Iny Hwang

College of Business Administration
Seoul National University
1 Gwanak-ro, Gwanak-gu, Seoul 08826, South Korea

Phone: 82-2-880-6942
Email: hiny72@snu.ac.kr

ACADEMIC BACKGROUND

- *Ph.D. in Management Science* (concentration: Accounting), School of Management, University of Texas at Dallas, December 2005
- *Master of Business Administration*, Seoul National University, Korea, February 2001
- *Bachelor's Degree in International Economics*, Seoul National University, Korea, February 1996

EMPLOYMENT

- Seoul National University, Professor, March 2021 – Present
- Seoul National University, Associate Professor, March 2013 – February 2021
- Seoul National University, Endowed Associate Professor, September 2010 – February 2013
- Drexel University, Assistant Professor, September 2008 – August 2010
- Minnesota State University, Mankato, Assistant Professor, August 2005 – June 2008
- University of California, Riverside, Research Specialist, January 2005 – May 2005
- University of Texas at Dallas, Teaching Assistant, January 2001 – December 2004

RESEARCH

Research Interests

- Cost management – asymmetric cost behavior, long-term capacity planning
- Performance evaluation – agency theory, performance measurement, incentive schemes
- Sustainability management

Published Articles (Major Journals)

- "Asymmetric Inventory Management and the Direction of Sales Changes," with Taejin Jung, Woo-Jong Lee, and Daniel Yang. *Contemporary Accounting Research* 38 (1):676-706. March 2021
- "Compensation Consultant Fees and CEO Pay," with Jeh-Hyun Cho, Jeong-Hoon Hyun, and Jae Yong Shin. *Journal of Management Accounting Research* 32 (1): 51-78. Spring 2020
- "The Impact of Performance Measure Discriminability on the Ratee Incentives" with Tae Sik Ahn and Myung-In Kim. *The Accounting Review* 85 (2): 389-417. March 2010

- "Importance of Measures of Past Performance: Empirical Evidence on Quality of E-Service Providers" with Rajiv Banker. *Contemporary Accounting Research* 25 (2): 307-337. July 2008
- "Vendor Certification and Appraisal: Implications for Supplier Quality" with Suresh Radhakrishnan and Lixin Su. *Management Science* 52 (10): 1472-1482. October 2006
- "Product Costing and Pricing under Long-Term Capacity Commitment" with Rajiv Banker and Birendra Mishra. *Journal of Management Accounting Research* 14 (1): 79-97. January 2002

Published Articles (Regional SSCI Journals and Korean Journals)

- "Optimal Ratcheting in Executive Compensation," with Michael Lim and Youngsoo Kim. *Decision Analysis* forthcoming
- "Cost Stickiness of Private and Public Firms: Some Mediation Analyses," with Sera Choi, Moony Lee, and Woo-Jong Lee. *Korean Accounting Review* 46 (2): 73-117. April 2021
- "Distorted Cost Allocation: An Encouragement or Discouragement?" with Minjae Koo, Jeong-Hoon Hyun, and Taesik Ahn. *Seoul Journal of Business* 26 (2): 89-119. December 2020
- "Managerial Ability and Dividend Policy," with Jin-Ha Park and Sera Choi. *Korean Accounting Review* 45 (2): 171-207. April 2020
- "Managerial Ability and Stock Price Crash Risk," with Sera Choi and Taejin Jung. *Korean Accounting Review* 44 (1): 111-154. February 2019
- "Target Ambiguity and Ratchet Effect" *The Korean Business Journal* 52: 165-183. December 2018
- "The Effect of Information Asymmetry and Participative Target-Setting on Target Ratcheting and Incentives," with Tae-Sik Ahn, Youn-Sik Choi, and Jiwon Hyeon. *Public Performance & Management Review* 41 (3): 439-468. May 2018
- "CEO Inside Debt and Asymmetric Cost Behavior" with Hyun-Kyung Im and Sera Choi. *Korean Accounting Review* 43 (2): 51-88. April 2018
- "An Empirical Analysis for Determinants of Operation and Maintenance Cost in Korea Navy Budget" with Hyun-ju Lee, Bum-Joon Kim, and Jiwon Hyeon. *Accounting Information Review* 36 (1): 165-189. March 2018
- "CEO Characteristics and Labor Cost Behavior of Small-Profit Firms" with Sera Choi and Jiwon Hyeon. *Journal of Taxation and Accounting* 18(4): 195-228. August 2017
- "The Influence of Investment Strategy on Asymmetric Cost Behavior" with Mi Ok Kim and Hyung-Rok Jung. *Korean Management Review* 46 (3): 781-805. June 2017
- "Impact of National Culture on the Balanced Scorecard Philippine Multinational Company Case" with Paul John Ordanza, Hyung-Rok Jung and Miok Kim. *Research Journal of Business Management* 11 (1): 46-55. March 2017

