

HOJUN SEO

Accounting Area, Department of Management
Mitch Daniels School of Business, Purdue University
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EDUCATION

Ph.D. in Business Administration (Accounting), Washington University in St. Louis, 2016
Master of Science in Accounting, Korea University, 2011
Bachelor of Business Administration, Korea University, 2007

ACADEMIC POSITION

Assistant Professor of Accounting, Purdue University, 2020–Present
Assistant Professor of Accounting, National University of Singapore, 2016–2020

RESEARCH INTERESTS

Financial Reporting and Disclosure; CEO Pay and Turnover; Externalities and Peer Firm Effects

PUBLICATIONS

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

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

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

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

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

Peer Effects in Corporate Disclosure Decisions, *Journal of Accounting and Economics*, 2021

- Washington University Dissertation (sole-authored)
- Recognized as #1 top-cited article amongst those published in the journal between 2021 and 2024

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

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 and Economics*, 2014

WORKING PAPERS

Algorithmic Trading and Forced CEO Turnover: A Learning Hypothesis (with Jaewoo Kim, Jun Oh, and Luo Zuo)

Wake-Up Call from the Past Investments (with Seong Jin Ahn and Yupeng Lin)

Should I Stay or Leave? Employee Disapproval and CEO Departure (with Jaewoo Kim and Yucheng (John) Yang)

Interlocking Directors and Technology Foreclosure (with Jun Oh)

Mandatory Disclosure and Voluntary CEO Departure (with Young Jun Cho, Jaewoo Kim, and Yucheng (John) Yang)

Do Managers Define Compensation Results to Meet or Beat Earnings Performance Targets? (with Daniel Kim and Jun Yang)

The Usefulness of Accrual Accounting in Analysts' Forecasts of Accruals and Cash Flows (with Srinivasan Sankaraguruswamy, Shiva Sivaramakrishnan, and Jinping Zhang)

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

TEACHING EXPERIENCE

Mitch Daniels School of Business, Purdue University

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

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

OTHER PROFESSIONAL EXPERIENCES

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

Financial Advisory Services and Auditing (CPA, Associate, and Senior Associate), 2006-2009

The Republic of Korea Army, the 27th Infantry Division, South Korea
National Military Service (Final Rank – Sergeant, Honorable Discharge), 2001-2003

REFEREEING

Ad-hoc Reviewer for Journals

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

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

External Reviewer for Research Grants

Research Grants Council of Hong Kong

UNIVERSITY SERVICE

Mitch 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

INVITED PRESENTATIONS

- 2025 Management Accounting Section (MAS) Midyear Meeting, Austin
- 2024 University of Notre Dame, Emerging Scholars Accounting Conference; Yonsei University; Temple University; National University of Singapore; Seoul National University
- 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; University of Oregon; Korea Advanced Institute of Science and Technology–Korea University seminar, virtual
- 2021 Financial Management Association (FMA) Annual Meeting, Denver; Midwest Accounting Research Conference (MARC) organized by University of Iowa, virtual

- 2020 University of Illinois Urbana-Champaign, virtual; American University, virtual; Chinese University of Hong Kong, virtual; University of Tennessee Knoxville, virtual
- 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; Korea University; Tri-Uni (NUS/NTU/SMU) Accounting Research Conference, Singapore; 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; University of Georgia; University of Illinois Chicago; London School of Economics and Political Science; National University of Singapore; Singapore Management University; Nanyang Technological 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 Labor and Accounting Conference at Stanford University *(ip)*, 2025 *(scheduled)*
Management Accounting Section (MAS) Midyear Meeting, Austin *(d)*, 2025
- 2024 Columbia Burton Accounting Research Conference, New York *(ip)*, 2024
Contemporary Accounting Research Annual Conference, Toronto *(ip)*, 2024
Washington University Accounting Research Conference, St. Louis *(ip)*, 2024
Fox and Haskayne Accounting Research Conference, Temple University *(d)*, 2024
- 2023 Kellogg Accounting Conference at the 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*)