

HOJUN SEO

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

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 & Yang contributed equally and are listed alphabetically.
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 the journal 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. When Scrutiny Drives Exit: Voluntary CEO Departures under Heightened Mandatory Disclosure (with Young Jun Cho, Jaewoo Kim, and Yucheng (John) Yang), under review
12. Should I Stay or Leave? Employee Disapproval and Quiet CEO Departure (with Jaewoo Kim and Yucheng (John) Yang), under review
13. Interlocking Directors and Technology Foreclosure (with Jun Oh)
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 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 (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 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 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*)
 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)