- "Fast Close: A Case of Financial Close Process Automation" with Dae-Hyun Kwon, Tae-Sik Ahn, and Jin-Ha Park. *The Journal of Small Business Innovation* 20(1): 47-57. March 2017
- "Asymmetric SG&A Cost Behavior of Chaebol Firms" with Jae Yong Shin, Sewon Kwon, and Sera Choi. *Korean Management Review* 45 (6): 1929-1953. December 2016
- "Accounting Fraud and Audit Failure at Korea Techland Ltd." with Jong-Hag Choi and Hyejin Ahn. *Korean Accounting Journal* 25 (1): 529-566, February 2016
- "The Effect of Target-Setting Uncertainty in Performance Evaluation of Korean SOEs on Effort Reduction Incentive" with Younsik Choi and Joochul Yoon. *Korean Public Administration Review* 49 (3): 219-246. September 2015
- "An Empirical Study of Returns to Scale of CPA Firms in the Post SOX Era" with Hsihui Chang and Hiu Lam Choy. *Annals of Operations Research* 229 (1): 253-264. March 2015
- "Family Firm and R and D Cost Behavior" with Tae-Sik Ahn and Jin-Ha Park. *Research Journal of Business Management* 9 (1): 203-217. January 2015
- "The Effect of Financial Slack on SG&A Cost Behavior" with Sang-Giun Yim and Jin-Ha Park. *Korean Accounting Review* 39 (3): 291-331. June 2014
- "The Investment Efficiency of Firms Belonging to Large Business Conglomerates" with Sang-Giun Yim and Moony Lee. *Korean Accounting Review* 39 (3): 91-134. June 2014
- "Using Modern Business Practice to Enhance the Learning Process in the Introductory Accounting Course" with Hubert Glover. *Global Perspectives on Accounting Education* 10: 43-59, January 2013
- "The Effect of Agency Problem between Controlling Shareholders and Minority Shareholders on Compensation of Outside Directors" with Jeong-Hoon Hyun, Jae Yong Shin, and Bum-Joon Kim. *Korean Accounting Journal* 22 (3): 1-29. June 2013
- "Ratee Incentive and Performance Distribution" with Youn-Sik Choi and SeungAh Song. *Korean Accounting Review* 37 (4): 327-361. December 2012
- "Information Asymmetry and CEO Effort Allocation Under A Multi-Task Setting" with Youn-Sik Choi and SeungAh Song. *Korean Accounting Journal* 21 (5): 255-292. October 2012
- "Ratchet Principle and Target Achievability: An Empirical Analysis of Objective Performance Measures" with Youn-Sik Choi. *Korean Accounting Review* 37 (2): 205-235. June 2012
- "Dual Time Series of Annual Earnings Based on the Direction of Sales Changes" *Seoul Journal of Business* 15 (2): 3-23. December 2009

Working Papers & Research-in-process

- "Managerial Ability and Asymmetric SG&A Cost Behavior," with Sera Choi and Jin-Ha Park. In the revision and resubmission process for *Contemporary Accounting Research*

