

Updated: August, 2026

In Gyun Baek

SNU Business School
Seoul National University
Gwanak-ro 1, Gwanak-gu
Seoul 08826, Korea

Email: ingyunbaek@snu.ac.kr

ACADEMIC POSITIONS	Seoul National University <i>Assistant Professor of Accounting</i>	2026 - Present
	National University of Singapore <i>Assistant Professor of Accounting</i>	2021 - 2026
EDUCATION	University of Wisconsin-Madison <i>Ph.D. in Accounting</i>	2021
	Seoul National University <i>Master of Science in Accounting</i>	2016
	Seoul National University <i>Bachelor of Business Administration</i>	2014
RESEARCH INTERESTS	Management Accounting and Control Systems, Knowledge-Intensive Economy, Organizational Culture, and Corporate Governance	
PUBLICATIONS	The Effect of Telecommuting on Information Acquisition: Evidence from the U.S. Patent Office (<i>Solo-Authored; Dissertation Chapter 1</i>), 2023 • <i>The Accounting Review</i> 98 (3): 21-46. • Winner, 2022 AAA MAS Outstanding Dissertation Award	
	The Effect of Computer Monitoring on Employees' Productivity in Telecommuting Arrangements (with <i>Yea Hee Ko</i>), 2025 • <i>Management Science</i> 71 (1): 103-122.	
	Forecasting Under Uncertainty: Import Penetration and Analysts' Cultural Advantage (with <i>Minjae Koo</i>) • Forthcoming at <i>Journal of International Business Studies</i>	
WORKING PAPERS	Earnings Pressure and Frontline Regulatory Compliance: Evidence from Retail Pharmacies (with <i>Han Seong Ryu</i> and <i>Jason Schloetzer</i>)	
	From Data to Insights: Small Entity Patent Disparity and Public Data Visualization (with <i>Ben Charoenwong</i> and <i>Yupeng Lin</i>) • Winner, ISAFE Best Paper Award	
	Signals from Afar: How Remote Work by Senior Employees Shape Junior Employee Turnover (with <i>Yea Hee Ko</i>) • Winner, AAA MAS Outstanding Dissertation Award	
	The Price of Pain: How Financial Market Disruption Shapes Opioid Demand (with <i>Ben Charoenwong</i> and <i>Han Seong Ryu</i>)	
	Common Analyst Coverage and Executive Compensation Structure Similarity (with <i>Minjae Koo</i>)	

Assessing ESG Metric Designs: Implications for ESG outcomes and CEO compensation (with *Jeong-Hoon Hyun* and *Jongwon Park*)

Exposure and Access: When Firms Rely on Outside Specialists for Knowledge-Intensive Work (with *Mary Lee* and *Yea Hee Ko*)

Do Management Revenue Forecasts Explain the Asymmetrical Behavior of Operating Costs? (with *Ella Mae Matsumura* and *Kenji Yasukata*)

NON-REFEREED PUBLICATIONS

Individual Creativity and Organizational Innovation: Can We Reconcile Creativity with Management Control Systems? (with *Ella Mae Matsumura*)

- *China Management Accounting Review* 8(2), 2019.

HONORS AND AWARDS

- Winner of the Best Paper Award, ISAFE 2024
- Winner of Outstanding Dissertation Award, AAA MAS 2022
- Best Reviewer Award, Hawaii Accounting Research Conference 2022
- Outstanding Reviewer Award, AAA Management Accounting Section 2020
- The Korean-American Accounting Professor Association Research Grant 2020
- Research Fellowship, University of Wisconsin-Madison 2016-2021
- Full Scholarship for the Master's Program, Wonil Foundation 2014-2016
- Deloitte Sponsored Scholarship, Deloitte Seoul Office 2013
- Dean's List for Academic Excellence, Seoul National University 2012

SEMINAR AND CONFERENCE PARTICIPATION

- **2026** AAA MAS Midyear Meeting (Presenter, Discussant); Georgetown University (Presenter); AMARS (Invited Panelist)
- **2025** Hawaii Accounting Research Conference (Presenter, Discussant); AAA MAS Midyear Meeting (Presenter, Discussant); KAIST-Korea University (Presenter); Seoul National University (Presenter); AMARS
- **2024** UIUC Emerging Management Accounting Scholars Symposium; Columbia Management Accounting Conference; NUS Accounting Research Symposium (Discussant); International Society for the Advancement of Financial Economics (Presenter)
- **2023** AAA MAS Midyear Meeting (Invited Panelist); KAIST-Korea University (Presenter); Yonsei University (Presenter); Deakin University (Presenter)
- **2022** AAA MAS Midyear Meeting (Presenter); NUS/SMU/NTU Tri Uni Accounting Research Conference (Presenter); Harvard Business School IMO Conference (Presenter); Global Management Accounting Research Symposium (Discussant); RMIT Melbourne (Presenter)
- **2021** AAA MAS Midyear Meeting (Presenter); Seoul National University (Presenter); AAA Annual Meeting (Presenter, Discussant)
- **2020** AAA MAS Midyear Meeting (Presenter); AAA Annual Meeting (Presenter); Chinese University of Hong Kong (Presenter); Harvard Business School (Canceled); London School of Economics (Canceled); National University of Singapore (Presenter); Singapore Management University (Presenter); University of North Carolina at Chapel Hill (Presenter)
- **2019** AAA MAS Midyear Meeting (Presenter); Conference on the Convergence of Financial and Managerial Accounting Research (Presenter); Global Management Accounting Research Symposium (Presenter)
- **2018** AAA Annual Meeting (Presenter)

TEACHING
EXPERIENCE

Instructor

NUS Business School, National University of Singapore

- Managerial Planning and Control (Master's)
- Managerial Accounting (Undergraduate)
- Latest Evaluation: 4.8/5

Wisconsin School of Business, University of Wisconsin-Madison

- Introduction to Managerial Accounting
- Spring 2019; Fall 2018; Spring 2018; Fall 2017; Spring 2017

PROFESSIONAL
EXPERIENCE

Tangible Idea - Cofounder, CEO

2012 - 2013

- Founded a mobile app company, *Tangible Idea*, which developed the mobile app Meeple that ranked 6th in the social-networking category in iOS
- Selected Media Coverage:
Tech in Asia, *Meeple hopes to lessen the suffering of South Korean students* 2012
E27, *Korean Mobile Mentoring App, Meeple, Expands to Android* 2012

Republic of Korea Air Force

2008 - 2010

- Air Defense and Control Group (*Final Rank: Sergeant*)

ACADEMIC
SERVICE

Institutional Service:

2025 AAA MAS Midyear Doctoral Colloquium Mentor

2025 AAA MAS Dissertation Award Committee

2023 AAA MAS Midyear Doctoral Colloquium Panelist

School Service:

2024 NUS Accounting Research Symposium Paper Selection Committee

2022-2023 Faculty Recruiting Committee

2022-2023 Department Seminar Series Organizer

Journal Review:

Contemporary Accounting Research

Production and Operations Management

Accounting Horizons

Journal of Management Accounting Research

Journal of Banking and Finance

Advances in Management Accounting

Conference Review:

Accounting and Economics Society Conference

Hawaii Accounting Research Conference

AAA MAS Midyear Meeting

AAA Annual Meeting