A., February 2007; M.S. in Accounting, May 2011
Certified Public Accountant (inactive) licensed in South Korea, 2009

RESEARCH INTERESTS

Financial Reporting and Disclosure; CEO Pay and Turnover; Corporate Governance; Peer Firm Effects

PUBLICATIONS (reverse chronological)

1. Algorithmic Trading and Forced CEO Turnover: A Learning Hypothesis (with Jaewoo Kim, Jun Oh, and Luo Zuo), ***Review of Accounting Studies***, forthcoming

2. Wake-Up Call from the Past Investments (with Seong Jin Ahn and Yupeng Lin), ***European Accounting Review***, forthcoming

3. Segment Disaggregation and Equity-Based Pay Contracts (with Young Jun Cho), ***Contemporary Accounting Research***, 2024

4. The Effect of Geographic Diversity on Managerial Earnings Forecasts (with Bright Gershion Godigbe, Jared Jennings, and Lloyd Tanlu), ***European Accounting Review***, 2024

5. 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
   – The first three authors (Martin, Seo, and Yang) contributed equally and are listed alphabetically.

6. Enforceability of Noncompetition Agreements and Forced Turnovers of Chief Executive Officers (with Yupeng Lin and Florian Peters), ***Journal of Law & Economics***, 2022

7. Product Market Peers and Relative Performance Evaluation (with Sudarshan Jayaraman, Todd Milbourn, and Florian Peters), ***The Accounting Review***, 2021

8. Peer Effects in Corporate Disclosure Decisions, ***Journal of Accounting & Economics***, 2021
   – Recognized as the #1 top-cited article amongst those published in the journal between 2021 and 2024

9. The Market's Reaction to Changes in Relative Performance Rankings (with Jared Jennings and Mark Soliman), ***Review of Accounting Studies***, 2020

10. 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

11. Should I Stay or Leave? Employee Disapproval and Quiet CEO Departure (with Jaewoo Kim and Yucheng (John) Yang), revise and resubmit

12. Interlocking Directors and Technology Exclusion (with Jun Oh)

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, Mitch Daniels School of Business, IN, United States
Associate Professor of Accounting (with tenure), 2025–Present
Assistant Professor of Accounting, 2020–2025

Korea Advanced Institute of Science and Technology, KAIST College of Business, South Korea
Visiting Professor, Summer 2026

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

Republic of Korea Army, the 27th 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, 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 Financial Economics
Journal of Financial and Quantitative Analysis
Journal of International Accounting Research
Journal of Law and Economics
Journal of Management Accounting Research
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 and Track Chair
CAPANA Annual Conference
Hawaii Accounting Research Conference

External Reviewer for Research Grants
Research Grants Council of Hong Kong

UNIVERSITY SERVICE

Daniels School of Business, Purdue University
Daniels School Ph.D. Committee Member, 2026 – present
Research Support Advisory Committee Member, 2026 – present
Daniels Insights Coordinator of the Accounting Department, 2025 – present
Accounting External and Internal Seminar Committee Member, 2024
Accounting Department 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

KAIST College of Business, Korea Advanced Institute of Science and Technology
Financial Accounting (for MBA students), Summer 2026

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

2026 Financial Accounting and Reporting Section (FARS) Midyear Meeting, San Antonio; Sungkyunkwan University – SKK GSB; Hanyang Accounting Research Symposium (HARS), Seoul

2025 City University of New York – Baruch College; Management Accounting Section (MAS) Midyear Meeting, Austin

2024 University of Notre Dame, Emerging Scholars Accounting Research Conference; Yonsei University; Temple University; National University of Singapore; Seoul National University; Fox and Haskayne Accounting Conference, Philadelphia; Asian Bureau of Finance and Economic Research (ABFER) Conference, 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 Conference, Singapore; Conference on Current Issues in Finance and Accounting, Beijing

2018 Seoul National University; Tri-Uni (NUS/NTU/SMU) Accounting 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*)
Washington University Accounting Research Conference, St. Louis (*ip*)
CAPANA Accounting Conference, Taipei (*d*)

2024 *Contemporary Accounting Research* Annual Conference, Toronto (*ip*)
Columbia Burton Accounting Research Conference, New York (*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)