- "Why do Managers Manage the Tone? Evidence from China," with Hyung-Rok Jung, Taejin Jung, and Sibei Yan. Under the second round review for *Spanish Journal of Finance and Accounting*
- "Can Analysts Identify Tone Management? Evidence from China," with Hyung-Rok Jung, Taejin Jung, and Sibei Yan. In the revision and resubmission process for *Emerging Markets Finance and Trade*
- "Foreign Ownership and Managerial Short-termism," with Minsuk Kim, Hyunjin Oh, Sera Choi. Under review for *Tax Research*
- "Employee-Manager Information Asymmetry and Employee Turnover," with Sumin Lee
- "Distortion of Performance Sharing in the Supply Chain: Factors Affecting Income Volatility of Upstream Player," with Mary Lee, Woo-Jong Lee, and Jungsuk Oh
- "The Effects of Inside Debts on Agency Incentives and Cost Stickiness," with Yunji Park
- "Pay-Performance Sensitivity by the Direction of Sales Change," with Sera Choi
- "Effect of Capacity Utilization on SG&A Cost Stickiness," with Rajiv Banker and Hyunjin Oh
- "Implication of CEO's voluntary stock ownership on CEO turnover and tenure," with Sera Choi and Taejin Jung
- "Asymmetric Relation between Changes in Operational Efficiency and Stock Returns," with Eunsun Cho and Sera Choi
- "The Effect of Discrete Components of Inventory and Operational Slack on Future Performance," with Minha Shin

Papers Presented at International Conferences

- "Managerial Ability and SG&A Cost Behavior"
  - The American Accounting Association Management Accounting Section Mid-Year Conference, Fort Lauderdale, Florida, January 2019
  - Asia-Pacific Management Accounting Research Symposium, Seoul, July, 2017
- "Asymmetric Inventory Management and Sales Information"
  - Asia Pacific Management Accounting Association 2018 Conference, Tokyo, Japan, October 2018
  - 2016 Temple Conference on Convergence of Financial and Managerial Accounting, Philadelphia, Pennsylvania, August 2016
- "Earnings Management Incentivised by Unloadable Equity Holdings and Earnings Response Coefficient"
  - Asia Pacific Management Accounting Association 2017 Conference, Shanghai, China, November 2017
  - The American Accounting Association Annual Meeting, San Diego, CA, August 2017
  - 2016 Temple Conference on Convergence of Financial and Managerial Accounting, Philadelphia, Pennsylvania, August 2016

- "Effect of Capacity Utilization on SG&A Cost Stickiness"
  - The American Accounting Association Management Accounting Section Mid-Year Conference, Orlando, Florida, January 2014
- "Managerial Ability and Pay-for-Performance"
  - The American Accounting Association Management Accounting Section Mid-Year Conference, Atlanta, New Orleans, January 2013
- "Managerial Ability and Compensation Design"
  - Joint Workshop (National University of Singapore, City University of Hong Kong, Nanjing University & Seoul National University), Seoul, December 2012
- "Using Modern Business Practice to Enhance the Learning Process in Introductory Accounting Course"
  - The American Accounting Association Annual Meeting, Denver, CO, August 2011
- "How Does Ratchet Effect Rise and Sag? Empirical Evidence with Respect to Target Ambiguity, Interactive Target Setting, and Measurement Noise"
  - The American Accounting Association Management Accounting Section Mid-Year Conference, Atlanta, GA, January 2011
- "The Impact of Sales Decrease on Valuation and Contracting Role of Earnings"
  - The 6th Asia-Pacific Management Accounting Association Forum, Taipei, Taiwan, November 2010
- "Returns to Scale of Public Accounting Firms"
  - International Data Envelopment Analysis Society Conference, Philadelphia, PA, July 2009
- "The Impact of Performance Measure Discriminability on the Ratee Incentives"
  - The American Accounting Association Annual Meeting, Anaheim, CA, August 2008
  - The American Accounting Association Midwest Regional Meeting, Troy, MI, March 2008
- "Importance of Measures of Past Performance: Empirical Evidence on Quality of E-Service Providers"
  - The American Accounting Association Management Accounting Section Mid-Year Conference, Clearwater Beach, FL, January 2006
  - The American Accounting Association Annual Meeting, San Francisco, CA, August 2005
  - The American Accounting Association Information Systems Section Mid-Year Conference, New Orleans, LA, January 2005
- "Relative Weights on Measures of Past Performance"
  - The American Accounting Association Management Accounting Section Mid-Year Conference, Clearwater Beach, FL, January 2006
- "Product Costing and Pricing under Long-Term Capacity Commitment"
  - The American Accounting Association Management Accounting Section Mid-Year Conference, Austin, TX, January 2002

TEACHING

Teaching Interests

- Managerial Accounting: introductory and intermediate courses for Undergraduate students
- Corporate Social Responsibility: research seminar for Graduate students
- Strategic Cost Management & Performance Evaluation: MBA courses

Courses Taught

- Undergraduate Level: Managerial Accounting, Cost Accounting, Accounting Information Systems, Introductory Financial Accounting, and Special Topics in Management
- Graduate Levels: Studies in Managerial Accounting (Master seminar), Strategic Cost Management (PhD seminar), Performance Evaluation & Responsibility Accounting (PhD seminar)
- MBA Level: Managerial Accounting, Strategic Cost Management & Performance Evaluation

SERVICE

- Editor of *Korean Journal of Management Accounting Research* (2023~2024)
- Researcher at Korea Institute of Impact Valuation (2022.5~present)
- Director focusing on Academic Research, Management Accounting Association of Korea (2022)
- Director of Center for Accounting Research (2021~present)
- Evaluation Committee for Mutual Savings Bank, Financial Supervisory Service, Korea (2020~2022)
- Executive Director of Management Accounting Association of Korea (2020~2021)
- Sustainability Accounting Study Group, Korea Accounting Institute (2020)
- Director of Korean Academy of SME and Start-up Policy Initiative (2019.9~persent)
- Outside Directors:
  - KT Skylife (2022.3.29~present)
  - Solus Advanced Materials (2020.10.1~present)
  - Doosan Solus (2019.10.1~2020.9.30)
  - Nasmedia (2016.3.24~2022.3.25)
  - Truston Asset Management (2013.6.4~2014.2.3)
- Director of CEO Academy (2019.2~2021.1)

- Editor of *Seoul Journal of Business* (2019.2~2020.1)
- Auditor of Seoul National University Publishing Council (2018.4.1~2022.4.14)
- Supervisor of Dream Mentoring, College of Business Administration, Seoul National University (2018.3.1~2019.12.31)
- Board Director of Asia-Pacific Management Accounting Association (2018)
- Auditor of SNU Cooperative (2017.3.22 ~ 2021.3.21)
- Editorial board member, *Accounting Information Review* (2016)
- Director of general affairs, Korean Accounting Association (2012.7~2013.6)
- Performance Evaluation Committee at the Board of Audit and Inspection of Korea (2011)
- Advice on Cost Accounting Systems: DGI, Inc. (2011~2012), Korea Conformity Laboratories (2012)
- Performance Evaluation of Gyeonggi Research Institute (2010, 2011)
- Graduates supervised
  - Sun Woon Jang (Master at Seoul National University, 2023.2)
  - Minha Shin (Master at Seoul National University, 2021.8)
  - Jaewon Cheong (Master at Seoul National University, 2021.8)
  - Yeo Sang Yoon (Master at Seoul National University, 2020.2)
  - Minsuk Kim (Master at Seoul National University, 2020.2)
  - Minchul Song (Master at Seoul National University, 2019.8)
  - Sera Choi (PhD at Seoul National University, 2019.8), Assistant Professor at Korea National Open University
  - Hyunjung Rim (Master at Seoul National University, 2019.2)
  - Jinsung Hwang (Master at Seoul National University, 2018.2)
  - Young Ji Ryoo (Master at Seoul National University, 2017.8)
  - Eunsun Cho (Master at Seoul National University, 2017.2)
  - Hyun-Kyung Im (Master at Seoul National University, 2017.2)
  - Mary Lee (Master at Seoul National University, 2017.2)
  - Sera Choi (Master at Seoul National University, 2015.2)
  - Hyunjin Oh (Master at Seoul National University, 2014.2)
  - Wonpyo Bae (Master at Seoul National University, 2013.2)
- Ph.D. Dissertation Committee
  - Sibei Yan, "The Impact of CSR Modifications on the Cost of Debt" (Kyung Hee University, 2023)
  - Hosung Nam, "A Study of the Effect of CEO and Director Compensation Sensitivity on R&D Costs" (Chung-Ang University, 2022)
  - Sun-Moon Jung, "Essays on Management Control Systems" (Seoul National University, 2022)
  - Meeok Cho, "Media Attention and Audit Labor Mix" (Seoul National University, 2021)

- Kyung Won Kim, "Do Compensation Committees do what they say they do? Evidence from Compensation Philosophy disclosure in Proxy Statements" (Seoul National University, 2021)
- JinHee Park, "The Impact of Managerial overconfidence, accounting conservatism, business environment on the corporate performance" (Chung-Ang University, 2021)
- Sera Choi, "Understanding CEO Ability and Pay-Performance Sensitivity Relationship: Evidence from the First Year of a CEO's Service" (Seoul National University, 2019)
- Hyun Kyung Lee, "Target Ratcheting of Management Earnings Forecasts and Earnings Management" (Kyunghee University, 2019)
- Young Zik Shin, "The Use of Non-Financial Performance Measures in CEO Compensation Contracts and SG&A Cost Stickiness" (Sungkyunkwan University, 2018)
- Jiwon Hyeon, "Essays on Weight Allocation across Multiple Tasks" (Seoul National University, 2017)
- Sewon Kwon, "Essays on the target setting in executive annual bonus contracts" (Seoul National University, 2017)
- Gayoung Ji, "The Impact of Cost Stickiness on Investment Efficiency" (Sungkyunkwan University, 2017)
- Ahrum Choi, "Essays on earnings management : international evidence" (Seoul National University, 2016)
- Miok Kim, "A comprehensive analysis of asymmetric cost behavior" (Kyunghee University, 2016)
- Jeong-Hoon Hyun, "Essays on Leniency Effects and Narrative Feedbacks in Subjective Performance Evaluation" (Seoul National University, 2014)
- Bum-Joon Kim, "Determinants of Performance Measure Drop" (Seoul National University, 2014)
- Jin-Ha Park, "Family Ownership, Managerial Ability, and Cost Behavior" (Seoul National University, 2012)
- D.H. Kwon, "Cost Stickiness on Stock Option Grant" (Seoul National University, 2012)
- Kwangjoo Koo, "Why do firms consider CEO human capital?" (Drexel University, 2012)
- Seungah Song, "Asymmetric Behavior of Manufacturing Cost" (Seoul National University, 2011)
- Youn-Sik Choi, "Essay on Target-Setting" (Seoul National University, 2011)

- Ad Hoc Reviews: Manufacturing and Services Operations Management; Journal of Accounting, Auditing & Finance; Journal of Management Accounting Research; Naval Research Logistics; Production Planning & Control; European Journal of Operational Research; Asia-Pacific Journal of Financial Studies; Decision Sciences; Electronic Commerce Research and Applications; AAA Conferences (Annual, MAS and AIS sectional meetings)

HONORS AND AWARDS

- Excellence in Teaching Award, Business School, Seoul National University, 2022 & 2015
- Excellence in Research Award, LeBow College of Business, Drexel University, 2009
- Faculty Teaching Certificate I and II, Minnesota State University, 2005-2007

- American Accounting Association Doctoral Consortium Fellow, 2003
- American Accounting Association Management Accounting Section Doctoral Consortium Fellow, 2003

REFERENCE

Dr. Mark Anderson	1-403-220-3926	mark.anderson@haskayne.ucalgary.ca
Dr. Rajiv Banker	1-215-204-2029	banker@temple.edu
Dr. Hsihui Chang	1-215-895-6979	hc336@drexel.edu
Dr. Suresh Radhakrishnan	1-972-883-4438	sradhakr@utdallas.edu